

# Monday Memo

## Recognition of Aboriginal Territory

The STA acknowledges that we work on the traditional and unceded territories of the Kwantlen, Katzie, Semiahmoo, and Qayqayt First Nations. We thank them for allowing us to work on this territory.

## Upcoming Dates

### FEBRUARY

- 5 New Teachers' Conference (full)
- 6 [Workshop for Workshop Presenters](#)
- 7 [Job Share Meeting](#)
- 11 Rookie BCTF AGM Delegates Training
- 12 New Teachers' Conference (full)
- 14 [Women's Memorial March](#)
- 18 Family Day
- 19 Labour Affairs Film Night
- 20 STARA Meeting
- 21 BCTF AGM Delegates Training
- 22 [Focus Day: Igniting Minds](#)
- 27 Pink Shirt Day  
STA Wellness Event
- 28 BCTF AGM Delegates Training

## Did You Miss Last Week's Special General Meeting?

Last week, a big chunk of our meeting was spent going over our local bargaining proposals. This was done in committee, and as such, we cannot disclose details of what was said during this item.

A motion was passed to change the name of the "Aboriginal Education Committee" to "Indigenous Education Committee". The committee recommended this change to its name. Universities and other organizations are making the shift from "Aboriginal" to "Indigenous Peoples". This is largely due to calls from within Indigenous Communities themselves, as they find the term "Aboriginal" offensive. Carolyn Sousa, chair of our STA Indigenous Committee, explains, "The term Aboriginal was imposed on the Indigenous Peoples of Canada in 1982 when Pierre Elliot Trudeau brought in Canada's 1982 Constitution." If possible, we should always use nation-specific terms (such as Kwantlen, Katzie, Semiahmoo, and Qayqayt First Nations). So why the term Indigenous? It comes from the Latin word "indigena", which means "sprung from the land; native." This reinforces land claims and encourages territory acknowledgements, a practice which links Indigenous Peoples to their land and respects their claims over it.

We voted to endorse Melanie Miki, Sonu Sangha, and Christie Weigel for the BCTF Judicial Council.

We also voted for Surrey's delegates to the BCTF AGM, which will be taking place during Spring Break in Victoria this year. In addition to our Local Representatives to the BCTF and our Resolution Committee members, 53 delegates and 16 alternates were elected for the BCTF AGM. Congratulations and thank you to all who put their names forward!

## Surrey's BCTF AGM Delegates

### Resolutions Committee

Kevin Amboe	Jatinder Bir	Angela Marcakis	Kristine Olsen
Violette Baillargeon	Gavin Hainsworth	Karen Moon	Gavin Slade-Kerr
Laura Barker	June James	Andy Nesdoly	Pauline Veto
Daniel Barton	Julia MacRae	Annie Ohana	Matt Westphal

### Delegates

Cindy Adams	Jas Johal	Kelly MacDosen	Yena Shin
Sylvie Afilal	Devinder Kaila	Lesley Marriott	Alvin Shum
Matteo Babini	Jacque King	Anne McNamee	Gurinder Sidhu
Katarina	Julia Kreutz	Alex Mitchell	Jas Sidhu
Bardouniotis	Rick Kumar	April Moore	Kaija Sproule
Elizabeth Bishop	Kevin Larkin	Morsal Nasserjah	Kate Taylor
Rita Chernenko	Andrea Leeks	Dana Neidig	Katalin Toreky Paziuk
Malcolm Chrystal	Kelsey LeFort	Colleen Newton	Christy Van Ieperen
Leon D'Souza	Alison Leslie	Kelli O'Malley	Greg VanVugt
Sharon Dhudwal	Oliver Lesum	Susan Ottewell	Taylor Weakes
Lizanne Foster	Andy Liebermann	Nimarta Pattar	Sandra Willing
Kathryn Gyor	Lisa Livera	Nicole Roberts	Katrina Wisniewski
Sue Heuman	Lee-Ann Locker	Amanda Salkeld	
Derek Imai	Isaac Louie	Sharon Sall	

### Alternates

Sanjit Sangha	Jesse Lalli	Armeem Malig	Rupinder Hayer
Nav Sahai	Niovi Patsicakis	James Kim	Elizabeth Duffield
Penny Tyler	Jeffrey Bont	Judy Lans	Blake Dunn
Philip Wong	Lindsey Frederickson	Geri Donnelly	Julie Peloquin

## Remedy Update: In Lieu Time - NEW INFORMATION!

The provincial Memorandum of Agreement provides that remedy will be in the form of additional prep time, co-teaching time, or resource teacher time, but it permits local unions and districts to agree to other forms of remedy. Last year the STA entered into an agreement with the District that provided for in lieu time as an additional form of remedy.

Although the STA has been advising members (as recently as at our Special General Meeting last week) that in lieu time would not be available, **we are pleased to announce that we now do have an agreement with the District to allow remedy to be taken as in lieu time.** In lieu time is available both for remedy carried over from the 2017-2018 school year, and for remedy generated this year. **(2018-19)**

The difference between in lieu time and prep time is that for in lieu time, the teacher does not need to be at the school. In agreeing to permit in lieu time as a remedy, we were conscious of the need to facilitate the delivery of remedy for teachers who are owed large amounts of remedy. We also do not want in lieu time to make failures-to-fill worse. For that reason, the agreement has some limits on when in lieu time will be accessible as a remedy:

- A teacher who is receiving in lieu time as a remedy needs to check in with the school 30 minutes before the start of the school day to verify whether there is a teacher on call available. If no TTOC has been dispatched, the teacher must report to work in a timely fashion, and the school's failure to fill protocol will provide coverage until they arrive. (The owed remedy is not lost in these circumstances.)
- Remedy in the form of in lieu time will only be available in amounts equal to full days (i.e. one teacher getting a day of remedy, or two teachers getting half a day each).
- Please note that WorkSafeBC might deny claims filed by teachers who are injured offsite while taking remedy in the form of in lieu time.

If you have a shorter period of remedy than a half or full day, and because of space constraints there is nowhere in your school to be able to do effective prep work, please talk to your administration about other possibilities for where you could do your prep work.

Our hope is that having in lieu time as an additional option will help more members to make use of the remedy time in a way that will be helpful to them.

## School Visits – We Want to Visit All our Members!



As you probably know, we do regular lunch visits throughout the school year to give all STA members a chance to meet their union officers, ask questions, and feel connected to their union. We have already visited 54 schools in the fall, and have 10 more already booked in January and February. If your school would like a visit, please contact Julia at [1vp@surreyteachers.org](mailto:1vp@surreyteachers.org) to suggest a date, and we will book a table officer to visit you. Teachers have questions about bargaining, strategy, the transfer rounds, remedy, supervision, lost prep time, professional development, professional rights, and many other topics, and we want to answer them.



SATURDAY, MARCH 2, 2019

# TEACHING FOR JOY AND JUSTICE

A CROSS BORDER  
SOCIAL JUSTICE CONFERENCE  
FOR BC, WA, AND OR TEACHERS

[CLICK HERE TO REGISTER NOW](http://www.crossborderconference.com)

[www.crossborderconference.com](http://www.crossborderconference.com)

# MERCEDES MARTINEZ



## Use your remedy time creatively!

You may be thinking, well first my class is oversized or over composition limits, and now I have to plan for a TTOC? I'm too busy! Yes, taking remedy time will take consideration, but please plan to use it. The district is eager to provide the time, and to have it accounted for, so they can be reimbursed for its use by the province. We also want to encourage teachers to use the remedy and to use it in a way that benefits you and the students.

Think of the remedy coming to you as an extra pair of hands. These hands are attached to a certified teacher! You can use their time to relieve you from your class so you can do some extra prep, or to take the time to write your report cards during the school day. Or... perhaps you can have that extra handy person in your class to help you! Perhaps this is the day you (both) go over everyone's writing assignment individually, or you split the class in two for a debate. Or one of your Readers' Theatre groups gets some extra coaching! Or perhaps you have a possibly messy art project idea and those extra hands help it happen with fewer calamities! Or, on that day, your science experiment in the lab is better supervised! Or... you do your walking outdoors activity with more supervision. Each teacher and each class has different needs.

We know the Surrey teachers are exceptionally creative and will be able to think of ways to use this teacher time that is coming to us in remedy.

As we have said before, remedy should be helpful to you, and shouldn't be a burden. The district has agreed with us that teachers need time to plan their remedy so it is useful. The district's message to school administrators is that remedy needs to be scheduled ahead of time so that teachers can factor it into their planning. While it might feel disruptive to your routine, it is still worth taking!

If you encounter difficulty with remedy, please contact the STA office for support!

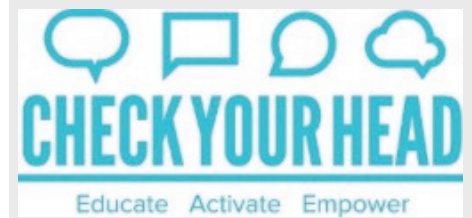
## THIS WEEK! Qualifications Deadline for Positions Requiring Special Training/Experience: Get into the Qualified Book!

We are expecting that there will be a large number of postings for positions that require special training or specific experience, especially LST and IST teachers for the next school year. In order to be shortlisted in Rounds 1 and 2, teachers need to be listed in the District Qualification Book. Teachers who are interested in changing their assignments to such positions need to apply to the Human Resources Department by **January 31st** to have their qualifications evaluated. The evaluation will be completed by March 31. (CA, Article E.28.1)

Job descriptions and evaluation forms for specific jobs can be found on the District website at <https://www.surreyschools.ca/careers/jobdescriptionhandbook/Pages/default.aspx>

## Help Us Get To Know You!

At the Surrey Teachers' Association, we strive to keep you informed of current issues in education and of your rights as a Surrey teacher. One of the objectives of the Surrey Teachers' Association to represent its members and to regulate relations with their employer through collective bargaining of terms and conditions of employment. The Surrey Teachers' Association recognizes that all members need to be involved in pursuing local bargaining objectives in order to seek needed improvements to the working and learning conditions in our school communities. To assist in meeting the needs of our members, we want to know more about the unique characteristics that blend to create our association. Please consider assisting in furthering the goal of promoting member welfare, equity and inclusion in our local by volunteering the anonymous information requested in this [survey](#). Thank you in advance for your participation.



Have you heard of [Check Your Head](#)? They are a youth-driven not-for-profit organization that provides education, resources, training and support for youth to live as engaged, independent and active citizens within our local and global communities. Their main activities include workshops, training, supporting youth-led actions, and engaging youth volunteers.

Workshops offered January 2019 - June 2019:

- [Social Justice Action Planning](#)
- [Social Ingredients of Health: From Surviving to Thriving](#)
- [Poverty & Income Inequality](#)
- [Migrant Justice and Anti-Racism](#)
- [Food Justice](#)

## UBC Part-time Graduate Programs

UBC is currently accepting applications for numerous part-time master's cohorts, including:

- MEd in Curriculum Studies: Health, Outdoor, and Physical Experiential Education
- MEd in Educational Studies: Education for Sustainability
- MEd in Early Childhood Education
- MEd in Home Economics Education
- Master of Educational Technology (MET).

Need more information? Visit [www.pdce.educ.ubc.ca/graduate-programs](http://www.pdce.educ.ubc.ca/graduate-programs)

## Job Sharing: All the information you need



Join your colleagues on Thursday, February 7 at Eaglequest from 3:30 pm to 6:00 pm to connect with potential job share partners and learn about your rights when it comes to job shares. The STA will facilitate this information session and answer any questions you may have. In addition to taking you through the application process, you will learn about possible denials and what options you have available to you. Bring your questions! Snacks and beverages will be provided. Babies welcome!

Register at [jobshare2019.eventbrite.ca](http://jobshare2019.eventbrite.ca)

## Opportunities for Members

### BCTF Issue Session on Racism

The BCTF is looking for up to 15 members to participate in a two-day Issue Session on Racism on February 21–22. The group will meet to discuss:

- the impacts of racism in the workplace, in all areas of the province.
- possible new strategies to present to the employer and/or government to address concerns about racism in the workplace.
- ways of informing members about making use of current avenues to address concerns about racism in the workplace.
- advice for the Executive Committee and provincial Bargaining Team for the upcoming round of bargaining.

The session will be led by Natasha Tony, an experienced facilitator and leader in issues of equity and inclusion. Learn more about the session by reading the posting on the Federation's [Opportunities for Members page](#). To apply, please complete the [online CV](#) form by **5:00 p.m. on February 6**. Please contact Todd Patrick at [tpatrick@bctf.ca](mailto:tpatrick@bctf.ca) if you have any questions.

### Grievance Committee

There is a position open for another member to join the STA Grievance Committee, an advisory committee to the grievance officers. This is an excellent opportunity for members who would like to learn about contract enforcement and labour law. If this interests you, please [submit your CV](#) to [reception@surreyteachers.org](mailto:reception@surreyteachers.org) by February 8, 2019. A decision on the successful candidate will be made at the February 12 STA Executive Committee Meeting.

### Grade 7 Girls Leadership Conference



The STA Status of Women Committee is once again planning our annual Grade 7 Girls' Conference. We believe an event for Grade 7 girls can improve their self-confidence at a crucial developmental stage just before high school. We need teachers able to work with us to give the girls a fun and inspiring day. The conference will be taking place on the Pro-D day, Monday, May 27, 2019 at Princess Margaret Secondary. The day will begin at 8:30 am and end by 2:30 pm. Presenters will present for 3 sessions, about 1 hour and 15 minutes each. Feminist teachers! We need your input!

Please send a proposal to [communications@surreyteachers.org](mailto:communications@surreyteachers.org) ASAP if you are able to offer your time and talents to this event.



### Have your coworkers been urging you to share the great work that you do?

Have you been thinking about sharing that great work with your colleagues at the STA Convention on May 3, 2019? Are you not sure about sharing because you would like some pointers about how to give an effective presentation to your peers? Our Workshop for Workshop Presenters on February 6 from 4:00 pm to 6:00 pm at the STA Office is just for you! Bring along your workshop ideas and we will give you some valuable pointers and some time to plan your presentation. Snacks will be provided.

Register at <https://wfwf-feb2019.eventbrite.ca>.

## STA CONVENTION 2019



### Can You Help with Primary, Intermediate Sites or Excursions?

The STA Convention is the largest convention in the province that is put on by teachers for teachers, and we need you! There are currently vacancies for two members each on the Primary and Intermediate sub-committees and one member on the Excursions sub-committee. If you are interested in helping to organize a great convention, please complete the [STA Committee Curriculum Vitae Form](#) and return it to June James, STA Pro-D Officer.

### Do You Do Great Things in Your Classroom?

The STA Convention on May 3, 2019 is the largest convention put on by teachers for teachers in British Columbia. We know Surrey teachers are doing great work with their students and the website is now open for workshop proposals. If you have a great idea you would like to share with your colleagues, please [submit your proposal](#).



## Driving Students - yay or nay?

The STA wants to remind teachers that they do NOT have to drive students on field trips... in fact, there are many risks involved when driving students. For instance, teachers may not have enough liability insurance in the event that there is an accident in which a student is injured or killed. Since transporting students is not part of a teacher's job, there is a possibility that WorkSafeBC would disallow a claim if a teacher got injured while driving students. If a teacher is injured in an accident, there is a possibility that there would be a dispute between ICBC and WorkSafeBC about which of them is responsible for the claim, and thus there would be a delay in compensation for the teacher. There is also some risk if a teacher is alone in a car with a student. When planning a field trip, be sure to fill in the district form entirely, and perform all required checks (of parent vehicles' insurance etc.), keeping your administrator aware of all the details, and filing all the paperwork required.

## Clause of the Week: D.27 Health and Safety Standards

### D.27.1 PHYSICAL CONDITIONS & ENVIRONMENT

- a. Classes shall be conducted in facilities that are clean and where temperature, ventilation, lighting, humidity, sound level and other physical conditions are hygienic, safe and conducive to effective learning.
- b. Wherever practicable, a class will be relocated when the conditions of Article D.27.1.a cannot be met.

When the physical conditions are not hygienic or safe, due to mouse droppings, for example, or temperature is too hot or too cold, learning takes a back seat. There are processes in place when a student vomits or soils themselves, as well as dealing with mouse droppings or suspected mold.

You can check on the HUB under Health & Safety for the district policies and procedures, or you can call or email Sue Heuman at the STA (604) 592-8391 or [hs@surreyteachers.org](mailto:hs@surreyteachers.org).

So what is the evacuation plan in place at your school when vomit, mouse droppings, or mold occur?

## Day of Mourning - BC Schools Project

Did you know that an average of 1000 people in Canada die each year on the job or from work related illness? Did you know that the group of workers most likely to be injured or killed on the job are young workers?

These are frightening stats and the young workers are typically our former and sometimes current students. April 26, 2019 is the Day of Mourning where we ask secondary schools to commemorate those workers who were killed or injured on the job. An additional goal is to educate students on workplace safety and in doing so help reduce young worker injuries and fatalities. Please note that while April 28 is specifically referenced in federal legislation, school related events will be conducted on April 26, two days before community hosted events.

We are asking for a contact (or two) from each secondary school in Surrey to work with the coordinators of the Project. There will be a box of resources that teachers can use to enhance their lesson plans, work with leadership groups in the school, lesson plans, posters, fact sheets, etc. These will be delivered to your school so that your school can commemorate those workers killed or injured on the job.

There will be more information coming out in the following weeks. If you are interested in signing your secondary school up for this worthwhile and possibly life-saving project, please contact Sue Heuman, Health & Safety Officer, at [hs@surreyteachers.org](mailto:hs@surreyteachers.org) or (604) 592-8391.

## Shout Out!

We are so proud to be Surrey Teachers and we know there are amazing things happening around the district that we would love to hear about. In the spirit of acts of kindness, we would love for our members to send us a "shout out" about a colleague who inspires you and who you think deserves recognition, whether it is for their kindness, a great resource they shared recently, or an awesome lesson they teach.

### This week's shout out is from Darlene Arches to Leanna Harrington:

*"This shout out goes to Leanna Harrington. She contributes so much to our school as a leader in teacher wellness and student self regulation. Leanna has led inquiry projects, book studies, participated in workshops, and teaches a weekly yoga class for staff. Her calm demeanor and welcoming smile create a warm atmosphere with her students and with staff."*

Thank you Darlene, you and Leanna are now entered into our monthly draw for a \$25 Indigo! gift certificate. Please submit your "shout outs" to Angela via [communications@surreyteachers.org](mailto:communications@surreyteachers.org) to spread the kindness around our local and for your chance to win a gift card too!

## Lights, Camera, Action! VR Production for the Classroom

Experience, explore, and present the world in a new way! Over the course of three mornings, this UBC Spring Institute will guide you through the steps to shoot, edit, and share 360-degree videos. You will learn the basics of narrative storytelling and how to think like a director in this new medium. You will translate your ideas into a script and then an actual storyboard. Using the storyboard, you will work in teams to shoot and edit your own videos.

Dates: March 18 - 20, 2019,  
9:00 am - 12:00 pm  
Location: UBC Vancouver  
[Apply by February 4, 2019](#)

## CONTEST: Rename the Monday Memo!

While we do our best to get our weekly memo out to you on Monday, sometimes this does not happen. Even when we do, many members may not receive it or read it until later in the week depending on when the staff reps are able to forward the memo to our members and when our members find time to read their work emails. Thus, we would like to change the name of our weekly memo. If you have an idea for a name, please send them to [communications@surreyteachers.org](mailto:communications@surreyteachers.org).

## REACH OUT!

Reach us by phone at 604-594-5353 or via email at [sta@surreyteachers.org](mailto:sta@surreyteachers.org).

Please do not hesitate to contact the STA office whenever you have a question or concern. We cannot emphasize enough the importance of getting advice from your Union on any employment related issue, even if it's only to confirm information you've received from another source.