

# 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

### MARCH

- 3-9 International Women's Week

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- 7 BCTF AGM Delegates Training

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- 8 International Women's Day

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- 16-19 BCTF AGM

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- 16-31 Spring Break and school closure days

### APRIL

- 9-11 [Staff Rep Training](#)

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- 10 BCTF AGM Delegates DeBriefing Meeting at the STA Office

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- 16-18 [Staff Rep Training: Contract Awareness](#)

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- 17 STARA Meeting at Eaglequest

## Long Term Leave Applications Due

Long Term Leave of Absence applications (under article G.21.8) for the 2019/20 school year are due to Human Resources by **March 31, 2019**.

The LOA forms are available at your school office and can be sent in via Courier #481



## International Women's Day is March 8!

Since 1911, March 8 is known as [International Women's Day](#), a celebration of women's achievements - social, cultural, legal, economic, and beyond. Celebrate International Women's Day by having your students research its origins and history. Here are some free resources from the BCTF for International Women's Day, appropriate for [elementary](#) and [secondary classrooms](#).

There will be a [free event](#) taking place at Johnston Heights Secondary from 12:30 - 4:00 pm on Saturday, March 9. All women (and their children) are invited to this event, which will include entertainment, snacks, refreshments, and prizes!

## Awards Committee Update!

The STA grants \$71,000 in Scholarships, Bursaries and Social Justice Awards (please see attached documents for more information) to graduating Surrey students and children of active STA members.

### 1. STA Children's Awards

We want to award all the money each year, so please encourage your child to apply in all applicable categories for the September due date after they graduate.

To be eligible to apply (which happens in September following graduation), they must have graduated from a public secondary school (in any district). There are six Scholarships of \$2,000 each, six Bursaries of \$2,000 each and two Jennifer Wadge Social Justice Awards of \$2,000 each for children of STA Members.

### 2. Surrey School Scholarships

Additionally, we give funds to each Surrey Secondary school to allocate through their scholarship committees to Surrey graduates. **Please note the following change** to that procedure for THIS year.

At the last Executive Committee meeting, the following motion was passed:

*THAT for the 2018-2019 school year and going forward, secondary schools allocate \$500 of the STA Scholarship as a scholarship or bursary to an Indigenous student, and if no students qualify, that the \$500 be re-allocated to other applicants of that graduating year.*

- i. Secondary schools will allocate \$500 from \$1,500*
- ii. Learning Centers and Invergarry Adult Ed will allocate \$250 from \$500*

### 3. Updates to Policies and Procedures - NB!

We also updated our policy and procedures to include the Jennifer Wadge Social Justice Award, which now is updated to read:

*Social justice work is more than just short-term bandage-type solutions. Social justice theory focuses on equity for all, and the goal of social justice work should encourage systematic change.*

*The following are the criteria to be used in selecting successful candidates for the social justice award:*

- i. Graduate of a public high school with submission of an official transcript*
- ii. Proof of acceptance to a post-secondary institution OR registration in a national/international conference on social justice issues OR an internship in a social justice organization*
- iii. School and community involvement in a variety of social justice areas*
- iv. Evidence of leadership and/or personal initiative in activities or in an organization related to social justice*
- v. Statement of commitment to social justice*
- vi. Minimum of three (3) sealed confidential references. References by family members or friends will not be accepted.*

Updated forms should be available on our website before Spring Break.

# STAFF REP TRAINING APRIL 2019

STA Office (#201, 9030 King George Blvd)  
8:30 am - 3:00 pm • Lunch & snacks provided



**APRIL 9, 10, 11, 2019**

**WORKSHOP TOPIC TBA  
(WILL BE POSTED HERE  
NEXT WEEK)**

**APRIL 16, 17, 18, 2019  
CONTRACT AWARENESS**

This workshop is designed to increase awareness of the restored and implemented class size, class composition, non-enrolling language, school-based team collective agreement language and remedies in their collective agreement.

- increase the problem-solving skills.
- increase confidence in their ability to effectively function in their important role at the school/worksites level.
- get familiarized with the restored and implemented collective agreement language and agreed to processes, such as remedies, dispute resolution process and joint committee on class composition.

**EACH REP MAY ATTEND  
ONE TRAINING DAY**

**STEP 1: REGISTER VIA EVENTBRITE**

Topic TBA (Registration is open for those dates in the meantime)  
<https://surt2019-mentorship.eventbrite.ca>

Contract Awareness  
<https://surt2019-contract.eventbrite.ca>

**STEP 2: BOOK YOUR TTOC/LOA**

Leave type: STA Business  
Article: G.21.7.h  
Details: School Union Rep Training  
Leave: with pay  
Cost of TTOC: to be borne by STA  
Attention: Jatinder Bir

## Job Share Information and Documents

[Job Share Proposals](#) for the 2019/20 school year need to be submitted to your administrator by April 1, 2019.

Job sharing must be arranged between two teachers who are under contract to the school district and at least one teacher must have a 100% contract and have a continuing assignment at a school. A teacher may not job share at a greater percentage than their contract percentage with the District. (i.e. a teacher with a 40% contract may not assume a 50% job share.) A TTOC or a teacher on layoff may not job share.

## Overpayment of Remedy from 2017-18

Some members have received notices from the employer that they received too much remedy last year, and that this negative balance will be deducted from remedy from this year, or subsequent years. The STA strongly disagrees with this practice, and will be grieving it. Please forward such notices to Mark Keelan at [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org).

## Remedy Scheduled for Snow Days

If you had remedy scheduled for February 11 and 12, when schools were closed as a result of snow, the employer is considering that remedy to have been delivered. The STA has filed a grievance on this issue. If you are in this situation, please notify Mark Keelan at [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org) with details.

## Day of Mourning School Project

Did you know that if a worker is injured or killed in BC the likelihood is that worker is young? It may be a former student or a current student in your class. On April 26, 2019, we remember the injured and killed workers, both young and not so young, in our schools. We want to impress upon the students that workers have the right to go to work and come home safe at the end of the day.

All secondary schools, learning centres and adult and continuing education centres, please [register](#) to receive a box of teaching and learning materials from the Day of Mourning School Program. Sign up your school or class to be entered to win one of ten \$200 Apple gift cards. Participation prizes and certificates will be also be awarded. Winners must complete a short post-project survey. The Principals, Vice Principals and all upper management support this commemoration too, and we hope all secondary schools make this a meaningful observation this year.

## STA CONVENTION 2019

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

The STA Convention is the largest professional development event 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? Share Them at Convention!

We know Surrey teachers are doing great work with their students and the Convention 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](#).

## 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 83 schools this year. 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, and let members get to know us better.

## We Asked the Board, and They Answered

Every month members of the STA executive attend the School Board meetings representing the teachers. (If any member would like to join us, you are invited!) Unfortunately, it is not possible to ask questions in the meeting (and have them recorded in the official minutes,) so along with other members of the public, we ask questions after the meeting is adjourned, and receive answers by email a couple of weeks later. Here are two questions we asked recently, and the answers we received, for your information. We will continue asking questions, and reporting back to you in the Monday Memo, whatever answers we receive. If you have questions you would like us to ask, please let us Julia at [1vp@surreyteachers.org](mailto:1vp@surreyteachers.org).

**To what extent will the Board be involved in local bargaining? Is one of you assigned to this file? We need local bargaining to be robust. We can get a lot done on the important issues affecting Surrey specifically. It takes many people to get a good agreement.**

We agree that local bargaining should be robust in order to obtain good results for our collective agreement. As such, the Board is closely involved in local bargaining by setting direction through the employer's bargaining mandate. The Board will also be updated regularly on progress and will ratify any agreement.

**As you know, many teachers are concerned about services and support for refugee students ... We are wondering what recent steps you have taken in your MP-lobbying efforts to ensure improvement in services for refugees and new-comers?**

Surrey School District has an outstanding record of service to students with diverse cultures, interests, abilities and needs. Each year, the Board supplements funding received from the Ministry of Education and through Immigration, Refugees and Citizenship Canada to staffing teachers and support workers who work with ELL, refugee, and newly-immigrated students and families.

The board is keenly aware of the need to be vigilant in maintaining the high standards that have been set for the benefit of refugee and newly-immigrated students in Surrey. The Board continues to work with local MLAs and MPs to advocate for sustained and predictable funding from provincial and federal partners to ensure the continued and expanding support of students and families who build their new lives in Surrey. Here are some examples of recent activities by members of the Board:

- MPs and MLAs from around the region attended the ELL Consortium meeting held on January 9th, 2019 for a joint presentation by the Surrey, Burnaby, Langley, Vancouver and Richmond School districts;
- Presentation to the Standing Committee on Citizenship and Immigration by invitation to Ottawa (Spring 2019);
- Representation at the Pacific Caucus -MPs Meeting on January 20th, 2019;
- Continued Board advocacy and liaison at the BC ELL Consortium.

## You Are Invited! BBF Gala: Celebrating Bright Futures



The Bright Beginnings Foundation (BBF), in partnership with the STA Anti-Poverty Committee, is organizing their second annual fundraising gala, [Celebrating Bright Futures](#). BBF believes that everyone deserves to live a poverty-free life, and so in order to break the cycle of poverty they provide Surrey students with post-secondary tuition, living expenses, mentorship and an opportunity to dream. Enjoy a delicious dinner while being entertained by [The Maestro of MAGIC](#) and listening to the beautiful voice Surrey student/singer [Ashley Pater](#). There will also be a silent auction of wonderful donated items that range from spa treatments to holiday packages to photographic studio sessions, as well as door prizes and raffles. See poster below/overleaf.



### BCTF New Teachers' Conference 2019



Keynote speaker:  
**Tracy Myers**

## May 10 Nanaimo



Keynote speaker:  
**Dr. Deborah MacNamara**

## April 5 Vernon

**Registration is now open** for the BCTF New Teachers Conferences "Gaining Ground: New Teachers Together Leading the Way!" The conferences are in Vernon on April 5, 2019, and in Nanaimo on May 10, 2019. The programs include keynote speakers, panels on Aboriginal education, and more than 30 workshops covering a wide variety of educational topics. Both events will have a welcoming reception on the night before as well as a resource fair.

If you have been teaching for 5 years or less, or if you changed districts, or if you are teaching a new subject matter, or if you are a teacher candidate at a Faculty of Education, or even if you just simply would like to attend... you are all welcome to the New Teachers' Conferences!

### Opportunity for Members: BCTF New Teachers' Conference

The STA will fund two members to attend the BCTF New Teachers' Conference, either in Nanaimo (May 10) or Vernon (April 5). See advertisement above. Costs of travel, release, accommodations, and meals will be covered. If interested, please send an email to [reception@surreyteachers.org](mailto:reception@surreyteachers.org) by **Friday, March 8**.



LET'S BREAK THE CYCLE OF POVERTY BY HELPING PROMISING  
STUDENTS GET THE EDUCATION AND CAREER THEY NEED

Bright Beginnings Foundation &  
Surrey Teachers' Association

presents

.....  
A NIGHT OF MAGIC, DELICIOUS FOOD, MUSIC  
SILENT AUCTION, DOOR PRIZES, AND RAFFLES  
FEATURING VIP GUESTS

# Celebrating Bright Futures

**TICKETS \$55**

**TABLE FOR 10 \$500**

**BBFGALA2019.EVENTBRITE.CA**

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**APRIL 12, 2019 6-9 PM**

**Grand Taj Banquet Hall**

**8388 128 St, Surrey**

## Petition for Pension Security

The Canadian Association of Retired Teachers has created a [petition](#) to encourage the federal government to increase the security of retirement income. This petition asks government to affirm the principle that pension promises cannot be broken for any service that has already been earned. It also asks government to protect the pensions of retirees by providing an insurance plan, paid for by pension plans, that would guarantee the benefits of retirees if their plan closes. It's easy to participate: visit [www.pensionsecurity.ca](http://www.pensionsecurity.ca) and add your voice to this important call to action.

## Opportunity for Students: Earth Day Poster Contest

Take your class to explore a trail in a nearby forest or spend some time observing and enjoying a tree on the school grounds. Then ask your students to create poster about their outdoor experience. [Posters are due](#) to the Surrey Nature Centre by **March 8**. One winning artist will be selected from each grade to receive an individual prize, as well as the whole class will win a free field trip to the Surrey Nature Centre!

## Opportunity for Members: Great Bear Rainforest Educational Website

The BCTF is seeking six Grade 7-9 science and/or social studies teachers to participate as BCTF representatives to a Ministry of Education committee, tasked with teacher orientation and activity plan field testing for the [Great Bear Rainforest educational website](#). Those members selected for this committee will attend two workshops and implement an activity plan unit pilot with their students. The deadline for applications is Wednesday, March 6, 2019, at 5:00 pm.

## 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 Debbie Easton to Lisa Livera:

*"Lisa Livera is an amazing teacher who is always giving of her time and energy to help me and my students. She is a 6/7 Intensive Fine Arts teacher who is helping me integrate some arts curriculum into my Kindergarten class, in particular, dancing this term. This is my first year participating in the Surrey Dance Festival and Lisa has given up many blocks of her time to help teach my Kindergartens a dance for this event. She regularly pops into my Kindergarten class to wave hello to my students and we have now teamed up as buddy classes. She plans many of our big / little buddy activities and is always trying to find crazy, new, fun things for our students to create together. I can usually find Lisa around the school helping someone, encouraging someone, and laughing with someone. I am so glad to have met her and gotten to know her. I couldn't imagine our school without her, she is an incredible inspiration to me and my go-to for just about everything. Thank you Lisa for being so amazing!!!"*

Thank you Debbie, you and Lisa 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!

## 2019 Digital Learning Symposium

On April 7-9, check out the annual Digital Learning Symposium at the Delta Burnaby Hotel. Discover innovative learning models supporting new curriculum in digital learning environments. This event is brought to you by the BC Partners in Online Learning, BlendEd BC, Educators for Distributed Learning, and the Canadian eLearning Network. [Registration is open](#) for groups and members! Not a member of the Educators for Distributed Learning PSA? Click [here](#) to sign up (BCTF members only).

## 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.