

# 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

**April 10:** Post-AGM Meeting  
4:00-6:00 @ The STA

**April 10:** STA Queer Night Out

**April 11:** Staff Rep Training  
"Social Media" Workshop

**April 12:** [BBF Gala: Celebrating Bright Futures](#)

**April 16-18:** Staff Rep Training  
"Contract Awareness"  
Workshop

**April 17:** STARA @ EagleQuest

**April 25:** [Did You Move From Another District? Meeting](#)

## Check your emails! You are invited to vote for the new name of the Monday Memo!

We are looking to rename our weekly correspondence, The Monday Memo, and invite you to click on the button in your email to vote.

As your union, we are always looking at new ways to engage our members and thought this mass distribution would serve as a great starting off point. Please take a few minutes to answer the survey and leave your comments.

If you would like to reach out by email, please forward your questions and/or comments to [sta@surreyteachers.org](mailto:sta@surreyteachers.org).

You should have received an email with your personalized voting information. If you did not get this email, you should check your junk mail. If the email is in your junk mail, you will need to move the email to your inbox to enable the quick vote link. If the email is not in the junk you can email us at [sta@surreyteachers.org](mailto:sta@surreyteachers.org) with your name and surreyschools.ca email, and we will get the system to resend a notification email with the information.

## GRIEVANCE: Audit Proofing

The Association filed a grievance related to the Special Education Audit. The Employer engaged in the practice of requiring teachers and associated professionals to audit-proof student files for the purpose of readying these files for the Special Education Enrollment Audit. It is our position that audit-proofing of student files is not teacher work as it falls outside of teachers' job descriptions and could result in discrimination against students by taking away services for teachers in order to perform administrative and clerical work. We have still not received a response to our grievance from the Employer. At the time of filing, we asked that you record the amount of time spent on audit proofing of student files.

Please [click here](#) and complete the attached survey so that we have accurate data, should this matter proceed to arbitration.

## GRIEVANCE: Failures-to-Fill

The STA has filed a grievance regarding the District's practice to direct non-enrolling teachers to cover failure to fill for classroom teachers. The STA is therefore collecting data to support this grievance by requesting that staff reps regularly report failures to fill. In an effort to make this task as quick and efficient as possible, we have created a new format for reporting failures to fill. Starting April 01, 2019, please, use the attached [link](#) to report failures to fill at your school.

# Time to Prepare for Transfer Rounds!

The annual transfer rounds are rapidly approaching. **If you are a teacher with a continuing contract, you are eligible to apply for positions in Rounds 1 and 2.**

Last year, the STA filed a number of grievances related to the transfer rounds. In our discussions with Human Resources and school principals, we got some insight into the inner workings of the process.

There are three parts to the transfer process. The first is the online application. Apply for postings using Employee Self Serve. The first page includes your personal information. The Collective Agreement requires that principals shortlist candidates for positions by seniority, provided they have the necessary qualifications. **Make sure the personal information page of Employee Self Serve makes it clear how you are qualified for the position for which you are applying.** You have the option on this page to indicate whether or not you agree to have your current principal or vice-principal contacted for a reference. We have been assured by Human Resources that if you select "No" to having current admin contacted, they will not be. However, you will need to provide the names and contact information for two people, usually administrators, who have recently seen you teach.

The other two parts to the transfer process are the interview and a reference check. The STA's position is that the interview should come first, followed by the reference check. The district does not agree.

**The interview is perhaps the most important part of the process.** The Collective Agreement states: "The Board will appoint the most senior applicant possessing the necessary qualifications except where it can be demonstrated that a less senior candidate is more suitable." Most principals use the interview to determine suitability. **Principals indicated to us that, rather than hearing theoretical or general responses to questions, they are interested in hearing about real examples of what is happening in teachers' classes.** Prior to the interview, read the School Profile in the posting and be ready to indicate how your practice will fit into the culture of the school. Use the interview to help the principal to understand how you will be an asset to the school. You should also use the interview to decide whether you think the position would be a good fit for you.

Principals almost always contact someone for a reference check. Regardless of whether or not you agree to your current administrator providing the reference, or if you choose someone else, talk to your references prior to the deadline for submitting applications. Ask the references to tell you what they will say and take notes of what they tell you. Do not assume that because you get along well with your principal, or that they have never expressed any criticism of you, they will give you a positive reference. In several of last year's grievances, teachers were shocked to learn that their principal had provided a negative reference.

The transfer process is stressful for many members. Being prepared may help alleviate some of the stress and will ensure that you can present yourself as strongly as possible to principals.

## Did you leave another province to accept a position with the Surrey Schools?

The STA is planning an afterschool meeting for any teachers who have accepted a position with Surrey and have moved from another province. This is an informal meeting to discuss concerns, rights and supports available to Surrey Teachers. Meet the Surrey Teachers' Association officers and get your questions answered. If you know someone who is new to Surrey from out of province, please make sure they get a copy of this information.

When: April 25

Where: STA Conference Room

Time: 4:00 - 6:00 pm

Snacks and refreshments will be served.

[Click here to register!](#)



THE LGBTQ2+ ADHOC COMMITTEE IS HOSTING AN

# STA QUEER NIGHT OUT

WEDNESDAY, APRIL **10**

HOOK AND LADDER PUB  
8593 132 STREET, SURREY

STARTING AT **6** PM

We invite all STA members with diverse sexual orientations and gender identities, and their allies, to join us for this fun night out. Connect, socialize, make new friends, and maybe even learn a bit more about the Committee, in a safe, inclusive space.

# STAFF REP TRAINING

## APRIL 2019

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

EACH REP MAY ATTEND  
ONE TRAINING DAY



### APRIL 11, 2019 SOCIAL MEDIA

- To educate about the professional and ethical use of social media and safe online engagement.
- To view the landscape of social media sites.
- To provide the skills for using specific sites as a professional and/or activist.
- To provide ways to support members using social media

We will be looking at Fiduciary relationship, Ethos of care, Boundaries, Fidelity to the employer, Parent communication, and TRB

### 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/worksite 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.

### STEP 1: REGISTER VIA EVENTBRITE

SOCIAL MEDIA

<https://surt2019-socialmedia.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

## Ad Hoc Committee for Members of Colour

The **Surrey Teachers' Association Ad Hoc Committee for Members of Colour** has been created to provide a safe space for people of colour to discuss their life experiences, ideas, and concerns as educators, and to work towards concrete actions designed to raise awareness, and bring unique cultural, linguistic, and racial diversity assets to make the STA stronger as it becomes a more diverse and inclusive space and union.

Objectives may include:

- to review existing STA policies and structures concerning teachers from the perspective of members of colour, and propose changes to ensure the needs of educators of colour are met;
- to identify the needs of members of colour within the STA;
- to facilitate a consultative process between STA and BCTF concerning structures and policies in place for members of colour; and
- to strengthen the STA with more robust involvement by members.

If you are interested, please contact [2vp@surreyteachers.org](mailto:2vp@surreyteachers.org).

## BCTF New Teachers Conference

[Registration](#) is now open for the BCTF New Teachers Conference "Gaining Ground: New Teachers Together Leading the Way!" The conference is in Nanaimo on May 10, 2019. The program includes keynote speaker Tracy Myers, a panel on Aboriginal education, and more than 20 workshops covering a wide variety of educational topics. The event will have a welcoming reception on the night before as well as a resource fair.

Teachers can apply for consolidated funds and individual funds. Check the STA website under ["Forms"](#) for criteria for professional development fund applications, or you can also check with your pro-d rep.

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' Conference!



The poster for the BCTF New Teachers' Conference 2019 features a green background with a stylized flame logo on the left. The title "BCTF New Teachers' Conference 2019" is prominently displayed in the center. Below the title, there is a portrait of Tracy Myers, identified as the keynote speaker. To the right of the portrait, a purple box contains the text "May 10 Nanaimo". A vertical "2019" logo is positioned to the right of the title. The bottom of the poster is decorated with a colorful, abstract pattern of overlapping circles.

 **BCTF New Teachers' Conference 2019** 

 **May 10  
Nanaimo**

Keynote speaker:  
**Tracy Myers**

## Employment Opportunity: BCTF Communications

The BCTF Communications and Campaigns Division has a one-year, four-month vacancy for the position of Assistant Director, Outreach/Political Action. The posting can be viewed at: [bctf.ca/AboutUs/EmploymentOpportunities.aspx](http://bctf.ca/AboutUs/EmploymentOpportunities.aspx)

Applications for this position must be in writing, sent by email to [postings@bctf.ca](mailto:postings@bctf.ca) or by mail to BCTF Human Resources Department, BC Teachers' Federation, 100–550 West 6th Avenue, Vancouver, BC V5Z 4P2.

Only those applications received by the BCTF by 5:00 p.m., April 17, 2019 will be considered.

## 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. We remember the workers, young and not so young on April 26, 2019 in our schools. We want to impress upon the students that they 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 Project](#). 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.



## Volunteer at the 2019 Delta/Surrey Regional Heritage Fair

The City of Delta would like to invite members of the Surrey Teachers' Association to volunteer for the Delta/Surrey Regional Heritage Fair on May 10<sup>th</sup> and 11<sup>th</sup> at the Harris Barn (4140 Arthur Drive, Delta, BC).

The two-day Heritage Fair event showcases research projects on Canadian history from students across Delta and Surrey. On Student Fair Day (Friday, May 10<sup>th</sup>), participants are interviewed about their projects and take part in heritage excursions, activities and performances. On Public Fair Day (Saturday, May 11<sup>th</sup>), the Fair is open to students, family members and friends, and to the public. Family-friendly activities are scheduled throughout the day, which culminates in a Closing Awards Ceremony starting at 1:00pm.

Volunteers are needed to help adjudicate student projects, run activity stations, monitor projects, work with student groups, provide information to visitors, help with set-up and clean-up and much more. Interested volunteers can sign up at: <http://bttr.im/779at> or contact [shaddaway@delta.ca](mailto:shaddaway@delta.ca). Volunteer positions are available for all ages and abilities. French-speaking volunteers are especially needed to help adjudicate projects.

## 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.



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



## STA Convention 2019

### Registration is OPEN!

Our Keynote speaker is Tomson Highway. Please encourage your staff to register online at [www.staconvention.ca](http://www.staconvention.ca).

### Convention Sub-Committee Vacancies

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 attached STA Committee Curriculum Vitae Form and return it to June James, STA Pro-D Officer.

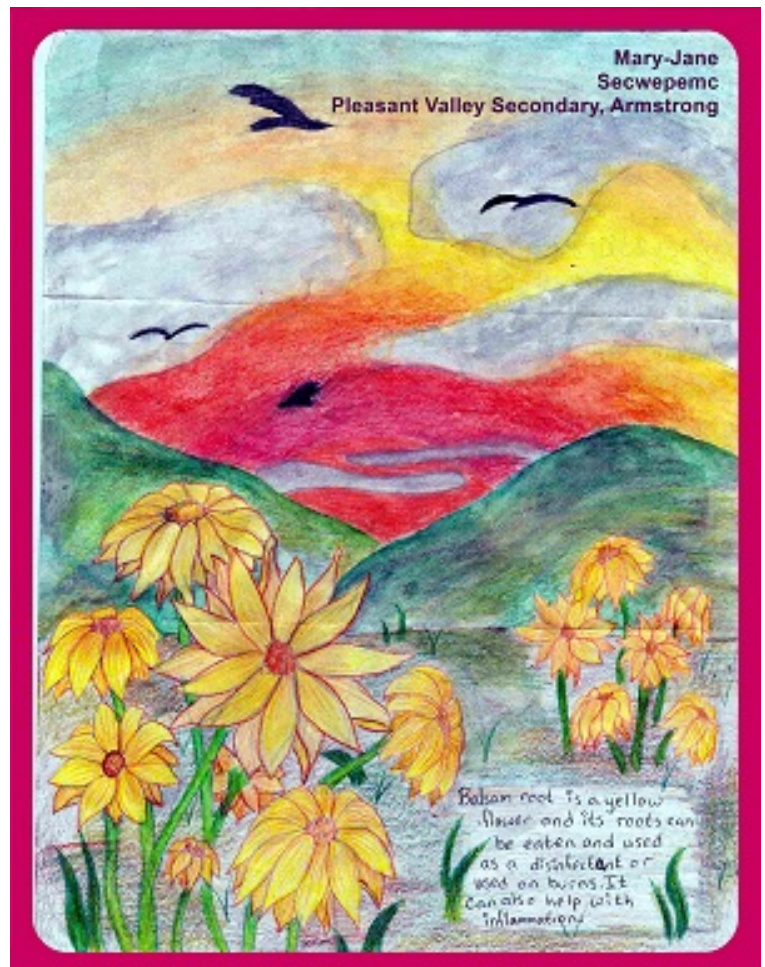
## School Visits – we want to visit all our members!

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.


## Artwork Contest for BC Aboriginal Youth

FORED is sponsoring an annual art contest with cash prizes for Aboriginal and Métis youth age 5-19. This year's theme is Traditional Knowledge & Medicine. Art submissions should reflect the theme, can be on any size paper up to 11x17, and include a brief description. Participants must note their name, band affiliation or ancestry, postal address, phone & email address and/or grade, teacher, school, & school postal & email addresses on the back of all posters or in covering emails. The prize is \$50 cash awarded to each of the 6 winners. Winning submissions will also be published [online](#), in local media and displayed at the Ministry of Education office in Victoria for National Indigenous Peoples Day on June 21.

The deadline for submissions to FORED BC is May 4, 2019. Submissions can be via email to [education@foredbc.org](mailto:education@foredbc.org) or mail to FORED BC, c/o Education Coordinator, #213-4438 West 10th Ave. Vancouver, BC V6R 4R8. FORED is not able to return posters, and only winner will be notified.







## 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 Shannon Law to Lisa Meyer:

*“I want to give a shout out to my colleague Lisa Meyer for going above and beyond in getting our school’s new maker space organized and for inspiring her colleagues to get in there and start using it with their classes.”*

Thank you Shannon, 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!

## Reach Out!

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. Send us an email via [sta@surreyteachers.org](mailto:sta@surreyteachers.org) or give us a call at (604) 594-5353.