

STA CONNECTION

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

SEPTEMBER

- 6** Scholarship Deadline
- 10** Executive Committee
- 11** School Board Meeting (7:00 pm at DEC)
- 11** Staff Committee Chair Training
- 12** Labour Affairs Committee
- 12** Staff Committee Chair Training
- 17** **STARA + GM**
(4:00 pm at Bombay Banquet Hall)
- 17-19** Pro-D Rep Training
- 18** Staff Committee Chair Training
- 24** Executive Committee
- 24-26** Pro-D Rep Training
- 27** Rookie Staff Rep Training
- 30** Orange Shirt Day
- 30** Pro-D Day

All STA members (that's you!) are invited to sit in any of our committees' meetings, whether you are a member of that committee or not. Please feel invited to come to a meeting, participate in discussions, and see the great work our members are doing! Meetings begin at 4 pm at the STA office on 9030 King George Blvd, unless otherwise stated.

Have You Moved Recently?

Does the STA have your current, up-to-date, contact information? Please let us know if you have moved.



Welcome Back from Matt Westphal, President



I trust that you all had an enjoyable summer and had a chance to rest.

No doubt you are wondering whether we will be going on strike or some other form of job action. **Currently no strike vote is being contemplated.** (A formal strike **vote** would be required for any form of job action, including any type of collective action up to and including a full strike.)

Currently mediation is on pause, but will resume later this month. Now is the time to apply political pressure on the government to remove the concessions on class size and composition and non-enrolling ratios from the table, and to provide enough funding to address the salary issues that prevent districts from recruiting enough teachers.

Specifically, the bargaining team needs members to take the following actions:

If you have an NDP MLA:

- Write to them. Even if you have already done so, please do it again.
- Call their constituency office to express your concerns. You can do this after hours and leave a message if that is easier for you.
- Ask to make an appointment to meet with them. If they are not willing to do that (we have heard that some MLAs are refusing to meet with constituents if they are teachers), please publicize the rejection on social media such as Twitter and Facebook.

If you do not have an NDP MLA:

- Contact Premier John Horgan, Minister of Finance Carole James, and Minister of Education Rob Fleming.
- If you teach at a school that is in an NDP constituency, you can still write to the relevant MLA as someone teaching their constituents, to let them know what is at stake for those children if the concessions go through.
- Contact our Surrey trustees, requesting that they use their voice within BCPSEA to ensure that student needs will not be sacrificed, as they would be if BCPSEA's concessions were accepted.
- If you are on Twitter, tweet about the need for more funding, and the importance of class size, class composition, and non-enrolling support to students. Use hashtags [#bced](#) [#bcpoli](#)
- Share these concerns with parents you know.

Taking these steps now is our best chance of avoiding job action later!

Here are some salient facts about the impact in Surrey schools of what BCPSEA has been trying to achieve in bargaining:

- Increasing class sizes for 4-7 combined classes from 26 to 30.
- Increasing class sizes for English from 25 to 30, and Humanities to 30.
- Increasing class sizes for shop and home economics classes from 24 to 30.
- Eliminating class composition limits.
- Replacing existing non-enrolling caseloads and ratios with a single ratio of 1 full-time teacher per 95 students. This would represent a reduction in non-enrolling staffing (LST, IST, counselling, teacher-librarian, etc.) of approximately 278 full-time STA positions. Gutting specialist support would be devastating for our students.
- Keeping pay increases below the rate of inflation, despite BC's already having the second-lowest pay, with the highest cost of living.

Together, we can achieve a deal that will work for us and for BC students. Thank you for all that you do!

Your STA Table Officers



From Left to Right: Mark, Dana, Joanna, Matt, Julia, Erin, Christie, Jatinder

Matt Westphal, President pres@surreyteachers.org
 Julia MacRae, First Vice-President 1vp@surreyteachers.org
 Jatinder Bir, Second Vice-President 2vp@surreyteachers.org
 Joanna Cerazy, Grievance Officer grieve1@surreyteachers.org
 Mark Keelan, Grievance Officer grieve2@surreyteachers.org
 Dana Neidig, Health and Safety Officer hs@surreyteachers.org
 Christie Weigel, Professional Support Services Officer services@surreyteachers.org
 Erin Coleman, Professional Development Officer pd@surreyteachers.org

Not sure who to send an email to? All general inquiries can be sent to sta@surreyteachers.org

Time to Elect Your School Union Representatives!



Want to get reimbursed for money spent on pro-d? Want to be the first to receive the weekly STA Connection and stay up to date with special opportunities for members and information about our union? Want to learn more about your rights at work? Then you would be perfect for one of the school union representative positions!

The Collective Agreement (A.29) requires that at the beginning of each school year, STA members in each workplace elect a staff representative(s), and that the staff representative(s) will advise the Principal/Vice Principal of their election. This week is a perfect time to have a quick union meeting to elect your reps.

Each work-site must have a minimum of one staff representative. Additional staff reps can be elected on the basis of one per every 15 teacher staff members or major portion thereof. (E.g. if your school has 32 teachers on staff, elect 2 staff reps. If there are 53 teachers on staff, elect 4 staff reps.) Remember that part time and non-enrolling teachers are all individual members. Count up the total number to know how many reps you should have at your site.

In addition to Staff Representatives, elections should also be held for the Health + Safety Representative, the Professional Development Representative, and the Social Justice Representative. Staff committee can also be elected at a staff meeting.

Once you have been elected as staff rep(s), please fill out the attached [school information form](#) indicating all of the various STA Representative positions, and send it to the STA office via email at sta@surreyteachers.org or via courier at #000. Please endeavor to complete these elections before the first STARA meeting on Tuesday, September 17th.

Staff Committee - is yours up and running?

Staff Committee is normally established at the first staff meeting of the year. The existence of Staff Committee is established as a right in our contract, and is a great place to try to solve problems and to improve your school. It is the best mechanism we have for your voices to be heard in how your school operates. We have created a [handbook for staff committee chairs](#), but all teachers are welcome to download this and know more about how staff committees should function! We are hosting STAFF COMMITTEE CHAIRS tune-up/gear up sessions on Sept 11th, 12th, and 18th, so please make the time to receive this training. [Register via eventbrite](#) so we can plan the catering. Contact Julia at 1vp@surreyteachers.org with any queries.

PRO-D BCTF Teacher Inquiry Program

Do you and some of your colleagues have burning questions about how to improve your teaching practice? If you do, you may want to apply to the [BCTF Teacher Inquiry Program](#). The program offers up to 18 joint BCTF/Local/District Teacher Inquiry grants each year. If you and a group of colleagues wish to apply, please submit your application to Erin Coleman, Professional Development Officer, at pd@surreyteachers.org by September 20th. For assistance with the application process, please contact Erin at 604-594-8588.

PRO-D APPLICATIONS FOR FUNDS FROM THE 2018/2019 SCHOOL YEAR MUST BE IN THE OFFICE BY SEPTEMBER 15TH.

This means that forms would need to be in the school's courier bag prior to September 9th in order to reach our office by the deadline. If in doubt, forms can be dropped off in person at the STA office.

FALL STA AWARDS

\$24,000
SCHOLARSHIPS
AND
BURSARIES

6 Scholarships

- \$2,000 each
- Awarded in October
- Open to graduating dependants of active STA Members

6 Bursaries

- \$2,000 each
- Awarded in October
- Open to graduating dependants of active STA Members

\$4,000
JENNIFER WADGE
SOCIAL JUSTICE
AWARDS

2 Jennifer Wadge Social Justice Awards

- \$2,000 each
- Awarded in October
- Open to graduating dependants of active STA Members

28K AVAILABLE FOR STA MEMBERS' KIDS!

Each year, the Surrey Teachers' Association awards scholarships, bursaries and the Jennifer Wadge Memorial Social Justice Award. Scholarships will be awarded based on academic performance and school and community involvement. Bursaries will be awarded based on financial need and school and community involvement. If your child has just graduated from a public school in June 2019, they are eligible to apply! These [applications](#) are due by Friday, September 6, 2019. They will be awarded at the October STARA meeting.

DEADLINE FOR APPLICATIONS IS SEPTEMBER 6, 2019.

New Year, New Staff, New Email List!

Are you your school's STA staff representative for the year? Every week, you will be receiving the STA Connection in your inbox. You are responsible to forward these onto all STA members on your staff. An easy way to do this is to create an email list of all STA members at your school. STA members include all classroom teachers and non-enrolling members (e.g. LST, IST, librarians, counsellors, speech language pathologists, school psychologists) and members who are on leaves (e.g. illness or maternity).

Thank you so much for being a staff rep and for all the hard work you do throughout the year!

If you accessed this memo elsewhere, and did NOT receive a copy to your @surreyschools.ca inbox, please take the time to find out who your STA staff representative is, and remind them to add you to their email list. TTOCs should email Amrit Sanghe, TTOC and Early Career Representative, at sanghe_a@surreyschools.ca to be added to the TTOC mailing list.

Are you a new teacher? Join Mentor36!

Welcome to our wonderful and challenging career! As a new teacher, things can get overwhelming. You're working so hard and learning so much. Chances are, you could use the assistance of a mentor. When teachers support one another, everyone benefits. Please consider joining the joint STA/SD mentorship program.

Mentors and mentees work together in cohort learning groups within their family of schools. There are many opportunities for collaboration, sharing, asking questions, and supporting one another.

Mentor 36 is currently accepting applications from mentees for the new school year. For more information, and to apply, visit the Mentor 36 website at <https://mentor36.com/join>.

Please share this opportunity with anyone who might be interested. Questions can be directed to STA Support Services officer Christie Weigel via services@surreyteachers.org.

BCTF Issue Session on Racism

BCTF members who attended the February 2019 BCTF Racism Issues Session, along with an additional 20 BCTF members who identify as persons of colour, are invited to participate in a [racism issues session](#) on October 4-6, 2019 at Byrne Creek Secondary School in Burnaby.

The issues session will include:

Friday, October 4 - group dinner

Saturday, October 5 - participation in the BC Black, Indigenous and People of Colour (BIPOC) Educators Conference "Unlearning the Colonial" with keynote speaker Dr. Shaunee Pete

Sunday, October 6 - facilitated session for BCTF participants led by Dr. Shaunee Pete

Monday, October 7 - an LOA will be provided for all participants.

The BCTF will be responsible for all costs, including travel and accommodation expenses of the attendees and the cost of teachers teaching on call (TTOCs).

Order Your Orange Shirts!



Orange Shirt Day is on Monday, September 30, which falls on one of our professional development days. Schools can commemorate this day on Friday, September 27 or Tuesday October 1 instead. Surrey Schools has made arrangements with JayDees Clothing and Beyond Mars to order Orange Shirts for \$6 each. These order forms can be found at the end of this [document](#), which is full of information and activities. **The deadline to order is Monday, September 16.** Feel free to share any activities on Twitter using the hashtags #sd36AbEd and #orangeshirtday, or on our "[Surrey Teachers](#)" Facebook group.

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. Please use the [this link](#) to report failures to fill at your school.

PRO-D REP TRAINING SEPTEMBER 2019

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



FOR ROOKIE PRO-D REPS

SEPTEMBER 17: ROLE AND FUNCTION OF THE PRO-D REP

This **workshop** is geared specifically to the Rookie Pro-D Rep and aims to help you:

- Understand the leadership role of the PD rep in asserting professional rights, facilitating professional learning for teachers as autonomous professionals, and defending public education.
- Develop an understanding of the history and context of professional development in BC.
- Develop an understanding of what is and is not professional development.
- Discuss the culture of professional learning in your school.
- Identify the available resources for PD reps as both individuals and as a network.

FOR RETURNING PRO-D REPS

Pick one of the following sessions:

SEPTEMBER 18, 19, 24, 25, 26: SELF-DIRECTED PROFESSIONAL DEVELOPMENT

This workshop is geared specifically to Pro-D Reps with prior training and is structured to help you:

- to take control of teachers' professional learning
- to promote professionalism and autonomy
- to promote collaboration
- to facilitate and encourage professional growth
- to identify challenges/threats to professionalism and autonomy

STEP 1: REGISTER VIA EVENTBRITE

Role and Function of the Pro-D Rep
<https://rookiepd-Sept2019.eventbrite.ca>

Self-Directed Professional Development
<https://pd-sept2019.eventbrite.ca>

STEP 2: BOOK YOUR TTOC/LOA

(Once you receive registration confirmation)

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: Erin Coleman

Both workshops will include ALL the information you need to be the Pro-D Rep at your school including reviewing all forms and procedures.

These updated workshops introduces the skills and knowledge of the PD chairs as a union leader using the PD lens as a strategic tool. Strategies are explored for building member and public support for professional development, advocating for teacher-centered PD, and returning control of PD to teachers.

PLEASE NOTE: Pro-D Funds will only be released to your school once you have attended a Pro-D training session. Space is limited so we can only accommodate one Pro-D rep from each school.



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 to:

Sylvie Afila, Kevin Amboe, Violette Baillargeon, Jatinder Bir, Vanessa Broadworth, Erin Coleman, Sarah Dalzell, Renee Gregerson, Derek Imai, Helen Kelsey, Jacqueline King, Rick Kumar, Andrea Leeks, Isaac Louie, Kelly MacDosen, Julia MacRae, Angela Marcakis, Angel McMahon, Melanie Miki, Sean Moores, Jas Nagra, Dana Neidig, Kristine Olsen, Kelli O'Malley, Sharon Sall, Sonu Sangha, Amrit Sanghe, Daniel Shiu, Alvin Shum, Gregory Van Vugt, Pauline Veto, Matt Westphal

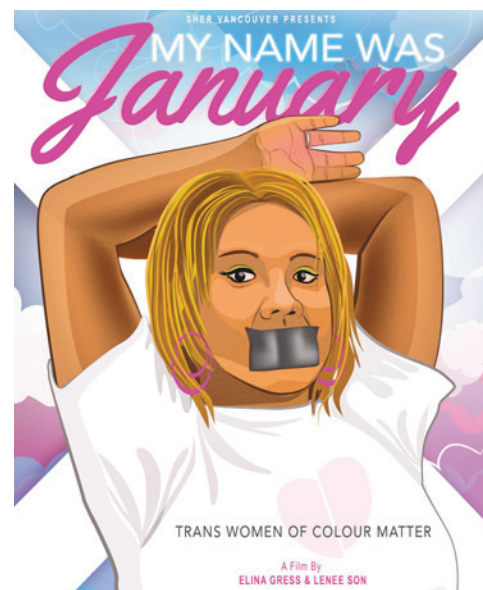
These STA members volunteered part of their summer break to attend the BCTF Facilitator Institute Training (FIT), Political training with the Constituency Liaison Plan, and / or the Summer Leadership Conference at Thompson Rivers University in Kamloops. FIT took place from late August and helped to prepare facilitators to present BCTF workshops in an engaging and interactive manner. On the Monday evening, our Local Representatives attended the Summer Representative Assembly to discuss bargaining. The BCTF Summer Leadership Conference had a focus on wellness, safety, and balance in life and on the job. It was a jam-packed week and we appreciate the time and effort these people put into supporting our members.



Have a shout to make to a colleague? Send us your shout outs, and you and your colleague will both be entered into our monthly draw for a \$25 Indigo! gift certificate! Please submit your "shout outs" to Angela via communications@surreyteachers.org to spread the kindness around our local.

EARLY BIRD PRICING AVAILABLE FOR
PSA DAY 2019

The BCTF PSA Day will be on October 25, 2019, which is one of our Pro-D Days. Many of the [32 PSAs](#) already have information available about their Fall 2019 conferences on the [BCTF Pro-D Calendar](#). Now is a good time to register as many have their early bird pricing in effect!



Get advance tickets to the screening of *My Name Was January* - includes free tickets, free refreshments, and a panel discussion. The film centers around the brutal murder of trans woman, January Marie Lapuz, and the challenges that trans women of colour face. One of the 2 screenings is already sold out, so jump on the offer while it lasts! [Tickets](#) are still available for the Saturday, September 28 showing from 1-4 pm at the Surrey City Centre Library.

Find Us on Facebook!



Join 2,300 other members on our "[Surrey Teachers](#)" Facebook group, where members are sharing a wealth of resources and information daily.