



STA Connection January 13-17, 2020



We are profoundly sad that a Surrey teacher, Niloo Razzaghi, died in the tragic Ukrainian Airlines disaster in Tehran along with her husband, Ardalan Hamidi, and her son, Kamyar Ebnoddin Hamidi. Our sincere condolences go to the extended family they left behind, and to colleagues and friends affected. Niloo was an early-career teacher who taught summer school at Queen Elizabeth Secondary School, completed long-term TTOC assignments at Cloverdale Learning Centre and Riverdale Elementary, and had recently been hired for a contract position teaching Mathematics at Princess Margaret Secondary for second semester. The STA Sunshine Fund will be making a charitable donation in memory of Niloo and her family. We understand that a number of CUPE members were also on the flight; although we do not know which CUPE locals they were from, please also think of your CUPE colleagues at this time.

Special General Meeting



Our next STA Special General Meeting will be on **Wednesday, January 22 at the Bombay Banquet Hall**. At this meeting, we will be voting on who will get to represent Surrey as a delegate to the BCTF AGM, which is taking place in Victoria this year! Did you forget to get your write-up in on time? That's ok, you can still be nominated or nominate yourself at the meeting! Of course, let's not forget the free butter chicken and other delicious dishes that we get at our Bombay meeting. You do not want to miss it!

UPCOMING EVENTS

- January 13 - Pro-D Committee
- January 13 - Status of Women Committee
- January 14 - Executive Committee
- January 15 - [IST Workshop](#)
- January 15 - Surrey School Board 7 pm @ DEC
- January 16 - Labour Affairs Committee
- January 20-23 - [Staff Rep Training](#)
- January 22 - General Meeting @ Bombay Banquet Hall
- January 28-30 - [Rookie Staff Rep Training](#)
- February 4 - [New Teachers' Conference](#)

Snow Days Protocols

With the possibility of snow in the weather forecast for the next while it is time to remind ourselves about snow policy and procedures. Whenever it snows, the STA office receives inquiries from teachers about what processes should be put in place at schools and what to do if it is difficult to travel to work. The STA website has detailed information on snow and snow days.

Please listen to the early news for weather reports. School closures are announced on CKNW and on News 1130, and also on the District website and its official Twitter account, [@Surrey_Schools](#). If schools are closed, they may only be closed for students only and staff are expected to report to work unless otherwise directed. Whether the road conditions are safe enough for employees to get to work is for each individual to decide. The only paid leave in our collective agreement which applies is Art. G.21.4.j, which applies only in very narrow circumstances:

j. Transportation Failure

Where an employee is unable to report for duty because of a breakdown in public transportation services normally used by the employee or because of closure of public services (e.g., roads), leave will be granted with no loss of pay for up to a full day's absence, providing:

- i. The employee reports for duty as soon as circumstances permit, and
- ii. If requested, the employee provides a written explanation detailing the cause of the absence. In the event of failure to provide such statement, salary will be deducted for the full period of absence.
- iii. No salary will be paid for absences in excess of one (1) day resulting from breakdown or closure of Surrey Teachers' Association transportation facilities or services.
- iv. No salary will be paid in the case of absence resulting from breakdown of personal vehicles or transportation failures experienced while on holidays or on other personal business.

If you have questions or concerns, please contact STA Health & Safety Officer, Dana Neidig, at hs@surreyteachers.org.

LAST CHANCE! Register for the BCTF New Teachers' Conference - Deadline January 20!



The banner features a light blue header with a circular logo on the left containing a stylized flame. The text in the header reads "BCTF New Teachers' Conference" and "January 25, 2020 • Richmond, BC". On the right is the "2020 BCTF" logo. A large yellow speech bubble in the center contains the text "Final chance to register deadline January 20" in red. The background of the banner has a geometric pattern of dark triangles. At the bottom, a light blue bar contains the URL "bctf.ca/NewTeachers.aspx".

A reminder that members can [register](#) for the BCTF New Teachers' Conference 2020. The conference takes place on **January 25** in Richmond. The workshops selection can be explored [here](#).

IST Workshop: The Three Rs: Rights, Roles, and Responsibilities

On **January 15th**, the STA's IST Ad Hoc Advisory Committee will be hosting an after school workshop open to all Integration Support Teachers. The event is tailored to be supportive and relevant to Integration Support teachers with any amount of experience in the IST role.

We will be serving delicious food and socializing together from 3:30 pm – 4:00 pm.
Workshop time 4:00 pm to 6:00 pm. [Register](#) now!

New Teachers' Conference on Feb 4th



Tuesday, February 4th is the day when we will be hosting our popular New Teachers' Conference here at the STA. If you are a new teacher, either first or second year, and you haven't already attended this before, please feel invited to sign up to attend. We review topics such as preparing for your first year evaluation, how to understand your paycheque, Pro D opportunities, and legal pitfalls for teachers. You will be inducted into the provincial union; each teacher will receive a certificate and a pin. [Register](#) now!

Staff Rep Training 2020: BCTF Code of Ethics January 20, 21, 22, 23



Objectives:

- to better understand the BCTF Code of Ethics (the “what”)
- to understand the rationale for a professional Code of Ethics (the “why”)
- to apply knowledge to situations in schools (the ‘how’)
- to consider the role of the staff rep and all members in promoting ethical conduct (the “who”)
- to acquire knowledge about procedures used to deal with alleged violations of the BCTF Code of Ethics (the “how”).

Lunch and snacks provided. [Register](#) now!

Rookie Staff Rep Training 2020: Role and Function of the Staff Rep January 28, 29, 30

For all NEW Staff Reps - please register for your first staff rep training! (If you have never received rookie training, you are eligible)

Objectives:

- To determine the role and function of the Staff Rep
- To become familiar with the format and content of the provincial and local collective agreement
- To identify where to go for help
- To understand that union work is social justice work.

Lunch and snacks provided. [Register](#) now!

Cross Border Conference Feb 29th, 2020!



This year our Cross Border Conference promises to be great. Your STA International Solidarity Committee is reaching across the border nearest to us to invite American teachers from Washington and Oregon to our conference that this year is focussing on Climate Action. We have seen remarkable leadership from teenagers in the last few months, worldwide. Teachers have a role to play in supporting these activists, and also taking steps in our own practice to support all our students who are growing up in a changing

climate. Please consider attending, encourage your colleagues to do so, and bring your student teachers along! This is an unusual opportunity to collaborate with some American colleagues, and we have some amazing workshops lined up. It is only \$50 (\$25 for students and student teachers), which could be claimed through your Pro D funds. This year we are at Kwantlen Park Secondary, noon to 7:30 pm, Saturday, Feb 29th. We promise you a delightful day. [Registration](#) is now open!

Get Yourself in the Qualifications Book!

Have you recently completed coursework? Are you qualified for positions requiring special training such as LST, IST, Helping Teacher, or Career Facilitator? 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 (courier #481) by January 31, 2020 to have their qualifications evaluated. The evaluation will be completed by March 31. (CA, Article E.28.1). Please note that the job description for the Elementary Intensive Arts Program Teacher has been revised to provide further ways for teachers to become qualified.

Job descriptions and evaluation forms for specific jobs can be found on the [District website](#).

Changes to TQS - some members could get raises!

The Teacher Qualification Service (TQS) is the body that defines your category for pay purposes based on a teacher's education. The TQS has recently made some changes to their policies, but it is up to you to see if these changes lead to an increase in pay for you - they will not automatically upgrade your category, you need to apply! Please read [this information](#) carefully to make sure you don't miss out on any salary increases.

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 28, 2020 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 28, 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. Schools will receive 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 Dana Neidig, Health & Safety Officer, at hs@surreyteachers.org or (604) 592-8391.

Have you read your copy of the January/February edition of *Teacher* magazine yet?



#RedforBCED BCTF members around the province are wearing Red for BC Education

Check out these accounts on Twitter!



Rowena@bc_bctf



BCTF



BCTF@BCTF



Sharon@bc_bctf



griffith

4. TEACHER Jan/Feb 2020

#RedforBCED takes over the news cycle at NDP convention

By Rich Overgaard, BCTF staff

IT WAS A BICYCLE RING in Victoria on November 23 when hundreds of BCTF members staged a leafletting campaign at the BC NDP's convention, "to draw the NDP's attention to the need for increased funding to address BC's teacher shortage and chronic underfunding."

The teachers in attendance took full advantage of the NDP's location and timing by holding conversations with local media and the legislature's press gallery. BCTF President Ruth Koppig got several spots on local radio and several interviews that led the day's news cycle and even took top spot on the main news show the Premier's cabinet to delegates.

Join in the day for morning radio to a conference room full of hundreds of teachers and members of the media. She brought the group to their feet with a call to action for the BC NDP Cabinet to address underfunding and BC's teacher shortage. She said:

"Our low wages and the labour shortage must be addressed. That's going to take more funding than the government has put on the table. They have the information; they need to do it. It can fit within their mandate. And the people sitting at that cabinet table have the power to do it."

It's a political choice. So I say to the NDP ministers here in Victoria today, make that choice. Live up to the promises you made to BC teachers and our students!"

One of the real joys for members to show support for the BCTF's ongoing efforts to get a good deal in the meeting was on about your local or staff organizer or volunteer. It was a simple way to show support for and make it visible in person. Some locals also organized rallies at US A and school board offices, as well as business centres, walkways, and school walk-ins.

Contact your local office to find out how to get involved.



Jan/Feb 2020 TEACHER 7

You can read the latest issue of *Teacher* magazine [here](#). Articles include the 2019–20 BCTF theme of Wellness, Safety, Balance: In life and on the job. You can also check out photos from the #RedforBCED leafletting campaign at the BCNDP's recent convention in Victoria. Can you spy any Surrey teachers?

Seeds of Social Justice: Spotlight on Equity and Inclusion

The January 2020 edition of the [BCTF Seeds of Social Justice](#) has a focus on increasing equity and inclusion. This means creating spaces where all members and students feel welcome, have a voice, and see themselves represented in leadership.

Are you interested in International Solidarity?

The STA international Solidarity Committee invites interested teachers to attend Codevelopment Canada's one day conference on **Saturday, January 25** about topic such as forced migration, the climate crisis, and social investment, featuring Honduras educator Daysi Martinez. The committee will cover registration costs for 8 Surrey teachers. Please email Julia at 1vp@surreyteachers.org to indicate your interest. See attached poster for details.



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 Jas Nagra to Abigel Major:

“I would like to shout out Mrs. Major and the amazing early primary team at Hyland, which also includes Ms.Woo, Mrs. McFarlane, and Mrs.Lynch. They are always helping the new teachers like myself, and can always be found spreading sunshine within the school community. All the teachers are so different, but they are all so passionate about teaching and creating the most kind and nurturing environment for all their students. My first year at Hyland would not have been as amazing as it has been if they were not here. I am so grateful for their dedication and continuous support.”

Thank you Jas, you and Abigel are now 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 and for your chance to win a gift card too!