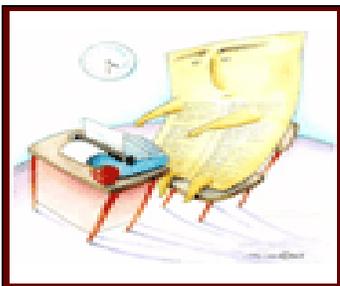


TOC NEWS

December 2009

Annie Rodgers, TOC Rep
2009-2010



SURREY TEACHERS' ASSOCIATION

TOC NEWS

Dear Fellow Teachers Teaching on Call,

Welcome to all new teachers as well as those who continue to work as TOCs in our district. My name is Annie Rodgers and I am your new TOC Representative for the 2009/2010 school year. I am very excited to take on this role as I am very passionate about issues concerning us TOCs. This position gives me the opportunity to be part of the TOC Advisory Committee where we are able to network with TOCs in Surrey, organize workshops and events, and help facilitate issues or concerns TOCs might have. I am also part of the STA Executive Committee and am able to bring forward the issues of TOCs in the Surrey School District.

If you have any concerns or issues about things such as working conditions, pay, contract work, interviews, payroll, health and safety issues or anything else, please do not hesitate to contact me or the table officers at the STA office. Please remember that you are not alone. Working as a TOC can be very isolating. It is important that we are united and work together as a team. One great way to stay connected is to sign up to be on our TOC email list. Please email me your alternate email address either on First Class or at atrodgers82@gmail.com if you want to be on the list. I am very much looking forward to meeting you in the schools and at upcoming TOC events.

Sincerely,
Annie Rodgers



Your new TOC Committee Members

Amanda Schmidt, Christine Thomson, Jennifer Thibodeau, Christianne Barnetson, Christie Runa, Bridget Gomes, Annie Rodgers. I am very excited to be working together with this wonderful team. Feel free to email or talk to any of the committee members if you have any questions or concerns.

Important Websites and Phone numbers:

- *Surrey Teacher's Association www.surreyteachers.org
- *BC Teacher's Federation www.bctf.ca
- *Surrey School District www.sd36.bc.ca (Job Postings under "Job Opportunities/Teachers")
- *CISC: Teachers' Centre www.sd36.bc.ca/sites/cisc/Teachercentre.html
- *STA Office (604 594-5353)
- *Dispatch (604 599-7446/604 599-7496)
- *Payroll (604 599-7449)
- *Information Management Services (Tech problems) (604 590-9461)
- *Annie Rodgers TTOC Representative email: on First Class or atrodgers82@gmail.com



Right to Keys



If you are frustrated for not receiving a classroom key in the morning when you arrive at a school you are not alone. This is one of the most common issues that I hear from TOCs. Countless times I have myself been without keys and have had to send students to the office to get a key. This not only cuts into teaching time but it also creates more work for the secretaries. The problem is most common in elementary schools. Secondary schools have done a great job of providing keys to TOCs. The STA has addressed this issue and the school board has agreed that all TOCs should be given keys to use for the day. We have recently again reminded the board that the key problem has not been resolved and they have promised to look into it. Please email me the names of the schools that still do not provide keys for TOCs. I will then pass this on to the board to make sure action is taken. You can also mention this issue to the principals as these schools.

Friday Shortages

As you may have heard there has been several TOC shortage days this fall. Many factors contribute to this such as H1N1 resulting in an increase in teacher and TOC absences. The school board has provided us with data indicating that absences have increased by 15% compared to last year. Fridays have been the most frequent days where the positions have not been filled. One reason for this may be that TOCs have already reached four days in a row. There may be other factors like child care or TOC illness. If you are available to work on Fridays please pick-up work. This helps teachers and TOCs. Also weekends do not break service so if

you work Thursday, Friday, Monday, Tuesday you can take Wednesday off and remain on scale if the shortages continue.

The board is considering hiring more TOCs. While they have assured us that they will not be hiring many new TOCs, this is an urgent issue for us. We need to protect our jobs because if our TOC list increases there will be less work for us during slow times. If you find that you are not called in the morning and still want to work, please contact Debbie or Linda at dispatch. They usually have a job that needs to be filled. Also make sure that you are ready to head out the door. The board has advised us that it's a good idea to check the job board in the morning, as there might be more jobs available at that time.

We as TOCs in Surrey have an opportunity to work almost every day. This is not a reality in other districts. Lets make sure that we do everything we can to protect our jobs because, lets face it, we might have to be on the TOC list longer than expected.

Sick Days

Many of you are wondering about how you can access sick days as a TOC. The collective agreement states that " A TOC may utilize accumulated sick leave when accepting, reporting for and having actively taken up an assignment, the TOC is unable to work because of an illness or injury"(39.53) You can only get paid for a sick day if you physically go into the school, take attendance and then tell the principal that you are sick. There is also a form you need to fill out for it. If you are in an assignment two days or longer you can call in on your second day without having to go in and you will get paid for your sick day.



Important Reminder

The ADS system has been revised so that it now includes 3 categories:

- A) qualified and trained
- B) some experience or background
- C) willing to supervise

Human Resources should have updated your information to reflect this change. This will help you get called out for more jobs in your area of experience/training/background!

For more information contact Human Resources or the STA office.

PE Idea: Pirate Ship

By: Christianne Barnettson

Here's a great warm up game you can put into your "TOC Bag of Tricks"

Before you begin, the children should be taught the commands which the activity involves (see below). Children start by forming a line (one behind the other) directly in front of the teacher. The teacher then shouts a command and the children have to perform the activity associated with that command.

Port = Run to the left-hand side of the gym.

Starboard = Run to the right-hand side of the gym.

Bow = Run to the front of the gym.

Stern = Run to the back of the gym.

Man the Lifeboats = find a partner, sit on the floor facing each other, holding hands and rocking backwards and forwards (as in "row, row, row your boat").

Captain's Coming = Children salute you and shout out "Aye Aye Captain" (this is super cute).

Man Overboard = Children jump as if going over the side and then sink down holding nose with one hand and raising other hand in air as if going under water.

Hit the Deck = Children lie down on their stomachs as quickly as possible.

Crow's Nest = Children stand on one leg which becomes the mast, the other foot rests on that knee to become the crow's nest and their torso is the pirate looking out to sea, hand above eyes!!!

Sharks = Sit with feet off floor, hugging knees.



Feel free to add or change the ideas. This can be used for a fun warm-up, rather than the normal laps around the gym or it can be used as a game. Game ideas would be that the last student to do the action or the students that do it wrong are out or it can be done in a Simon Says format. For more actions for pirate ship visit: <http://www.teachingideas.co.uk/pe/pirateship.htm>.

Professional Development Opportunities in SD#36

By Jennifer Thibodeau

SD36 offers many opportunities for TOCs and contract teachers to continue their professional development. Every month there are numerous afterschool workshops that apply to teachers of all disciplines. These workshops are updated often, and best of all – they are free! To register for one of these workshops, log into First Class and click on SD36 Staff Conferences, then click on District Workshop & Focus Days, and finally click on SD Workshop. This will bring up a list of all upcoming workshops. Click on the title of the workshop to get the description, location, time and presenter.

If there is a green circle beside the workshop name, you are able to register. All you need to do is double-click on the name of the workshop you want to attend and click on Register Me. This workshop will automatically appear on your FirstClass calendar.

A red circle beside the workshop name means that the workshop is full; however, there is a waitlist, and you will be emailed as soon as a seat opens up (this happens often as people find scheduling conflicts, etc). I have always managed to move off the wait list this way. And don't forget to unregister yourself if you are unable to make it!

Did You Know?

The STA funds TOC professional development workshops. You can claim up to \$150 each year for workshop fees (while funds last). Fill out the form that can be found on the STA website and fax it to the STA office. If you have any questions contact your TOC Rep, Annie Rodgers, for information about pro-d reimbursement.

Time To Get Our Voices Heard

In October I had the privilege of attending a BCTF Zone meeting at Harrison Hot Springs where I got a chance to meet with other TOC reps that are also part of the Metro East Zone. We talked about many different issues that affect TOCs and many were very similar to our own issues. During these meetings we came up with four motions that we would like to be included in the upcoming round of bargaining in 2011. We decided to bring these motions before our local unions in hope they would be passed whereby they would be included in the BCTF AGM meeting in March 2010. The good news is that they just got passed in Surrey. Thank you to all those TOCs who came out to the General Meeting on November 18 and voted for the motions. These will now be presented at the BCTF General Meeting in March. It is really important that as many TOCs as possible attend this meeting so that these motions will get passed. It will be from March 6-9 at the Hyatt Hotel in Vancouver. The BCTF will pay for hotel, transportation, food and childcare. The delegate election will be held at the January 20th STA General Meeting. If you would like to attend, please let me know and I will put your name forward.

Motion #1: THAT in the next round of bargaining BCTF negotiate “on scale pay” for each day worked by TTOCs.

Rationale: Based on a 2008 BCTF survey, TTOCs on average in BC work 70 days a year. Their earnings totalled an average of \$14 000 a year. In most districts, regular contract jobs are hard to obtain, forcing new teachers to remain TTOCs sometimes up to three to five years. Many TTOCs are unable to live on their wages and must find work outside the teaching profession. By ensuring that TTOCs get paid “on scale pay” for each day worked they will be encouraged to continue working as teachers and feel secure in their jobs.

Motion#2: THAT in the next round of bargaining the BCTF negotiate a full benefits package, for TTOCs including but not limited to; parental and maternity leaves, dental, extended medical and medical services.

Rationale: Currently TTOCs in the province do not receive any medical, dental or extended health benefits. TTOCs are qualified teachers and should be treated the same as contract teachers. TTOCs equal 22% of all BCTF members and should therefore be offered equal benefits and rights. TTOCs who are unable to get contract jobs or others, who chose to work as long term TTOCs, are forced to pay for benefits out of their own wages and will have a more difficult time sustaining their livelihood. TTOCs who wish to start a family are finding this to be a more difficult process since paternal and maternity leaves are only covered by Employment Insurance. Many TTOCs who are new parents are forced to return to work early since they do not receive enough compensation.

Motion #3: THAT the BCTF and Locals include a TTOC representative on all bargaining teams and committees.

Rationale: Since TTOCs equal 22% of all BCTF members in the province, it is crucial that they are represented in the next round of provincial bargaining. A TTOC representative will ensure that the voices of TTOCs are heard and that these issues are brought to the forefront.

Motion #4: THAT the BCTF bargaining committee develop language to take to the bargaining table that addresses TTOC seniority concerns around: accrual of seniority, placement on scale, criteria for getting continuing contract work.

Rationale: The issue of seniority is of great importance for TTOCs in the province and if implemented would create stability, job protection and an overall transparent and fair process. Seniority is a basic union principle, which has been in place for contract teachers since 1983. Therefore since TTOCs are also members alongside contract teachers, they deserve the same basic right of seniority. Accrual of seniority would encourage career TTOCs to stay working as TTOCs and it would also make the transition to obtaining contract work much more attainable.



TOC Christmas Social



If you are a TOC in Surrey, the TOC Committee invites you to a Christmas Social on December 10th starting at 3:30pm at Boston Pizza in Newton (600 7488 King George Hwy, King's Cross Mall)



Come join us for a fun and relaxing afternoon after a hard day of work. Connect with fellow TOCs, enjoy some free appetizers, and enter to win door prizes. Since we are not part of a staff at a particular school, this is our chance to have a Christmas party of our own.



Please bring a nonperishable food item to be donated to the Food Bank.

RSVP Annie Rodgers on First Class if you are able to attend, though last minute arrivals are still welcome 😊 Hope to see you there!

