

## Upcoming Dates

## 1 Executive Committee Meeting

## 4 STA Convention

## 7 Bargaining Committee Meeting

7-13 Mental Health Week

## 14 Bargaining Committee Meeting

15 Executive Committee Meeting  
LGBTQ+ Committee Meeting

17 Pride Prom - L.A. Matheson Secondary

## 21 Victoria Day

23 STA Annual General Meeting

28 Grade 7 Girls Conference  
Pension Outreach in Langley

## 1 STA Retirement Dinner & Dance

## 11 Pension Outreach in Burnaby

**Have you registered for Convention yet?!**  
**What are you waiting for?!**

Please **REGISTER ONLINE** by **Tuesday, May 1, 2018** to avoid disappointment. Convention committee will be finalizing details and figuring out room assignments based on registration numbers. Don't risk missing out by leaving it to the last minute. Secure your spot today by **REGISTERING ONLINE!**

We look forward to seeing you at one of the 4 Convention sites on **Friday, May 4, 2018!**

If you're social and engaging online with your learning, please use #staconvention2018. We'd love to hear about the highlights of your day!

Please remember that all STA members are expected to participate in the STA Convention and that no Pro-D fund applications will be approved for other events.

The most important event of the year is scheduled to begin at **4:00 PM on Wednesday, May 23, 2018**. The STA AGM will take place, as usual, at the Bombay Banquet Hall located at 7475 135 St. (across from Costco, but do not park at Costco) in Surrey.

During this meeting, many important decisions are made for the upcoming school year. In addition to adopting the budget and setting the STA membership fee, elections for the Table Officer positions and other members of the Executive Committee take place. There will also be proposed amendments to our By-laws. Please see the [CANDIDATES' STATEMENTS](#); it is also possible to run from the floor of the meeting.

The evening closes with the always popular International Pro-D draw where four grants of \$2,500 are awarded. Applications are due to the STA office no later than **May 1, 2018**.

Dinner is provided in the form of an Indian buffet, including vegetarian options, coffee/tea and dessert. If you require child care for the AGM, please contact **ESTHER** before May 9, 2018.

## Survey says... there are a lot of surveys!

It sounds like this is a busy week for opinions! Teachers are receiving multiple requests to fill out surveys. Hopefully this helps to clear up some confusion!



### Teacher Survey-Recruitment and Retention

The "Teacher Survey-Recruitment and Retention" which was sent to teachers by the District on Thursday, April 26, is part of a larger, comprehensive research study that is being led by the Labour Market Partnership steering committee, of which the BCTF is a member.

The survey is connected to the larger recruitment and retention push we are doing in the present school year, though the LMP takes a broader view than just the immediate challenges. TTOC shortages, spots in teacher education programs, graduating B.Ed. students in areas needing filling the most, and other areas are being looked at. The discussions have also included identifying barriers to keeping people, trying to identify what brought people into teaching in the first place, what supports are needed in the field to keep people and other related topics.

The BCTF will be involved in looking at the survey results and other feedback. A report will be put out in July. Members are encouraged to complete the survey, but participation is voluntary and answers are anonymous.

Go ahead and [FILL THIS ONE](#) out!



### Satisfaction Survey

The "Satisfaction Survey" should not be administered voluntarily. Find out if your administrator is willing to administer the student survey to your class. If your administrator directs you to administer the student survey, then you must comply. The BCTF and STA continue to give members the advice NOT to fill the Teacher Satisfaction Survey as it asks members to comment on the work of other colleagues which violates our Code of Ethics.

## BARGAINING SURVEY FINAL WEEK



Most important, though, is the STA Bargaining Survey! Have your say before May 7!

The Bargaining Survey will close on May 7! If you haven't found the time to complete the survey, please schedule it in this week! Set a deadline in your calendar or set a notification on your phone. Check in with your teacher friends face-to-face and remind them!

[CLICK HERE TO TAKE SURVEY](#)

The Bargaining Committee needs to hear from all of us! The STA is OUR union, and so is the BCTF! With the many struggles faced over the last 16 years, we need to be engaged with bargaining even more this round. The survey provides us with a shared level of responsibility to be involved with what the local and provincial bargaining committees do to support teachers.

THANK YOU to those of you who have already responded!

If you completed the survey PRIOR to Wednesday, April 18 at 8:30 PM, please click [THIS LINK](#) to answer a couple of questions that were accidentally skipped.

The STA Bargaining Committee will be meeting on May 7 and May 14 at the STA office from 4:00 PM to 6:00 PM to look at the survey results and hear from LSA Chairpersons. Any questions about bargaining can be forwarded to co-chairs, [KEVIN AMBOE](#) and/or [VIOLETTE BAILLARGEON](#).

## Administrative Transfers and Round 1

Colleagues, last week the District informed us that they would not have principal and vice principal assignments ready to circulate until May 10th. We were able to negotiate a compromise.

- The District will put things in motion and convene an in-camera meeting with the board May 7th to approve these transfers.
- Administrators will be informed of possible changes to assignments the evening of May 7th.
- Impacted administrators will inform staffs on the morning of Tuesday May 8th.
- By 12:00 pm on May 8th, the District will circulate changes to principal and vice-principal assignments.
- Applications for Round 1 will extend until 5:30 pm on May 8th.

The District has assured us that administrators will not be offering any positions prior to 5:30 pm on May 8th. However, from the announcement of admin transfers, to the awarding of possible positions (e.g. if there is only one qualified applicant, so that there do not need to be interviews), is only a 5.5-hour window of time. If you are offered a position and desire the information about admin transfers prior to making your decision, please remember that we have 24 hours before we have to give official notice to accept or decline a position.

If you are someone who is concerned that a change in administration may cause you to want to apply out, we know that the 5.5-hour window will not give much time to some members to submit your application. We encourage members to update their information on employee self-service, and to prepare themselves by looking through the postings. We also remind people that Round 2 will present members with new opportunities to transfer.

## TTOC Experience Transfer

The deadline to apply to have your TTOC Experience transferred to your Contract Teaching Experience is June 30! Sign and send the form to the District (Attn: HR/Payroll). It might make you eligible for an incremental increase next September!

Your pay increment (step level) is based on your teaching experience. Contract teachers move up one step on the pay scale after 10 months of full-time experience. Incremental increases take place automatically on September 1 and January 1 each year.

TTOCs are also eligible to move up the pay scale based on their experience: 17 days of TTOC experience equals one month of contract experience. If you have received a contract this year, and have previously accumulated TTOC experience, you can complete a form asking Payroll to convert TTOC experience to contract experience, because the combination of the two might make you eligible for an incremental increase. Payroll will **not** do this unless you request that your TTOC days and contract months are merged.

If you are a part-time contract teacher AND you work occasionally as a TTOC, you are also eligible to convert your accumulated TTOC experience to Contract experience.

*For example: Taylor Smith teaches three days per week at an elementary school in a contract assignment. On Thursdays and Fridays, they TTOC. Taylor has 70 days of TTOC experience accrued in their TTOC experience bank. They also have 7 months of contract teacher experience accrued. In November 2017, Taylor applied to have their TTOC experience transferred to their contract teacher bank. The 70 days Taylor has accrued will be converted to months by dividing by 17. 70 divided by 17 is 4 whole months with 2 days remaining. The four months will be transferred to Taylor's contract teacher bank and the 2 days will remain in their TTOC bank. Taylor will now have 11 months in their contract teacher experience bank. This means that on January 1, 2018, Taylor will move from Step 0 on the salary grid to Step 1. Taylor will be able to transfer their TTOC experience twice per year.*

The next incremental increase will be September 1, 2018. Teachers should have their **FORM** into Payroll, no later than **June 30, 2018** in order to receive an increase in September. If there's any confusion, or you have questions, please contact Grievance Officer, **MARK KEELAN**.

## Pride Prom: Celebrate the Majesty of You!

This year's Pride Prom will be hosted by L.A. Matheson Secondary on Thursday, **May 17, 2018** from 4:30 PM - 8:00 PM. It is open to all secondary students in Surrey, from Grade 8 through Grade 12. Tickets are \$2 at the door but students should sign up for the event in advance, by talking to the GSA/SOGI/Safe Harbour teacher at their school. Teachers, please email your list of student names to **ANNIE OHANA** ahead of the event.

If you are able to volunteer, donate door prizes, or help with the event in any way, please let **ANNIE** know!

#SurreyPrideProm2018



The STA Anti-Poverty committee invites Surrey teachers to **help out the workers of the Flora farm**, whose accommodations burned to the ground last week. They are 78 men, many are foreign workers, who have lost everything. They need all the basics, and we have a list of items that are needed. So please take a look at this **GOOGLE DOC** that lists items needed. If you have some decent workboots in a not-too-large size, some good raingear that you really never use, could pick up some packages of underwear, or have a cell phone you no longer use, for example, these things are urgently needed. We will be collecting these items at the teacher info desks at each site of the STA Convention this coming Friday. Thanks in advance, you awesome teachers!



## Retirement Dinner & Dance

The annual STA Retirement Dinner will be held on **June 1, 2018** at the Guildford Sheraton. Paper invites have already been mailed to the home addresses of members who we've been informed are retiring after this year. If you haven't received an invitation, and believe you should have, please accept our apologies and give us a call to ensure you are on our list! If you're planning on retiring after this year, please get in touch with **DONNA** at the STA office.



Several Surrey teachers turned out to support the efforts of the **UNION PROTEIN PROJECT**, which put on a fun event at Lena Shaw on April 21st. A big draw was the cotton candy treats, which we learned is not as easy as it looks! Ours looked like random tornadoes! There was face-painting, hot dogs, a visit from firefighters, many games and good community feeling. We are proud to work with the Union Protein Project which provides much needed sources of protein (salmon, tuna, peanut butter) to food banks. We believe the answer to poverty is good jobs, but with so much poverty in our community, we also need to act to improve people's nutrition. Thanks for stepping up!

## Surrey Teachers, We Want You!

Did you know that the BCTF has some pretty cool **OPPORTUNITIES** for awesome teachers like you?

We want to see Surrey teachers involved in as many aspects of provincial work as possible! We're the largest local chapter of the BCTF, and it's important to have our voices represented and included.

### Facilitator Opportunities

Have you ever wondered what it would be like to occasionally travel the province for business instead of reporting to your school every work day? Well why not consider applying to become a workshop presenter for the BCTF? There are various opportunities for facilitating different types of workshops, so if you have expertise or interest in areas such as Aboriginal Education, Health and Safety, classroom management, Kindergarten, self regulation, student self assessment, bargaining, boundary issues, Teacher Inquiry, Collaboration in Self Directed Professional Learning, Anti-Poverty, Discrimination, Allyship skills, Bullying and building empathy, TTOC issues, and for various workshops delivered in French, you should consider applying! Workshop facilitators receive training, all materials and expenses are covered, and you gain a lot from a very interesting experience each time.



Terrace in January? Why not? Bella Coola in May? Invermere in September? Workshop facilitators have more fun.

**FOLLOW THIS LINK** to read more about the postings and to find the application package.

### Committee Opportunities

There are various opportunities for teachers to take part in provincial-level committees within the BCTF. This is a great opportunity to have your voice heard at the provincial level on matters that you may be expert in from your work here in Surrey. There are vacancies for 3 year positions in advisory committees working in Aboriginal Education, Adult Education, French Programs and Services, Social Justice (Anti-Poverty, Anti-racism, Environmental Justice, LGBTQ, Peace and Global Education), Finance, Health and Safety, Income Security (SIP), Pensions, Professional Issues, Teacher Magazine, Teachers Teaching on Call, International Solidarity, and Working and Learning Conditions (advising Bargaining committee). Why not consider applying to be on one of these committees? It certainly widens your sphere of influence and is fascinating work.



Check out much more detail on each of these opportunities, and find the CV application form at **THIS LINK**.

## Pension Update

The BCTF pension program underwent some changes, and pensions for experience from **January 1, 2018** onward operate under different rules. The changes are intended to increase the lifetime pension amount in most cases.

Over Spring Break, the Pension Report was presented at the BCTF Annual General Meeting. It reported that the plan is performing better than expected, resulting in a surplus. The **POWERPOINT FROM THE PENSION REPORT** can be viewed online, and more information is available from the **BCTF WEBSITE**.

Additionally, information sessions are being offered to further explain these changes. Locally, there will be two sessions accessible to Surrey teachers.

- May 28: Langley 4:00 pm to 5:00 pm  
Langley Fine Arts School - Chief Sepass Theatre (9096 Trattle St. Fort Langley)
- June 11: Burnaby 4:00 pm to 5:00 pm  
Burnaby Central Secondary School (6011 Deer Lake Pkwy, Burnaby)

If you wish to attend one of these sessions, please register by email to **STA@SURREYTEACHERS.ORG**.

## Mental Health Week is coming—and your contribution counts!

Mental Health Week is just around the corner (May 7–13, 2018). I'm happy to say that mental health is on everyone's radar a bit more these days as awareness efforts like this special week are paying off.

But we still have a bit of a hill to climb in terms of raising awareness, removing stigmas, and taking actions. While there are several major initiatives taking place to advance mental health concerns in this country, it's important not to overlook individual contributions. Every little bit counts and we all have a role to play. So my question to you for mental health week is a simple one: what can you do in your personal or professional life to advance the cause of mental health?

Here's a suggestion: pick a single message or a single action and bring it to life. There are many ways to do this and none of them require a large time commitment. It can mean being attentive to the health of others and reaching out, acknowledging your own 'humanness' and vulnerability, helping improve systems, or telling others when you do things to recharge your own mental health.

Here are some examples I've heard in my work over the years—see if these give you an idea of what your contribution might be:

- A teacher reaching out to another teacher who seems to be burning out saying "I've been seeing how you're doing these days—it may be similar to what I've been through—let me know if you want to chat."
- A senior leader empathizing with a peer on their challenges and stress levels, normalizing the benefits of using resources, and sharing a psychologist's name (in this case, it was mine).
- A parent acknowledging to their teenage daughter that she is quite right—they (the parent) tend to take things more to the extreme than they need to on a certain situation (that's not me, but I could see this happen in the next few years!)
- A team leader going the extra mile and working with existing structures in an innovative way to modify a team member's duties enough that they prefer to stay at work in a tough health situation as opposed to going off work.
- An adult sharing with a child what they did over the weekend, for example walking with a friend, exercising, eating healthy foods, spending time in nature, and labelling this as 'taking care of their mental health.'

Not only do we need to have mental health on our radar; we're ready for the next level—even more conversations, more actions. Your leadership is needed and now is a great time given Mental Health Week. So what's your contribution? Give it some thought and watch how small actions can make big differences in people's lives.

*Dr. Marie-Helene Pelletier is a bilingual practicing psychologist and worked with teachers through the BCTF Health and Wellness Program.*

### CONTACT US!

Reach us by phone at **604-594-5353** or via [EMAIL](#).

Please do not hesitate to call 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.