

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 16: Round 1 Catalogue available online at 4 pm

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

April 17: STARA @ EagleQuest

April 19: Good Friday

April 22: Easter Monday

April 22: Earth Day

April 23: Round 1 Applications close at 4 pm

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

April 28: National Day of Mourning

Important Bargaining Update!

Both the BCTF Bargaining Team and the employer have now tabled their opening proposals on key issues such as class size, class composition, and staffing ratios. This is all available to read on the [MyBCTF portal](#). We highly suggest you login and read [the latest BCTF bargaining update](#), the government's proposals as well as BCTF's strategy moving forward. We cannot share the information on here due to the strictly confidential nature and remind our members not to post anything pertaining to bargaining online.

Not sure how to access the portal? You can login using your BCTF Member ID.

Not sure what your BCTF Member ID is? If you have never accessed the portal before, click the "sign up now" button. If you do not know your BCTF Member ID, you can register for the first time with your employee number.

School Based LST and Teacher Librarians

If you are in a school based assignment (.8 and above) at a school where LST or Library entitlements went up and if you were told that your position will be posted in the Rounds because of the increase, please, contact Joanna Cerazy, Grievance Officer at grieve1@surreyteachers.org.

Staff Committee! Discuss the upcoming postings at your school

Schools should have a functioning staff committee, as it is a right in our contract (Article A.34) and usually a very good way to make sure things are working smoothly and to suggest policy improvements and catch potential errors. It is particularly important to have a good meeting or two in the spring, where the staff committee has a chance to review the staffing needs of the school and the postings that are upcoming. Postings in round one should come first to the staff committee for review, and the staff committee can ask questions about the process the principal has undertaken in preparing these postings. Postings must be offered internally before they are posted. The same process would take place again before round 2. The staff committee can help bring issues the principal hasn't considered while preparing the postings to her/his attention. Postings have already gone in for round one (which opens Tues April 16). If any job is posted in your school that wasn't posted internally first, please contact Mark Keelan at the STA grieve2@surreyteachers.org.

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 after-school 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.

Register here: <https://www.eventbrite.ca/e/did-you-move-from-another-district-tickets-60152341272>

GRIEVANCE: Failures-to-Fill

The STA has filed a grievance regarding the District's practice to direct non-enrolling teachers to cover failures 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 1, 2019, please, use the [attached link](#) to report failures to fill at your school.

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.

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STA 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.

STA Convention 2019 May 3rd Pro-D

Registration is OPEN for all sites!

Our Keynote speaker is Tomson Highway. Please encourage your staff to register online at www.staconvention.ca.

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

Applications for this position must be in writing, sent by email to 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 pm, April 17, 2019** will be considered.

Professional Development Funding Draw (formerly known as International Conference Draw)

The Professional Development Funding Draw will be taking place at next month's STA Annual General Meeting. Each year, four \$2,500 grants of Pro-D funds will be awarded. Funding will be approved to cover membership fees, registration, accommodation, meals, transportation, and TTOC expenses as per Pro-D funding guidelines. All STA voting members are entitled to apply. Successful applicants may reapply after 4 years - all others may apply annually.

To be considered, completed application forms and accompanying documentation must be received by the STA office **before 4:30 pm on May 1**. Please place this [application form](#) in a separate envelope, addressed: "attention STA Pro-D Committee – re: Professional Development Funding Draw". An STA Pro-D screening committee will review all applications and proposals to ensure they meet the criteria. Only applications that meet the Pro-D funding guidelines will be eligible for the draw. Names will be drawn from eligible applicants at the May Annual General meeting – **May 22, 2019** (members **MUST** be in attendance at this meeting to qualify for the draw).

So what's the catch? The successful applicants of the draw agree to submit an article to the STA communications within 3 months following the event. The conference must be in the applicant's teaching area and funds can be used for only one Canadian or international conference (not several smaller local conferences). Successful applicants will agree to make themselves readily available as a resource person for the district for at least two years.

The successful applicants may attend a conference from any time after the draw up to August 31 of the following year (a 14+ month period). They may change the conference they chose to attend and the amount of funds requested up to a maximum of \$2,500.00 as long as the new conference meets the current STA Pro-D Funding Guidelines and is approved by the STA Professional Development Committee or sub-committee prior to attending.

Opportunities for Members:

Ministry of Education - Physical and Health Education (PHE) Teachers Needed!

The BCTF is seeking four PE teachers (2 from intermediate, 2 from secondary) as BCTF representatives to a Ministry of Education committee tasked with developing two Physical and Health Education (PHE) curriculum implementation supports addressing mental health and sexual health. The deadline for applications is **Friday, April 24, 2019, at 5:00 pm**. [Click here](#) to learn more and apply.

BCTF Teacher Inquiry Program

The BCTF is looking for five members to join their [Teacher Inquiry Program \(TIP\)](#) Team to help co-design and facilitate inquiry sessions for groups of teachers, school staffs, and provincial specialist associations (PSAs) who are interested in strengthening their teaching practice through observation, reflection, conversation, and research on teaching. You can apply via [CV form](#) to Marion Shukin at mshukin@bctf.ca or fax to 604-871-8886 by **May 3, 2019 at 5:00 pm**.

Please note: The District has revised its criteria for providing matching funds for Teacher Inquiry Grants. We will send those criteria out in the next Monday Memo. Please ensure that your project proposal to the BCTF also meets the District's criteria for matching BCTF funds.

BCTF Facilitators

Have you ever been to a BCTF led professional development workshop, or to one of our Staff Rep Training sessions, and wondered how you could travel the province and facilitate a session too? Well you are in luck! The BCTF is accepting applications for teachers to serve a three-year term. Successful applicants will receive all the training they need and are provided with release time and expenses to cover travel, meals, childcare, and accommodation when they are giving workshops around the province. The deadline to [apply online](#) is **May 6, 2019 at 5:00 pm**. There are [openings](#) in the following areas:

- Aboriginal Education
- Health and Safety Trainers
- Professional and Social Issues
- School Union Rep Trainers
- Social Justice
- Teachers Teaching On Call

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!



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.



ONE IS TOO MANY

APRIL

28

**DAY OF
MOURNING**

for workers killed or injured on the job

**DEDICATING OURSELVES TO
MAKING WORKPLACES SAFER**



co-hosted by the
City of New Westminster
and featuring the
New Westminster Pipe Band



NEW WESTMINSTER &
DISTRICT LABOUR COUNCIL

Please Join the New Westminster & District Labour Council, Mayor and Council of the City of New Westminster and Local Labour Leaders

11:00AM, Westminster Pier Park, New Westminster

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 (or have booked for April) 95 schools this year. If your school would like a visit, please contact Julia at 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, and let members get to know us better.

Free Offer from “Forbidden Vancouver!”


Forbidden Vancouver invites all secondary educators and a guest to check out one of their public walking tours for free. You can choose from their signature Forbidden Vancouver Walking Tour, The Secrets of Stanley Park, or The Really Gay History Tour. This gives you a chance to try out a tour before you book a field trip for your class. If this interests you, email info@forbiddenvancouver.ca to receive your complimentary tickets for you and a guest, and bring your school ID to the tour. This offer is available through the end of April 2019.

BC is the 1st Province to Mandate Free Menstrual Products!

At the last BCTF RA, we carried this motion: "That the BCTF advocate for the installation of coin-free menstruation product dispensers and disposal units in all school restrooms in British Columbia." It looks like the government listened! On April 5, the Minister of Education announced that all public schools will be required to provide free menstrual products for all students in school bathrooms by the end of 2019. A startup fund of \$300,000 will be provided and the ministry will be working with school districts to ensure they have enough funding to meet the new requirements. The BC government is also providing a grant of \$95,000 to support the United Way Period Promise research project, which will pay for menstrual products at up to 10 non-profit agencies and research into how best to provide services and products.

Free menstrual products for BC students and people in need





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 Kaitlin Anderson to Anne Hickling:

“My shout out is for our Early Lit teacher Anne Hickling! She consistently inspires our primary team to try new activities and strategies with our kiddos. In addition, she has helped foster a collaborative community by starting a staff book club about Story Workshop. Anne has also been working hard to create Story Workshop boxes, in which all classes may sign out and use. Cougar Creek appreciates you Anne!”

Thank you Kaitlin, you and Anne 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!

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 or give us a call at (604) 594-5353.