

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 25: [Did You Move From Another District?](#) - workshop @ the STA office

April 25: Status of Women Meeting (planning Grade 7 Girls Conference - all members welcome!)

April 28: National Day of Mourning

April 29: Convention Committee Meeting

April 30: Executive Committee Meeting

May 1: Convention Committee Meeting

May 3: [Convention Day](#)

May 6: Deadline for STA Executive candidate statements

Call for Nominations: Do you want to be on the STA Executive?

Elections for Executive Committee positions will be held at the STA Annual General Meeting (AGM) on Wednesday, May 22 at the Bombay Banquet Hall (7475 135 St) from 4-6 pm. We are very excited to announce that the voting will be done electronically via “clickers” in hopes of speeding up the election process!

Please take a look through the **attached PDF** which includes details about all the different Executive roles and see if one speaks to your skills and passions. Members of the Executive Committee must be available to attend EC meetings from 4-7 pm every second Tuesday (with some extra meetings), monthly STARA or General Meetings, and executive training on a weekend in September.

If this interests you, the next step would be to nominate yourself by sending a candidate statement (max 600 words) via email to sta@surreyteachers.org or fax at (604) 594-5176 **by Monday, May 6** in order to make the printing deadline. The candidate statement is not required (although it is recommended) and you could even nominate yourself by phoning the office at (604) 594-5353 or from the floor at the AGM on May 22. At the AGM, all candidates will have the opportunity to give a speech (up to 2 minutes for full time office positions, and up to 1 minute for other Executive positions) before the elections take place. The AGM will also include the Professional Development Funding Draw (4 winners of \$2,500! - see below), adopting the STA budget for 2019-2020, and changing the bylaws to add a new executive committee role titled “Member at Large for Person of Colour”.

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.

Secondary Course Assignments

We are hearing about a common frustration for secondary teachers, which is a delay in learning about their teaching assignments for next year. We raised this concern in a meeting with senior management. According to them, secondary teachers can expect the following:

- 1) To know of major changes in teaching assignment (e.g. you will not be teaching English next year, when you did this year) **before Round 1.**
- 2) To know the teaching assignment (e.g. 3 blocks of Socials 9, 4 blocks of Socials 10) **before Round 2.**

The specific course assignments are subject to some change by September, depending on enrollment issues, but should not change dramatically. If your admin have not informed teachers of their assignments as Round 2 approaches, please check with them to find out when they will be released, and inform the STA so we can advocate on your behalf.

Time to Prepare for Transfer Rounds!

The annual spring transfer rounds are here! **If you are a teacher with a continuing contract, you are eligible to apply for positions in Rounds 1 (opened April 16) and 2 (opens May 28).**

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 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 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.

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. Starting April 1, 2019, please, use the [attached link](#) to report failures to fill at your school.

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 Jatinder Bir at 2vp@surreyteachers.org.

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>



STA CONVENTION 2019

Registration is OPEN for all sites!

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

Throughout his life, Tomson Highway has overcome incredible obstacles to find himself where he is today. He lived through the residential school system, faced prejudice, and struggled to have his work recognized. Along the way he relied on music and art to heal and inspire himself and others around him.

Highway has worked in the field of Native social work, working with children and families, inmates in prisons, with cultural-educational programs, with other Native social workers and activist, with Native visual artists, writers, healers, Elders, politicians, women, 2-spirits, etc. on both reserves and in urban centres. He later decided to combine his artistic training and Native social work together and began writing music, plays, and novels.

He is an award-winning and multi-talented Aboriginal artist and has achieved international recognition for his plays. He is one of Canada's foremost aboriginal and creative voices.

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 attend 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:

Call for 2019 BCAMT Fall Conference Speakers

The next British Columbia Association of Math Teachers (BCAMT) Conference will take place on Friday, October 25 at Guildford Park Secondary. The theme is "Math For All", to support teachers in implementing the new curriculum. They are currently looking for speakers to [submit proposals](#) by April 30, 2019. Questions can be sent to Richard V. DeMerchant and Colin McLellan at fall.speakers@bcamt.ca.

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**.

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

There are still a lot of spaces available for the BCTF New Teachers Conference “Gaining Ground: New Teachers Together Leading the Way!” at the Vancouver Island Conference Center in Nanaimo on May 10, 2019. The program includes keynote speaker Tracy Myers, a panel on infusing Aboriginal ways of being, learning and teaching in the classroom, and many workshops covering a wide variety of educational topics, including an offsite workshop on Aboriginal Education. The event will have a welcoming reception on the night before as well as a resource fair full of up to date teaching material aligned with the new curriculum. There will also be delicious food served for breakfast and lunch!

[Registration](#) is \$60 and teachers can apply to cover it through consolidated funds and individual Pro D funds. Check the STA website for [criteria](#) and for [professional development fund applications](#), or you can also check with your school 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

Lace up your runners and come join BBF's Walk-a-thon!

[Knowledge, Education, & Training Canada \(KEATCA\)](#) and [Bright Beginnings Foundation \(BBF\)](#) are inviting all Surrey teachers, their classes, and leadership teams to participate in "Walking Towards A Bright Future", an annual walk-a-thon to raise awareness of the poverty in our local community. This year's walk-a-thon will take place on Saturday, May 11, 2019 at North Surrey Track (15898 97A Ave).

If this interests you and your students, feel free to print out and distribute copies of the pledge form. Participants are encouraged to wear bright clothing and bring their own water bottles alongside their pledge forms and donations.

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.



Teachers Institute on Canadian Parliamentary Democracy

Would you like to explore the Parliament in Ottawa for a week? There's an opportunity for that! [The Teachers Institute on Canadian Parliamentary Democracy](#) is accepting [applications](#) to send 70 teachers (most expenses paid) from across Canada to Ottawa from February 23-28, 2020. Applications are due **April 30, 2019**.



Free 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.

SYLVIA'S PLANT SALE



MAY 4, 2019

9 AM - 3 PM

11262 SUSSEX PLACE, DELTA

ALL PROCEEDS GO TO
BRIGHT BEGINNINGS FOUNDATION

Bright Beginnings Foundation helps Surrey students who need financial help to attain a post-secondary education.





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 Katarina Bardouniotis to Shahrzad Hamed:

“I would like to give a big shout out to Shahrzad Hamed who is an amazing teacher and colleague at Ecole Riverdale Elementary. She goes above and beyond for her students, and I rarely see her taking the time to have lunch (which she should be doing ;)) Regardless of how busy her day is, Shahrzad always has a smile on her face. I want to thank her for being someone I can laugh with when I have a tough day, as it’s these connections with our colleagues that are extremely valuable.”

Thank you Katarina, you and Shahrzad 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.