

STA CONNECTION

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

MAY

- 6 Deadline for STA Executive candidate statements
- 6 Pro-D Committee Meeting
- 8 LGBTQ Committee Meeting
- 8 PAPR Committee Meeting
- 9 Status of Women Committee Meeting
- 14 Executive Committee Meeting
- 15 Surrey Board of Education Meeting
7:00 pm at DEC (14033 92 Ave)
Room 2020
- 15 International Solidarity Committee Meeting
- 16 Health & Safety Committee Meeting
- 22 **AGM! All Welcome!**

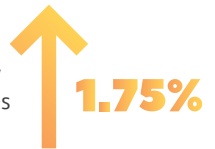
All STA members (that's you!) are invited to sit in any of our committees' meetings, whether you are a member of that committee or not. Please feel invited to come to a meeting, participate in discussions, and see the great work our members are doing! Meetings begin at 4 pm at the STA office on 9030 King George Blvd, unless otherwise stated.

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. Please use the [attached link](#) to report failures to fill at your school.

Pay Increase!

Effective May 1, our pay increased by 1.75% (1% increase + 0.75% Economic Stability Dividend). This is the final increase in our current collective agreement, which expires June 30, 2019.



BCTF 2050 Project - are you a new teacher? Check this out!

Are you a teacher that is within their first 5 years of teaching? Do you feel like you are (or are not) connected with your union? Do you feel like you have not had the opportunity or ability to share about your experiences in the classroom, your workload, or your general health and wellbeing related to your career? This is the chance you have been waiting for! We want to give you a voice! The BCTF is listening and you are invited to be a part of an exciting focus group led by new teachers just like you. We need your voices to help our union understand what life is like for teachers so that we can work together to make the necessary changes to support our work-life balance. You have two dates to choose from, **May 21st and 23rd, 2019**. The discussions are being held at the **STA office from 4:00 - 6:00 pm**. There will be food and prizes, and all information shared during the discussion will be anonymous! Have a question or can't wait to sign up? Feel free to email Amanda at asalkeld@bctf.ca.

A Note On Recent Tragedies

At the STA we are horrified at the massacre of more than 200 people killed in bombings at churches and hotels in Sri Lanka on Easter, the holiest day of the year for Christians. These bombings targeted Christians, who are a vulnerable minority group in that country. As well, there are students and staff of Sri Lankan heritage in Surrey Schools who were surely affected, and we want to extend our condolence and concern for them. We can't possibly respond to every world event, but the linked attacks on the mosques in New Zealand and the churches in Sri Lanka have truly shocked us; attacks on places of worship of any faith represent attacks on peace loving people all over the world, and Christian churches are no exception. This week we see an attack on a synagogue in California, horrifying us again for all the same reasons.

STA Grade 7 Girls Leadership Conference

[The Grade 7 Girls Leadership Conference](#), organized by the STA Status of Women Committee, is fast approaching! This year's conference will be taking place on Monday, May 27 at Princess Margaret Secondary. All Grade 7 teachers should have received a package in the courier with a letter of information and 15 pamphlets to be distributed to all students who identify as girls in your class. If you did not receive this package yet, please check with your secretary, and if they have not received it, please email communications@surreyteachers.org. If you need more pamphlets, feel free to photocopy extras.

There are limited spots available per workshop, so in order to avoid disappointment, **please encourage the girls to register early!**

There is no charge for this conference. The students will need to bring their own snacks and lunches, and parents are responsible for arranging transportation. If you have any more questions, please feel free to email Angela Marcakis, Chair of Status of Women, at communications@surreyteachers.org.



BCFED Young Worker School at Camp Jubilee



Would you like to join young workers from around the province for a weekend of learning, connecting, and fun? The STA is looking for 5 teachers under 30 to send to Camp Jubilee. If you would like to put your name into the draw, please send an email to sta@surreyteachers.org by **Tuesday, May 7**.

The [BCFED's Young Workers' School](#) at Camp Jubilee is for workers aged 30 or under. The school is held in a retreat-like environment in the Indian Arm. Participants will attend courses to help them build skills related to the labour movement, political and community organizing, and leadership skills. In addition to coursework, attendees will be able to participate in a variety of outdoor activities and connect with fellow young workers. For more information, please contact Rick Kumar at kumar_h@surreyschools.ca.

Staff Committee! Discuss the upcoming Round 2 postings at your school

Schools should have a functioning staff committee, as it is a right in our contract (Article A.34). Staff committee is 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 meeting where the staff committee has a chance to review the staffing needs of the school and the postings that are upcoming. Postings in the rounds 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 staff committee can help bring issues the principal hasn't considered while preparing the postings to her/his attention. If any job is posted in your school that wasn't posted internally first, please contact Mark Keelan at grieve2@surreyteachers.org. For advice on staff committee functions, please feel free to chat with Julia our 1st VP at 604-594-5353.

Next Year's Non-Instructional Days and Calendar Planning

We have heard from some teachers that their administrator is expecting them to develop a Pro-D plan for Pro-D days for the upcoming school year (2019-2020). It is not required that Pro-D committees or school staffs develop Pro-D plans for next year, although if Pro-D committees are interested in considering the Pro-D needs of the staff for the upcoming year, they are encouraged to have those conversations among the staff to enable long term Pro-D planning.



The Ministry of Education has determined that the theme of one of the non-instructional days will be to do with Indigenous education. We fully encourage school staffs to engage with this topic, but, the theme or topic of the five teacher-directed Pro-D days cannot be prescribed by the administration or the Ministry, and teachers should therefore not feel pressured to address Indigenous education on one of their teacher-directed professional development days; it can be addressed on the admin-directed Non-Instructional Day.

Some school staffs may be interested in holding a summer Pro-D vote. Pro-D reps and staff reps have received an email from our STA professional development officer regarding summer Pro-D considerations and procedures. It will be important for Pro-D reps and staff reps to review these documents carefully when considering summer Pro-D, and to ensure the proper procedures are followed for any vote. If you have any questions, please contact Erin Coleman at pd@surreyteachers.org.

Opportunity for Members: BCTF Advisory Committees Openings

The BCTF has a variety of committees that meet throughout the year to discuss current topics affecting teachers, make recommendations to the BCTF Executive Committee, design resources, and plan training events. The deadline to [apply online](#) is **May 24, 2019**. There are openings on the following committees:

- Aboriginal Education Advisory Committee
- Adult Education Advisory Committee
- Comité consultatif des programmes et services en français (Advisory Committee on French Programs and Services)
- Committee for Action on Social Justice
- Finance Committee
- Health and Safety Advisory Committee
- Income Security Committee
- Pensions Committee
- Professional Issues Advisory Committee
- Teacher Magazine Advisory Board • Teachers Teaching On Call Advisory Committee
- W.R. Long International Solidarity Fund
- Working and Learning Conditions/Bargaining Advisory Committee

BCTF Employment Opportunity: Director of Research and Technology

Larry Kuehn, a past BCTF President and the [Director of our Research and Technology Division](#) since 1991, has announced his retirement. This means the BCTF is looking for a new Director!

The successful applicant will be responsible for the effective operation of the division and coordinate the BCTF International Solidarity Committee program. The BCTF will be accepting applications (citing job posting JP1103) and résumés (including reference contact information) by email to postings@bctf.ca or by mail until **May 15, 2019 at 5:00 pm**.

Scholarship Opportunity for Surrey Students

Teachers, please share the following opportunity with all of your Grade 12 students! The deadline to [apply](#) for the Jennifer Wadge Memorial Social Justice Award is **May 17, 2019**. Four awards of **\$2,000 each** will be awarded in June. It is not necessary to have taken Social Justice 12 to qualify for the award.

Jennifer Wadge was the President of the Surrey Teachers' Association from 2012 until her untimely death in 2015. She was a graduate of Surrey public schools and taught at a number of elementary schools in Surrey. She was a dedicated and passionate supporter of teachers and students, championed social activism, and believed wholeheartedly in the importance of an adequately funded public education system. She was known for her clear thinking, her articulate incisive views, her composed demeanour, and her passion for the issues. Jennifer was deeply committed to the principles of social justice, seeing them as a cornerstone of our work in an equitable society.

The following are the criteria we use in selecting successful candidates for the social justice award:

- Grade 12 student who will be graduating in 2019 from a school in the Surrey School District, with submission of an official transcript
- Proof of acceptance to a post-secondary institution OR registration in a national/international conference on social justice issues OR an internship in a social justice organization
- School and community involvement in a variety of social justice areas
- Evidence of leadership and/or personal initiative in activities or in an organization relating to social justice
- Statement of commitment to social justice
- Minimum of three sealed confidential references, preferably from a variety of sources. References by family members or friends will not be accepted
- Geographical representation from different areas of the school district.

\$12,000

JENNIFER WADGE
SOCIAL JUSTICE
AWARDS

4 Jennifer Wadge Social Justice Awards

- \$2,000 each
- Awarded in October
- Open to any Grade 12 student at a Surrey public secondary school during the current school year

Deadline: May 17

2 Jennifer Wadge Social Justice Awards

- \$2,000 each
- Awarded in October
- Open to graduating dependants of active STA Members

Deadline: Sept. 6
(same as other scholarships for dependants)

OPEN TO ALL SURREY STUDENTS

There are **4 Jennifer Wadge Social Justice Awards** open to any Grade 12 student at a Surrey public secondary school during the current school year. **Deadline for applications are in May 17, 2019** before they graduate and recipients are awarded in June.

TTOC Experience Transfer: Make Sure You Get Paid for Your Experience!

Did you know that your TTOC Experience is not automatically factored into your pay level when you get a contract? You need to apply to have it transferred.

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!

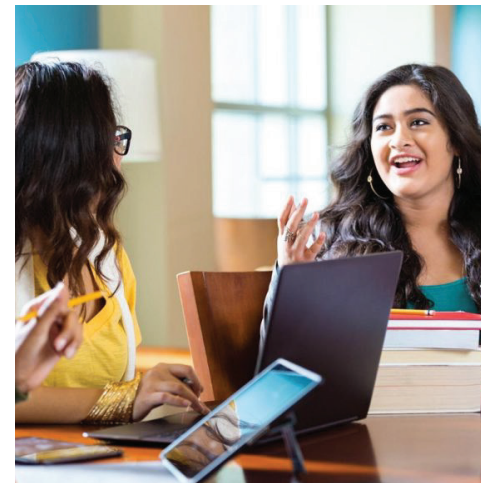
Your pay increment (step level) is based on your teaching experience. Contract teachers move up one step on the pay scale after 10 months of full-time experience. Incremental increases take place automatically on September 1 and January 1 each year.

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 2018, 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, 2019, Taylor moved 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, 2019. Teachers should have their form [KM10] into Payroll, no later than **June 30, 2019** in order to receive an increase in September. If there's any confusion, or you have questions, please contact Grievance Officer, Mark Keelan via grieve2@surreyteachers.org.



Mentor36

Mentor36 is our Surrey Teachers' Association – School District 36 joint mentorship program. We are committed to supporting professional growth and a sense of belonging for Surrey teachers through an opportunity for collaborative mentorship **at every site** in Surrey. Are you interested in engaging first-year teachers through mentoring? Starting **May 6**, you can apply to be a mentor at your school or within your family of schools on the Mentor36 (mentor36.com). Please call Christie Weigel, Professional Support Services officer, at 604-594-5353 for more information.

Spring Representative Assembly Elections May 31-June 1

BC Federation of Labour Executive Council (1-year term)

The BCTF has three positions on the BC Federation of Labour Executive Council. The BCTF President is a vice-president of the BC Federation of Labour and automatically becomes one of the BCTF representatives to the Executive Council. A second representative is chosen from and by the BCTF Executive Committee. The third representative is elected annually by the Representative Assembly for the following year.

Any active member of the BCTF is eligible to run for this position, but must:

1. Be an active member for the year they are to serve.
2. Have their nomination supported by 10 active members of the BCTF. A nominee must also submit a completed curriculum vitae form along with the signatures of the 10 active members supporting the nomination by the stated deadline.
3. Not hold any other position on the BCFED Executive Council during the term of office.

The BC Federation of Labour Executive Council meets four times a year in Vancouver. All travel and release expenses will be covered by the BCTF.

Application deadline: **May 22, 2019.** A CV application form can be found on the BCTF website.

Judicial Council (3-year term)

The Judicial Council (JC) is a team of 18 volunteer BCTF members, trained and experienced in conducting tribunal-style proceedings. They also receive training in points of law, in particular the principles of natural justice and due process. The role of the JC is to consider alleged breaches of the Code of Ethics or conduct harmful to the Federation and render verdicts regarding said conduct. JC members are assigned to panels or teams to deal with complaints at various stages of the process.

Applicants **must be nominated by a secret ballot** of a local general meeting or local delegate assembly. (See 31.C.02, page 129 of the [Members' Guide to the BCTF](#).) If you wish to apply to the Judicial Council, you must inform us at sta@surreyteachers.org so you can be considered at our AGM on May 22.

Members are expected to attend three two-day meetings each year, on Friday/Saturday. New members receive training on the Thursday before their first meeting.

This is a volunteer opportunity to serve and represent all the teachers of BC. Accommodation, meals (per diem), leave of absence (LOA), necessary travel costs, and dependent care costs (if required) will be provided in accordance with BCTF policies for all expenses related to Judicial Council business (meetings and casework).

Application deadline: **May 22, 2019.** A CV application form can be found on the BCTF website.

School Visits – we want to visit all our members!

We have visited (or have booked to visit) 100 of our STA worksites so far this year. Hurray! We still have not visited the following schools and other work sites: Colebrook, City Centre/Discovery LC, Coast Meridien, DEC, East Kensington, Guildford Park, HT Thrift, Janice Churchill, Katzie, Kwantlen Park, Lee School, Lord Tweedsmuir, MJ Norris, Ocean Cliff, Panorama Park, Senator Reid, South Meridian, SAIL, TREES, The Welcome Centre, William F. Davidson, and various small programs such as APU, TREK, Am'ut, PLEA, HOPE, Fastrack, Hospital Homebound, Growing Together, The HUB, ETC, CBTOP, and potentially other worksites where STA members work their magic every day!

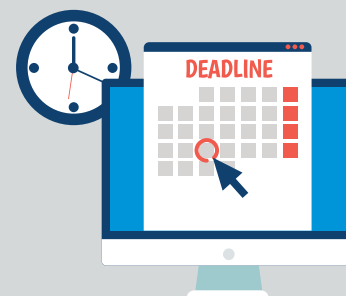
If you would like to help arrange a time for one of us to visit your above-mentioned site, please contact Julia at 1vp@surreyteachers.org to suggest a date, and we will book a table officer to visit you. Members have questions about bargaining, strategy, the transfer rounds, remedy, supervision, lost prep time, professional development, professional rights, and many other topics, and we want to answer them, and let members get to know us better.



SOGI
123

Want to learn more about SOGI?

UBC is offering all educators a two-day SOGI Summer Institute to help make schools and classrooms more inclusive. All schools must ensure students are safe and included regardless of their sexual orientation or gender identity (SOGI), as it is in the BC Human Rights Code and the Canadian Charter of Human Rights. This UBC course is VERY popular (it has sold out in the last 2 years!) so make sure you [register](#) early.



Reminder: Annual Practice Fee required by the Teacher Regulation Branch

Quick reminder to all members that our **annual practice fee is due by May 31** in order to retain your BC Ministry of Education certificate. The fee is \$80 and should have been deducted from your April 30 pay statement, so you should not need to take any action. If you are a member who is **on a leave, intermittently employed, normally teaching on call**, you should confirm that payment arrangements have been made.



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 Philip Wong to Isaac Louie:

"Philip Wong of AHP Matthew Elementary would like to thank Isaac Louie of Halls Prairie Elementary for raising the level of social consciousness and personal conscience amongst members of this local and federation. Through his passion and articulation, Isaac is inspiring a new generation of teacher activists in the struggle for social justice and equity. All teachers who are interested in helping to make society a better place should contact Isaac about getting involved."

Thank you Philip, you and Isaac 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!

Childcare for Annual General Meeting

Do you need childcare in order to attend the upcoming Annual General Meeting on May 22, 2019?

If so, please contact Esther at graphics@surreyteachers.org ASAP as final numbers need to be confirmed by **May 15, 2019**. You also have the option of finding your own child care and submitting the receipt to the STA for reimbursement.

REACH OUT!

Reach us by phone at 604-594-5353 or via email at sta@surreyteachers.org.

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.