

# 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

- 14 Executive Committee Meeting
- 15 International Solidarity Committee Meeting
- 15 Surrey Board of Education Meeting (7:00 pm at DEC (14033 92 Ave) Room 2020)
- 16 Health & Safety Committee Meeting
- 20 Victoria Day
- 21 BCTF 2020 Project
- 22 **STA AGM 4pm at Bombay Banquet Hall (7475 135 Street) - all welcome!**
- 23 BCTF 2050 Project

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.

## Annual General Meeting - May 22, 2019

The STA's AGM is next **Wednesday, May 22, at Bombay Banquet Hall**. Elections will take place for the full-time table officers, other members of the Executive Committee, and the Resolutions Committee. (We are hoping the use of electronic clickers will expedite the election process!) Candidate statements are attached, and are being sent out with the STA Connection, as well as a small number of hard copies for each site. Please check it out, and come to the meeting to make your voice heard!

**\*\*Please note that the version of candidate statements that was previously posted, as well as the paper copy that was sent out to schools, did not include the candidate statement submitted by Brett Salary for the Local Representative to the BCTF and Member at Large positions. Even though Brett Salary submitted it before the deadline, it was mistakenly omitted. We apologize for the error. The version attached to this memo is correct.**

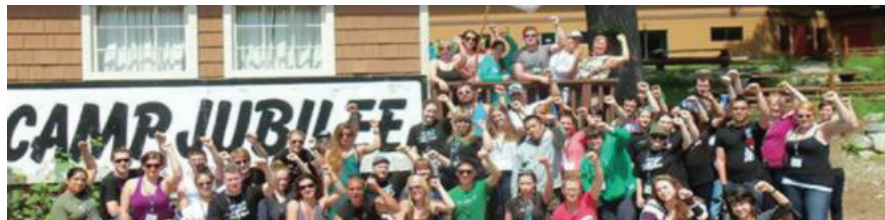
## Have you emailed your MLA about BCTF bargaining? Spend one minute helping to build pressure.

If you are on the BCTF mailing list you will have received a notice to contact your MLA to put pressure on the government to pay attention to what is going on with teacher bargaining. Let's all do it! This [link](#) will send you to the form, where all you have to do is fill in your name, email, postal code, school district and click send! Yes, it is THAT EASY! If you have the time, feel free to customize the letter to include your story; feelings and passion tend to inspire action. There is still time to get a settlement, but **action needs to happen NOW!** It's time for members to let their voices be heard!

## Secondary Teaching Assignments

If your secondary school has not informed staff what courses they are assigned to teach in 2019-20, please inform the STA office. Teachers need this information before Round 2 opens on May 28.

## 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? There are still **4 spots left** to send teachers under 30 to Camp Jubilee on June 14-16. If you would like to put your name into the draw, please send an email highlighting why you would be a great fit for camp, including any previous union knowledge/experience, and what you would like to take away from Young Workers' School to [sta@surreyteachers.org](mailto:sta@surreyteachers.org) **ASAP!** Spots will be offered first come, first serve.

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 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](mailto:kumar_h@surreyschools.ca).

# 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 **THIS FRIDAY, 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

## 2 Jennifer Wadge Social Justice Awards

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

## 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.

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

Are you a teacher who 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](mailto:asalkeld@bctf.ca).

## Surprised you didn't get the job? Types of Transfer Grievances...

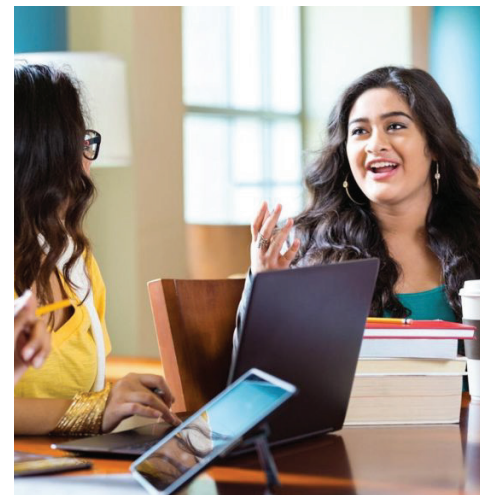
In general, there are two main types of transfer grievances. In qualification grievances, a teacher is sometimes not shortlisted for an interview because the principal decided they were not qualified. In suitability grievances, a teacher was interviewed, but the principal considered a junior candidate demonstrably more suitable, and offered them the job instead.

This year, the STA plans to use the expedited arbitration process in the Collective Agreement for transfer grievances. That means that timelines are very short, particularly for Round 2 grievances.

You can find out if someone with less seniority was awarded the job by reviewing the Round One Closed Report which is now available for viewing on the District website using this [link](#). Please note that you need to be logged-in to be able to access the report.

If you do find that a teacher with less seniority was awarded a job you applied for, or you feel you were well-qualified, or there might have been an irregularity in the process, please contact Mark Keelan at [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org).

It is very important, given the short timelines, to seek advice about irregularities as soon as possible.



## 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](http://mentor36.com)). Please call Christie Weigel, Professional Support Services officer, at 604-594-5353 for more information.

## Shortlisted Without An Interview?

Did you apply for a job in Round One? Were you contacted for an interview?

Unlike other districts, in Surrey the candidate with the most seniority is not always awarded the position. Due to language in our Collective Agreement, the job can be awarded to a less senior, but more suitable candidate. However, candidates with more seniority must be offered an interview.



If you applied for a job in Round One, please check the Closed Report (available May 14). If the job was awarded to a candidate with less seniority than you, and you were not offered an interview, please contact Mark Keelan, Grievance Officer, at [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org). If you would like more information about this process, it's described in this [negotiated settlement agreement](#) document.

## 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](mailto: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.



**Reminder:  
Submit Your  
Receipts!**

Attention teachers!

Do you have any outstanding, unclaimed expenses from this school year? Have you filed your claim to be reimbursed for Pro-D or other related expenses? STA Committee members and staff reps, do you have any receipts that need to be sent in?

This is a friendly reminder to complete your expense vouchers and submit your paperwork (including receipts!) ASAP! The STA's fiscal year ends on June 30 and Donna is trying hard to get everyone paid. Please help her out by not waiting until the bitter end to get your paperwork in! Can't find your sheet? Download it [here](#). Forms can be sent via courier #000 to the STA office. Attention: Donna Stewart.



**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.



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](mailto: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!

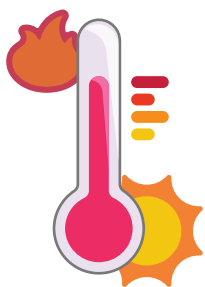
There is no charge for this conference. The students will need to bring their own snacks and lunches, and parents are responsible for arranging transportation. If you have any more questions, please feel free to email Angela Marcakis, Chair of Status of Women, at [communications@surreyteachers.org](mailto:communications@surreyteachers.org).

## 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: City Centre/Discovery LC, Coast Meridien, DEC, Dogwood, Dr. FD. Sinclair, East Kensington, Ellendale, Erma Stephenson, Goldstone Park, Guildford LC, Guildford Park, HT Thrift, Janice Churchill, Katzie, Kennedy Trail, 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 to your above-mentioned site, please contact Julia at [1vp@surreyteachers.org](mailto: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.

## Feeling Hot! Hot! Hot? - Temperatures in the school



The STA has been hearing from a number of teachers who are feeling the heat. Classrooms and portables (especially) are hitting upwards of 30 degrees. There are no WorkSafeBC regulations around temperature, so what we can do is:

1. Tell your principal your room is too hot
2. Ask your principal to let Facilities know
3. Ask your principal to bring Ice into the school and keep it in the freezer for staff to access
4. Stay hydrated – drink plenty of water, use the ice in your bottle or glass
5. Do not stay in your classroom during lunch or breaks, try to get some fresh air, in the shade.

Ask at the Site Based Health & Safety meeting if your school can access or purchase fans for classrooms, bearing in mind that fans may be a hazard in some of the primary grades.

## 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



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.



**REACH OUT!**

Reach us by phone at 604-594-5353  
or via email at [sta@surreyteachers.org](mailto: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.

**Worker's Report of Injury or Occupational Disease to Employer**

**Worker's Information**

Worker's name: \_\_\_\_\_ Date: \_\_\_\_\_

Worker's job title: \_\_\_\_\_

Worker's phone number: \_\_\_\_\_

Worker's email address: \_\_\_\_\_

**Employer's Information**

Employer's name: \_\_\_\_\_

Employer's address: \_\_\_\_\_

Employer's phone number: \_\_\_\_\_

Employer's email address: \_\_\_\_\_

**Incident Information**

Date and time of incident: \_\_\_\_\_

Location of incident: \_\_\_\_\_

Description of incident: \_\_\_\_\_

## To Report Incidents and Injuries, use WorkSafeBC Form 6A!

We have confirmed with the Manager, Health & Safety that the STA's request that Principals and Vice-Principals at Surrey Schools be advised that teachers are able to use the WorkSafeBC Form 6A to report violent incidents. If the form 6A is being used, there is no need for the teacher to use the district incident report. The memo went out to administrators in early March 2019. If you do have any pushback from your administration, please contact Sue Heuman at [hs@surreyteachers.org](mailto:hs@surreyteachers.org) or (604) 592-8391.



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 Monica-Rae Grant to Samantha Creech:

*"I am recognizing Samantha Creech (part-time kindergarten teacher) at Jessie Lee Elementary for the following things:*

- 1. Project initiations of Club Monday and the Buddy Tree for our students*
- 2. Working on a wellness committee for staff members. She redecorated our staff-room with lamps, plants, set up bulletin boards and wellness activities on her day off.*

*Thank-you, Samantha, for helping to make our school a great place to work!"*

Thank you Monica, you and Samantha are now entered into our monthly draw for a \$25 Indigo! gift certificate. Please submit your "shout outs" to Angela via [communications@surreyteachers.org](mailto:communications@surreyteachers.org) to spread the kindness around our local and for your chance to win a gift card too!

# RAMADAN

## TIPS FOR EDUCATORS

### MAY 6 - JUNE 4

This year, Ramadan will run approximately May 6th to June 4th. The Islamic calendar is based on the lunar calendar, so the dates vary from year to year.

by Yusra Iftikhar

#### 1 WHY MUSLIMS FAST

Fasting is one of the 5 pillars of Islam and is commanded in the Quran. The point is to become better people, not starve ourselves! Muslims increase in charity, social justice work, patience, congregational prayers, and time with the faith. It is also a big time for community dinners and get-togethers, which can be hard for students who are away from family.



#### 2 HOW IT WORKS

We fast from the time of the 1st prayer (about an hour before sunrise) until the 2nd to last prayer (sunset).

Ramadan is NOT: a punishment, a diet, unsafe if observed properly and appropriately, or good for weight loss...many people will actually gain weight this month

#### 3 ACCOMMODATING PATIENTS AND STUDENTS

Schedule patients, and exams if possible, first thing in the morning or at the end of the day (closest to the time when they last ate or will eat next). Additionally, expect caffeine headaches, fatigue, sleepiness, and for people to maybe be a little hangry. We appreciate your understanding!



#### 4 TERMS TO KNOW

Ramadan: name of the Islamic month- like Jan, Feb, etc.  
Eid ul-Fitr: holiday at the end of Ramadan  
Eid Mubarak and Ramadan Mubarak: well wishes, 'Happy Eid' and 'Happy Ramadan'  
Iftar: daily meal to break the fast, usually with a date  
Tarawih: optional nightly congregational prayers, ~1-1.5 h



#### 5 NO, NOT EVEN WATER

No water, mints, gum, or anything of the sort. The question we get the most is, "NOT EVEN WATER??" At this point, it has become an internet meme, but we do recognize that it comes from a place of genuine curiosity and surprise!



#### 6 EXEMPTIONS FROM FASTING

If you see a Muslim eating during the day, it's best not to ask why so that they don't feel awkward or guilty. There are many valid reasons why we can skip a fast- traveling, being ill, breastfeeding, a woman's time of the month, etc.

#### 7 WHY YOU SHOULD CARE

Even if you're not Muslim, this month affects you too. Your reactions to the Muslims around you will impact their well-being. It also matters for your patients and how your interventions/HEP expectations will have to change during this time.



#### 8 CAN YOU EAT AROUND US?

YES! Please feel free to eat your meals normally. A lot of us have been fasting for half our lives, and it doesn't bother us one bit. If you apologize a lot for eating, people may start to feel that they have to console you, which can be taxing when they're already tired. :)



2019 CODEVELOPMENT CANADA

# Fundraising and Solidarity Dinner

Tickets \$75  
\$25 Low Income  
Tables of 10 \$750

June 8, 2019



We invite you to join us in support of our mission to work for social justice and global education in the Americas.

Help us celebrate this year's **International Solidarity Award Winners, Joey Hartman and Irene Lanzinger.**



Maritime Labour Centre  
1880 Triumph Street  
Doors open at 5:00 PM

[www.codev.org](http://www.codev.org) — 604.708.1495  
[www.codev2019dinner.eventbrite.ca](http://www.codev2019dinner.eventbrite.ca)

