

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

- 29 Awards Committee Meeting
- 29 Convention Committee Meeting
- 30 Local Bargaining at DEC
- 30 Indigenous Education Committee Meeting
- 31 BCTF Representative Assembly

JUNE

- 1 BCTF Representative Assembly
- 3 Local Bargaining at DEC
- 4 Local Bargaining at DEC
- 4 Pride Prom 2019!
5 pm - 8 pm at Guildford Park Sec
- 6 [Integration Support Teachers Workshop](#)

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 this [link](#) to report failures to fill at your school.

STA AGM 2019 Report

The STA held its Annual General Meeting on Wednesday, May 22. We are very glad about the success of the clickers in creating a smooth election process.

Our STA Executive Committee for 2019-20 will be:

President: Matt Westphal
1st Vice-President: Julia MacRae
2nd Vice-President: Jatinder Bir
Grievance Officers: Joanna Cerazy, Mark Keelan
Health & Safety Grievance Officer: Dana Neidig
Professional Support Services Officer: Christie Weigel
Professional Development Officer: Erin Coleman
Local Representatives: Kevin Amboe, Lizanne Foster, Rick Kumar (Adult Ed.), Isaac Louie, Angela Marcakis, Pauline Veto
Secretary-Treasurer: Gavin Slade-Kerr
TTOC and Early Career Representative: Amrit Sanghe
Member-at-Large (Aboriginal): Jacqueline King
Members-at-Large: Violette Baillargeon, Anne McNamee, Kelli O'Malley

Resolutions Committee 2019-20 will be:

Violette Baillargeon, Daniel Barton, Samara Basset, Karen Moon, Kelli O'Malley, Gavin Slade-Kerr, Christy Van Ieperen

We also confirmed Dana Ebtakar, Alvin Shum, and Christie Weigel for the BCTF Judicial Council Nominations.

In addition, the meeting unanimously passed a by-law amendment creating a new Member-at-Large position designated for a person of colour. That position will be filled at a Special General Meeting in June.



Congratulations to the winners of our \$2,500 Professional Development Conference Draw: Angela Marcakis, Colleen Newton, Regan Snyder, Danielle Strohan. We look forward to hearing all about your future adventures!

Thank you to all the candidates who ran, and to everyone who attended!

Opportunity for Members: STA Communications, Campaigns, and Events Part-Time Position

Do you have exceptional communication abilities and have a keen interest in using social media? Do you value public education, social justice, union advocacy, and want to make a difference in teachers' professional and union lives?

If you said yes to all of the above, this may be the opportunity you've been looking for! The STA is looking for someone who is tech-savvy, flexible, organized, has an eye for detail, works well with a team, can efficiently work independently, and is knowledgeable on local and provincial union matters. Excellent writing and editing skills are an asset.

This is a 0.4 FTE term position in the STA office. If you are interested in joining the STA in the role of Communications, Campaigns, and Events Coordinator for the 2019/2020 school year, please submit your application (see attachment) to the STA office at sta@surreyteachers.org by **4:00 pm on Wednesday, June 5**. Applications received after this time will not be considered.

We recommend contacting the STA office at 604-594-5353 or via email to sta@surreyteachers.org to confirm receipt of your application. Shortlisted candidates may be contacted for an interview after school following the application deadline.

Please note that this position is subject to approval of the 0.4 leave by Human Resources.

Opportunity for Members: Observe Local Bargaining

Are you curious about bargaining? Have you ever wished you could be a fly on the wall at the meetings? Well, you can! Members are invited to attend the next few local bargaining sessions as observers. Local Bargaining is scheduled from 9:30 am - 4:30 pm on the following dates:

- May 30 at DEC
- June 3 at DEC
- June 4 at DEC
- June 17 at STA
- June 18 at STA

Please contact Matt Westphal at pres@surreyteachers.org to let us know you are interested. We could accommodate 2 observers at each session.



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.

Integration Support Teachers Workshop on June 6, 2019 "The Three R's: Rights, Roles, and Responsibilities for IST"

On June 6, the STA's IST Ad Hoc Advisory Committee will be hosting an afternoon workshop open to all Integration Support Teachers. Held at the STA office, it will be an orientation to our rights, roles, and responsibilities as STA members in this role. The event is tailored to be supportive and relevant to Integration Support teachers with any amount of experience in the IST role.

We will be serving a delicious lunch and socializing together from 11:45 am - 12:45 pm (arrive when you can)

Followed by workshop time from 12:45 to 2:45 pm that includes the following topics:

- Understanding our IST Job Description: "Yes we do / No we don't"
- "Talk to a Grievance Officer": How the Collective Agreement interacts with the IST role
- "Tools and Resources"--What's available to members and implications with our unique role
- Identifying specific IST challenges /concerns & recommendations to the STA Executive Committee
- Moving forward: How the STA IST Ad Hoc Advisory Committee can help support us.

We look forward to seeing you there!

Register at IST-june2019.eventbrite.ca

Time to Prepare for Transfer Round 2!

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.

Congratulations to Semiahmoo Secondary School

Congratulations to Semiahmoo Secondary School whose name was chosen from participants in the 2019 Day of Mourning BC Schools Project. They will be receiving a \$200 Apple Gift Card.

Congratulations to all the teachers who supported the Day of Mourning BC Schools Project. We want our young workers to return home safely every day.

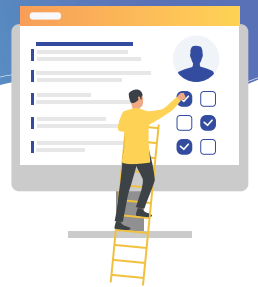


SOGI 123

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.

Unsuccessful in Finding a Job Share?



We are looking at ways of improving our job share provisions and are seeking information from members.

Please fill out this [survey](#) as soon as possible if you were unsuccessful this year, or in previous years, in finding a job share.

BIKE^{to} school WEEK MAY 27 ▶ 31

Register your school for [Bike to School Week](#), a free, fun, week-long celebration for students happening May 27-31. There are prizes awarded to schools based on the number of participants and bike trips!

REGISTER NOW!

We Need Your Help and Your Staff Change Forms!

The STA is looking for information to assist with initiating a grievance on leaves of absence. You can help us if you have received a staff change form with the following information on it:

“PLEASE NOTE:

Leave of absence has been approved as per Article G.21.2 (or any leave article)

Please contact payroll at 604-595-6115 regarding your benefit coverage during your leave. It is your responsibility to reinstate your benefits within 30 days of returning to work if you have cancelled them while on leave. Please contact HR for applicable forms. It is your responsibility to submit your membership dues prior to June 30th each year to the [Teacher Regulation Branch](#). Our records indicate that this is your third and final approved leave of absence. District practice is that we are unable to approve any further leaves after the completion of this leave. Please advise the District Principal, Human Resources, in writing, by March 31, of your intention for the next school year - either to return to teaching or if you will be resigning from the District. Thank you for your cooperation.”

TQS Graduate Degree Capstone Requirement Has Been Eliminated

Effective May 1, 2019, an acceptable graduate degree no longer requires a capstone. If you are currently in TQS category five plus with an acceptable master's degree, you must APPLY to TQS to be considered for an upgrade, as they will NOT be processed automatically. Complete the “Category Upgrade” application on the [TQS website](#) and follow the instructions for upgrading. If you have already forwarded transcripts to TQS in the past, you do not need to send them again.

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 **3 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 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.

Last Call for Participants! Curriculum Change Survey

The BCTF invites you to share your experiences implementing BC's redesigned curriculum in your classroom and school. The results from the survey will be used to help teachers and the BCTF make critical assessments of curriculum change over time and continue to advocate for a teacher-led process that enhances public education in BC. This includes working to get you the resources, time, and support you need for the coming school year. Please participate in this [short survey](#) before June.

BCTF Report on Racism

Earlier this year, the BCTF hosted a two-day issue session with 15 members to discuss the impacts of racism in our workplaces and unions. All of the participants were members who identified as racialized. Following the important conversations and dialogue, a [report](#) on the issues and strategies to combat racism and make our union and workplaces more inclusive was presented to the BCTF Executive Committee.



LAC Film Night June 2019

Please join the Labour Affairs Committee of the STA on **Tuesday, June 11** for another of our exciting Film/Dinner Nights!!

We will start with refreshments at 4:00 pm followed by our featured film:

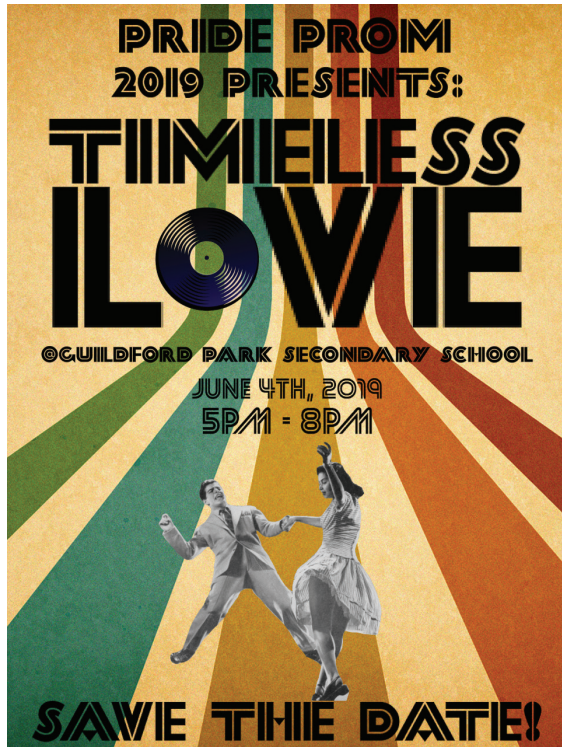
The Rise of Disaster Capitalism

Free for STA members, non-members, \$10. Pizza and Juice will be served.

Register at lacfilmnight-june2019.eventbrite.ca

Pride Prom 2019

Guildford Park Secondary will be hosting the 4th annual District Wide Pride Prom on June 4th. This is a wonderful event open to every grade 8-12 student who identifies as part of the LGBTQ community or as an ally in the Surrey School District.



Please hang these posters up and show your classes and GSA this [promo video](#). GSA teachers, administrators and/or counselors can send Heather Kelley (kelley_h@surreyschools.ca) the list of students from your school who wish to attend.

Date: Tuesday June 4th 2019
Time: 5:00-8:00 pm
Theme: Timeless Love
 (A Journey through queer history)
Tickets: \$2 at the door - though you need to have your name on the list your school sends in to buy a ticket

Each school who attends will get a bag of supplies for their GSA!

If you need rides, there are some SSL staff and district vans that can come get your students.



**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.

NEW 30 SECOND ACTION! The NDP MLAs Need To Hear From You!

THANK YOU to those of you who used the last easy form to send a letter to your local NDP MLA! It's time to take some more action and send a second letter! We promise it will take you less than a minute using this [form](#)! There is still time to make a deal. Act now, so that we don't have to take action later! Even if you have already sent the form, do it again! We have almost 6,000 STA members, and we would like 6,000 messages to go out, to put pressure on the government to expand BCPSEA's bargaining mandate.

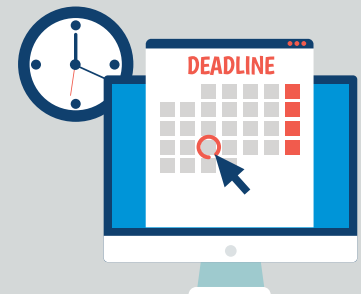
On May 14, BCPSEA tabled another set of [proposals](#) that seek to weaken class size, eliminate the specific ratios for specialist teachers, and delete class composition entirely from our collective agreements. We need to get this information to BC NDP MLAs so that they know what the employers' association is trying to do in their government's name. Our local NDP MLAs need to tell BCPSEA to stop bargaining like Christy Clark is still the Premier.

Parenthood Leave

Have you taken more than one approved parenthood leave from the employer? We are concerned that the employer has decided that parents are only entitled to one parenthood leave and any other leaves must be "other leaves" with a limit of 3 leaves per teacher per career. We would like to know if you have applied for and been approved for more than one parenthood leave and have the staff change forms to indicate that.

If you have been approved for more than one parenthood leave, please email the staff change form(s) to hs@surreyteachers.org.

If you have applied for a parenthood leave and the employer has changed the leave to an "other leave", please send any staff change forms or Leave of Absence copies to hs@surreyteachers.org.



**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 normally need to take any action. If you are a member who is **on a leave, intermittently employed, or teaching on call**, you should confirm that payment arrangements have been made, and if not, be sure to make the payment directly!



SPECIAL SHOUT OUT TO

Staff Reps

Special shout-out to all our school-site Staff Representatives who have taken the time to step away from their classrooms and to be the voice of the union by attending at least one Staff Rep Training this school year!

Just as the President and the Executive Committee are the head of the union, and the general membership is the heart, the school union representatives are the legs of the union. No policy, action plan, or communication vehicle will be brought to life in a school without the site-level knowledge and analysis of school union representatives. We want to acknowledge you and give our deepest gratitude for your service and support. Thank you stepping up!

"Thankfulness is the beginning of gratitude. Gratitude is the completion of thankfulness. Thankfulness may consist merely of words. Gratitude is shown in acts."

—Henri Frederic Amiel

On behalf of the STA, we would like to extend our appreciation for your labours – we are entering all names of Staff Representative attendees into a draw for five \$25.00 gift cards. Good luck!

Cindy Adams
Sylvie Afial
Joyce Ahonen
Raman Athwal
Kiran Aujlay
Matteo Babini
Allie Bailey
Violette Baillargeon
Mandip Bains
Katerina Bardouniotis
Laura Barker
Caroline Bentley
Meghan Black
Roland Bottiglieri
Lori Brady
Sapna Brar
Vanessa Broadworth
Steve Brugger
Chelsea Bryant
Glynis Cadwell
Lynn Calimbas
Nicole Calla
Erica Campbell
Rita Chernenko
Susanne Christmas
Lori Clark
Erin Coleman
Violeta Colombara
Gareth Convery
Heather Cummings
Tracey Cuthbert
Cindy Dawson
Kathy Deck
Alicia Dodge
Barbara Dumont
Calvin Dunlop
Michael Ewen
Analisa Feuz
Chris Finn

Allison Flannagan
Kevin Fleming
Jodi Florio
Brianna Gaines
Wah Gee
Raj Gill
Katie Goulah
Clare Gould
Yvonne Govorchin
Anna-Lisa Granbois
Jonathan Guzman
Kathy Gyori
Lori Hagelund
Jennifer Harder
Judy Harms
Brett Harrison
Carla Harrison
Christine Hart
Joachim Heine
Corinne Hocking
Albert Hom
Bronwen Howden
Sanjeev Hundal
Alison Ibbotson
Jackie Illes
Derek Imai
Nicole Jarvis
Elaine Jeannotte
Wendy Johnston
Sandra Kelly
Helen Kelsey-Etmanski
Karen Kim
Shiela Kim
Darcy King
Andrea Klassen
Emily Klimchuk
Matthew Kloeble
Donna Knapp
Chrissa Kollakis

Eric Kovits
Julia Kreutz
Rick Kumar
Jess Kyle
Maggie Lai
Harbinder Lalli
Jesse Lalli
Gabi Lange
Paul Langereis
Judy Lans
Laura Lattey
Paul Jean Lavoie
Hyekyung Lee
James Lee
Andrea Leeks
Alison Leslie
Andy Liebermann
Timothy Lin
Marilyn Lindsay
Kirstin Lintott
Isaac Louie
Carmen Lyne
Jamie Macgregor
Jen Macgregor
Kelly MacLean Dosen
Tracy Majhen
Reena Mann
Angela Marcakis
Mark Maretic
Adina Marin
Mirek Marounnek
Lesley Marriott
Erin McCabe
Katelyn McCloy
Tammy McCracken
Scott McIndoe
Jeanette McLean
Kathleen McLeod
Angelika McMahon

Marie McMillan
Anne McNamee
Behnaz Mehregani
Phyllis Minsky
Mirek Morounnek
Camila Muir
Dean Nakashima
Dana Neidig
Wendy Nielsen
Steve Nyberg
Christy Odabasigil
Kristine Olsen
Kelli O'Malley
Marjorie Plante
Roxanne Pope
Stephanie Popke
Carin Porcellato
Lisa Porter
Maxine Pressman
Shelina Rajani-Shankar
Shahzia Rashid
Marilyn Ricketts-Lindsay
Christie Runa
Baljeet Sahni
Brett Salary
Amanda Salkeld
Brenda Sampson
Kam Sandher
Kiran Sandhu
Amrit Sanghe
Mike Sapic
Erica Schroer
Ross Scott
Andrea Sekhon
Jade Seto
Brienne Sexsmith
Iris Sharma
Laura Shaw
Alvin Shum

Jasvir Sidhu
Gavin Slade-Kerr
Sandy Sodhi
Susan Soo
Keely Speechley
Kaija Sproule
Stephanie Subject
Kim Susheski
Joan Szewczyk
Jennifer Tammen
Katherine Teague
Angele Thibault
Christine Thomson
Shannon Tito
Patrice Trainor
Christy Van Ieperen
Jordan Vanstone
Shelly Vernon
Chelsea Walley
Theresa Walsh
Hilary Wardlow
Mike Watkins
Nicole Weghsteen
Joshua Weiss
Tanya Williams
Sandra Willing
Leanne Whynot
Donna Wong
Jodi Wood
Katie Worboys
Debbie Wyatt
Mehlin Yoo
Jean Yoshida
Katrina Young
Shuaib Yunush
Stacy Zaboysky

School Visits – we want to visit all our members!

We have visited (or have booked to visit) 120 of our STA worksites so far this year. Hurray! We still have not visited the following schools and other work sites: Coast Meridien, DEC, East Kensington, HT Thrift, Janice Churchill, Katzie, Lee School, Lord Tweedsmuir, MJ Norris, Ocean Cliff, 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 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.

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.



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 Nausheen Gafur to Jasvir Sidhu:

"Jasvir Sidhu - you are one amazing human! You are kind, empathetic and a true crusader for justice. You are always advocating on behalf of others. You are a true testament to the fact that one person can make a significant impact and how it only takes one to be a catalyst for change and growth. You're students and colleagues here at Creekside are very lucky to have you in their corner! Thank you for everything. I will be forever grateful!"

Thank you Nausheen, you and Jasvir 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!

BALD EAGLES ON THE BC COAST

Join resident eagle biologist David Hancock to learn about bald eagles and what we need to do to protect them and the trees that they need for nesting. Finish by looking for these majestic birds fishing in the ocean, soaring high above the parks and nesting in the nearby trees.
www.hancockwildlife.com

**SUNDAY, JUNE 2
2 PM - 4 PM**

**Sanford Hall at Kwomais Point Park
1367 - 128 St, Surrey**

*Hosted by: Ocean Park Beautification Committee
and Hancock Wildlife Foundation*

*Featuring local music talent:
Holly Arntzen & Kevin Wright of The Wilds*



2019 CODEVELOPMENT CANADA

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

Fundraising and Solidarity Dinner



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 — 604.708.1495
www.codev2019dinner.eventbrite.ca