

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

JUNE

- 7 STA Retirement Dinner & Dance
5:00 pm (Sheraton Guildford)
- 10 Pro-D Committee Meeting
- 11 Executive Committee Meeting
- 12 [Labour Affairs Film Night](#)
4:00 pm - 6:00 pm (Queen Elizabeth Sec)
- 12 [New TTOCs Conference](#)
8:30 am - 2:45 pm (STA)
- 12 Queer Night Out
5:00 pm - 8:00 pm (Hook and Ladder Pub)
- 12 Surrey School Board Meeting
7:00 pm - 9:00 pm
- 13 [Anti-Violence Training](#)
12:00 pm - 3:00 pm (Camp Alex)
- 13 [STA Wellness Event](#)
4:00 pm - 6:00 (Camp Alex)
- 13 [TTOC EI Workshop](#) 3:30 pm - 5:30 pm (STA)
- 14 Cross Border Committee Meeting
- 17 Local Bargaining (STA)
- 18 Local Bargaining (STA)
- 18 LGBTQ Committee Meeting
- 19 STARA/SGM Meeting
4:00 pm (EagleQuest Golf)
- 20 National Indigenous Peoples Day
3:45 pm - 7:45 pm (REC)

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.

MANY Opportunities for Members at our next Special General Meeting!

At our AGM meeting in May, we unanimously passed to change the bylaws to include a new Member at Large seat on our Executive Committee designated for a Person of Colour. If you are interested in putting your name forward for this position, please email a candidate statement (max. 600 words) to sta@surreyteachers.org by **Wednesday, June 12** in order to make the printing deadline. Nominations will also be accepted from the floor.

We will also be holding elections for all of our committees next year. Committees are a fun way to get involved at the union level with like-minded people. Please check the attachment, which has a description of all the current local committees.

Many of our amazing STA events would not run without these committees, such as:

- Convention (Convention committee)
- Cross Border Conference (International Solidarity committee)
- Indigenous professional development and celebrations (Indigenous Education committee)
- Grade 7 Girls Conference and Wellness Events (Status of Women committee)
- Election campaigning and creating advertising (Political Action / Public Relations committee)
- Queer Night Out and Pride Prom (LGBTQ committee)
- Film & Dinner Nights (Labour Affairs committee)
- Bright Beginnings Foundation Gala (Anti-Poverty committee)
- Selecting scholarship and bursary recipients (Awards committee)

If you were ever interested in getting involved with these events, please feel free to join the corresponding committee by sending your name to sta@surreyteachers.org and then coming to the meeting on June 19 at EagleQuest Golf, where committee elections will be happening.

Can you spare 1 minute? The 3rd wave of the MLA email campaign is here!

We have the MLA's attention and need to keep the pressure on! The BCTF has created the third installment of their super easy to send emails. These emails to your NDP MLA (or Premier) will take LESS THAN A MINUTE to send! We can't let them delete the restored language we just won back. There is still time for us to reach a deal, so let's keep acting now, so we don't have to act later!

There are also 2 bargaining updates in the [MyBCTF members' portal](#) which go into detail about the current language BCPSEA has tabled, as well as some FAQs about what happens if we don't reach a deal by June 30, so be sure to check those out too.

STA Retirement Dinner & Dance

The annual STA Retirement Dinner will be held on June 7, 2019 at the Sheraton Vancouver Guildford Hotel. Paper invites have already been mailed to the home addresses of members who we've been informed are retiring after this year.

If you haven't received an invitation, and believe you should have, please accept our apologies and give us a call as soon as possible to ensure you are on our list! If you're planning on retiring after this year, please get in touch with Esther at graphics@surreyteachers.org.

Teachers, now is the time to raise our voices! Let's communicate to MLAs!



Postcards are coming to your school this week for you to write notes to your MLAs asking for better funding for schools and teachers. We have created these for Surrey teachers to help us all raise our voice together in support of our bargaining team and to bring particular concerns to their attention. Please return the postcards to us so we can attach postage stamps and send them on. Thanks in advance to Staff Reps for facilitating the process!

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

Childcare for Special General Meeting

Do you need childcare in order to attend the upcoming Special General Meeting on June 19, 2019?

If so, please contact Esther at graphics@surreyteachers.org ASAP as final numbers need to be confirmed by **June 10, 2019**. You also have the option of finding your own child care and submitting the receipt to the STA for reimbursement.



Labour Affairs Film Night: "The Rise of Disaster Capitalism"

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 (77 minutes)

"The Rise of Disaster Capitalism features Naomi Klein explaining the ideas and research behind her bestselling book, The Shock Doctrine: The Rise of Disaster Capitalism. In this riveting lecture and interview, Klein challenges and exposes the popular myth of the free market economy's peaceful global victory."

Around the world there are people with power who are cashing in on chaos, exploiting bloodshed and catastrophe to brutally implement their policies. They are the shock doctors. From Chile in 1973 to Iraq today, this is the chilling tale of how a few are making a killing while more are getting killed."

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

Register at lacfilmnight-june2019.eventbrite.ca



NEW TTOCS CONFERENCE AND BCTF INDUCTION CEREMONY

STA OFFICE • 8:30 AM TO 2:45 PM

June 12,
2019

If you are a new TTOC (or someone who's been TTOC-ing for a year or two but hasn't previously attended) consider this your personal invitation to be formally inducted into the British Columbia Teachers' Federation!

The STA will be hosting a day-long conference on Wednesday, June 12, 2019 at the STA office.

Lunch is provided!

If this is a day that you would normally TTOC, you will **not** lose out on a day's pay by attending.

Submit a paper-copy LOA to Pete Nuij at the District Office. Every school's office should have paper LOA forms available; ask the secretary if you need help locating one.

LOA Information:

Article G.7. - "TTOCs conducting union business"
Details: STA New TTOCs Conference
Cost of TTOC to be borne by: STA
Attention: Julia MacRae

Register:

<https://newttocsconference-june2019.eventbrite.ca>

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."

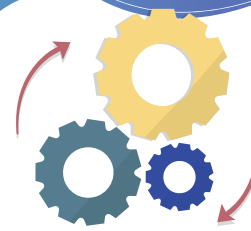
Parenthood Leave

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.

Employment Insurance: Navigating the EI Claim Process



Are you a TTOC or a new teacher who recently received a layoff notice?

Did you know that you are likely eligible to receive Employment Insurance payments over the summer months? Applying for EI can be a bit of a confusing process, but we are here to help!

The STA is putting on a workshop from 3:30 - 5:30 pm on Thursday, June 13 to help TTOCs understand the steps to follow in applying for, and obtaining, EI benefits.

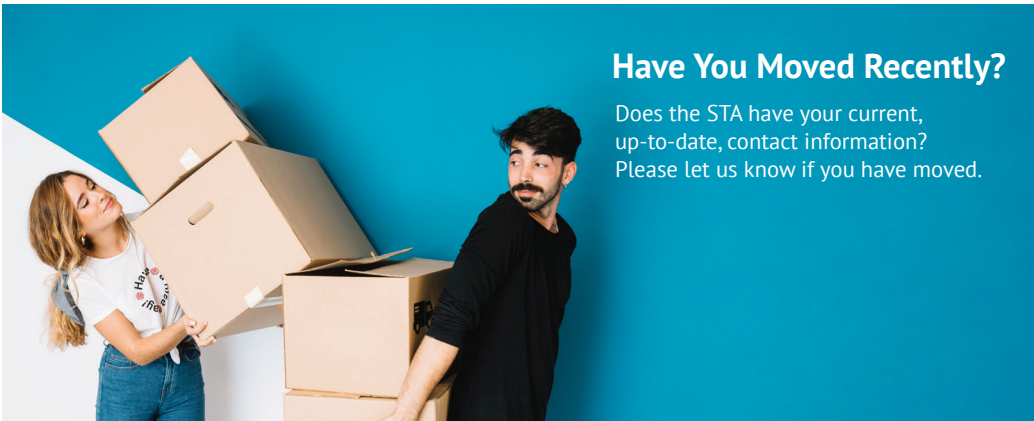
Register now:

eiworkshop2019.eventbrite.ca

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 Meridian, East Kensington, HT Thrift, Lee School, Lord Tweedsmuir, MJ Norris, Ocean Cliff, Senator Reid, 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.



**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.

Happy Pride Month Everyone!

THE LGBTQ2+ ADHOC COMMITTEE IS HOSTING AN

**STA QUEER
NIGHT OUT**

WEDNESDAY, JUNE 12 **HOOK AND LADDER PUB** **FROM 5 PM - 8 PM**
8593 132 STREET, SURREY

We invite all STA members with diverse sexual orientations and gender identities, and their allies, to join us for this fun night out. Connect, socialize, make new friends, and maybe even learn a bit more about the Committee, in a safe, inclusive space.

Wellness Event



Our last Wellness Event for this school year will be taking place on **Thursday, June 13 at Camp Alex (near Crescent Beach)**. Feel free to come right after work and enjoy the beach boardwalk. The event will officially begin at 4:00 pm with Jasmine Bhramba, founder of Sacred Space Yoga. Jasmine is a graduate of the Langara Yoga for Trauma and Resilience Program and teaches in schools across the Fraser Valley. She also offers trauma informed yoga therapy sessions to trauma survivors struggling with addiction, depression, and anxiety. The event will end with a delicious catered dinner and the chance to win door prizes.

Reserve your spot by registering online today via <https://wellnessevent-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.

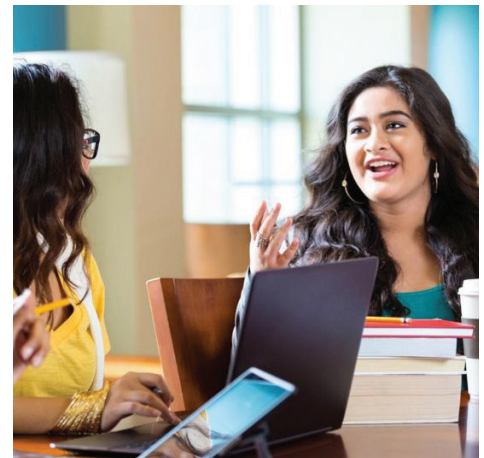
There are three parts to the transfer process. The first is the online application. Apply for postings using Employee Self Serve. The first page includes your personal information. The Collective Agreement requires that principals shortlist candidates for positions by seniority, provided they have the 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.



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.

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 Jas Nagra to Louisa Lorimer:

"I would like to nominate an amazing teacher at Hyland Elementary. Louisa Lorimer is the part time MACC teacher but also a regular sub that comes to Hyland whenever requested and she is requested frequently.

Louisa is always giving her time and attention to the students at Hyland whether it be with extra curricular activities or in class work and even the teachers value her generous spirit. She can be found helping anyone and everyone at school and is always willing to make time when needed. She exemplifies kindness and compassion.

I am very lucky to know her and could not have dreamed of a better teaching partner."

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!

Let's Talk About Gender-based Violence



**Presented by
Anastasia Gaisenok**

Executive Director
of Check Your Head:
The Youth Global
Education Network

Register now:

<https://antiviolenctraining-june2019.eventbrite.ca>

Join us from **12:00 pm - 3:00 pm on Thursday, June 13** for an interactive multimedia session on the reality of violence experienced by women and girls in Canada today, the ways to end it, and the tools available to engage youth in violence prevention.

Teachers will receive a unit ready to use in the classroom or workplace.

Lunch will be provided.

TOC Provided: Leave of Absence Information
Leave Type: STA Business, Article G.21.7.h
Leave: With pay
Cost of TOC: To be borne by the STA Status of Women Committee
Attention: Angela Marcakis

****Please notify the STA if you do not require a TTOC****