



STA Connection May 25-29, 2020

We are Advocating

A primary part of our work here at the STA is to actively advocate for our members' health and welfare. We do our best to bring issues we know are affecting teachers to the attention of the HR department, the Senior Administration and the Health and Safety department of the District. It is the union's role to advocate for members and provide input into the employer's planning, and then it is up to the employer to make its plan. We are keen to do our best in these difficult times to keep the information flowing from members to these District personnel as much as we can. It's hard to list everything, but here is a partial list of our current concerns.

In the last couple of weeks we have advocated that there be more clarity about what is required for orientation of all staff for the new health protocols that are mandated for schools to open safely. We understand that there will be orientation days this Thursday and Friday, and we have advocated that those days be planned carefully and the plans be communicated to members. We also advocated for members to have the ability to attend remotely.

We have also urged that there be clarity about the need to report normal seasonal allergies, as sneezing or coughing may be interpreted as illness where there is none. We have asked many other questions about accommodations for older members, for pregnant members, for immunocompromised members, and many other specifics. We submitted an extensive list of members' concerns, and we are pleased to see the district come out with an extensive FAQ document that answers some of members' questions.

We have advocated that there be childcare provided for a half-hour buffer before and after school hours so that teachers who have childcare needs can make it to school on time when we reopen face to face instruction next week, and the District extended the schedule.

We have advocated that the District join with us in promoting the roles of the Staff Committees and Health and Safety committees at the work sites. Meetings should be happening where solutions to problems are brought forward. We know that there is no way we can possibly think of all the variables at every individual work site and it is important that members consider the issues locally.

Advocacy works, and it makes a difference! **Please support our work at the district level by paying attention to details and advocating at the school level.** Since the pandemic will affect our work lives for many more months, now is the time to participate in committee work!

WSBC Safety Plan Stage 3 – resumption of In-class Learning

This COVID-19 Safety Plan outlines the six-step process Surrey Schools will take while moving to Stage 3 during the COVID-19 pandemic. Each step outlines the initiatives the District will implement prior to resuming operations. A copy of this plan will be posted on the District and School Websites in accordance with the order of the Provincial Health Officer. Your Administrator will review Health Safety items with staff this week in preparation of Stage 3 resumption of in-class learning on June 1. Please communicate with your Administrator how you plan to participate in this week's health and safety orientation, either in person or via video conference.

We are aware of the form that all staff are being asked to complete upon return to work sites as it was shared with STA and CUPE prior to use. This form is included in the District WSBC Safety Plan which is required by each district in accordance with the order of the PHO. This form has already been used for our ESW child care providers, and it is reasonable to complete the form upon return to your work site. The form is not a waiver of any of your rights under the collective agreement or legislation.

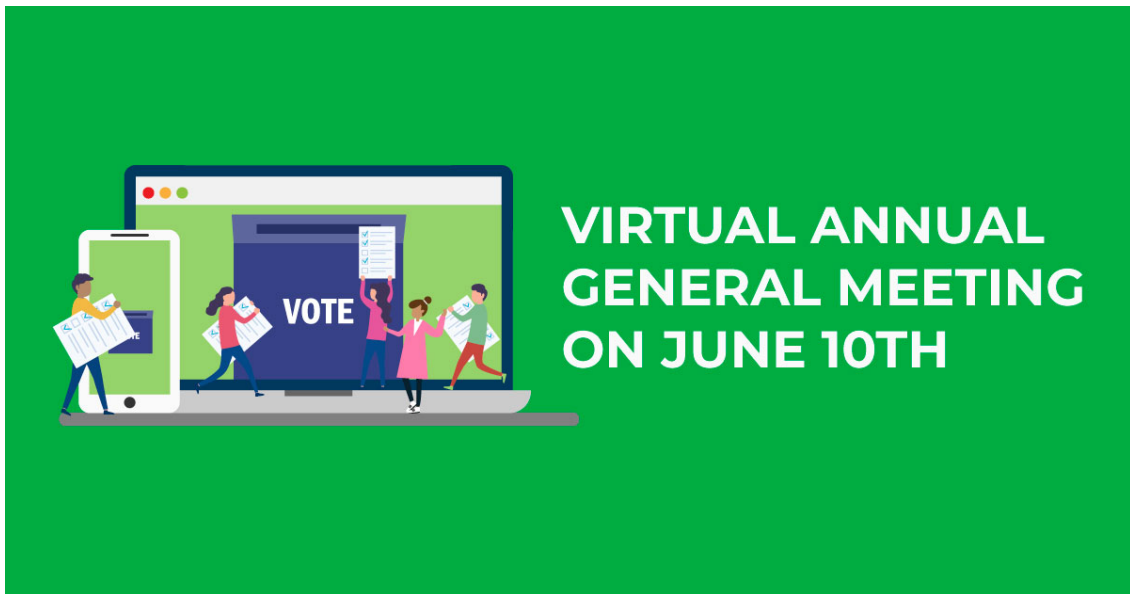
Look for the following documents prepared by the District Health and Safety Team to be available for staff this week:

The [Stage 3 Return to School FAQ](#) document contains some frequently asked questions of what schools will look like for a June 1st return to school.

Information on [Non-Medical Face Masks](#) - Surrey Schools employees who wish to bring a mask from home to wear at work are welcome to do so. This district guide includes details about appropriate use, how to put on/remove a non-medical face mask.

We are still waiting for response from HR on members' requests for accommodation to continue teaching remotely from home. We expect to communication with the District prior to June 1 as to how they plan to manage the large volume of requests.

STA AGM



This year's STA AGM will be taking place at 4:00 pm on Wednesday, June 10 via Zoom. All members who wish to attend will need to sign up individually as the registration keys are one use only. You can [register now](#) with your surreyschools email. For more information, please visit our [AGM 2020](#) webpage.

A graphic consisting of a yellow lightbulb icon on the left and a green rounded rectangular box on the right containing the text 'UPCOMING EVENTS' in white, bold, uppercase letters.

- May 25-27 – BCTF AGM
- May 26 – Round 2 begins
- May 28 – Awards Committee
- June 1 – Pro-D Committee
- June 2 – Round 2 applications close
- June 2 – Executive Committee
- June 3 – STARA Steering Committee
- June 4 – Members of Colour Committee
- June 8 – Young Worker Committee
- June 9 – Convention Committee
- June 10 – [Virtual STA AGM](#)

Transfer Round 2 begins this week!

We have reached an agreement with the District to adjust the transfer round timelines slightly, as seen in the attached document. If you are a teacher with a continuing contract, you are eligible to apply for positions in Rounds 1 and 2.

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 or not 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 or not 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.

Retroactive Pay – Check Your Paystub This Week!



We can expect to receive our 2% retroactive salary payment by June 5! (Earnings that require individualized manual retro calculations, such as remedy and maternity/parental leave top-ups, to be paid by June 30.) This increase also applies to TTOCs and Summer School employment. The retroactive 2% increase is calculated on pay for every day worked since July 1, 2019. View the [revised salary grid for Surrey](#).

BCTF AGM

Your 63 elected delegates are "at" the BCTF AGM this week, taking place Monday-Wednesday from 1:00 - 5:30 pm. The remote conference has been an odd experience so far, as the agenda has been

drastically reduced and we can't see our colleagues from around the province because the debate is happening via a telephone town hall. One update is that the AGM has decided to reduce the regular BCTF fee from 1.79% to 1.69%, while the fee for TTOCs will remain 1.59%. The Salary Indemnity Plan fee will increase from 1.87% to 1.97% to reflect the costs of running SIP and the impact of market fluctuations on the Salary Indemnity Fund. Our [Kevin Amboe](#) and [Matt Westphal](#) have put their names in for election to Member-at-Large on the BCTF Executive, we wish them both luck!

Summer Pro-D Vote

We recently reached agreement with the district regarding the summer pro-d vote. This year, votes will be conducted during a virtual staff meeting using the Polly add on in Teams. Polly allows for anonymous and accountable voting during a virtual staff meeting where only those members who are eligible to vote are able to. It is the only method that meets the criteria of an accountable and anonymous vote. Other voting platforms such as Survey Monkey and Forms in Teams were reviewed but did not meet necessary criteria.

Staff reps and ProD reps will be receiving an email package regarding summer pro-d and the vote. Please watch your emails.

Cash Those Cheques!



If you receive a cheque from the STA, please deposit it ASAP and don't hang on to it. Hanging on to cheques can either result in the cheque being lost or going stale-dated.

Also, if you deposit it via the picture method, please make a note of it on the cheque so you don't accidentally deposit it twice. This will really help lighten the workload of the STA bookkeeper.



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 goes to Hillary Wardlow from Derek Imai:

"I want to commend my colleague, kindergarten teacher and staff rep partner, Hillary Wardlow at James Ardiel Elementary for the work she's doing on top of the difficulties of online teaching. She's been working triple shift to help keep colleagues informed and has been a virtual shoulder for others in these stressful times! Thank you Hillary!"

Thank you Derek, you and Hillary 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!

This email was sent to estheryoung@surreyschools.ca
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