

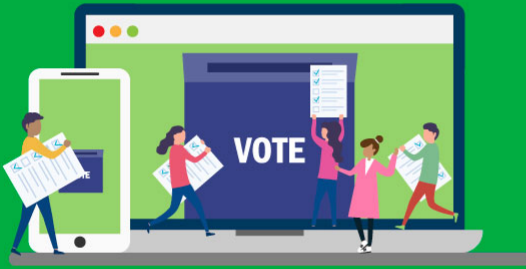


STA Connection June 1-5, 2020

STA AGM

We are holding the first ever virtual STA AGM on June 10th and in order to make sure the meeting is secure and democratic, members need to [register in advance](#) to attend. We will be electing our Executive Committee, including released table officers. Candidate election statements are attached to this memo, and can also be found on our [STA website](#) as well as registration links. Here is your chance to attend an AGM without driving to Bombay! A full meeting package will be send out electronically this week. See you there!

Late Breaking news! Christie Weigel, Professional Services Officer 2018-2020 has accepted a job at a school in Round 2. This may mean that members who hadn't considered putting their names forward for election to that full time position may wish to do so. Please contact us as soon as possible to submit a statement and other materials.



**MEMBERS NEED TO
REGISTER IN ADVANCE
TO ATTEND THE
VIRTUAL AGM
ON JUNE 10TH**

REGISTER NOW

Health and Safety advice for this week

We know many teachers have concerns and doubts about health and safety considerations. Our main message to you is that the site Administrator needs to hear about any concerns. Every site will have a day custodian, and as per the Surrey Schools Stage 3: Health & Safety Recommendations - Resumption of In-Class Learning, general cleaning and disinfecting of the premises will occur at least once per day, frequently touched surfaces will be cleaned and disinfected at least twice a day, and a comprehensive plan should be in place governing access to the building, personal interactions etc. The document is available on the district website.

https://www.surreyschools.ca/departments/EDSC/About/Documents/STUDENT%20SUPPORT%20-%20HANDBOOKS,%20GUIDEBOOKS,%20MANUALS/Stage%203-Health-Safety_Resumption%20of%20In-Class%20Learning.pdf#search=Worksafe%20safety%20plan%20stage%203

We provide this link for your convenience. You need to be logged in to see it.

What do you do if you notice a Health & Safety problem in your school?

1. Send an email to your principal or site supervisor and copy your health and safety committee members with your detailed explanation of the problem.
2. It is up to the administrator and the health and safety committee to address the issue. If the administrator can deal with it immediately, they should. This will often be the case.
3. The Health and Safety committee should be meeting frequently (in a remote format, for safety) to address issues that need to be dealt with, and review issues that have been resolved.
4. Reach out to us for support (sta@surreyteachers.org) if your administrator isn't responsive to your concerns and/or school-level processes are not resolving the issue.

Supervision of Students This Week

Our position is that class size and composition limits still apply, so if you are supervising students who are

not regularly in your class(es), or are supervising students during what should be your prep time, please make a note of it, as we may need to track this information for any potential grievances. If there is an untenable situation you are being asked to deal with please contact us immediately so we can provide support.

Accommodations Update

Discussions with the District continue regarding accommodations. As of this morning, our understanding is that the following are the positions that HR is taking on accommodations. According to HR:

- Pregnancy, on its own, does not justify an accommodation in the form of working remotely from home, but they may permit that as an accommodation with medical evidence that the pregnant employee should not be working at a school;
- Age, on its own, does not justify an accommodation in the form of working remotely from home, but they may permit that as an accommodation with medical evidence;
- Child care issues for school-aged children will not justify an accommodation in the form of working remotely from home, because education workers qualify for child care (in schools) as Essential Service Workers;
- Accommodations based on lack of child care for pre-school age children are being approved if there are not reasonable alternatives for care available;
- We do not know yet what the District's position will be on accommodation requests based on having vulnerable family members.

Please note that the statements above are the District's positions, and the STA does not agree with all of them. However, resolving such disputes may take some time. Meanwhile, if the employer says that it requires you to provide further medical information (e.g. its COVID-19 medical form) please have your practitioner complete it as soon as possible. The District is advising members who have sought accommodations that they can continue working remotely this week while they are awaiting further information. However, not all principals seem to be aware of that, so please inform your principal that you are working remotely this week while you seek further medical information.

Many members are wondering what they do if they are ultimately denied an accommodation. Our understanding is that the District is offering unpaid leave as an alternative. While the STA does not agree that is an appropriate accommodation, that may be an option for some members after this week. In addition, if your doctor advises that you should not be working in a school setting, sick leave may be appropriate for days when you would be expected to be at your work site.

We are meeting with HR today on this issue, and will provide further updates when we have them.



- 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 – interviews begin this week!

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



Retroactive pay from our newly ratified contract will be completed for most members by June 5th. If someone has a more complicated case, such as they are now on a parenthood leave or have retired, those calculations are to be completed by the end of the month. Check with Payroll if there is any confusion and reach out to us if there are concerns that can't be resolved.

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.

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? You can now apply to be a mentor at your school or within your family of schools on the Mentor36 website at www.mentor36.com. Please call Christie Weigel, Professional Support Services officer, at 604-594-5353 for more information.

Congratulations to Matt Westphal!

Our local president has been elected at the BCTF AGM last week as a Member-at-Large on the BCTF Executive Committee. Congratulations to Matt!

Retirement celebration adjusted

The STA has a long tradition of hosting a fun dinner dance for retiring members, and we are disappointed that public health restrictions disallow such an event this year. We have a replacement plan involving gifts and gift certificates. If you are retiring this year and have not already contacted us to let us know, please do so as soon as possible.



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 Christine Thomson from Katie Worboys:

“My shout out is to my wonderful colleague and dear friend Christine Thomson. From the days we spent sharing the grade three class, she has always been supportive, positive, friendly and real. I have always appreciated her clear perspective and advice through the 6 years we have taught together. Her imagination and creativity is endless and there’s always an adventure when she’s around. She is a real treasure!! Thank you for being you, Christine!!”

Thank you Katie, you and Christine 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!