



STA Connection June 8-12, 2020

LAST CHANCE TO REGISTER! STA AGM IS TODAY!

We are holding the first ever virtual STA AGM today, Wednesday, June 10th at 4pm and in order to make sure the meeting is secure and democratic, members need to [register in advance \(by 2 pm\) 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](#) along with video messages from many of the candidates, as well as registration links. Here is your chance to attend an AGM without driving to Bombay! A full meeting package has been sent out electronically this week. See you there!



**LAST CHANCE
TO REGISTER**
TO ATTEND THE VIRTUAL
AGM ON JUNE 10TH

REGISTER NOW

Remedy Update

The May STARA meeting passed a motion that authorizes the STA to enter into an agreement with the District about permitting remedy to be taken in the additional forms of funds for professional development or for classroom materials. (There are other locals that have such agreements with their districts.) Discussions about this issue are at a preliminary stage. There are numerous complexities to these issues, so it would likely take some time to arrive at an agreement, assuming the District is ultimately willing to agree to it. We know that remedy continues to be a source of frustration for members, and we will continue to advocate for them to relent on what we consider to be their illegitimate plan to force teachers to take remedy by the end of the school year.

Committee Elections at the June 24th STARA

The next STARA meeting will be held on June 24, 2020 via Zoom and we will be holding elections for our standing committees during that meeting via Simply Voting. Notices are being sent to all the current committee members and a list of committees and available spots will be posted on our website and circulated to the reps for distribution shortly. Interested members should forward their name and the committee(s) they wish to join to reception@surreyteachers.org as soon as possible. Deadline for submitting your name via email is June 19, 2020, however, as always, we encourage our members to get involved and will be accepting names from the floor.

This is a perfect way to get involved with your union and make a difference.

Reporting and Assessment

Many teachers are letting us know how challenging it is to write their report cards or to wrap up their courses satisfactorily during these unprecedented times. You've likely seen the district's Guidelines to Assessment and Reporting, and have likely heard that teachers have the option of using the one-page Freshgrade summative report. Report cards will be simpler and shorter this time around! In Secondary it may feel frustrating to have made so many changes to your courses because of the remote delivery model, and now overwhelming to decide upon a final mark.

We want to encourage you to use your professional autonomy and your professional judgement as you prepare to let parents know how their child has been doing over the school year or this semester. Even though you have not seen most of your students face-to-face, you know your kids and how they have been progressing. In these unusual times, trust yourself, and feel free to reach out for assistance if you need it.



June 10 – [4 pm STA AGM via Zoom](#)

June 11 – IST Committee

June 11 – Labour Affairs Committee

June 12 – AGM Debrief

June 15 – Local Representatives Meeting

June 16 – Executive Committee

June 19 – Indigenous Education Committee

June 24 – STARA Virtual Meeting

Taking Action Against Racism

A message from the STA Table Officers

Last week we issued a statement on the STA's thoughts and intentions about racism, and this week we would like to follow up with some further comments about possible actions we can do in the face of revelations of racist incidents happening in our schools.

We know that members who are Indigenous, Black, or People of Colour (IBPOC) experience racism in their workplaces. One of our members spoke to the media this past week about racist treatment he has been subjected to as a Black teacher in Surrey. But we know that these were not isolated incidents. IBPOC members encounter racism regularly. Such racism can take the form of overt racist statements and acts, but also microaggressions. It can come from students, parents, administrators, support staff, and STA colleagues. Racism is also embedded in structures that perpetuate racial inequality through policies, institutional practices, and cultural representations. We have all become more conscious of health and safety in the era of COVID-19, but for people who are IBPOC, racism is a severe health and safety hazard, and it needs to be treated as such.

To members who are Indigenous, Black, or People of Colour, we say: The union stands with you. An injury to one is an injury to all. You may not feel much trust in the union right now, and we understand that. Anti-racism work requires action, not words. Please hold us accountable for our actions as we seek to do this work better.

To members who are White, we say: Be prepared to do work, and to learn about how racism operates in our society. Be prepared to feel uncomfortable. Be prepared to make mistakes, and if you are called on them, listen and resist the urge to retreat into defensiveness. Above all, keep working at it.

The STA been discussing racism with the School District this past week. Some initial impressions from those discussions are that the provincial order about school codes of conduct does not actually require that they address racism. Also, although Surrey has a "Safe and Caring Schools" policy and regulation, it is weak on issues of racism. It is far easier to speak of inclusion, multiculturalism, and diversity than it is to confront racism. The Board's Policy Committee will be working on developing better policy and regulation to combat racism.

We have emphasized to the District the need for employee groups to have input into new policy, and for IBPOC employees to be part of the process. We have also stressed the need to ensure that, once there is better policy in place, there be a significant ongoing commitment of energy and resources to make the policy effective, and not mere words. We are also proposing that the District provide high quality anti-oppression training to all employees. Administrators absolutely need it, but so does everyone working in this school district.

As a union, we also need to examine our own structures and processes. How does structural racism operate within the STA? How can we be sure to have a diversity in our own union leadership ranks? How can we make sure our staff reps are go-to people in the schools on these questions, and have the skills to do this difficult work?

Our current action plan is this:

1. Pushing the District for a working group (which includes representation from the STA, CUPE, and the SPVPA) to develop anti-racist policies and practices
2. Conducting an equity audit of the STA
3. Striking a task force to investigate how to promote, retain and support racialized members in leadership roles within the STA
4. Developing inspiring training opportunities for union reps and teachers.

This is just the beginning. We welcome your ideas and suggestions as we embark upon this vital work.

More resources to help teach antiracism

- There is a page on the BCTF website, created by the Committee for Action on Social Justice Committee, that is dedicated to teaching antiracism: <https://www.bctf.ca/SocialJustice.aspx?id=17632>
- TeachBC also has many antiracism lesson plans and activities: <https://teachbc.bctf.ca>
- CBC is hosting a virtual town hall on **Wednesday, June 17** from 7:00 – 8:30 pm to discuss systemic racism in the workplace, in the media and in day-to-day interactions. You can visit <http://cbc.ca/racismtownhall> now to submit your stories, questions and comments in advance of the town hall. You can listen to the town hall on CBC Radio One across the province and live stream the town hall on Facebook, CBC Gem and <http://cbc.ca/bc>.

Looking ahead to the Fall

We know people are feeling really burned out after all we've dealt with this spring, but we want to encourage you to get involved at your schools and work sites when conversations and meetings are happening about what next year will be like. Now is the time to speak up with your ideas. If we have a hybrid model of face to face and remote learning opportunities, what can we decide now to help it be more successful than what happened this spring? How will a hybrid model work for elective courses such as foods, shop, music, work experience? Teachers in all specialties have so many creative ideas and should express them. We know the district is looking for ideas as to how some of the problems can be solved. If we come up with workable solutions at your site, these successes may be replicated around the district.

Remember, we have Staff Committees and Health and Safety Committees!

Now is the time to step up and make your voice heard at the school level. We have Staff Committees and Health and Safety Committees at each work site, and there is a need for these committees to consider particular site-based needs and to suggest ways to make things work in the new pandemic reality. What gets decided now may influence the whole district, and will likely influence your school plans for the fall. When teachers show up for meetings and voice their ideas, the volunteer leaders who are members or chairs of these committees can feel supported.

TTOC Experience Transfer: Make Sure You Get Paid For Your Experience!

Did you know that your TTOC experience is not automatically factored into your pay level when you get a contract? You need to apply to have it transferred.

The deadline to apply to have your TTOC Experience transferred to your Contract Teaching Experience is June 30! Sign and send the [form](#) to the District (Attn: HR/Payroll). It might make you eligible for an incremental increase in September!

Your pay increment (step level) is based on your teaching experience. Contract teachers move up one step on the pay scale after 10 months of full-time experience. Incremental increases take place automatically on September 1 and January 1 each year.

TTOCs are also eligible to move up the pay scale based on their experience: 17 days of TTOC experience equals one month of contract experience. If you have received a contract this year, and have previously accumulated TTOC experience, you can complete a form asking Payroll to convert TTOC experience to contract experience, because the combination of the two might make you eligible for an incremental increase. Payroll will not do this unless you request that your TTOC days and contract months are merged.

If you are a part-time contract teacher AND you work occasionally as a TTOC, you are also eligible to convert your accumulated TTOC experience to Contract experience.

For example: Taylor Smith teaches three days per week at an elementary school in a contract assignment. On Thursdays and Fridays, they TTOC. Taylor has 70 days of TTOC experience accrued in their TTOC experience bank. They also have 7 months of contract teacher experience accrued. In June 2020, Taylor applied to have their TTOC experience transferred to their contract teacher bank. The 70 days Taylor has accrued will be converted to months by dividing by 17. 70 divided by 17 is 4 whole months with 2 days remaining. The four months will be transferred to Taylor's contract teacher bank and the 2 days will remain in their TTOC bank. Taylor will now have 11 months in their contract teacher experience bank. This means that on September 1, 2020, Taylor moved from Step 0 on the salary grid to Step 1. Taylor will be able to transfer their TTOC experience twice per year.

If there's any confusion, or you have questions, please contact Grievance Officer, Mark Keelan via grieve2@surreyteachers.org.

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.

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, red t-shirts, 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!) by **June 30, 2020**. 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 the [expense voucher](#). For the voucher specific to Red for Ed shirts, you can find it [here](#).

Forms can be sent to Donna Stewart at accounting@surreyteachers.org.

BCTF COVID-19 Survey

Now is your chance to share your thoughts and concerns with the BCTF!

They will ask you questions around the following themes:

1. How are you doing?
2. What do you think about the return to teaching in schools?
3. What shifts have you seen in your workload and use of technology?

This is an opportunity to ensure your voice and heard and that the BCTF can advocate for us all.

The survey takes about 15 minutes to complete and will be open until Friday, June 26.

Complete the survey here: <http://questionnaire.simplesurvey.com/f/1/teachingduringcovid>

Opportunities for Members: Apply to be on a BCTF Committee!

There are currently vacancies on the Aboriginal Education Advisory Committee, the Committee for Action on Social Justice, the Income Security Committee, the TTOC Advisory Committee, the G. A. Ferguson Memorial Award Trustees, and W. R. Long International Solidarity Fund. **The deadline to apply is June 12, 2020 at 5:00 pm.** Learn more about the committees [here](#).

Invitation to International Solidarity Event

We have bought a “virtual table” at the CoDevelopment Canada fundraiser, and we would like interested members to join us. We have 15 spots available. Are you interested in hearing directly from teachers in Latin America about what is going on there with CoVid19? We are supporters of projects with teacher unions in Central and South America, and here is our chance to learn more about their reality. Please email Julia directly to indicate your interest in “attending” this event on June 20th, at 1vp@surreyteachers.org.

Inside Public Education in Latin America - The Impact of COVID-19

On Saturday, June 20, join us for a CoDev interactive fundraising webinar featuring Gloria de Maria Roques of partner ANDES 21 de Junio (El Salvador) and Rosa Maria Leyzaquia of partner SUTEP (Peru) who will educate us on what has been happening to public education in the face of the pandemic in their respective countries. You'll have the opportunity to ask questions and enjoy some special musical guests!



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 Katie D’Angelo from Oliver Lesum:

“Dear Katie D’Angelo and Hjorthies,

I would like to take a moment and tell you ALL how impressed I am with every single one of you to persevere this current educational crisis ~ you are all wonderful, exceptional, and inspiring to not only me, but the entire staff, students, parents, and community! I am honoured to teach alongside such dedicated educators!”

Thank you Oliver, you and Katie 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!
