
Surrey teachers work on the unceded traditional territories of the Kwantlen, Katzie, Qayqayt and Semiahmoo First Nations. As part of meaningful reconciliation work, we reflect on the impacts of colonialism through self-education in order to be accountable to Indigenous people and pay attention to our students of Indigenous ancestry, providing them the tools for their success in the future. We are all on a path to learn more and understand the role of each of us as educators in healing the broken relationship with the First Peoples of this territory. We thank those who live on and care for the land.



STA Connection

April 19-23, 2021

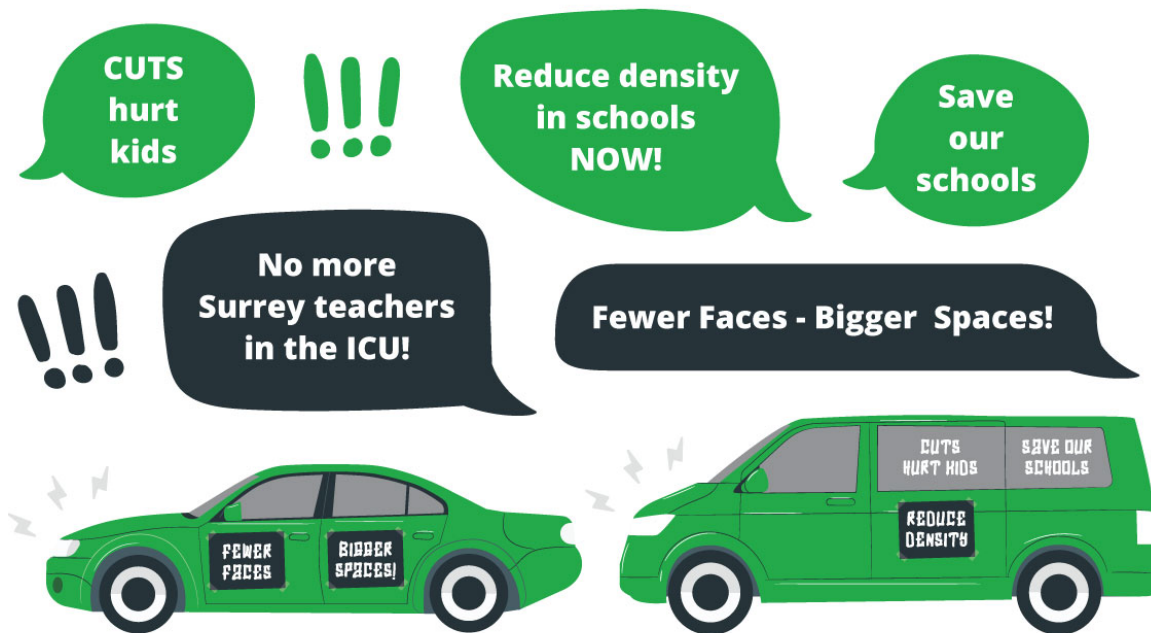
One step forward, two steps back

The District's projected \$43 million budget deficit could not come at a worse time. Just when we need more investment in our schools, there will likely be a widespread loss of services to our students, and it is possible that some of our colleagues will be laid off. The Budget tabled by the government on Tuesday, 20th April does nothing to address the deficits that Districts face. The 6.5% "increase" they speak about is to address their contractual commitments and the expected rise in enrolment. In Surrey there's been lots of great news about new schools but that money comes from the Capital section of the Education budget whereas the lack of services and supports for students is because the Operational section of the budget has not been increased despite inflation and the extra costs as a result of the pandemic.

Right now, we're in Stage 2 of the Restart Plan which doesn't make much sense since we've got more cases now than we did last year when we were in Emergency Remote Teaching mode. It doesn't look like we're going to move to Stage 3 any time soon, but let's keep up the pressure!

The good news over the past week has been that more of our colleagues in Fraser Health Region have been receiving vaccinations either through their Districts or through the 'vaccination hotspots' program, and AZ vaccine now available for those 40 years and older. One step forward!

Car Caravan Dry Run on Friday, 23rd April at 3:30pm

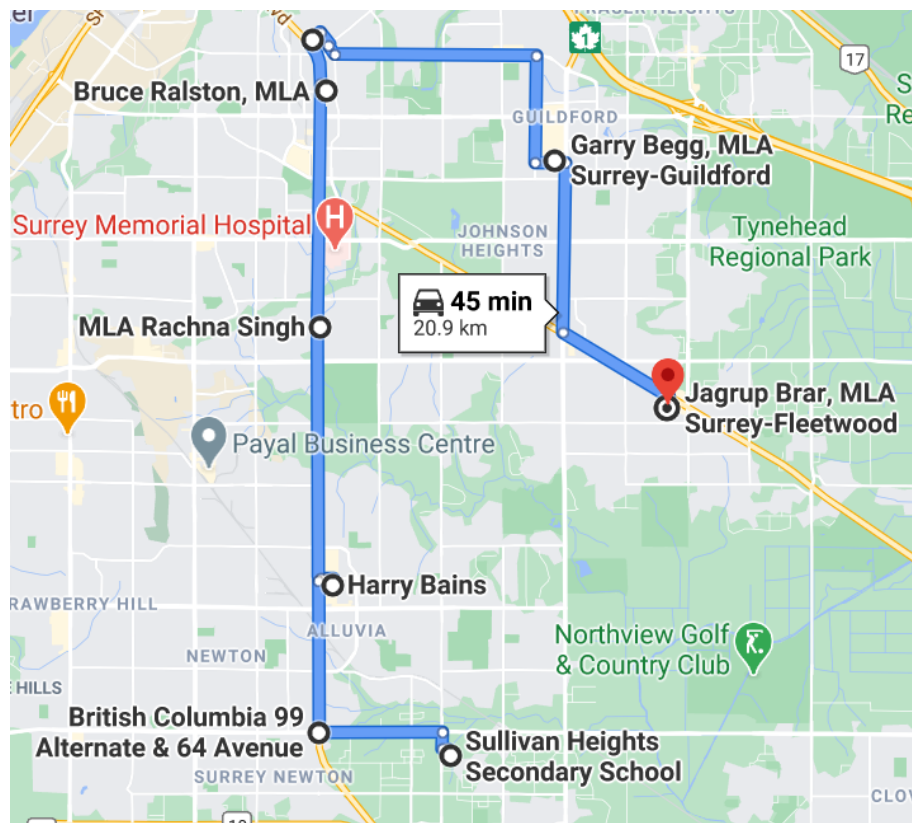


Our advocacy continues and this time we're taking to the road with a Car Caravan to Surrey MLA offices! This Friday, April 23rd, there will be a Dry run of the Caravan with the main event set for Friday 30th. Please come join us! The more cars we have in the caravan the more media attention we get. If you feel frustrated with our conditions, get some of your feelings out with taking action.

We will meet at Sullivan Secondary, the lower, north parking lot, and depart at 3:30. Jinny Sims' office is right across the street. After honking in front of her office, we will proceed to King George, and go to Harry Bains's office, do a loop around his block, honking, then slow down and honk past the STA (Rachna Singh's office) then to Bruce Ralston's. Then along 108 and right on 152 and down to Garry Begg's, a loop there, and then to Jagrup Brar's, do a loop there, and then we are done.

Please decorate your car if you can, and we also will bring some flags, signs and tape to put on cars at Sullivan Parking lot.

The intent of the Dry Run is to see how it works, see how long it takes, how much disruption it causes, and to harvest some photos/videos for social media, including pics of our decorated cars, so that for next week more members can be inspired to join. So please join us!



Employee and Family Assistance Program (EFAP)

With all our stress levels going off the scale, many of us have been turning to the Employer and Family Assistance Program (EFAP) and we are curious about whether you've been finding the service useful. As you know support is delivered in two ways: you can phone to get an appointment with a counsellor or you can use the app. Apparently there are long waits for appointments via the phone service, and we would like to know how the app is working for members. Does the app's algorithm lead you to useful information? How do you feel about being 'guided' by it? If you have thoughts on this, please send them to Gavin at hs@surreyteachers.org STA officers will bring feedback to a review meeting with the EFAP provider on this topic on April 30th.

Register for STA Convention 2021 today!

Registration for the STA Convention on Friday, 7 May, 2021 is open! Join the 2500 teachers already registered for some amazing workshops.

- A keynote address and Q & A session with [Dr. Gabor Maté](#)! To add your question(s): http://bit.ly/sta_gabormate
- A convention first! An equity and diversity panel with Amrit Cojocar, June Francis, Starleigh Grass, Mante Molepo and Ken Shelton - moderated by our own Annie Ohana from LA Matheson Secondary!
- A workshop on how to address curriculum, race, and culture with equity & inclusion and technology expert [Ken Shelton](#).

- And over 150 more workshops!

Please note that presenters have set their own participant limits for some workshops. Even for online classes, there are sometimes class size limits!

Also, some workshops, particularly for secondary, may be cancelled due to low registrations, so register now!

Find all the details and register at <https://staconvention.ca>



Surrey Teachers' Association Annual Convention Friday, May 7, 2021



Keynote Speaker Dr. Gabor Maté

Gabor Maté is a retired physician who, after 20 years of family practice and palliative care experience, worked for over a decade in Vancouver's Downtown East Side with patients challenged by drug addiction and mental illness. The bestselling author of four books published in twenty-five languages, Gabor is an internationally renowned speaker highly sought after for his expertise on addiction, trauma, childhood development, and the relationship of stress and illness. His book on addiction received the Hubert Evans Prize for literary non-fiction. For his groundbreaking medical work and writing he has been awarded the Order of Canada, his country's highest civilian distinction, and the Civic Merit Award from his hometown, Vancouver. His books include *In the Realm of Hungry Ghosts*; *Close Encounters With Addiction*; *When the Body Says No*; *The Cost of Hidden Stress*; *Scattered Minds*; *The Origins and Healing of Attention Deficit Disorder*; and (with Gordon Neufeld) *Hold on to Your Kids: Why Parents Need to Matter More Than Peers*.

Equity and Diversity Panel



Amrit Cojocar
SFU PhD Student in the
Education Theory and Practice
Program with a focus on
Equity Studies



Mante Molepo
Equity and Anti-Racism Advisor,
Founding member and Director
of Parents for Diversity



Dr. June Francis
Co-Founder of Co-Laboratorio,
Director of IDRE at SFU,
Associate Professor at Beedie
School of Business



Ken Shelton
Educator, ISTE Digital Equity
PLN Excellence Award Winner



Starleigh Grass
Member of Tsilhqot'in Nation,
BCTF Assistant Director



Moderator: Annie Ohana
Aboriginal Department Head,
Anti-Oppression Educator

Are you doing double duty?

We've heard all kinds of anecdotal reports about attendance being affected in schools. Are you providing any remote work while also teaching F 2 F? Please respond to our survey to all classroom teachers that will provide details of the current reality in Surrey classrooms to use in our continued advocacy. Here is the link: <http://bit.ly/STACovidSurvey>

Round 1 Transfers have begun!

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 previous 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.

Early dismissal and prep time

Schools have scheduled early dismissals to address health and safety concerns at their school.

We were not consulted on the scheduling of those days. When we spoke to senior management, we were told that prep recovery would not be provided for teachers who miss out on prep time because of those meetings, and that it was unlikely that the dates would change. One possibility is for people to take their prep as scheduled, and not attend the health and safety meetings. That is a far from perfect solution, but talk to your principal to see whether the impact of losing prep can be mitigated.

For more information, or if you have any questions or concerns, please email Gavin Slade-Kerr at hs@surreyteachers.org.

New Teachers Zoom Gathering

New teachers are invited to join the next New Teachers' Zoom Gathering on April 28 at 3:30pm. Any members with 5 years or less experience teaching, or members new to teaching in Surrey are encouraged to join the conversation. Registration at <https://members.bctf.ca/Event.axd?e=2275>.



BC Teachers' Federation hosts its first

New Teachers' ZOOM Gathering

- An informal, open discussion for teachers with less than 5 years of teaching experience.
- Share ideas, initiatives and resources with new teacher colleagues from across the province.
- Connect with new teachers from your local.

DATE: Wednesday, April 28, 2021
TIME: 3:30pm to 4:30pm
REGISTRATION: <https://members.bctf.ca/Event.axd?e=2275>

Speech bubbles: "I am surprised by..." and "My favourite teaching moment is..."

Illustration of a Zoom grid with 9 participants.

BC Teachers' Federation logo.

Pro-D Opportunity – myPITA/BCATML Spring Conference

On Friday, May 21, 2021 enjoy a great line up of presenters from home or away. Workshops from myPITA and BCATML presenters will be relevant, immediately applicable, and many will

include hands-on participation plus interaction with other attendees.

- Lunch time socials, discussion topics, and work allies
- Online marketplace with exhibitors ready to chat with you
- Membership in your choice of myPITA or BCATML PSAs that may include:
- Newsletters and digital communications from the PSA chosen
- Access to exclusive members-only and continually-expanding collection of teaching resources

[Registration](#) is now open!



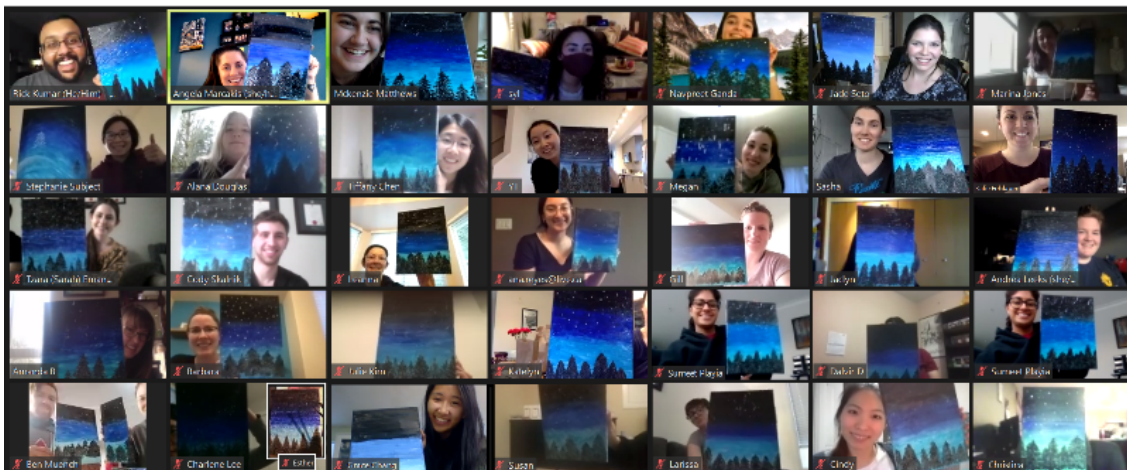
Annual teaching practice fee due by May 31

In order to maintain a valid BC Teaching Certificate, the annual practice fee must be paid to the Teacher Regulation Branch by May 31. If you are currently working for a school district, your employer will automatically deduct the annual fee from your payroll. If you are on leave or working intermittently as a TTOC, you may need to pay your own annual fee. For more information and instructions for how to pay your own fee, visit the [annual teaching practice fee](#) page.



Young Workers' Event Success!

Check out the paintings and smiling faces of some of the younger STA members!



Winners of the 2nd Annual STA Social Event

Congratulations to all the winners of the 2nd Annual STA Social Event that was held on Thursday April 8th.

- In first place: Angela Marcakis - \$50 gift card to Sportchek
- In 2nd place: Sharon Dhudwal - \$25 gift card to Canadian Tire
- In 3rd place: Navpreet Ganda - \$25 gift card to Canadian Tire
- In 4th place - Katrina Wisniewski - \$15 gift cards to Tim Hortons
- In 5th place - Shelly Bhullar - \$15 gift cards to Tim Hortons

Congratulations! And stay tuned for the next STA Social Announcement!



STA EVENTS

All STA committee meetings are open to all members, contact us for more information.

April 23 – Car Caravan (see above for route and time)

April 23 – Knit, Chat, and Wine Night

April 26 – Grievance Committee

April 27 – Executive Committee

April 28 – Ad Hoc Members of Colour Committee

April 28 – LGBTQ+ ad hoc committee

April 30 – Car Caravan (see above for route and time)

May 3 – Indigenous Ed committee

May 4 – Convention Committee

May 7 – [STA Convention](#)