

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 these shared territories. We thank those who live on and care for the land.



surrey teachers' association

## STA Connection September 7 – 10, 2021



### Welcome Back to a New School Year!

Welcome back to all members for the 2021-22 school year! The beginning of a school year is usually an exciting time, but we have concerns about the more infectious delta variant of Covid-19. Hopefully you received the August 26 email from Matt Westphal outlining the current situation in schools. If you missed it, you can read the [Late Summer 2021 Update](#).

You should have also received a letter from Teri Mooring in which she says that the *"Federation is ... requesting a meeting with the Office of the Public Health Officer about the situation in primary classes specifically"*.

The BCTF has also released an open letter to parents on social media appealing to them to send their children to school with masks. Please know that we deeply appreciate all that you do to ensure that school is safe for your students and your colleagues. Don't hesitate to contact us if you have any concerns or questions. We will get through this together. We've got your back!

## Election of your union reps

Why not make this the year you get more involved in the STA? Every school and site needs STA reps. To be effective as a union, we need to ensure all members are informed about their rights through upholding the collective agreement. Elections for Staff Reps, H&S Reps, Pro-D Committee and Staff Committee should happen in each site as soon as possible. [Read more](#)

## Health and Safety

Because there are fewer safety measures for schools in place this year even though the pandemic is still with us, please be tolerant of others who may have different comfort levels with the new guidelines. As you know, the requirements for schools differ from those for other public spaces. We prepared a [summary of Health and Safety Guidelines for 2021-22 School Startup](#).

If you have concerns, first let your principal know. If your principal does not address your concerns, contact your Health and Safety Committee and the STA Health and Safety Officer, Gavin Slade-Kerr, at [hs@surreyteachers.org](mailto:hs@surreyteachers.org). Those considering applying for an accommodation should contact the STA Accommodations Officer at [accommodations@surreyteachers.org](mailto:accommodations@surreyteachers.org).



## Health and Safety Townhall

The STA will be hosting a Health & Safety Townhall on September 29, 2021 from 3:15 – 4:30 pm. This open forum will allow members to voice their concerns and all members are welcome to attend. Please [register early](#).

## Salary for new teachers and TTOCs taking contracts

As of July 1, 2021, new provincial language in Article B.1.6 (Salary) came into effect that affects the salary placement of new teachers and TTOCs taking contracts:

*Effective July 1, 2021 Teachers Teaching on Call (TTOCs) on the first step of the salary grid, who accept a contract will be paid at the second step of the salary grid for the term of the contract. Temporary/term contract and continuing employees will be placed on the second step of the grid or at a higher step in accordance with the local placement on the scale provisions.*

This new provision applies to new teachers and TTOCs who would be at the bottom step (Step 0) of the salary grid this year. For example:

- A **new teacher** hired into a contract on or after July 1, 2021 will be placed at Step 1.
- **Existing contract teachers** who were at Step 0 in June 2021 will be advanced to Step 1 effective July 1, 2021.
- A **TTOC** who accepts a contract on or after July 1, 2021 will be advanced to Step 1 from the beginning of the contract. A TTOC who converts to contract status after 75 days will move to Step 1 when they convert to contract status.

If a new teacher or TTOC would already have been at Step 1 at the beginning of September they will **not** advance a further step. It is vital that everyone check their pay statements regularly to verify they are being paid at the correct salary grid and step. It is particularly important for teachers in the situations above to make sure that their pay has been adjusted correctly. If you believe there is an error, first contact Payroll, and if it is not rectified, or you need to double-check what they say, contact the STA.

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## Were you placed in a position for less than your full FTE?

We are trying to identify people who were not placed in an assignment for their full FTE, even though they wanted to work their full contractual entitlement. For example, you have a 1.0, but were only offered a 0.8, or you have a 0.6 contract, but were only offered a 0.4 assignment. You may have been told that if you accepted the smaller assignment, it would be up to you to fill the rest of your work week by applying in Round 3 or working as a TTOC. If this sort of thing happened to you, please send an email with details to Mark Keelan, Grievance Officer, at [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org).

## Call for Resolutions

Do you have a burning idea to improve the way things are done in the BCTF? Did you know that all policies in the BCTF Members Guide started with an idea a member had? You too have the opportunity to submit your ideas in the form of resolutions to be considered by the STA Resolutions Committee for forwarding to the BCTF Annual General Meeting in spring 2022.

Consider this is an invitation to submit your idea as soon as possible using our [resolution form](#) to the STA office at courier #000, or fax: 604-594-5176, attention: Resolutions Committee. You can also send ideas by email to Jatinder Bir at [2vp@surreyteachers.org](mailto:2vp@surreyteachers.org).

## Mentor36—applications open for TTOCs and contract teacher

Mentor 36 is a partnership between Surrey Schools and the Surrey Teachers' Association. We provide opportunities for early-career teachers to receive support and to learn with other colleagues. Together, we hope to create a mentoring program that:

- fosters a safe and trusting environment for our teachers
- builds on our teachers' professional strengths and interests
- uses reflective practices to enhance professional growth

The Application Form for the 2021-2022 school year is now open for teachers and TTOCs to [sign up](#). The deadline is **October 8, 2021**.

## Are you a Chair of an LSA?

The first LSA Council meeting is scheduled for **September 29, 2021**.

To continue our support of Local Specialist Associations, we are asking all LSA Chairs to submit their information as soon as possible via [Google Poll](#) in order to be included in the email invitation for the meeting.

## Core French Support/Mentorship



All teachers teaching grades 4-7 Core French are welcome to monthly Core French Support meetings (*in English*) once a month on Zoom. The meetings are hosted by Tanya Campbell, Core French specialist from Surrey, and Jennie Slack, president of myPITA! There is no charge or membership requirement associated with this opportunity. Interested? Complete the [Core French Support Group and Resource Share form!](#)

## Awards Reminder!

Just a reminder that the deadline for Awards Applications is **September 17, 2021**.

The STA is offering 6 Academic Scholarships, 6 Bursaries and 2 Jennifer Wadge Social Justice Awards. The awards are available to students who graduated during the 2020/2021 Academic Year and are children of active STA Members. For more information and applications, please see the [Scholarship& Awards Page](#) of our website.

## Do you have words of wisdom to share?

What was it like to be a new teacher in Surrey 25 years ago? What words of wisdom could someone who's been teaching for 30 years share with the hundreds of new teachers who've recently been hired by the District? We want to collect nuggets of wisdom gathered over thousands of hours of collective teaching experience in Surrey and share that wisdom with those just beginning their teaching journey here.

If you'd like to pass on your words of wisdom, please go to the [Advice for New Teachers form](#) where you'll find the following prompts:

- When I started teaching I wish I had known ...
- The best advice given to me as a new teacher was ...

- If I could change one thing I did as a new teacher, I would ....



## STA Events

- September 14 – Executive Committee
- September 15 – Status of Women Committee
- September 17 – Young Workers Committee
- September 21 – Resolutions Committee
- September 21 – [Rookie Pro-D Rep Training](#)
- September 22 – [Pro-D Rep Training](#)
- September 27 – [Joint STA/NWTU Virtual Pro-D Workshop](#)
- September 28 – [Pro-D Rep Training](#)
- September 28 – Executive Committee
- September 29 – [Health & Safety Townhall](#)
- September 29 – [Pro-D Rep Training](#)

## Save the Dates for Rookie Staff Rep Training

- October 4, 5, and November 2

## Save the Dates for Regular Staff Rep Training

- October 13, 14, 18, 19, 20, and November 3

ONE AMAZING CONFERENCE

**FRIDAY  
OCTOBER 22**

**ONLINE**

**mypita**  
PROVINCIAL, INTERMEDIATE  
& MIDDLE YEARS TEACHERS' ASSOC.

**OVER 100 PRESENTERS**  
ADRIENNE GEAR  
CAROL FULLERTON  
DIANA CRUCHLEY  
AND MORE!

**85+**  
WORKSHOPS  
ALL SUBJECT AREAS

**EARLY BIRD RATE  
UNTIL SEPTEMBER 30**

REGISTER AT  
[MYPITA.OURCONFERENCE.CA](http://MYPITA.OURCONFERENCE.CA)

BCTF

*Save the Date*

**Myrna  
McCallum**  
ZOOM  
SESSION

Myrna McCallum is an Indigenous lawyer and the host of "The Trauma-Informed Lawyer" Podcast. Myrna educates on trauma-informed practice, vicarious trauma, cultural humility, and Indigenous intergenerational trauma.

**SEPTEMBER 27, 2021**  
**9:00 - 11:15 AM**

Registration:  
<http://bit.ly/STAnwtuProDEvent>