

# STA CONNECTION

## Truth and Reconciliation

As our attention turns to noticing spring flowers emerging all around us, let's also consider what was lost when colonization disrupted the relationship that Indigenous Peoples had with their land. As is explained in [this blog](#), *"Since time immemorial, First Nations have had an intricate, respectful, spiritually and physically dependent, grateful, and protective tie to the land. The nature of this tie is not so much one of ownership but one of stewardship."* To understand what that relationship looks like in detail, read this [extract](#) from the book [Braiding Sweetgrass](#) by Robin Wall Kimmerer. You'll never look at strawberries the same way again!



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## Women's History

As we end the week of celebrating International Women's Day, you may be interested to [read BBC's article](#) to find out why it's celebrated on March 8. Also of interest may be the fact that March is Women's History Month in the United States, United Kingdom and Australia, but Canada celebrates Women's History in October to align with the anniversary of the [Persons case](#) of October 18, 1929. While the Persons case brought personhood to many Canadian women, in practice racialized women were excluded from its benefits. Systemic racism continued to plague their lives throughout the 20th century. In the 21st century we continue the struggle to ensure that all women have their rights as women/persons protected.



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## IST Townhall on March 10

Earlier this year, the District served the STA notice under Section 54 of the Labour Relations Code that they wanted to make some IST positions school-based rather than district-based. The STA held several meetings with the district to discuss a transition plan, and on Monday, March 7th, we reached a settlement with the district with the assistance of a Mediator from the Labour Relations Board. This agreement will impact the post-and-fill/placement process for a wide majority of our current IST teachers.

We encourage all current IST teachers to attend the **Zoom Town Hall for current IST teachers at 4 pm on Thursday, March 10th** to get a clear understanding of the process that we followed to reach this agreement, the details of the agreement, and next steps for IST teachers. [Register now](#)

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## Collective Agreement Notes

To learn more, please visit the [Collective Agreement](#).

### Long Term Leave applications deadline is March 31

#### *G.21.8 GUIDELINES FOR LONG-TERM LEAVE*

*An employee may be granted longer term leave of absence without pay, which leave will normally be subject to the following conditions:*

*a. The application should be received no later than **March 31st** for leave to be effective at the beginning of the subsequent school year.*

b. The application should be received no later than two (2) months prior to the proposed leave which would be effective as of the beginning of the second term or semester.

## Deadline for Job Share Application is April 1

### C.24.3 PARTNERSHIPS

a. When a job sharing partnership is proposed the two (2) employees must make written application (unless agreed otherwise by the employees and the principal), by **April 1**, to the principal with a copy to the Human Resources Department.

## Staff Committee and Staffing

Staff Committees should be organizing meetings to review staffing needs before postings go out this spring. To learn more, check out the [Staff Committee handbook](#). If any job is posted in your school that wasn't posted internally first, please contact Kelli O'Malley at the STA [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org). Reminder of the powers of Staff Committees in our collective agreement:

### A.34.4 AREAS OF RESPONSIBILITY

A staff committee's role may include the following:

- a. The development and maintenance of effective communication and consultative processes throughout the school;
- b. The review of school policies and procedures and the development of recommendations for improvement;
- c. Receiving and making recommendations on matters of concern presented by staff;
- d. Ensuring the development and maintenance of a professional development committee for the school;
- e. Ensuring the establishment and maintenance of a health and safety committee for the school.

### E.26.2 SCHOOL LEVEL

a. The Principal / Vice Principal responsible will determine, after consultation with the staff committee (and affected departments pursuant to Article B.29.3.b) and in accordance with Article E.28.3, the educational program needs of the school and report these to the Human Resources Department by **April 15th** of each year.

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## Health and Safety

### Face Shields

We have many face shields left over at the STA as members have generally not been interested in wearing them for COVID-19 protection. If these could be useful to you, please pick some up at the STA Office from 2:30 pm to 4:00 pm between March 28-April 1, 2022. This will be on a first come first served basis. We will be donating the remainder on Monday, April 4, 2022.

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## Professional Development

### Summer Pro-D Townhall – April 13, 2022

We will be presenting a **Summer Pro-D Townhall on April 13, 2022**, from 3:30pm - 5:00 pm via Zoom. This will be an open forum for you to bring forward your concerns, ask questions, and share ideas with other Pro-D Reps. You can submit your Pro-D questions during your registration. [Register now](#)



## Pro-D Funding Draws

Because we did not have Professional Development Funding Draws at our Annual General Meetings in 2020 and 2021 due to COVID-19, we are going to be drawing 12 applications at our Annual General Meeting in May 2022! To be considered, completed application forms and accompanying documentation must be received by the STA office before 4:00 p.m. on the first school day of May (May 2nd). [Read more](#)

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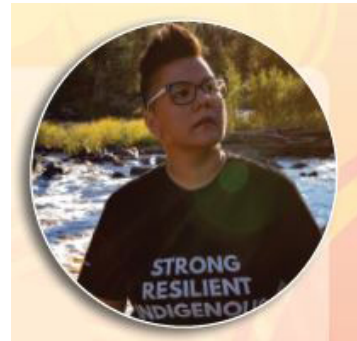
## Announcements

### STA Retirement Celebration

Are you retiring this year? Please let Donna Stewart know at [accounting@surreyteachers.org](mailto:accounting@surreyteachers.org) to help us keep an accurate list of 2021/2022 retirees for the STA retirement celebration.

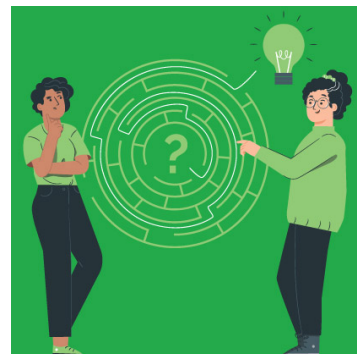
### Talking Circle for BIPOC Educators

BIPOC-identifying members of STA are invited to participate in a Talking Circle to share and discuss your experiences as BIPOC educators working in schools with police. The Circle will be grounded in Indigenous ceremony and cultural practices and will honour what participants have to say in a sacred and safe space. Please see the attached poster for more information. If you would like to participate, please [register](#) by 5:00 p.m. on April 6.



### Staff Rep Training

We are offering Staff Rep Training on **April 12, 13, 19, 20, and 21**. The BCTF portion, "Is it a Grievance? Problem Solving at the School Level Workshop", gives union representatives an understanding of the grievance procedure for solving disputes. The Local portion, "Organizing to Win", is a workshop adapted from the course Organizing 4 Power, by Jane McAlevey and Secrets of a Successful Organizer, by Labor Notes. [Register now](#)



### BCTF New Teachers' Conference registration is now open

The New Teacher's Conference is a professional development opportunity designed specifically for early career teachers with less than five years of teaching experience and teacher candidates. This year's virtual conference will take place on the evening of May 13, 2022 and all day on May 14, 2022. Visit the [conference webpage](#) to learn more. [Register now](#) while \$25 tickets are still available.



### Walking Curriculum

Celebrate Earth Day, April 22, 2022, with educators around the globe (Pre-K through high school) and take imagination + learning outside for part of the day—rain or snow or shine—for 30 days. To learn more, visit [The Walking Curriculum Challenge](#) page.



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## Shout Out!

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. You and the colleague you shout out will have your names entered into our monthly draw for a \$25 Indigo gift certificate. Submit your “shout outs” with the email subject heading SHOUT OUT to Lizanne via [communications@surreyteachers.org](mailto:communications@surreyteachers.org) before 4pm on Friday, April 29.



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## Upcoming Events

**March 28**  
Anti-Racism Committee

**March 29**  
PA/PR Committee

**March 30**  
Indigenous Education Committee  
International Solidarity Committee

**March 31**  
Ad Hoc LGBTQ2+ Committee  
Post-BCTF AGM meeting  
Ad Hoc Podcast Project Committee

**April 4**  
Pro-D Committee

**April 5**  
Executive Committee

**April 6**  
STARA Steering Committee  
Health & Safety Committee  
Status of Women Committee

**April 7**  
Education Governance  
Ad Hoc Members of Colour Committee

**April 8**  
Ad Hoc Young Workers Committee

**April 11**  
Grievance Committee

**April 12**  
Indigenous Education Committee  
[Staff Rep Training](#)

**April 13**  
[Summer Pro-D Town Hall](#)  
[Staff Rep Training](#)

**April 19**  
Executive Committee  
[Staff Rep Training](#)

**April 20**  
[Staff Rep Training](#)  
STARA

**April 21**  
[Staff Rep Training](#)  
TTOC Advisory Committee

**April 22**  
Ad Hoc Young Workers' Committee

We acknowledge with gratitude and respect that STA members have the privilege of working on the unceded ancestral territory of the Coast Salish peoples, the q̓w̓a:ń̓ł'əń̓ (Kwantlen), q̓ícáy̓ (Katzie), q̓iqéyt̓ (Qayqayt) and semi'a:mu: (Semiahmoo) who have cared for this land for thousands of years, and who continue to care for this land. As educators, we are committed to actions aimed at healing the broken relationship between settlers and Indigenous peoples.