

STA CONNECTION

November 14-18, 2022



Tentative Deal

There are positives and negatives for STA members in the tentative deal. These were covered in the Bargaining Special General meeting on Monday, November 14.

This week and next week we'll publish the [views of members who are voting yes and members who are voting no](#).

Read details of Tentative Agreement

- Log in to the BCTF website
- Click on *What's Happening*
- Click on ***Bargaining Updates and Information***
- Scroll to *Summary of Terms of Settlement*
- Click Download

The ratification vote will take place online via Simply Voting starting from **November 28 – 30**. All STA members are eligible to vote, even if you are on leave.

Action Items

1. Register for Staff Committee Chair Training
2. Register for Staff Rep Training (SURT)

1. Staff Committee Chair Training: November 22

It's not too late to register for the online Staff Committee Chair Training on November 22 at 3:45 pm. Staff Committees play a critical role in the decision-making processes in schools. Come learn now! Please [register](#) to secure your spot.



2. Staff Rep Training

We have just completed two sets of SURT [School Union Rep Training] sessions which were completely full for all three days. So incredible! As a result of this interest, we have opened a fourth session of "The Role of the Staff Rep" on December 1. [Register now](#)

We are also offering the "Having Conversations" session training on December 7. [Register now](#)



Truth and Reconciliation

Indigenous Peoples Atlas of Canada

Thank you to Jacque King from Lena Shaw Elementary for sharing this resource.

Jacque writes: *I found this PDF file at [Canadian Geographic Education](#) that allowed me to download a tiled map (68inx88in) of Indigenous land represented by language boundaries, that names all the Reserves and Residential schools. There is also a teacher's guide to go with it.*



Reflection on *To Shine A Light On It* Event

Thank you to Annie Ohana from LA Matheson Secondary for sharing her experience.

Annie writes: *On the November 10 Pro-D day, teachers came together from across the seniority, subject, level, and type of school for a beautiful day at the UBC Indian Residential Center for Dialogue and Museum of Anthropology (MOA). It was inspiring to hear from different teachers and their pedagogy around the genocidal truths of Residential School. We learned of the amazing resource this center can be, as they have online archives, youth podcasts and more to engage the wider community. [Read more](#)*



Indigenous Authors and Books

Did you know there are fantastic fiction and nonfiction books written by Indigenous authors in our own Surrey school libraries? Your Teacher-Librarian has a wealth of knowledge for resources you can use.

David Robertson (Canadian author of the excellent fantasy series Barren Grounds, *When We Were Alone*, *On the Trapline*, and many more titles) was just appointed the Editorial Director of a new imprint at [Tundra Books](#) focused on creating opportunities for new and emerging Indigenous writers. See the [list of books on Residential Schools](#) for elementary, intermediate.

Share your Truth and Reconciliation Actions

We're gathering stories from members who have been taking action in support of the [TRC's 94 Calls to Action](#). If you have been taking action in your classroom, in your school and/or in your community, let us know.

Submit the story of your action/s (and any images) to communications@surreyteachers.org and **we will send a gift your way** created by the artist Carey Newman - Hayalhtkin'geme (@blueravenart on [Twitter](#) and [Instagram](#)) Be sure to include your school and courier number in your submission please.



Collective Agreement Notes

Clarification to last week's "Are you getting the right amount of remedy?"

The information previously posted was not clear. The restored language of the collective agreement states there should not be more than one student with an H designation in a class. Having that extra student with an H designation will trigger remedy. For example, if you have two students with designations in your class, a student with an H designation and another student with a D and an H designation, you would receive remedy for that secondary H designation. **Not all secondary designations count for remedy.** This can be a confusing determination. Please contact Kelli O'Malley at grieve2@surreyteachers.org if you have any questions.

Know your Collective Agreement!

Have you recently completed coursework? Please refer to Article B.21.4:

RECLASSIFICATION

- Teachers who complete coursework to attain a higher classification must submit the appropriate official documentation to the Human Resources Department for appraisal.
- Where the documentation is questioned by the Human Resources Department, such documentation will be referred to the Joint Salary Review Committee for evaluation under Article B.20.
- If the documentation is received by December 31 for coursework completed up to the previous August 31, payment will be retroactive to September 1.
- If the documentation is received by June 30 for coursework completed up to the previous December 31, payment will be retroactive to January 1.

Health and Safety

Mandatory Retirement

We have heard from members who hold the belief that there is mandatory retirement for teachers at 65 years old. While mandatory retirement was common in the past, most provinces eliminated mandatory retirement over 10 years ago, and teachers are presently allowed to continue working to any age.



Professional Development

Online Pro D Conference from Sooke School District

STA members are invited to attend the Sooke Teachers' Association upcoming [Pro-D Conference](#) on November 25th. There are over 20 workshops – including virtual and in-person options. Surrey teachers are welcome to attend. The cost is \$50. [Read more](#)

Individual Professional Development Funds

Each school site is allocated \$97.50 per FTE in the school. Once the Pro-D Rep has attended the training here at the STA, they will hold a vote for staff to choose how that funding will be disbursed to individual members. To access Individual Professional Development Funds, members should fill out an Individual Pro-D Funding Application and have it approved by the school's Pro-D Rep. Once the event has been attended, members should send the approved form (with original receipts attached) to the STA for reimbursement. [Applications](#) can be downloaded from the STA website.

Consolidated Professional Development Funds

All STA members are entitled to apply for Consolidated Professional Development funds. A maximum of \$500.00 will be available to members on a first come, first serve basis, for a single specific event once every two years. Applications for Consolidated Funds must be pre-approved by the STA Professional Development Officer and applicants are notified by email to let them know if their request has/has not been approved (pending availability of funds at the time). [Applications](#) can be downloaded from the STA website.

A reminder that all applications can be found on the [STA website](#) and should be submitted through the courier to the STA office at #000.

Social Justice

BC Multiculturalism Week

Suggested classroom resources for BC Multiculturalism Week (November 17 to 23):

- [The Anti-Oppression Educators Collective](#) (AOEC) is a provincial specialist association dedicated to challenging systemic oppression in education.
- [BC People](#) is a unique storytelling project that showcases BC's cultural, racial, and ethnic diversity. Explore the website to meet the real people of BC, profiled in a book, series of podcasts and short multimedia film.
- [Creating Anti-Racist Schools](#) presentation from the Canadian Cultural Mosaic Foundation.

National Child Day

November 20 is National Child Day in Canada in alignment with the United Nations Convention on the Rights of the Child (UNCRC) declaration on November 20, 1989. [Learn more](#) about activities and resources related to this day.

Announcements

November Pensions Seminars

On Tuesdays until November 29, 2022, there will be online pension seminars provided by the BCTF to help members learn about their pension plan, their pension options, and factors to consider when planning for retirement. A different topic will be discussed in-depth each week. All seminars will take place 4:30pm - 6:00pm PST. [Read more](#)

Upcoming Events

STA Events

November 21

Members of Colour Committee

November 22

[Staff Committee Chair Training](#)

November 23

Ad Hoc LGBTQ2S+ Committee

November 24

Convention Committee

November 29

Executive Committee

December 1

[Staff Rep Training](#)

International Solidarity Committee

December 5

Ad Hoc Environmental Justice Committee
Pro-D Committee

December 7

[Staff Rep Training](#)

Health & Safety Committee
Indigenous Education Committee

December 8

Ad Hoc Young Workers Committee –
Tabletop Game Night

December 12

Ad Hoc LGBTQ2S+ Committee

December 13

Executive Committee

Other Important Dates

November

Antipoverty Month

November 17-23

[BC Multiculturalism Week](#)

November 20

[National Child Day](#)

November 25

[International Day for the Elimination of Violence Against Women](#) – 16 days of action begins
[Buy Nothing Day](#)

For more, visit [United Nations International awareness dates](#)

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 q'w'a:ḥl'ən (Kwantlen), q'icəy (Katzie), qiqéyt (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.