

STA CONNECTION

April 3-6, 2023

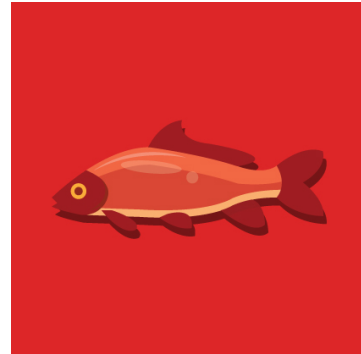
RED HERRINGS

A red herring is information that is meant to distract from the main topic. The district's current attempt to focus attention on 50% administration/collaboration time for elementary teacher-librarians is a distraction from the fact of their planned cuts to library services in the 2023/2024 school year.

For the record, the STA **did not** ask the district to ensure that elementary school teacher-librarians have 50%collaboration/admin time.

We asked that funding that was bargained for to increase elementary prep time be used for additional prep staffing.

We **did not** ask for .05 changes to library entitlements because we know how difficult it is for members to find full-time work when .05 changes to entitlements are made. The district decided to shuffle 0.5 library entitlements from school to school causing great distress and disruption to teacher-librarians. They did this so that they can continue to argue in the media that 50% of a elementary teacher-librarian's entitlement is for collaboration. We have let the district know how disappointed we are at this tactic.



TRANSFER TIMELINES PROCESS

The Association has heard that principals are circumventing the Transfer Timeline process by sending their class organizations to the District without consulting with Staff Committees and/or providing opportunities for internal reassignments. This is a breach of Collective Agreement Articles **E.26.2** and **E.28**.

If your administration has not called a Staff Committee Meeting to discuss your class organizations and have not informed staff of opportunities for internal reassignment, contact Kelli O'Malley at grieve2@surreyteachers.org or Amrit Sanghe at grieve1@surreyteachers.org.

E.26.2 & E.28

Truth and Reconciliation

Have you considered catching up with the news of the day from the perspective of Indigenous Peoples?

[APTN](#) not only provides in-depth analysis of news from across Turtle Island (North America) but also broadcasts documentaries, films and entertainment with an Indigenous focus. APTN was the first national Indigenous broadcaster in the world and has lots of resources for people on their truth and reconciliation journey.



Retiring soon?

BCTF Pensions Seminars

The BCTF is offering **weekly** online pension workshops from Wednesday, April 5, until the end of this school year in June. You can also access the [video versions of these workshops on the BCTF channel](#) on YouTube. Call Sarb Lalli at t 604-871-1949 or email them at slalli@bctf.ca if you have any questions related to the Teachers' Pension Plan, Canada Pension Plan, and/or Old Age Security Benefits.

BC Retired Teachers' Association

The BC Retired Teachers' Association also offers [online pensions workshops](#). Please visit their website for more information.

STA Retirement Celebration

Are you retiring this year? Please let Donna Stewart know at accounting@surreyteachers.org to help us keep an accurate list of 2022/2023 retirees for the STA retirement celebration. Invitations to this event will be going out soon so please pass on the message to anyone you know who may be retiring this year.

Collective Agreement Notes

Round 1 Transfers

There are three parts to the transfer process. The first is the online application. Apply for postings using Employee Self-Serve. 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. Learn more about the District's hiring policies.

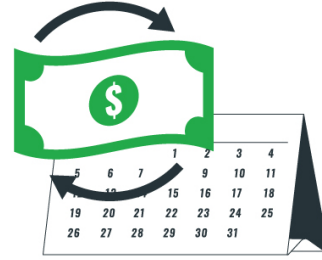
[Read more.](#)

Staff Committees and Staffing

Staff Committees should be organizing meetings to review staffing needs before postings go out this spring. 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. Reminder of the powers of Staff Committees in our collective agreement. [Read more](#)

Retroactive Pay

An issue has come to our attention regarding the application of retroactive pay for members who were on the first step of the local salary grid as of July 1, 2022. Members who were still on the bottom step of the salary grid at the time of implementation, or who were on the second step of the salary grid based on article B.1.6 in our Collective Agreement, should have moved up a step with a retroactive adjustment in pay from July 1, 2022. However, this was not being implemented by payroll in Surrey. [Read more](#)



BCTF AGM News

BCTF AGM Delegates Reflections

We are grateful to all the delegates who volunteered to attend the 2023 BCTF AGM during spring break. It was a memorable experience for many. After attending as a first-time delegate Priya Moodley had this to say about the experience:

I put my name forward as a delegate because of someone speaking to me about the amount of power we have in voting at the BCTF AGM. I have now seen how much power I have as a racialized member in the Surrey Teachers' Association and the BCTF. This experience has given me a lot of guidance on the language of Robert's Rules and enabled me to be confident in speaking up during governance meetings.

Read more reflections from members who attend the 2023 BCTF AGM [here](#).

STA AGM 2023

Two AGM Dates: May 10 and May 17

The 2023 STA AGM will occur over two dates: on May 10, at 4pm, we will hold online elections for 21 positions on the STA Executive Committee; and on May 17, at 4pm, we will have an in-person meeting at Bombay Palace to discuss the 2024 budget.

We will begin accepting election candidate statements, photos and audio/visual materials starting from April 6, 2023, until 4 pm on April 21, 2023. More details to follow in an email blast to Staff Reps on April 6, 2023.

Pro-D Funding Draws

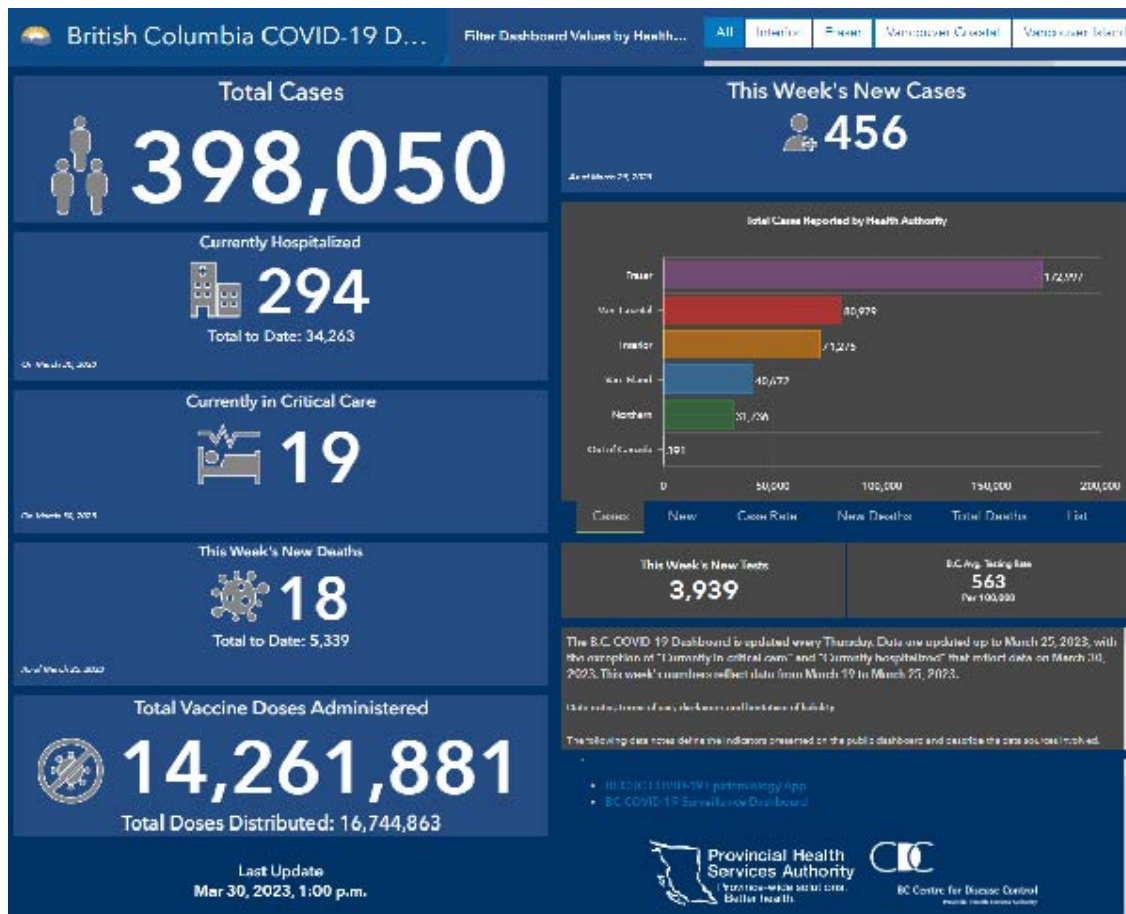
There will be two draws for Pro-D funding at the May 10 STA AGM (Elections) and two draws at the May 17 AGM (Budget). To be considered, completed application forms and accompanying documentation must be received by the STA office before 4:00 p.m. on the first school day of May (May 1st). If you are interested in applying, please carefully read the [Guidelines and Procedures](#).

Health and Safety

Illness

Since the return from spring break, we've heard that there has been a lot of illness within the membership. Remember that a well-ventilated room will limit transmission of communicable diseases, such as the flu and COVID-19. If you have symptoms of COVID-19:

- Stay home and away from others until your fever is gone (without the use of medicines that reduce fever, like Tylenol) and you feel well enough to participate in daily activities.
- Avoid close contact with others, especially people at higher risk of severe illness or complications from COVID-19.
- If you cannot avoid close contact with others, take other prevention measures such as wearing a mask in indoor spaces and cleaning your hands regularly.

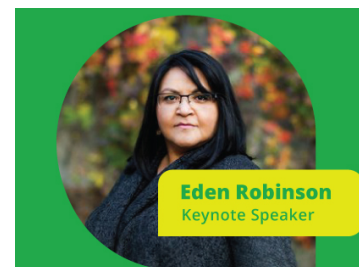


[Latest BC CDC dashboard Data for Fraser Health Region](#)

Professional Development

STA Convention: May 5

We are pleased to announce Haisla/Heiltsuk author Eden Robinson as our Keynote speaker (see attached poster for more information). We are offering excursions and both virtual and in-person workshops. Keynote and in-person workshops will be located at Sullivan Heights Secondary (6248 144 Street, Surrey). Registration opens on **April 1st** at staconvention.ca.



Social Justice

Day of Mourning

On April 28 each year, we remember those who were killed on the job and recommit to working to ensure that every worker is safe while at their workplaces. Link to [Day of Mourning Resources](#).

Environmental Justice Lending Library

Did you know that there are resources that you can borrow from the STA office courtesy of the Environmental Justice Lending Library? STA Members can borrow a title on a 30-day loan by contacting the STA at reception@surreyteachers.org. It will be delivered to you via courier at your school and you can return it the same way at the end of the loan period. This week we want to highlight the following resource: *Teaching Kids about Climate Change*, ed. Tim Grant, 2021.

[Read more](#)

Teacher shortage

Tina Andersen, a teacher in Burnaby district, has had an [article published in The Tyee](#) in which she explains the impacts on the teacher shortage on her work each day. She wanted to share it with STA members. Here's an excerpt:

Behaviour issues among students have skyrocketed since I started teaching in the public school system in 1999. There have always been students with additional learning needs and neurodivergencies like autism. But this is different. When you sit kids down in a circle to teach a lesson, you can't really speak for more than a minute, sometimes 30 seconds, before you have to start addressing behaviours.

Announcements

Sikh Heritage Month

April is Sikh Heritage month. Visit [Sikh Heritage BC](#) for resources that will help you to include BC Sikh heritage into lessons. Resources are created for teachers, by teachers. Lessons explore topics such as Sikh identity, Partition poetry, the Koh-I-Noor, and, for the first time ever, lessons in Punjabi.

STARA Meeting: April 19, 2023 at 4:00 pm

Our next STARA meeting will be on Wednesday, April 19 via Zoom. Staff Reps and Committee Chairs are encouraged to [register now](#) to attend. Please note that **registrations for past STARA meetings have not been retained** and we'll be starting **new registration list for this meeting**.

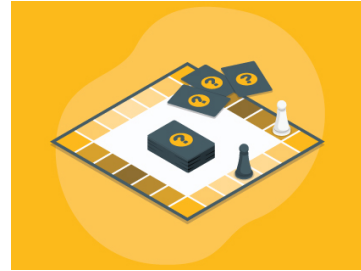
Creating Inclusive Spaces: Applying an Equity and Inclusion Lens to Schools: April 20, 25, 26

This workshop is for all School Union Reps and will explore issues of diversity, equity, inclusion, unconscious bias, and microaggressions. Participants are invited to reflect on why exploring equity and inclusion can be uncomfortable and learn how to lean into that discomfort. [Register now](#)



Table Top Game Night: April 13

Attention all young workers aged 35 and under! Join us for a fun-filled board game night on **April 13 from 4 to 6pm** at the STA Office. Some games will be provided, but you are encouraged to bring your favourites. Snacks will be provided. There will be prizes! Whether you're a board game enthusiast or just looking for a way to unwind after work, this event is perfect for you. Don't forget to invite your colleagues and friends! [Register now](#)



Connecting to the Land Wellness Event: April 17

The STA Status of Women Committee is excited to host another wellness event after work on **April 17, 2023**. Karen Gabriel, Kwantlen elder and plant knowledge keeper, will teach us about Indigenous uses of plants through a 1-hour presentation (indoors) and a plant walk around the Surrey Nature Centre. A delicious dinner will also be served.

[Register now](#)



Communications Coordinator Job Opportunity at the STA

We are seeking an STA member to help us at the office with our communications work for the coming school year. The person will have great writing skills, be adept with social media strategies, and be passionate about public education and union work. This job will be 3 days per week for the 2023-24 school year. Attached to this newsletter is the job description and [STA Application form](#). To apply for this position, please [complete the form](#) and submit it, along with some recent original writing in any format on any topic, to sta@surreyteachers.org before noon on **May 19, 2023**.

Elementary Counsellors' Focus Group: April 21, 2023

On **Friday, April 21 at 3:30 pm**, the STA is hosting a virtual Elementary Counsellors' focus group session so that Table Officers can better understand the challenges facing elementary counsellors and organize effective advocacy strategies. We will be posting a registration link in our next STAC. Please contact Pauline Veto at services@surreyteachers.org if you have concerns or questions.

STA Scholarships and Bursaries

The STA grants 4 Jennifer Wadge Memorial Social Justice Awards and two Indigenous Students bursaries every spring. The STA also sends \$1,500 to each Secondary school-site and \$500 to each Learning Centre for scholarships and bursaries for graduating students. Deadline for applications is **May 12, 2023**. [Read more](#)



Upcoming Events

STA Events

April 11

Labour Affairs Committee
STARA Steering Committee

April 13

International Solidarity Committee
[Ad Hoc Young Worker Committee Tabletop Game Night](#)

April 17

[Status of Women: Connecting to the Land Wellness Event](#)
PA/PR Committee

April 18

Executive Committee

April 19

STARA Meeting

April 20

Ad Hoc Social Justice Directory Project Committee
[Creating Inclusive Spaces](#)

April 25

[Creating Inclusive Spaces](#)
Ad Hoc Indigenization Committee

April 26

[Creating Inclusive Spaces](#)
Indigenous Education Committee

April 27

Paystub Townhall
Ad Hoc LGBTQ2S+ Committee

April 28

Convention Committee

Other Important Dates

April

[Sikh Heritage Month](#)
[National Poetry Month](#)

April 7-10

Easter Weekend

April 5-9

[National Wildlife Week](#)

April 10-16

[Prevention of Violence Against Women Week](#)

April 12

[International Day of Human Space Flight](#)

April 13

[International Day of Pink](#)

April 14

Vaisakhi
[Day of Silence \(against LGBTQ name calling\)](#)

April 28

[Day of Mourning](#)

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'wá:ḥl'əḥ (Kwantlen), qíçəy (Katzie), qíqéyt (Qayqayt) and semi'á: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.