

# STA CONNECTION

## September 18-22, 2023

### Save the Date: Special General Meeting & Staff Rep Assembly

On Wednesday, September 27, 2023, at 4:00pm, the STA will be holding a Special General Meeting and a Staff Representative Assembly (STARA) via Zoom. During the STARA there will be elections for STARA Steering Committee, Adult Educator's Committee and TTOC Advisory Committee. Register now for the [Special General Meeting](#) and [STARA](#).

### Assist Your Colleagues as a Peer Support Consultant

The STA is currently looking for elementary and secondary teachers who are interested in sharing their professional expertise to support other teachers as a Peer Support Consultant. We currently have a higher need for secondary teachers in all curricular areas. Release time for work and training provided.

Responsibilities include:

- Working with teachers to support their professional practice
- Attending training in peer support and coaching

Deadline: **Friday, September 29**

Submit to STA: [Peer Support Volunteer Application](#)

Contact: [Pauline Veto \(services@surreyteachers.org\)](mailto:services@surreyteachers.org)

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## Staff Reps

### Register Now! – Staff Rep Training

Training days are completely free for staff reps – the STA will cover your Leave of Absence and provide breakfast snacks, coffee, and lunch. This is a great way to connect and learn with other staff reps!

Register from these options (new staff reps can select "Role of the Staff Rep" plus another):

- [Role of the Staff Rep](#) (October 3, 6)
- [Investigations and Discipline: Knowledge is Power](#) (October 11, 12)
- [Creating Inclusive Spaces: Applying an Equity and Inclusion Lens to Your Local, Schools, and Classrooms](#) (October 17, 19)
- [Education for Truth and Reconciliation: Using the Aboriginal Lens](#) (October 23)



### Register Now! – VIP Meet and Greet Pub Event

Have you been elected as staff rep at your site? Check your emails for a special invite to our VIP Meet & Greet Pub Event on **Tuesday, September 19!**

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## Support Information

**Overwhelmed? Join STA Peer Support Program**  
Early career teacher? Facing unfamiliar or unexpected challenges? Teaching a new grade? Returning teacher after a long hiatus? Use this situation as an opportunity for growth through participation in the [STA Peer Support Program](#). Our confidential consultants are all teachers who will support your goals in professional practice.



### Find a Mentor with Mentor36 (Open All Year)

- The [Mentor36 Site-Based Mentorship Program](#) will support your school team to co-create learning opportunities for professional growth and foster a sense of belonging among teachers, especially early-career, new-to-role, and new-to-school teachers.
- The [Mentorship Cohorts](#) support teachers in specialized areas, such as core music, to collaborate and connect with other specialists.
- The One: One Mentorship partnerships are for early career or new-to-role teachers who are interested in learning alongside a mentor.



### Experiencing Challenges in Resolving a Professional Conflict?

Assistance is available! The [STA Mediation Service](#) confidentially assists members to resolve professional issues that sometimes arise. The aim is to restore professional working relationships.

### Counsellors Need Support Too!

Interested in meeting others, looking for support and/or sharing strategies? Join the Elementary Counsellor Local Specialist upcoming meeting!

Time: **Thursday, September 21 at 4:00pm**

Location: Cloverdale

Contact: [Melanie Miki](#) ([miki\\_m@surreyschools.ca](mailto:miki_m@surreyschools.ca))

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## Professional Development

### Register Now! - Professional Development Representative Training

Register now for [Rookie Pro-D Rep Training](#) (September 19 (full), October 5) or [Experienced Pro-D Rep Training](#) (September 26, 27, 28 and October 4, 10, 16). All training will be in-person at the STA office from 8:30 to 3:00 pm and lunch will be provided.



### Professional Development Dates for 2023-2024

- **September 25:** Possible admin day (admin can choose ONE day for the year).
- **October 20:** PSA Day. A list of conferences can be found on the [BCTF website](#).
- **November 10:** STA Indigenous Committee holds their annual conference. Info on this will be coming soon to the STA website and the STAC.
- **February 23:** Focus Day and is planned jointly between the STA and SD36.
- **May 3:** STA Convention Day. Watch for registration information closer to the date.
- **May 27:** Possible admin day (admin can choose ONE day for the year).

## What if Staff Meetings Are Scheduled on Pro-D Days?

On Monday, September 25, if it is a teacher-directed Pro-D day and you have a staff meeting scheduled, please note that the meeting cannot take place during instructional hours because a staff meeting is admin-directed, not teacher-directed. Pro-D funds cannot be used if the staff meeting coincides with the school day. Additionally, teachers are not obligated to be present at the school on teacher-directed PD days, and not obligated to return to school site for a staff meeting at the end of the day, so some principals change the monthly meeting date if necessary.

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## Collective Agreement Notes

### Elementary Teachers – Prep Time Blocks Under 30 Minutes?

Our Collective Agreement contains the following provision for prep in elementary schools:

*\*a. Full-time elementary teachers shall be entitled to a minimum of one hundred twenty (120) minutes per week for purposes of preparation.*

*\*b. Normally, such time shall be allocated in blocks of thirty (30) minutes duration but shall be no less than twenty (20) minutes duration.*

*\*c. Part-time teachers working forty percent (40%) or more of full-time shall receive preparation time pro-rated according to their FTE (Full Time Equivalent) status and assignment*

If you have been scheduled to receive prep in blocks of less than 30 minutes, please bring this to the attention of your staff rep and/or staff committee. If unable to reach a resolution, contact: [Amrit Sanghe \(grieve1@surreyteachers.org\)](mailto:grieve1@surreyteachers.org)

### Everyone Has the Right to Washrooms

There have been some questions and concerns regarding access to staff bathrooms for teachers and staff. Section 4.85 (1) of the Occupational Health and Safety (OHS) Regulation states:

*The employer must ensure that sufficient number of plumbed washroom facilities are readily available for workers. Recommendations for sufficient plumbed washroom facilities include the following:*

- *Where there are more than 9 workers, separate washroom clearly signed for male and female workers.*
- *In each female and male washroom, one toilet for 9 or fewer workers, two toilets for 10-24 workers, plus one more toilet for each additional 25 workers.*

***As a union committed to supporting members from diverse backgrounds, we also encourage school sites to utilize Health and Safety Committee and/or Staff Committee to ensure that our trans and gender non-conforming colleagues have access to gender inclusive bathrooms.***

Please reach out to your Health and Safety Committee if your school site is not meeting these guidelines. Contact: [Manjit Dulla \(hs@surreyteachers.org\)](mailto:hs@surreyteachers.org)

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## BCTF Information

### Have a Teacher Inquiry Project? Let BCTF Help!

Teacher inquiry has become a well-established model of self-directed professional development throughout the province, and the BCTF is pleased to offer teachers the opportunity to be part of one of 18 joint local/district [inquiry projects](#).

STA Deadline: **Tuesday, September 26** (need time to secure funding)  
Submit applications to STA, attention: Erin Coleman

BCTF Deadline: Monday, October 16  
Contact: [Erin Coleman \(pd@surreyteachers.org\)](mailto:erin@pd@surreyteachers.org)

## Update Your BCTF Portal Login Information

Please ensure that your email, mailing address, and phone number on record at the BCTF website are up to date to access the latest news.

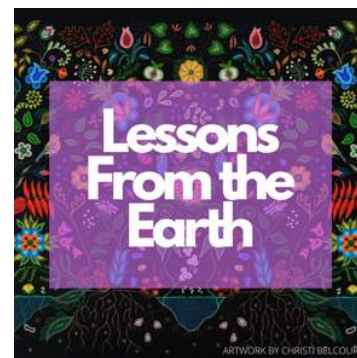
- Can't remember your password? Request for a [Password Reset](#) and a password reset link will be sent to your email.
- Logging in for the first time? Register to create a [New BCTF Membership Account](#). The email address linked to your BCTF account is where you will receive BCTF News communications.
- Need assistance? Submit the [BCTF Login Support Request Form](#).

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## Truth and Reconciliation

### Teach: Lessons from Earth & Beyond

"This [comprehensive \[educator\] resource](#) aims to bring about important conversations and critical inquiries into the importance of Indigenous knowledge systems. These systems of knowledge are complex, diverse, and sophisticated, just as the Indigenous civilizations that they come from are. This resource presents many opportunities to engage in critical explorations and consider how multiple knowledge systems can come into dialogue with one another."



### Decolonize How You Ally

[The Indigenous Ally Toolkit](#) states: "The term [ally] has been around for some time, and recently many critics say that it has lost its original meaning. Instead of being used to identify one's role within the collective struggle, it has come to symbolize a token identity – a kind of 'badge' that people wear to show they are one of the 'good guys'. [...] However, being an ally is not a self-appointed identity and requires you to show your understanding, through actions, relations, and recognition by the community."

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## Social Justice

### Anti-Racism: "Woke" Edition

Recently, the term "woke ideology" has been dominating certain circles of social media. As professional educators, it is our duty to delve into the roots and the trajectory of this term, and especially when our profession is being attacked in the name of fighting against "woke ideology". [Read more](#)

### Anti-Racism: Speak Up!

"The BC Federation of Labour (BCFED) is holding engagement sessions to support the Government of BC's Anti-Racism consultations, which will inform the upcoming Anti-Racism Act. The engagement sessions are for any union members who identify as Indigenous, Black, Racialized, or as a person of colour, and their family members." [Read more](#)

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## Upcoming Events

## STA Events

### September 18

Awards Committee

### September 19

[Rookie Pro-D Rep Training](#)

VIP Meet and Greet Pub Event

### September 20

[Pro-D Rep Training](#)

### September 22

International Solidarity Committee

### September 25

Non-Instructional Day

### September 26

[Pro-D Rep Training](#)

Executive Committee

### September 27

SGM/STARA Meeting

### September 28

[Pro-D Rep Training](#)

### September 30

Orange Shirt Day

National Day for Truth & Reconciliation

## Other Important Dates

### September 18-24

[Gender Equality Week](#)

### September 19-25

[National Forest Week](#)

### September 21

[UN International Day of Peace](#)

### September 24-25

[Yom Kippur](#)

### September 25-29

[Truth and Reconciliation Week](#)

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'w̓a:ḥ̓'əḥ̓ (Kwantlen), q̓ic̓əy̓ (Katzie), qiq̓éyt (Qayqayt) and səmi'ɑ: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.