

# STA CONNECTION

## November 6-10, 2023

November Opportunities	Date/Deadline
<a href="#">Become</a> the TTOC & Early Career Representative	November 8 at 4:00 pm
<a href="#">Attend</a> Town Hall meeting on violence, portables, and washrooms	November 8 at 4:30 pm
<a href="#">Join</a> the STA Ad Hoc Working and Learning Conditions Committee	November 9 at 4:00 pm
<a href="#">Register</a> for Drum Making Workshop	November 10 at 9:00 am
<a href="#">Join</a> the Talaysay Tours at Stanley Park	November 10 at 12:00 pm
<a href="#">Fill out</a> Variance Application Package	November 14
<a href="#">Fill out</a> TTOC Experience Transfer Form	November 15
<a href="#">Submit</a> your name to join the STA at FRAFCA's 6th Guiding Youth Home Fundraising Gala	November 16
<a href="#">Apply</a> to go to BCTF Women's Institute as an STA delegate	November 17
<a href="#">Join</a> the STA Ad Hoc Accessibility Committee	
<a href="#">Explore</a> STA Mediation Service to restore working relationships	All year
<a href="#">Watch</a> BCTF Fall Pension Plan live seminars	Every Wednesday at 4:30 pm

### **Reconvened Annual General Meeting – Wednesday, November 15 at 3:45pm**

Agenda will be sent this week. During this meeting, we will discuss motions to amend the STA Constitution as well as elect a new TTOC and Early Career Rep. Registration to follow.



**Violence, Portables, and Washrooms Townhall**  
[Join us](#) at the Town Hall meeting on **November 8, 2023** from 4:30 to 6:00 pm at Fleetwood Park Secondary library. Let's collaborate to address common concerns such as increased violence in schools, portable issues, and lack of access to working washrooms. Let's learn, support, and work together as a team to advocate for better working conditions! (Snacks and beverages will be provided)



## Call for Nominations

A vacancy exists on the Executive Committee for the position of TTOC and Early Career Rep. An election will be held at the Reconvened Annual General Meeting on **November 15**. Please submit your candidate statement to [sta@surreyteachers.org](mailto:sta@surreyteachers.org) no later than **4 pm on November 8, 2023**. You can read all the [details about the position descriptions and process for running](#).



## What did Staff Committee say?

This is most often the first question that the district asks whenever we draw their attention to school-wide issues. Do you know why they ask that? Come find out at [Staff Committee Training](#) on **November 16, 2023** from 4:00 pm to 6:00 pm via Zoom open to all STA members interested in working with their staff committee to improve school organization.



## Professional Development

Contact: Erin Coleman ([pd@surreyteachers.org](mailto:pd@surreyteachers.org))

### Pro-D Opportunity: Drum Making Workshop

The STA's Indigenous Education Committee will be offering a [3-day drum making workshop](#) on: November 10th, February, 23rd and May 3rd. Participants are asked to commit to all 3 sessions to complete their drum. Surrey Teachers Cheryl Corrick, Allison Hotti, Jess Kyle and Mykola Misiak will be facilitating this learning journey. For further information, please reach out to Allison Hotti at [hotti\\_a@surreyschools.ca](mailto:hotti_a@surreyschools.ca).

### Pro-D Opportunity: Talaysay Tours

[Registration is now open](#) for those wanting to explore the land through an Indigenous lens.... You can choose one out of the three nature walking tours through Stanley Park: Talking Trees Tour, Spoken Treasures Tour, Talking Totems Tour.

All guided walks run from 60-90 minutes, taking place rain or shine. You will be responsible for making your own arrangements for travel and lunch.



# Collective Agreement Notes

Contact:

Amrit Sanghe ([grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org))

Kelli O'Malley ([grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org))

## Variance Application Package

Article D.22.1 of the collective agreement limits the length of a school's instructional day. Some courses involve multi-grade classes that do not fit neatly within a timetable designed to comply with the collective agreement. For years, the Association has approved a limited number of "variances" to the instructional day in order to accommodate such courses. Please find out the details of variances and submit [Variance Application form](#) to the STA office. [Read more](#)

Deadline: **Tuesday, November 14**

Contact: Amrit Sanghe ([grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org))

## TTOC Experience Transfer Form

Your pay increment (step level) is based on your teaching experience. Contract teachers advance one step on the pay scale after 10 months of full-time experience, occurring automatically on September 1 and January 1 each year. TTOCs can also move up the pay scale based on their experience: 17 TTOC days equal one contract month. **There is a [form](#) to submit, and the deadline is November 15th. Payroll won't do this unless you request it.** [Read more](#)

**Understanding Article C.4**  
Teacher Teaching on Call Employment

If you work on a Teacher Teaching on Call (TTE) you will earn experience credit under Article C.4 and LOU 11. This experience accumulates in your TTOC file.

If you also work in a contract, temporary or continuing position or full time you will earn experience credit according to your local collective agreement provisions. This experience accumulates in your contract file.

17 TTE Full days = 1 month  
17 full days = 1 month

Experience in your contract file is generally your local collective agreement (CA) provisions. You will have those provisions in the 12 months of your CA.

**NOVEMBER 15 | JUNE 30**

Under LOU 11, you can move your TTOC experience credit into your Contract file two times a year: **November 15 and June 30.**

This is important because it will allow the two amounts of experience credit to be combined towards meeting the cost step on the salary grid.

Experience Credit is always moved from the TTOC file to the Contract file in one-month increments. If you request this transfer, all full months of experience will be moved to your contract file.

Fractions of experience less than 17 days will remain in your TTOC file to be combined with future days.

Before you decide about moving your TTOC experience, you should find out how much credit you have in each file. It should be provided on your pay statements. If not, contact your District to request that information.

Requests to move experience made by November 15 will be effective December 31 and requests made by June 30 will be effective August 31.

You must make the request using the agreed upon form available from your school district, prior to the deadline. Once the form is submitted, the decision to transfer your experience credit is final.

**BCTF** KISS Member Teachers' Com

## Support Information

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

## Experiencing Challenges in Resolving a Professional Conflict?

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



# Committees

## Ad Hoc Working and Learning Conditions Committee

Following several LST focus groups last year, the STA created an Ad Hoc LST Advisory Committee. This year the Ad Hoc LST Advisory Committee has been rebranded as the Ad Hoc Working and Learning Conditions Committee and it is open to anyone passionate about improving working and learning conditions. All members are welcome to attend our first meeting of the year on November 9th at 4pm at the STA office. Please RSVP with Amrit Sanghe at [grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org).

## Ad Hoc Accessibility Committee

We invite you to be part of our newly formed STA Accessibility Committee. The STA Accessibility Committee is dedicated to breaking down barriers and ensuring that all members have equal access to STA activities and services, regardless of their abilities or disabilities.

Objectives:

1. Identify and address accessibility barriers.
2. Develop strategies, policies, and initiatives for inclusivity.
3. Integrate accessibility into decision-making processes.

Let's work together to make the STA an inclusive and accessible environment for all. Join us on this important journey!

Submit: [CV form](#) to [reception@surreyteachers.org](mailto:reception@surreyteachers.org)

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## BCTF Information

### Attend the BCTF Women's Institute – February 22-24, 2024

Apply if you:

- identify as a woman.
- are new to union leadership.
- have not attended previous Women's Institutes.
- are available and committed to attending in February 2024



Members who identify as women can also apply directly to the BCTF as additional delegates. Preference will be given to members of equity-seeking groups, including trans women and new teachers. Your leaves of absence, travel, accommodations, and childcare expenses will be covered by the BCTF for this event!

Submit: [CV form](#) to [reception@surreyteachers.org](mailto:reception@surreyteachers.org)  
Contact: Angela Marcakis ([2vp@surreyteachers.org](mailto:2vp@surreyteachers.org))  
Deadline for application: **November 17, 2023**  
Dates: February 22-24, 2024  
Location: Coastal Coal Harbour, Vancouver

## Fall Pension Plan Webinars

Pension plan seminars will be held every Wednesday starting from November 1, 2023, from 4:30pm to 6:00pm.

Members may access the [live seminars](#) via [Zoom](#). Pre-recorded full webinars and mini-seminars will be available on the [BCTF YouTube channel](#).

Questions or concerns about Teachers' Pension Plan, Canada Pension Plan, and/or Old Age Security Benefits? Contact Sarb (Sabrinder S. Lalli) at (604) 871-1949.

## PSA Day Conference Issues

On October 20, 2023, Provincial Specialist Associations hosting online conferences via easyREG faced a major platform failure. Some managed alternative links, while others were hindered by issues like emails being marked as spam. Volunteer teachers, dedicated to their associations, are working tirelessly amid their full-time jobs to resolve the situation. As such, patience from members is requested due to the additional challenges posed by the small staffing of easyREG. [Read more](#)

## Adult Education and Poverty Reduction

Poverty remains a significant challenge in Canada, including our community. Education is a powerful tool against poverty. Canadians without a diploma face higher unemployment and lower earnings. High school graduation significantly reduces poverty rates and opens doors for further education. Adult education programs are crucial in boosting graduation rates. Unfortunately, our district lacks accessible adult education options. We urge you, as teachers and voters, to implore your school trustees to expand these programs to remove barriers, promote education, and combat poverty effectively.

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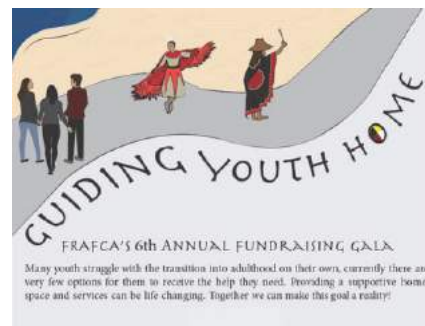
## Community Information

### FRAFCA

Join the STA at FRAFCA's 6th Guiding Youth Home Fundraising Gala! We've secured 2 tables for this event happening on Friday, November 24th, from 6:30 pm - 11:30 pm. The gala supports Indigenous youth facing homelessness by raising funds for transitional housing and offering crucial support.

Join us for a night of entertainment, raffles, silent auctions, and more, all in support of a great cause. Don't miss this opportunity to be part of a fantastic cause.

To be included in the draw, please submit your name to [sta@surreyteachers.org](mailto:sta@surreyteachers.org) by **Thursday, November 16, 2023**.



## Hazel Trembath Elementary Fire Support

The Coquitlam Teachers' Association (CTA) has set up a few options for those who wish to donate in support of the Hazel Trembath teachers. [Cash and cheque donations](#) can be made to the CTA and there is a [T-shirt fundraising campaign](#). 100% of donations will be going directly to the teachers of Hazel Trembath Elementary and \$10 of each T-shirt sale will go to teachers as well.



## Venez socialiser, rencontrer vos collègues et vous amuser ...en français!

Le comité API-Surrey (Association des Professionnels en Immersion de Surrey) souhaite réunir de façon conviviale les enseignants en immersion de Surrey (et les anciens!) Des prix de présence seront tirés lors de la rencontre. Venez décrocher, vous détendre, vous divertir et célébrer la fin de l'année 2023! SVP [vous inscrire](#) sur le lien suivant avant le 15 novembre afin de nous aider à mieux planifier notre rencontre.



Date: **le jeudi 30 novembre**

Heure: 15h45 à 18h30

Lieu: The Roadhouse Grill (1781 King George Blvd, South Surrey)

Coût: 10\$ (frais d'adhésion à l'API-Surrey) - gratuit pour les membres de l'APPIPC

## Truth and Reconciliation

### November 8 is Indigenous Veterans Day

[Forgotten Warriors](#) is a NFB documentary film about the experiences of Indigenous soldiers who fought for Canada in both World Wars. While other veterans were offered the chance to buy land as a reward for fighting for their country, Indigenous veterans returned to find that parts of their reserve land had been seized and given away.



### Virtual Museum of Métis History and Culture

"[This website](#) is the most comprehensive attempt to chronicle traditional Métis history and culture on the World Wide Web and contains a wealth of primary documents – oral history interviews, photographs and various archival documents – in visual, audio and video files."



## If Racism is the Problem: Anti-Racism is the Antidote

“The [Indigenous Dialogue Series 2023](#) at Kwantlen Polytechnic University brings together members of the KPU community—students, employees, affiliates, and the general public; settler and Indigenous—to listen, learn, and engage with Indigenous scholars, activists, and thought leaders on local, regional, national and global issues impacting Indigenous Peoples.”



## Social Justice

### Canada Without Poverty: Facts about Poverty

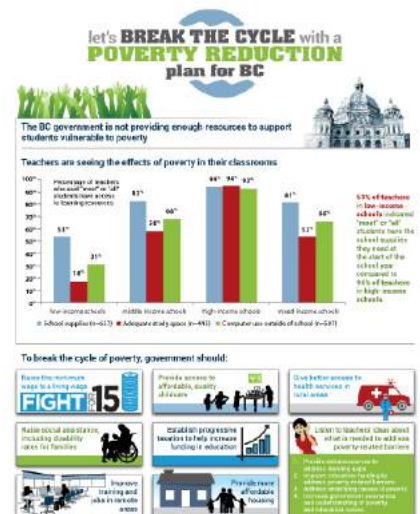
“Poverty is a violation of the most fundamental human rights possessed by every person. However, not everyone is equally susceptible to living in poverty. Historically marginalized groups such as Indigenous, racialized people, recent immigrants and refugees, people with disabilities, single-parent families, seniors, youth, and 2SLGBTQ+ communities are more likely to live in poverty.” Learn more about some [basic facts about poverty](#).

### Use: Palestine Digital Action Toolkit

“[This toolkit](#) is an offering and invitation to all lovers of freedom to join or deepen your engagement in the struggle for Palestinian liberation at this critical moment.” Sections included: Advocacy, Boycott, Divestment, & Sanctions, Learning & Teaching Resources, News & Social Media, Palestine Is A Feminist Issue, Repression & Censorship of Palestine, Talking About Palestine In Your Workplace, Palestine Through 6 Talking Points.

### Teach: Poverty Reduction Plan Info-graphic

“This [info-graphic](#), created by the Antipoverty action group of the BCTF Committee for Action on Social Justice, is based on information from the BCTF Poverty and Education Survey. Use the info-graphic to spark conversations in your class or with your colleagues.”



## Upcoming Events

### STA Events

**November 6**  
Environmental Justice Committee  
Pro-D Committee  
Resolutions Committee

**November 7**  
Mediation Training  
Executive Committee

**November 8**  
Health & Safety Townhall

**November 9**  
Ad Hoc LST Advisory Committee

**November 10**  
Non-Instructional Day  
[Drum Making Workshop](#)  
[Talaysay Tours](#)

**November 14**  
Status of Women Committee

**November 15**  
Reconvened AGM

## Other Important Dates

**November**  
[Antipoverty Month](#)

**November 8**  
[Indigenous Veterans Day](#)

**November 12**  
[Diwali](#)

**November 13**  
[Remembrance Day](#)

**November 16**  
[Louis Riel Day](#)

**November 16**  
Rookie Peer Support Consultant Training  
Health & Safety Committee  
[Staff Committee Training](#)

**November 20**  
District Health & Safety Committee

**November 21**  
Executive Committee

**November 22**  
International Solidarity Committee  
Special General Meeting

**November 23**  
Peer Support Consultant Training  
Executive Committee (Optional)

**November 30 – December 2**  
BCTF Federation Leadership Institute

**November 19**  
International Men's Day

**November 20**  
[World National Child Day](#)  
[Transgender Day of Remembrance](#)

**November 25**  
[International Day of the Elimination of Violence Against Women](#)  
[Buy Nothing Day](#)

For more, please 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:ńł'əń (Kwantlen), q'ic'á'y (Katzie), qiqéyt (Qayqayt) and səmi' 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.