

STA CONNECTION

November 14-17, 2023

November Opportunities	Date/Deadline
Fill out TTOC Experience Transfer Form	November 15
Join BCTF & STA's Creating a Gender-Inclusive School workshop	November 15 at 3:00 pm
Find out why the district always asks, "What did the Staff Committee say?"	November 16 at 4:00 pm
Register for the BCTF New Teachers' Zoom Gathering	November 16 at 3:30 pm
Submit your name to join the STA at FRAFCA's 6th Guiding Youth Home Fundraising Gala	November 16
Submit your name to join us at the CCPA-BC's Annual Gala	November 16
Register for Sooke Teachers' Association Po-D opportunity	November 16
Apply to go to BCTF Women's Institute as an STA delegate	November 17
Meet other elementary counsellors for support and strategies	November 24 at 4:00 pm
Watch CLIFF movies with Labour Affairs Committee	November 29 at 4:00 pm
Join the STA Ad Hoc Accessibility Committee	

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.



Fax Machine out of service

Our fax machine has been out of service for the past few weeks as it undergoes repairs. In the meantime, we kindly request that you send any items via courier to #000 or email us at sta@surreyteachers.org for prompt assistance. Thank you for your understanding!



Collective Agreement Notes

Contact:

Amrit Sanghe (grieve1@surreyteachers.org)

Kelli O'Malley (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)

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, you will earn experience credit under Article C.4 and LOU 11. This experience accumulates in your TTOC file.

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

Experience in your contract file generally, your local collective agreement, CCA provisions, you will find those provisions in the D section 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 moving to the next step in this salary grid.

Experience Credit is always moved from the TTOC file to the Contract file at year-month increments. If you request the 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 this 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.

Parenthood Leave Grievance Win!

The union became aware the Employer was only allowing teachers to access one parenthood leave under G.21.4 of the Collective Agreement. The Union filed a grievance on April 26, 2022. The matter was scheduled for arbitration, but the parties were able to reach a settlement. You can find more information regarding this [parenthood leave agreement](#) as well as others on our [Negotiated Agreements](#) page. [Read more](#)



Professional Development

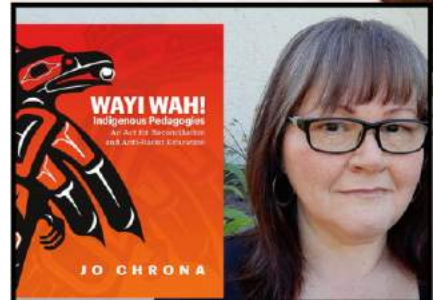
Contact: Erin Coleman (pd@surreyteachers.org)

Join Sooke Teachers' Association Pro-D!

Another STA (Sooke Teachers' Association) is hosting a [Pro-D Conference](#) on Friday, November 24. Some topics of discussions include ChatGPT, making math engaging, gender diversity in schools, and more.

Deadline: November 16

Cost: \$50 for non-members



Committees

Watch Movies with STA Labour Affairs Committee!

Join the STA Labour Affairs Committee for an [evening of short films](#) about work and workers as part of the Canadian Labour International Film Festival (CLIFF). We will be showing a package of 7 films produced by independent filmmakers. Free for STA members, pizza & pop will be served! Seats are limited so register early to avoid disappointment!

Deadline: **November 29 at 4:00 pm**

Date: Thursday, November 30 at 4:00 pm – 6:30 pm

Location: STA room 2



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

BCTF Information

BCTF New Teachers' Zoom Gathering – November 16

“[Join us](#) on Thursday, November 16, 2023, from 3:30 to 4:30 pm for discussions, connection, and learning opportunities at the New Teachers' Zoom Gathering. This gathering is open to all BCTF members with five years or less of teaching experience. Teacher candidates are also invited to attend. The event will be an open discussion focused on building understanding and improving practices for inclusive classroom environments.”

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
Contact: Angela Marcakis (2vp@surreyteachers.org)
Deadline for application: **November 17, 2023**
Dates: February 22-24, 2024
Location: Coastal Coal Harbour, Vancouver

Community Information

Attend the Guiding Youth Home Fundraising Gala!

Join the STA at Fraser Regional Aboriginal Friendship Centre Association's (FRAFCA) 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 unhoused Indigenous youth 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.



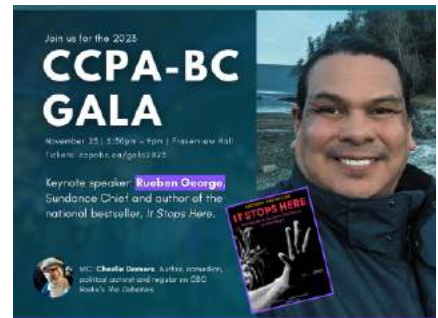
Want to win the draw? Submit your name to sta@surreyteachers.org.
Deadline: **Thursday, November 16, 2023**

Join us at the CCPA-BC's Annual Gala!

When? Thursday, November 23, 2023 at 5:30 pm
Where? Fraserview Hall, 8240 Fraser St, Vancouver

Connect with fellow progressive British Columbians over a delicious dinner and engaging discussions. Keynote speaker Rueben George, Sundance Chief and author of 'It Stops Here,' shares a remarkable legacy with the Tsleil-Waututh Nation. His advocacy work has protected land, water, and human rights, aligning perfectly with our commitment to socio-economic, racial, and environmental justice. This will be an inspiring evening of justice and equity and we invite you to be a part of it!

If you are able to commit, please enter our draw by emailing sta@surreyteachers.org.
Deadline: **Thursday, November 16, 2023**



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

Remember Resistance: Louis Riel Day – November 16

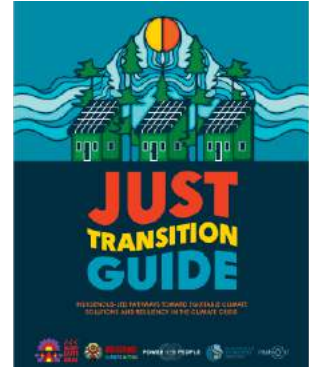
"[Louis Riel](#) is recognized as an advocate of justice for the Métis people, but he represents much more. He helped lay the framework for minority rights and cultural co-operation and is regarded as a founder of Manitoba. It is very important to remember Louis Riel's contribution to Canada and specifically to recall that he was executed



for being a persistent advocate for the rights of his people.”

Explore: Just Transition Guide

“In this [Just Transition Guide](#), we’re excited to share the stories of Indigenous communities leading the way on renewable energy, eco-housing, and food security, and we’re grateful for the time they took to share with us. The climate solutions shared here support the revitalization of Indigenous cultures and languages. Indigenous knowledge creates community resilience in the face of climate change. It contains valuable success stories, real life examples, and important technical information, which together outline the ways communities can move forward through a Just Transition.”



Social Justice

Watch: Dr. Gabor Maté on Israel/Palestine

“Dr. Gabor Maté shares [his reflections on Israel/Palestine](#) including recent tragic events on and following October 7th, 2023. This conversation was recorded on October 28, 2023, and was facilitated by Hannah Maté. Please be mindful to engage in respectful discourse in the comments amidst inevitable political disagreement on this subject matter.

Places to donate cited in the video: [The Palestinian Children’s Relief Fund](#); [Dror Israel](#)”



Listen: Supporting 2SLGBTQQIA+ Students and Educators

With the staggering rise in anti-2SLGBTQQIA+ hate across Canada, what can we do to support 2SLGBTQQIA+ students and educators? Join CTF/FCE's Wes Delve for a [conversation with Fae Johnstone](#) of [Wisdom2Action](#) and [Society of Queer Momentum](#).



Upcoming Events

STA Events

November 14
Status of Women Committee

November 21
Executive Committee

November 15

November 22

Reconvened AGM

November 16

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

November 20

District Health & Safety Committee

International Solidarity Committee
Special General Meeting

November 23

Peer Support Consultant Training
Executive Committee (Optional)

November 30 – December 2

BCTF Federation Leadership Institute

Other Important Dates

November

[Antipoverty Month](#)

November 16

[Louis Riel Day](#)

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:n'á'əń (Kwantlen), q'ic'əy' (Katzie), qiqéyt (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.