

# Annual Reports

## President's Report – Katharine Shipley

The VSTA Office has answered thousands of emails, hundreds of phone calls and hosted many meetings in the 2018-2019 school year. These are all part of the work that keep the In House Table Officers connected to the membership and the membership connected to the VSTA. Some highlights from this year are local bargaining; our Standing Committees bringing discussions to our Executive on equity and representation, Climate Change, Professional Development and school closures; signing a Letter of Agreement for 2017-2018 inaccessed Remedy and participating in workshops on Staff Committee and Timetabling with Administrators and VSB Senior Management. There is a culture shift coming from the Superintendent and Senior Management looking for deep conversations on student learning - the reason we are all here. We have established a positive working relationship with Management - we can have tough conversations respectfully and still work together collaboratively.

At every possible venue, the In House Table Officers have pressed the Board to request funding from the Ministry to restore the language to create tenable class size/class composition loads for our teachers. We have advocated, among other things, for higher non-enrolling staffing, as well as for resources, Pro-D and in-service to support the changing nature of the curriculum and assessment. We believe that student learning and student "success" also require an investment in our teachers as that is the key to success for our students.

While I have inhabited the role of President this last year, it is not a solo endeavour. Thank you to Treena, Terry and Shelby for the great team work, to our Executive for ratcheting up the activism (and making me realize how much governance work we have to do!) and to our School Union Team members for connecting me to what is happening on the ground.

Lastly, I could not do the work I do in the office without our Employees - Mo and Kim - they hold the institutional knowledge of the VSTA and keep me steady when I veer off course.

## Health & Safety – Michael-Don Borason

To say that my first stint as Health & Safety Standing Committee Chair was “educational” is an understatement. While I admit that learning this part of our school structure was a bit foreign to me, I have found myself motivated and inspired to become more involved and learn even more about Health & Safety, and how it relates to our school sites. I attribute this revelation to the wonderful collaborations I had with fellow teachers in the District, as well as those I had at the District level. I did my best to listen to my fellow H&S Reps and bring their concerns to appropriate and expeditious resolutions.

One of my primary goals was to encourage and establish effective communication between our school union reps, our school administration, and our District Management. I have no doubt that we all have the common goal of ensuring the utmost in safety for our workers. In addition to our “seasonal” numbers of injury reports and claims due to slips, trips, and falls, I found it staggering that the majority of our WorkSafe reports and claims over the school year involved our District Support Staff, much of it due to violent incidents involving our students with special needs. It is clear that we need to address this issue even further and work towards more appropriate and safe working conditions for all our workers, especially those in Special Education Programs.

I was particularly proud of something that came out of one of our Local H&S Rep Meetings. A motion was made to have the BCTF lobby the Ministry of Education to create policy that provides Automated External Defibrillators (AEDs) to all school worksites in BC. This motion was passed by our VSTA Council and was sent to the BCTF Annual General Meeting. I had the opportunity to move this motion on the floor of the AGM as Resolution 135, which was passed overwhelmingly by the delegates. It was previously made clear by our District that they are currently not in a position to provide our sites with AEDs. However, we hope with further advocacy and perhaps future directives from the Province, our school boards will be inclined provide a proven life-saving device that we can see in our worksites in the same way we see fire extinguishers.

At this writing, it is my intention to continue as H&S Standing Committee Chair should it be the will of our membership. In the meantime, I plan to participate and contribute to the District's Emergency Management Team, and to continue the increase of awareness of the national Day of Mourning at all our secondary schools.

In conclusion, I would like to say that my first experience in this leadership role has been a very rewarding and fulfilling experience, and I hope to have the opportunity to continue with this role again. There is still much work to be done. However, with the quality of dedication and effort that our site reps contribute to their work, I am very confident that we will move even further towards achieving our Health & Safety goals

# Annual Reports

## Professional Development – Leanne Hagglund

Over the 2018-2019, the Professional Development Committee met regularly, engaging in productive discussion and action on PD issues. We hosted a well-attended SURT for Pro D reps on the *Self-Directed PD and the Role of the PD Rep* at the VSTA office. At our meetings, we routinely discussed school-based and district-level professional development concerns, questions and/or issues. We actively worked towards increasing district-wide collaboration on professional development opportunities for members. We passed motions on the uses of the collaborative inquiry funds beyond merely collaborative inquiry. To this end, an application will be made available to teachers in the very near future to access CI funds for conferences, guest speakers, travel costs, etc.

Overall, it was a highly productive year, full of promise for the 2019-2020 school year.

## Social & Environmental Justice Committee – Shelby Calman and Shannon Moore

In the fall and winter the SEJ Committee brought forward diversity and leadership motions that included encouraging the VSB to do mandatory diversity training for admin. These actions shortly followed with the idea that the district should examine restorative practice training as some admin have been saying they are using it without training and it would sometimes involve student discipline when harassing staff, which has created issues for our colleagues. This has led to interest from the Board in looking at a restorative justice program similar to what the Langley School District uses. The committee is also organizing a social justice Pro D day with the VSB and VESTA's SJ Committee at the end of April.

In March and April, our committee brought several motions to the EC and met with the Superintendent about diversity in the AO. In our March meeting with Suzanne Hoffman and Carmen Batista, we had a thoughtful dialogue about the way postings for Admin are written, the possibility of implicit bias training for interviewers, and the inclusion of ongoing diversity training for Admin and staff. In addition to these meetings, Cynthia Ganatra and Karine Ng helped craft two motions aimed at increasing equity and diversity in the VSTA. These two motions just passed at our April 4 EC: 1) That the VSTA designate one Member-at-Large position on the VSTA Exec be filled by a member who self-identifies as racialized; 2) That the VSTA designate one Member-at-Large position on the VSTA Exec be filled by a member who self-identifies as 2SLGBTQ+. In relation to environmental justice, our committee has also successfully passed a motion about vegetarian food as the default at all VSTA meetings. Further, we are also currently proposing a motion to the EC about Wild Salmon. Through the end of the year, the committee will continue to work on resources and materials connected to ethical, SEJ sourced food. Further, Cynthia Ganatra will be working with 5 members who identify as racialized to place the Report to the BCTF Exec on The Issue Session on Racism in conversation with the policies and practices of our local.

## Teachers Teaching-on-Call – Karine Ng

2018-2019 saw major transitions for many teachers, not least the high number of TTOCs who have just joined the Vancouver district.

The status of the TTOC Committee has been lifted to that of a “Standing Committee”, with much work still to be done around recruitment of committee members. It is the hope that more members will engage and participate in the following year.

Our monthly meetings create a space where TTOCs could meet others to discuss concerns and seek advice and support from the VSTA. Some important topics covered this year are health and safety concerns at job sites, access to technology at work, bargaining updates, and the new online job-shopping feature of SFE.

The committee also participated in the New Teachers Induction Ceremony and collaborated with the new team of District mentoring support teachers to offer mentorship. Several early career teachers, all of whom began as TTOCs, benefitted from the pilot program.

Recently, the committee has worked with VESTA to host joint meetings to welcome more dialogue and education between TTOCs who may work in both elementary and secondary systems. Members can also expect to attend workshops in May and June to learn how to navigate the EI process as summer draws near.

We hope that in the future we may provide more Pro-D opportunities and union training to TTOCs as a retention strategy. Thank you to all those who have reached out to the VSTA or attended meetings this year!

# Annual Reports

## Technology Committee – Peter Halim

Our Technology Committee has met several times this year; a lot of changes have been discussed and concerns brought to VSB IT.

New teacher laptops have been deployed; we are pleased that our advocacy for devices (and their specifications), demonstrations, and supplied accessories were acknowledged and incorporated. We are cognizant of our colleagues not receiving devices and are continuing to advocate for all our colleagues to have equitable access and support to employer-based laptops.

Finally, we are continuing discussions and reporting on shared site-based issues such as, bandwidth, network quality, personal devices, and computer labs.

In closing, our committee has been well attended and I would like to thank all the VSTA Technology school reps for their dedication and time!

## Working/Learning Conditions & Bargaining Committee – Treena Goolieff

The expiration of our current Collective Agreement on June 30, 2019 formed the basis of much of our discussion this year. We met in September, October, November, January, February, April and May. The BCTF Commitment to Solidarity and an acknowledgement of traditional territory was reiterated at the beginning of each meeting.

In September we began with a review of committee terms of reference, and a discussion of the role of school based the WLC/B Rep.

Agenda items included:

- VSTA and Provincial Arbitration review
- A call for VSTA Delegates to BCTF Bargaining Conference Oct 26, 27
- VSTA Grievance report
- Lost Prep-time Compensation Agreement 2017-18
- Urgent Intervention Process form reviewed and provided to members.

October's meeting was dominated by the review of the Class Size and Composition data for 2018-19 school year. Further topics included:

- Inaccessible 2017-18 school year and changes to booking remedy for 2018-19
- review of the Collective Agreement Grievance Procedure Article A.6

January

With Provincial Bargaining underway, this topic was the theme of the meeting which included a review of the ratified bargaining objectives from October's Provincial Bargaining Conference. Further agenda topics:

- Inaccessible 2017-18 Remedy agreement discussion, motion passed to immediately survey the membership regarding what to do with 2017-18 inaccessible remedy.
- Joint efforts between VSTA/VSB to improve timetabling process
- Updated VSTA Grievance Report
- Preliminary discussions on *Education Funding Model Review Report*

February

Basis of discussion was the draft 2017-18 Remedy Survey. Further topics included:

- bargaining update (provincial and local)
- Education Funding Model Review - BCTF response
- VSTA Grievance report
- 1999 MoA on Students with Special Needs - Committee recommended that this be taken to Council and that VSTA assert this agreement as it may improve class sizes for 2019-20.

I would like to thank WLC/B Committee Members for their input which helped to shape the work and direction of the VSTA. Their contributions were greatly valued and I thank them for making our meetings so productive and engaging.