

Vancouver Secondary Teachers' Association  
**ANNUAL GENERAL MEETING AGENDA**

**Tuesday, May 18, 2021 at 4:00 PM**

Via Zoom, election managed by BCTF using Simply Voting Platform

1. **Adoption of Agenda**  
Motion: Treena Goolieff/Terry Stanway  
**THAT the agenda be adopted.**
2. **Adoption of Minutes of May 25, 2020**  
Motion: Treena Goolieff/Terry Stanway  
**THAT the minutes of May 25, 2020 be approved.**
3. **Receipt of Annual Reports**  
Motion: Treena Goolieff/Terry Stanway  
**THAT the Annual Reports be received.**
4. **VSTA-SIF Proposed Budget for 2021-2022**  
Motion: John Silver/Treena Goolieff  
**THAT the VSTA-Salary Indemnity Fund (SIF) Statement of Estimated Income and Expenditures to July 31, 2021 and proposed budget for 2021-2022 be adopted.**
5. **Adoption of Audited Financial Statements for Year Ended July 31, 2020**  
Motion: John Silver/Treena Goolieff  
**THAT the audited financial statements for the year ended July 31, 2020 be adopted.**
6. **VSTA Proposed Budget for 2021-2022**  
Motion: John Silver/Treena Goolieff  
**THAT the VSTA proposed budget for 2021-2022 be adopted with no change in fees as recommended by the VSTA Executive and Council.**
7. **Appointment of Auditors for Year Ending July 31, 2021**  
Motion: John Silver/Treena Goolieff  
**THAT the firm Hedden, Chong LLP Chartered Accountants be appointed auditors for the year ending July 31, 2021.**
8. **Election of Executive Committee for 2021-22**
9. **Endorsement of VTF Officers for 2021-22**  
Motion: Treena Goolieff/Terry Stanway  
**THAT the following persons, by virtue of their election to the Executive of the VSTA, be appointed as Officers of the Vancouver Teachers' Federation for 2021-2022:  
(Names of elected President, 1st Vice-President, 2nd Vice-President, Treasurer, 3 Local Representatives).**
10. **By-Law 6.4 Amendment** (*By-Law 11.1: Motion requires three-quarter majority to pass*)  
Motion: Treena Goolieff/Terry Stanway  
**THAT "and shall specify the object of said meeting" in 6.4 of the Constitution and By-Laws be replaced with "and shall include the agenda and all motions to be debated".**
  - 6.4 Notice of General meetings shall be given in writing at least 14 days prior to the meeting and **shall include the agenda and all motions to be debated.**
11. **Adjournment**  
Motion: Treena Goolieff/Terry Stanway  
**THAT the meeting be adjourned.**

# MINUTES OF THE VSTA ANNUAL GENERAL MEETING

Monday, May 25, 2020, 3:00 PM – Internet-Voting – Data on the Spot (SimplyVoting Platform)

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## BACKGROUND:

*In light of the COVID 19 pandemic and physical distancing rules, the VSTA held its 2020 AGM on-line. Given the platform used (SimplyVoting), there were no proposed Constitutional and By-Law Amendments or motions for debate from the floor. Meeting announcements, documents and registration details were posted on the website and sent via Campaigner starting on May 11. Registration deadline was May 20.*

### 1. Adoption of Agenda

K. Shipley/T. Goolieff  
THAT the agenda be adopted.....CARRIED

### 2. Adoption of Minutes of May 14, 2019

K. Shipley/T. Goolieff  
THAT the minutes of May 14, 2019 be approved.....CARRIED

### 3. Receipt of Annual Reports

K. Shipley/T. Goolieff  
THAT the Annual Reports be received. ....CARRIED

### 4. VSTA-SIF Indemnity Fund (SIF) Proposed Budget for 2020-2021

J. Silver/K. Shipley  
THAT the VSTA-SIF proposed budget for 2020-2021 be adopted. ....CARRIED

### 5. Adoption of Audited Financial Statements for Year Ended July 31, 2019

J. Silver/K. Shipley  
THAT the audited financial statements for the year ended July 31, 2109 be adopted.....CARRIED

### 6. Proposed VSTA Budget 2020-21

J. Silver/K. Shipley  
THAT the VSTA proposed budget for 2020-21 be adopted as recommended by the VSTA Executive and Council. ....CARRIED

### 7. Appointment of Auditors for Year Ending July 31, 2020

J. Silver/K. Shipley  
THAT the firm Hedden, Chong LLP Chartered Accountants be appointed auditors for the year ending July 31, 2020. ....CARRIED

### 8. ELECTION OF 2020-2021 EXECUTIVE COMMITTEE

*Note: The Nominating Committee (Madeline Brewster, Phil Lee and Katharine Shipley) appointed Dave Hamar as scrutineer. Nominations from the floor and withdrawals were accepted.*

**PRESIDENT**

Candidate: Treena Goolieff. A call for further nominations from the floor was called and seeing none, Treena Goolieff was declared elected by acclamation.

**1st VICE-PRESIDENT**

Candidate: Terry Stanway. A call for further nominations from the floor were called and seeing none, Terry Stanway was declared elected by acclamation. *See Scrutineer's Report attached.*

**2nd VICE-PRESIDENT**

Candidates: Preet Lidder and Alyssa Reid. A call for further nominations from the floor and withdrawals was called and seeing none, the ballot was cast. Due to a procedural issue (*See Scrutineer's Report attached*), the first ballot was cancelled and a second ballot was issued. Alyssa Reid was declared elected.

**TREASURER**

Candidate: John Silver. A call for further nominations from the floor was called and seeing none, John Silver was declared elected by acclamation.

**LOCAL REPRESENTATIVE – Three positions**

Candidates: Shelby Calman, Oliver Kollar, Connor Levesque, Scott McKeen, Karine Ng, Nancy Palejko, Katharine Shipley. After calling for further nominations from the floor and withdrawals, Oliver Kollar withdrew his name and Preet Lidder put her name forward. Shelby Calman, Nancy Palejko and Katharine Shipley were declared elected.

**ABORIGINAL COMMITTEE CHAIR**

Candidate: Spirit Lavallee. After a call for further nominations from the floor and seeing none, Spirit Lavallee was declared elected by acclamation.

**HEALTH & SAFETY COMMITTEE CHAIR**

Candidate: Michael-Don Borason. A call for further nominations from the floor was called and seeing none, Michael-Don Borason was declared elected by acclamation.

**PROFESSIONAL DEVELOPMENT COMMITTEE CHAIR**

Candidates: Trish Mugford and Kathryn Walks. After a call for further nominations from the floor and withdrawals and seeing none, Kathryn Walks was declared elected.

**SOCIAL & ENVIRONMENTAL JUSTICE COMMITTEE CHAIR**

Candidate: Gabrielle Egan. After a call for further nominations from the floor and seeing none, Gabrielle Egan was declared elected by acclamation.

**WORKING/LEARNING CONDITIONS & BARGAINING COMMITTEE CHAIR**

Candidates: Karen Chong and Jesse Taylor. After a call for further nominations from the floor and withdrawals and seeing none, Jesse Taylor was declared elected.

**TECHNOLOGY COMMITTEE CHAIR**

Candidate: Carl Janze. After a call for further nominations from the floor and withdrawals, Dan Hanoomansingh put his name forward. Carl Janze was declared elected.

**TEACHERS-TEACHING-ON-CALL REPRESENTATIVE**

Candidates: Lindsay Donaldson and Paul Falardeau. After a call for further nominations and withdrawals and seeing none, Lindsay Donaldson was declared elected.

**TEACHER OF COLOUR MEMBER-AT-LARGE**

Candidates: Sarah Ng and Sharlene Prasad. After a call for further nominations and withdrawals, Vanesha Babajee put her name forward. Sarah Ng was declared elected.

**2SLGBTQ+ MEMBER-AT-LARGE**

Candidate: Brendan Sangster. After a call for further nominations from the floor and seeing none, Brendan Sangster was declared elected by acclamation.

**MEMBER-AT-LARGE – 5 positions**

Candidates: Nigel Amenu-Tekaa, Jelana Bighorn, Karen Chong, Paul Falardeau, Nikitha Fester, Leanne Hagglund, Irving Lau, Sara McGarry, Scott McKeen, Karine Ng, Nancy Palejko, Bal Panesar, Carmen Schaedeli, and Jonathan Wynn. After a call for further nominations from the floor and withdrawals, Paul Falardeau and Nancy Palejko withdrew their names and Vanesha Babajee put her name forward. Nikitha Fester, Scott McKeen, Bal Panesar, Carmen Schaedeli and Jonathan Wynn were declared elected.

**9. Endorsement of VTF Officers**

K. Shipley/T. Goolieff

THAT the following persons, by virtue of their election to the Executive of the VSTA, be appointed as Officers of the Vancouver Teachers’ Federation for 2020-21:

Treena Goolieff, Terry Stanway, Alyssa Reid, John Silver, Shelby Calman, Nancy Palejko

and Katharine Shipley. .... CARRIED

**10. Adjournment (7:15 PM)**

K. Shipley/T. Goolieff

THAT the meeting be adjourned. ....CARRIED

# Annual Reports 2021

## President's Report - Treena Goolieff



Advocacy, and relaying member concerns to the Employer defined the In-House Table Officer work this year. The pandemic created new challenges for teachers, the VSTA responded to mitigate increased workload and to ensure the expectations of Employer's and site-base administrative were reasonable. At the end of last year planning for 2020-21 was fully underway

but late in July these preparations were made moot when the Ministry of Education and the Public Health Officer made announcements. Their plan would ensure students and teachers could safely return to schools and relied on a cohort system and a number of Health and Safety protocols. The VSTA responded immediately and our advocacy staved off the unnecessary stress to our members that would have been caused by a full re-tumbling of classes. Instead, the VSTA and the VSB maintained teacher schedules and student course selections and applied a unique low-density class model which was contingent on the continuation of learning during remote segments of the course.

This new way of teaching would pose challenges for many but it ensured small class size across all classes 8-12; these universally small classes were seen no where else in the province. With the implementation of remote learning came our efforts to define Employer expectations of teachers during this time and resulted in a joint agreement outlining reasonable expectation for our members. Teachers continued to be challenged over the year, and the VSTA worked to ensure the provision of sufficient turn around time during the expedited assessment timelines and secured more time during term and quarter turn around.

Vancouver Secondary Teachers have been afforded the most secure and safest classrooms in the province and, although our pressure was key to this outcome, so was the desire of the Employer to support our members' needs and to ensure safe classes for students.

On top of the structural changes to manage the transition to a 10-week intensified course, the Quarter system compromised our part-time members whose work reality was completely altered and for some, the change untenable. The provision of medical accommodations also posed road blocks for members and we continue to be dissatisfied that not more of them were medically accommodated. The Employer's shortcoming has left a number of teachers on unpaid leave.

More schedule change came with the re-examination of the of the initial Quarter system structure that included a two-week remote portion. The initial decision of a two-week rotation was implemented to limit the number of students with whom teachers came in contact. Although generally appreciated, the pedagogical challenge to keep students engaged while working remotely for two weeks proved too great and the Employer responded by moving to a one-week rotation in Quarter Two.

Further schedule changes came as a small group of vocal and organized parents lobbied the school district and the MLAs to raise concerns their grade 8 and 9s were not receiving face to face time comparable to surrounding districts. We discussed with the Employer the reality our low-density classes had been accepted by the Ministry and changing the schedule again at the whim of a few vocal parents was illogical, especially in light of the growing COVID-19 case numbers. The small parent lobby swayed MLAs and forced yet another change on our colleagues.

The stress caused by Q4 adjustments have been partially mitigated by the roll out of the K-12 Vaccination Program. Now well underway, soon all teachers both contract and TTOCs will receive their first vaccination.

The degree of change this year has been dizzying and due to the ever-changing landscape the VSTA moved to a more frequent communication - *The VSTA Connect*. Our goal has been to provide this update weekly to our members.

Change is coming again, and the VSTA is working with the Employer to prepare for the move to a semester schedule for 2021-22. As with the Quarter system change, we remain concerned of the inequitable impact that will be experienced by part-time members. The semester system also raises concerns regarding prep-time and the provision of medical accommodations.

Although COVID took much our attention, I must highlight the incredible work of our Executive Committee members, all of whom generously offered their time in the spirit of creating a stronger collective. 2020-21 marked the first year of our Equity Member-at-Large positions. In an effort to make our union more inclusive, decisions by previous AGMs created two Member-at-Large positions: Teacher of Colour and 2SLGBTQ+. As part of this equity work a VSTA BIPOC Ad Hoc Committee was struck. This Ad Hoc Committee has been meeting regularly since September and has been very well attended. Sparked by the Social and Environmental Justice Committee, there will be an Issues Session this Spring for

# Annual Reports 2021

members who identify as 2SLGBTQ+, with a report back from SEJ to EC and recommendations regarding what the VSTA can do to support our 2SLGBTQ+ members in their work. The November 2020 General Meeting made a decision to oppose the continuation of the School Liaison Officer Program. The theme of inclusion continued with new by-laws that will facilitate more engagement from our TTOC colleagues. I ask that you take a close look at the EC Committee Reports; our Chairs accomplished so much despite the challenges the pandemic posed. Their dedication to our collective is to be commended.

On a personal note, I must also thank our Staff Reps as the IHTOs could not support all of our members without you.

Thank you for your tireless service to our membership. Thank you to Alyssa Reid, who was elected in perhaps the most challenging year to take office but she excelled - the VSTA could not be better served. Terry Stanway has been with me in the office since the beginning, and his dedication to the membership is unprecedented, I continue to learn from him daily. Thank you to Past-President Katharine Shipley who generously offered advice, guidance and support to all three In-House Table Officers during this stressful and complex year. Finally, to Kim Pereira and Maureen Louie thank you for keeping the Association on track despite the upheaval caused by the pandemic. Let's hope 2021-22 can be a little quieter.

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## Health & Safety Committee - Michael-Don Borason



After the most unprecedented year of our history, it goes without saying that school life and Health & Safety has been a journey full of challenges and change. Many of us find it hard to remember how we used to do things, and equally difficult to envision how things will look like in the coming future. While we as a collective have done a good job in

doing our best to keep our school sites as safe as possible, the existing anxiety and fear of what we do and do not know about this virus has without question have pushed our resolve and ability to adapt to our limits. You are not alone...I have witnessed first-hand after delivering 20+ workshops to colleagues all over BC that educators everywhere share your concerns.

However, we have experienced some positives during this pandemic in Health & Safety. One result is how our Joint Health & Safety Committees (JH&S) at our school sites have been more firmly established and reinforced. School staff are much more aware of these committees and the importance of their work and have communicated with their reps more than ever. It may have taken a global pandemic for folks to realize the significance of our JH&S Committees, but I have faith going forward that these Health & Safety Reps will not

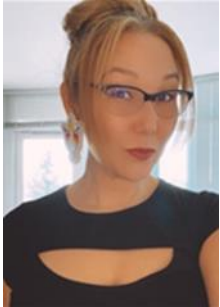
only continue to support and maintain our ever-evolving COVID-19 safety guidelines, but also their advocacy for workers' health & safety rights in our workplace with more confidence and knowledge.

Having to cancel our initiative last year, we were able to have our BC Day of Mourning Project occur at our school sites this year, albeit in a smaller-scale and less interactive as it has been in the past. It has been difficult year for many of our families who have lost jobs during the pandemic, forcing more of our students to find employment and contribute to the home. With more young workers out in the field, their understanding of their rights as workers is more vital than ever. As well, our JH&S Committees have modified their emergency procedures at their sites that include distancing guidelines but not at the expense of safe and expeditious evacuations. The upcoming Big One at 2 will be another test of those procedures, despite it being a scaled-down version of our usual drill.

It is our hope that at this point of the pandemic with the current provincial vaccination program and specifically the roll-out for VSB school staff, that we will reach our goal of normalcy sooner than later. Until then, please continue to look after yourselves and one another, and thank you all for your efforts this past year in doing so.

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## Indigenous Education Committee – Spirit Lavallee



I raise my hands and acknowledge the x<sup>w</sup>məθk<sup>w</sup>əyəm, Skwχwu7mesh & Tseil Wahtuth Peoples, for hosting us on their territory where we can serve our students in learning and support our members in our work in education.

This year the Indigenous Education Committee began slowly but had lots of roots planted. This time provided me with many learning experiences &

mentoring. I had the opportunity to participate and connect with different aspects of the VSTA Executive, the VSB district principal for Indigenous Education, BCTF Zone meetings, and finally gathering a small cohort of Indigenous educators.

VSTA Executive interactions were varied, I learned how the VSTA works, and how I can include my voice. This also helped me determine expectations and potential that the committee could represent for Indigenous educators and how we could advocate for Indigenous students and curricula. The VSTA also proposed to the VSB more Indigenous enhancement teacher support at each school. Thank you, Terry, for that foresight and including my voice.

I had several opportunities to meet with Chas Desjarlais, the district principal for Indigenous education. I was able to discern how this committee would be different than her Indigenous allies and leads group. How we can work together to improve students' experiences and ensure best practice in the curriculum of Indigenous knowledges and ways of knowing. We also discussed how we could move forward in the work for the coming year. Both her dept and this committee seem to be in a transition period, the possibilities are encouraging.

Another important connection was participating in the BCTF Zone meetings. I was able to network and seek guidance with the BCTF Aboriginal Education Committee. In this forum I was able to get feedback about our roles, and to hear how

other Indigenous Education committees are set up. In particular, topics highlighted were the same that our small group came up with including meaningful land acknowledgements, working with allies, supporting integration of Indigenous content and supporting our colleagues with the curriculum, as well as Equity Scans for our district in recruiting and retaining more Indigenous educators in our schools.

Finally, I invited self-identified Indigenous teachers to meet with me in a focus group style discussion and feedback. A small group of interested teachers first met in person, then 3 other times over Zoom. There were no long-term commitment expectations, I merely wanted to start with giving them space to have their voices heard. With their input I'd like to ensure that the committee is established and developed with a strong foundation representative of all our voices. In addition to the topics shared at the BCTF Zone meetings we discussed the racism in our district, a different format for meeting that is less colonial and, time for terms of reference to be established organically. These will become more apparent as we establish a mandate and goals. One of which is the importance of this committee being reserved only for self-identified First Nations, Metis and Inuit, with appointed meetings for working with allies in the future. A few items we prioritized to work on first is requesting the VSB to collect, track and report data on how many Indigenous teachers are employed in the district, and to conduct exit interviews with those teachers if they decide to leave the VSB. The other item is to begin developing workshops on cultural sensitivity and meaningful acknowledgements for our colleagues.

I want to thank Mo who was particularly helpful in all aspects. While all the IHTO's were supportive and helpful in familiarizing me with the role, Alyssa specifically was my point of contact for all questions and feedback. I raise my hands for their support.

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# Annual Reports 2021

## Professional Development Committee – Kathryn Walks



The 2020-2021 school year brought tremendous challenges to our roles, but the professional development committee continued to meet and engage with members in new ways which meant the pro-d chairs from all schools were able to attend almost every meeting. Between meetings, the committee members continued to share resources using a Teams chats group

and discuss union business through VSTA email. Using these tools has meant we are able to answer each other's questions and respond quickly to emerging issues and opportunities. It has been most helpful when supporting representatives new to the role of professional development chair. In fact, since the professional development committee has such a history of working cooperatively and respectfully to advocate for the professional needs of all our members, we passed a motion unanimously that "affirms respect for all members by engaging in lively discussion that aims to inform and enlighten while maintaining and building professional relationships and collective agency." At our meetings we reaffirm our commitment to abide by the VSTA Sponsored Meetings Policy, the BCTF Commitment to Solidarity, and section E.2 of the Collective Agreement which enhances engagement by reassuring members that their voices are welcomed and respected.

This year at the District Professional Committee, made up of representatives for VTF and the four representatives of the Board, including the Director of Instruction, we have been

meeting twice a month to approve applications for Temporary Supplemental Pro-D and Collaborative Inquiry funds. Although opportunities are more limited than in previous years, groups of teachers have been finding ways to get together virtually to pursue professional learning and collaborate with colleagues.

Much of the work of the committee has involved discussions on improving and updating the Joint VTF/VSB Professional Development Handbook. Together with representatives from VESTA, we have put in numerous hours over months developing language to strengthen the VTF position on professional development. The goal is to have a draft for members to approve by the end of the school year, ready for implementation in September. Our joint VTF vision is to eliminate and coercive language and to reaffirm teacher autonomy and professionalism in all facets of professional development. One of the achievements has been for the VSB to switch to using clear language about in-service days and Ministry mandated days, that are organized and facilitated by management. There has been much progress in management using precise language to better communicate the nature of these non-instructional days as separate from professional development days. In addition, management is committed to reinstating the professional development planning sessions that have been cancelled due to a lack of available coverage. We will continue to advocate for these important sessions.

Finally, it is with optimism that we look towards 2021-2022 with hopes of renewal and expanded opportunities to actively engage in meaningful collegial conversations, collective endeavors and professional development.

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## Social & Environmental Justice Committee – Gabrielle Egan



This year, the Social and Environmental Justice Committee engaged in deeply meaningful work, through dialogue, group learning, and most importantly, action. At our first meeting in September, we discussed the importance of the Commitment to Solidarity, SEJ's goals and future initiatives, and the committee's desire to be involved in bargaining and policy

change. This meeting allowed committee members to get to know one another, as well as to establish group norms and practices.

Committee members prepared for our November meeting by engaging in individual learning on the history and impacts of policing in schools. The meeting focussed on a multitude of questions about Vancouver's SLO program: What is the purpose of the program and why was it implemented in the first place? What is the role of the school liaison officer? Why is the program continuing when we know that it is harmful to



# Annual Reports 2021

many Black and Indigenous youth within our school system? Ultimately, the meeting decided to pass a motion, which called for the immediate suspension of the SLO program in Vancouver. At the December GM, the meeting passed a motion “that the VSTA advocate for the suspension of the SLO program and that the VSB implement mental health supports, restorative justice programs, and community partnerships that support the safety and well-being of Black and Indigenous school community members.”

At our January meeting, we discussed the importance of services like the Leadership and Resiliency program in Vancouver schools and their impact on student mental health, feelings of safety, and personal growth. We launched sub-committees, which would further focus on alternatives to the SLO program that would support student safety, green initiatives in schools such as school bicycle programs, and policy changes that would support transgender teachers and students. We concluded this meeting by continuing an earlier conversation on how to make land acknowledgments meaningful, how to center Indigenous voices and experiences

by de-centring white supremacy culture, and the importance of not harming the lands we live on or the people whose lands we are living on.

At our March meeting, we began by discussing the importance of Black History Month and the celebration of Black changemakers and icons across the district. We then heard from a member who brought forward a motion proposing that the Executive Committee create a 2SLGBTQ+ Ad Hoc Committee open to all VSTA members who identify as 2SLGBTQ+. The rationale cited the importance of creating a safe space for 2SLGBTQ+ members to engage in their union and to connect with one another. The original motion was brought forward to the Executive Committee and went through a series of amendments. The EC unanimously passed “that the SEJ create an Issues Session for 2SLGBTQ+ members and that SEJ members set the agenda, chair and report back to EC on June 10, 2021, with recommendations.” The committee looks forward to hosting the 2SLGBTQ+ Issue Session, along with the necessary action that will undoubtedly follow.

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## Teachers Teaching-on-Call Committee – Lindsay Donaldson



No doubt about it, 2020-2021 continued to be a challenging year for teachers and especially for TTOCs. Many TTOCs did not return to the classroom this year, resulting in frequent TTOC shortages especially at the elementary level. Many VSTA TTOCs found themselves being called for elementary jobs where few students were wearing masks and classes were at full capacity. This added

an extra layer of stress for secondary trained TTOCs. Fortunately, reports from VSTA TTOCs regarding class size, health and safety, and classroom management were as positive as could be at this time in Vancouver secondary schools. Thank you to the IHTOs and Michael-Don Borason for working so effectively with the VSB to make secondary schools as safe as possible during this unparalleled year.

Technology was a lengthy agenda topic at each meeting. Access to working and connected technology continues to be unpredictable at the school level despite motions and persistent advocacy from the VSTA and Technology Committee Chair Carl Janze. It is beneficial for IHTOs to hear specific examples of inadequate technology as

they regularly communicate concerns of TTOCs with district management. This will likely continue to be an important issue for next year as well.

Despite the challenges over the past year, I am proud to be leaving the TTOC Committee well structured and established. The VSTA By-Laws and Constitution have been updated significantly. The 2021-2022 TTOC Committee will be a robust committee of 18 members including one voting member on each of the VSTA Standing Committees and two voting members on Council. Thank you to Alyssa Reid for crafting the detailed by-laws that were overwhelmingly endorsed at each level. Terms of Reference have been adopted and will provide clarity on the role and scope of the committee. This is an exciting time for TTOCs to have their voices heard and to hear those of contract teachers.

Lastly, I would like to thank the IHTO's for all of their support again this year and fellow standing Committee Chairs, especially Michael-Don Borason Carl Janze, and Jesse Taylor, who were able to attend TTOC meetings at various times to hear concerns and voice their support directly to TTOCs. I'd also like to thank Kim for all of the work she does behind the scenes to ensure that TTOCs are kept as up-to-date as possible and for organizing the gift card draw for TTOC

# Annual Reports 2021

Appreciation Week. Thank you to Mo for creating the TTOC Appreciation Week cards and to Staff Reps for ensuring that TTOCs felt appreciated! Lastly, thank you to TTOCs for

providing an invaluable service to public education when teachers must be absent from their classes. We appreciate you!

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## Technology Committee - Carl Janze



While 2020-2021 continued to be a year of change, our Technology Committee has met virtually five times this year; a lot of changes have been discussed and concerns brought to VSB IT.

- Motion to have the appropriate technology available in each school to support our TTOC colleagues in being able to deliver lessons as prepared
- Moving the discussion forward with the District around resources and software to ease the implementation of Standard Based Grading
- Ensuring that the District is aware of the lack of communication around and lag between technology removal and replacement

- The lack of clarity around the “Digital Tool Approval” process

In January, we were introduced to the new District Secondary Technology Mentors, who have the role supporting all aspects of technology use for Teaching and Learning. To further that relationship, they are welcomed as a guest to Technology meetings.

Finally, we are continuing discussions and reporting on shared site-based issues such as Teams use and expectations, and the maintenance and upgrading of computer labs.

In closing, I must commend my colleagues on their efforts this year in support of Teaching and Learning. It has been a pleasure to work with all of them on the Tech Committee, and I look forward to continuing this important work next year (hopefully with a return to in-person meetings).

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## Working/Learning Conditions & Bargaining Committee - Jesse Taylor



The pandemic-related challenges to the basic structures of our workplaces brought health and safety issues directly into the orbit of our working and learning conditions, and these concerns (rightfully) threatened to take up all the oxygen in the room. Our committee hit the ground running in September, discussing and addressing the availability of accommodations for

teachers who were unable to return to the workplace due to the risks and impacts of Covid-19. We took up the challenge of advocating for sustainability in the reporting schedules in the quarter system, as well as engaging in deep conversations regarding the merits and impacts on working conditions of the various course rotations that have been implemented this year.

As the school year progressed, the WLC/B Committee confronted the confusion associated with the VCH contact tracing procedures, and we continuously revisited the ongoing (and often unwelcome) changes to school schedules, including the increasingly difficult teaching conditions for our VLN colleagues, as students moved from “in-person” school sites to fully remote learning options. Our committee also contributed to the VSTA’s response to the Ministry of Education letter regarding demands for changes to contact time in quarter 4. Our focus in that response was to highlight that our members were already meeting the requirements laid out by the ministry, and that further changes would have a largely harmful impact on the mental and physical wellbeing of teachers across our district.

While the pandemic has been the proximal cause to many of the major issues the committee has addressed this year, it has not been our sole focus. As you are almost certainly

# Annual Reports 2021

aware, we are entering the final year of our collective agreement, which expires at the end of June 2022. This means that we are once again into the bargaining cycle, and that work has already begun, setting us up to enter local bargaining in November 2021. In addition, as Committee Chair I have been largely responsible for the work of melding our current collective agreement language with the previous agreement (with direction from and the assistance of the BCTF). This round, the work has been particularly challenging as it is the first time that the restored language is being re-incorporated into the collective agreement, but we hope to have a final draft ready for September 2021.

This year was my first year as Chair of the WLC/B Committee, but I had served as a school-based WLC/B rep for many years. Perhaps the most important value I aspired to maintain for the committee as Chair was to continue the work of my predecessors, Treena Goolieff and Scott McKeen, in ensuring that this committee was one where diversity of opinion is welcome, and that it is a venue for difficult

discussions to be had without judgment. In this vein, members of the committee brought forward various topics for discussion at our meetings, including examining the impact that the loss of the SLO program would have on the working conditions in our schools (particularly, the negative impact on our counsellors), how the pandemic has exacerbated the already difficult working conditions for overworked, high-turnover, “burnout” teaching positions in special programs in the district, and the difficulties arising in schools with inclusion pilot programs. I am proud of the fact that the feedback that I have received from Reps on the WLC/B Committee is that they feel comfortable knowing that issues they bring to the Committee will be given a place on the agenda, and that in any discussion, their viewpoints are respected, regardless of their position on the issue at hand.

Despite the uniquely difficult conditions of the past year, I found chairing this committee to be an incredibly rewarding experience, and I hope members of our local will allow me to continue this work on their behalf in 2021-2022.

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**Vancouver Secondary Teachers` Association  
Salary Indemnity Fund**

**ANNUAL GENERAL MEETING 2021  
Statement of Estimated Income and Expenditures to July 31, 2021  
and the Proposed 2021-22 Budget**

	Approved 2020-21	Expected at 31 Jul 2021	Proposed 2021-22
<b><u>REVENUE</u></b>			
Membership Fees	0	0	0
Interest	0	0	0
Reserve Funds	27,200	26,900	29,900
<b>TOTAL REVENUE</b>	<b>27,200</b>	<b>26,900</b>	<b>29,900</b>
<b><u>EXPENDITURES</u></b>			
Claims	25,000	24,400	27,000
Administrative Grant to VSTA	2,500	2,500	2,500
Legal Expenses	0	0	0
Committee Expenses	400	0	400
<b>TOTAL EXPENSES</b>	<b>27,900</b>	<b>26,900</b>	<b>29,900</b>

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED JULY 31, 2020**

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED JULY 31, 2020**

<b>INDEX:</b>	<b>PAGE</b>
INDEPENDENT AUDITORS' REPORT	1 - 2
<b>FINANCIAL STATEMENTS</b>	
STATEMENT OF FINANCIAL POSITION	3
STATEMENT OF CHANGES IN FUND BALANCES	4
STATEMENT OF OPERATIONS	5
STATEMENT OF CASH FLOWS	6
SCHEDULE 1 - SCHEDULE OF EXPENSES: SALARIES AND BENEFITS	7
SCHEDULE 2 - SCHEDULE OF EXPENSES: COMMITTEES, CONFERENCES AND OTHER DISBURSEMENTS	7
SCHEDULE 3 - SCHEDULE OF EXPENSES: OFFICE AND GENERAL	8
SCHEDULE 4 - SCHEDULE OF BUILDING REVENUE AND EXPENSES	9
NOTES TO THE FINANCIAL STATEMENTS	10 - 16

**INDEPENDENT AUDITORS' REPORT****To The Members of Vancouver Secondary Teachers' Association:*****Opinion***

We have audited the financial statements of Vancouver Secondary Teachers' Association, which comprise the statement of financial position as at July 31, 2020 and the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Vancouver Secondary Teachers' Association as at July 31, 2020 and the results of its operations and cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Vancouver Secondary Teachers' Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

***Report on Other Legal and Regulatory Requirements***

As required by the Societies Act of the Province of British Columbia, we report that, in our opinion, these principles have been applied on a basis consistent with that of the prior year.

***Responsibilities of Management and Those Charged with Governance for the Financial Statements***

Management is responsible for the preparation of these financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing these financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

***Auditor's Responsibility for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

November 25, 2020  
104 - 3989 Henning Drive, Burnaby, BC



CHARTERED PROFESSIONAL ACCOUNTANTS



**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**STATEMENT OF FINANCIAL POSITION**

**AS AT JULY 31, 2020**

	2020				2019	
	Unrestricted	Internally Restricted Funds			Total	Total
	General Fund \$	Salary Indemnity Fund \$	Member Relief Fund \$	Staff Retirement Fund \$		
<b>CURRENT ASSETS</b>						
Cash and term deposits	1,360,229	-	-	-	1,360,229	1,191,242
Accounts receivable	51,691	-	-	-	51,691	71,385
Prepaid expenses and deposits	31,177	-	-	-	31,177	28,272
	1,443,097	-	-	-	1,443,097	1,290,899
<b>RESTRICTED CASH AND TERM DEPOSITS</b>	-	92,521	64,609	64,329	221,459	724,492
<b>BUILDING DEVELOPMENT COSTS</b>	121,238				121,238	-
<b>CAPITAL ASSETS (Note 5)</b>	317,512	-	-	-	317,512	318,816
	1,881,847	92,521	64,609	64,329	2,103,306	2,334,207
<b>CURRENT LIABILITIES</b>						
Accounts payable and accrued liabilities	63,476	-	-	-	63,476	23,864
Tenants' security deposits	4,338	-	-	-	4,338	3,828
Remedy Funds payable (Note 6)	-	-	-	-	-	487,483
	67,814	-	-	-	67,814	515,175
<b>FUND BALANCES</b>						
Invested in capital assets	317,512	-	-	-	317,512	318,816
Internally restricted	-	92,521	64,609	64,329	221,459	237,009
Unrestricted	1,496,521	-	-	-	1,496,521	1,263,207
	1,814,033	92,521	64,609	64,329	2,035,492	1,819,032
	1,881,847	92,521	64,609	64,329	2,103,306	2,334,207

APPROVED BY: \_\_\_\_\_ PRESIDENT \_\_\_\_\_ TREASURER

(The accompanying notes form an integral part of these financial statements)

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**STATEMENT OF CHANGES IN FUND BALANCES**

**FOR THE YEAR ENDED JULY 31, 2020**

	<b>2020</b>				<b>2019</b>	
	<b>Unrestricted</b>	<b>Internally Restricted Funds</b>				
	General Fund \$	Salary Indemnity Fund \$	Member Relief Fund \$	Staff Retirement Fund \$	Total \$	Total \$
<b>FUND BALANCES</b> , beginning of year	1,582,023	110,145	64,061	62,803	1,819,032	1,808,747
<b>LESS PRIOR YEAR'S INTERFUND BALANCES</b>	2,500	(2,500)	-	-	-	-
<b>NET FUND BALANCES</b> , beginning of year	1,584,523	107,645	64,061	62,803	1,819,032	1,808,747
Excess (deficiency) of revenue over expenses	227,506	(11,120)	(1,452)	1,526	216,460	10,285
	1,812,029	96,525	62,609	64,329	2,035,492	1,819,032
Interfund transfers (Note 7)	3,004	(4,004)	1,000	-	-	-
Interfund balances (Note 8)	(1,000)	-	1,000	-	-	-
<b>FUND BALANCES</b> , end of year	1,814,033	92,521	64,609	64,329	2,035,492	1,819,032

(The accompanying notes form an integral part of these financial statements)

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**STATEMENT OF OPERATIONS**

**FOR THE YEAR ENDED JULY 31, 2020**

	<b>2020</b>				<b>2019</b>	
	<b>Unrestricted</b>	<b>Internally Restricted Funds</b>			<b>Total</b> \$	<b>Total</b> \$
	General Fund \$	Salary Indemnity Fund \$	Member Relief Fund \$	Staff Retirement Fund \$		
<b>REVENUE</b>						
Fees	937,162	-	-	-	937,162	906,545
Grants from BCTF						
- SURT	35,084	-	-	-	35,084	54,608
- Others	32,284	-	-	-	32,284	32,976
- Support	12,000	-	-	-	12,000	12,000
- Bargaining	-	-	-	-	-	6,000
Salary expense recoveries	-	-	-	-	-	17,593
Interest	24,515	1,231	548	1,526	27,820	24,448
Miscellaneous	38,557	-	-	-	38,557	600
	1,079,602	1,231	548	1,526	1,082,907	1,054,770
<b>EXPENSES</b>						
Amortization	6,464	-	-	-	6,464	7,269
Bank charges and interest	521	-	-	-	521	275
Building redevelopment	350	-	-	-	350	120,771
Bursaries and scholarships	9,000	-	-	-	9,000	9,000
Claims and grants	-	12,351	2,000	-	14,351	9,466
Committees, conferences and other disbursements (Schedule 2)	118,291	-	-	-	118,291	175,257
Donations	2,355	-	-	-	2,355	1,965
Mediation	-	-	-	-	-	23
Members' receptions	1,349	-	-	-	1,349	17,825
Office and general (Schedule 3)	104,315	-	-	-	104,315	113,866
Salaries and benefits (Schedule 1)	603,945	-	-	-	603,945	585,506
	846,590	12,351	2,000	-	860,941	1,041,223
<b>EXCESS (DEFICIENCY) OF OPERATING REVENUE OVER EXPENSES</b>	233,012	(11,120)	(1,452)	1,526	221,966	13,547
<b>NET EXTERNAL RENTAL INCOME</b> (Schedule 4)	(5,506)	-	-	-	(5,506)	(3,262)
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	227,506	(11,120)	(1,452)	1,526	216,460	10,285

(The accompanying notes form an integral part of these financial statements)

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED JULY 31, 2020**

	<b>2020</b>				<b>2019</b>	
	<b>Unrestricted</b>	<b>Internally Restricted Funds</b>			<b>Total</b>	<b>Total</b>
	General Fund \$	Salary Indemnity Fund \$	Member Relief Fund \$	Staff Retirement Fund \$		
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>						
Excess (deficiency) of revenue over expenses	227,506	(11,120)	(1,452)	1,526	216,460	10,285
Item not involving cash - amortization	8,328	-	-	-	8,328	26,094
	235,834	(11,120)	(1,452)	1,526	224,788	36,379
<b>CHANGES IN NON-CASH WORKING CAPITAL</b>						
Accounts receivable	19,694	-	-	-	19,694	(23,339)
Prepaid expenses and deposits	(2,905)	-	-	-	(2,905)	6,581
Accounts payable and accrued liabilities	39,612	-	-	-	39,612	(11,896)
Tenants' security deposits	510	-	-	-	510	(1,238)
Unearned revenue	-	-	-	-	-	(69)
Remedy Funds payable	(487,483)	-	-	-	(487,483)	487,483
	(194,738)	(11,120)	(1,452)	1,526	(205,784)	493,901
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>						
Acquisition of property and equipment	(7,024)	-	-	-	(7,024)	(6,358)
Building development costs	(121,238)	-	-	-	(121,238)	-
	(128,262)	-	-	-	(128,262)	(6,358)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>						
Interfund transfers	3,004	(4,004)	1,000	-	-	-
Changes in interfund balances	1,500	(2,500)	1,000	-	-	-
	4,504	(6,504)	2,000	-	-	-
<b>INCREASE (DECREASE) IN CASH</b>	(318,496)	(17,624)	548	1,526	(334,046)	487,543
<b>CASH, beginning of year</b>	1,678,725	110,145	64,061	62,803	1,915,734	1,428,191
<b>CASH, end of year</b>	1,360,229	92,521	64,609	64,329	1,581,688	1,915,734
<b>CASH, CONSISTS OF:</b>						
Cash	195,507	-	-	-	195,507	774,330
Term deposits	1,164,722	-	-	-	1,164,722	416,912
Restricted cash	-	16,017	24,609	12,211	52,837	70,956
Restricted cash held in term deposits	-	76,504	40,000	52,118	168,622	653,536
	1,360,229	92,521	64,609	64,329	1,581,688	1,915,734

(The accompanying notes form an integral part of these financial statements)

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**SCHEDULE OF EXPENSES**

**FOR THE YEAR ENDED JULY 31, 2020**

**SCHEDULE 1**

	<b>2020</b>	<b>2019</b>
	\$	\$
<hr/>		
<b>SALARIES AND BENEFITS</b>		
Mentorship	22,167	20,551
Mileage and parking	1,964	3,177
President and vice-president	373,457	358,791
Secretarial	204,775	201,193
Transit subsidy	390	634
Worker's Compensation insurance	1,192	1,160
	<hr/>	<hr/>
	603,945	585,506
	<hr/> <hr/>	

**SCHEDULE 2**

	<b>2020</b>	<b>2019</b>
	\$	\$
<hr/>		
<b>COMMITTEES, CONFERENCES AND OTHER DISBURSEMENTS</b>		
Ad hoc	1,375	1,476
Affiliations and memberships	7,682	7,835
BCTF annual meeting	605	2,021
Conference	275	4,455
Executive	6,577	7,736
Executive retreat	8,680	13,539
Finance	134	-
Health and safety	321	550
Joint ProD fund	15,750	15,750
Legal and arbitration	724	105
Memorial/Commemorative fund	1,375	715
Political action/Public relations/Elections	14,742	16,552
Political negotiation	10	16,978
Professional development	426	612
Representative assembly	409	304
School team fund	2,174	4,872
School visits	1,174	587
Social justice	712	2,861
Staff and committee workshop	45,283	69,007
Technology	468	484
TTOC	2,240	3,289
VSTA council	2,772	2,601
VSTA/VTF meetings	3,958	1,622
Working Learning Conditions and Bargaining	425	903
	<hr/>	<hr/>
	118,291	174,854
	<hr/> <hr/>	

(The accompanying notes form an integral part of these financial statements)

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**SCHEDULE OF EXPENSES**

**FOR THE YEAR ENDED JULY 31, 2020**

**SCHEDULE 3**

	<b>2020</b>	<b>2019</b>
	\$	\$
<hr/>		
<b>OFFICE AND GENERAL</b>		
Audit	13,125	12,075
Equipment rental and maintenance	21,229	21,481
Facility expenses (Schedule 4)	42,000	47,590
Insurance	4,505	4,457
Office and incidentals	11,069	16,351
Postage	2,286	3,060
Telephone	10,101	8,852
	<hr/>	<hr/>
	104,315	113,866
	<hr/>	<hr/>

(The accompanying notes form an integral part of these financial statements)

VANCOUVER SECONDARY TEACHERS' ASSOCIATION

SCHEDULE OF BUILDING REVENUE AND EXPENSES

FOR THE YEAR ENDED JULY 31, 2020

SCHEDULE 4

	2020	2019
	\$	\$
<b>REVENUE</b>		
Rents	77,442	90,892
Interest	286	312
	<u>77,728</u>	<u>91,204</u>
<b>EXPENSES</b>		
Accounting and legal	1,200	1,200
Amortization of building	1,864	18,825
Audit	2,500	2,400
Cleaning	5,181	7,152
Electricity	8,417	7,915
Insurance	3,319	3,123
Leasing (recovered)	125	(5,489)
Management fees	23,113	20,810
Non-recoverable goods and services tax	1,195	1,168
Professional fees	-	1,778
Property taxes	37,596	41,957
Repairs and maintenance	35,489	36,301
Utilities	5,235	4,916
	<u>125,234</u>	<u>142,056</u>
Less facility expenses attributed to the Association (Note 3)	<u>(42,000)</u>	<u>(47,590)</u>
<b>NET EXPENSES</b>	<u>83,234</u>	<u>94,466</u>
<b>NET EXTERNAL RENTAL INCOME</b>	<u>(5,506)</u>	<u>(3,262)</u>

(The accompanying notes form an integral part of these financial statements)

# VANCOUVER SECONDARY TEACHERS' ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED JULY 31, 2020

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### 1. PURPOSES OF THE ASSOCIATION

Vancouver Secondary Teachers' Association (the "Association") is a not-for-profit organization as defined under the Income Tax Act. The Association is incorporated as a non-member funded society under the Societies Act of the Province of British Columbia. The purposes of the Association are as follows:

- (i) To advance the cause of public education as a foundation for a pluralistic and democratic society
- (ii) To advocate for the rights of all children to equitable opportunities in education
- (iii) To improve working and learning conditions for teachers and students
- (iv) To foster the professional development of its members
- (v) To advance the welfare of teachers
- (vi) To advocate for social and environmental justice
- (vii) To act on behalf of its members, as their bargaining agent under the British Columbia Labour Code, as amended, or their association under the School Act, as amended, in all matters to their employment

### 2. BASIS OF PRESENTATION

These financial statements have been prepared in accordance with Part III of the CPA Canada Handbook - Accounting ("Part III"), Canadian Accounting Standards for Not-for-Profit Organizations ("ASNFPPO").

### 3. SIGNIFICANT ACCOUNTING POLICIES

#### MEASUREMENT UNCERTAINTY

The preparation of financial statements, in accordance with ASNFPPO, requires management to make estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Significant estimates include those used when recording receivables, accounting for capitalizing and amortization of capital assets and accruing expenses for the year. All estimates are reviewed periodically and as adjustments become necessary, they are reported in earnings in the period in which they became known. Actual results may differ from those estimates.



**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED JULY 31, 2020**

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**3. SIGNIFICANT ACCOUNTING POLICIES (continued)**

**FUND ACCOUNTING**

The Association maintains its accounts in accordance with the principles of fund accounting. Resources are classified for accounting and reporting purposes into funds according to the activity or objective specified.

The General Fund accounts for the Association's operations and administration of its share of the rental property located at 2915 – 2929 Commercial Drive, Vancouver, BC.

The Salary Indemnity Fund accounts for resources held to provide financial assistance to members for days of absence due to illness or accident which are not covered by sick leave. The fund was established in accordance with the Association's constitution.

The Member Relief Fund accounts for resources held to provide financial assistance to members in times of financial hardship due to job action or special circumstances. The fund was established with a resolution passed at the Annual General meeting held in June 1993.

The Staff Retirement Fund accounts for resources held to provide retirement entitlement to qualifying office employees. The fund was established with a resolution passed at the Annual General meeting held in May 1994.

**FINANCIAL INSTRUMENTS**

Measurement of financial instruments

The Association initially measures its financial assets and liabilities at fair value, except for certain non-arm's length transactions.

The Association subsequently measures all its financial assets and liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in net income.

Financial assets measured at amortized cost include cash, restricted cash, term deposits, accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and tenants' security deposits.

Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED JULY 31, 2020**

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**3. SIGNIFICANT ACCOUNTING POLICIES (continued)**

**REVENUE RECOGNITION**

- (i) Fees are recognized as revenue based on the number of members and their payroll for each pay period.
- (ii) Grants from BC Teachers' Federation ("BCTF") are recognized when qualifying services have been delivered and collection is reasonably assured.
- (iii) Rents are recognized as revenue in the year over the time the premises are occupied and collection is reasonably assured.
- (iv) Salary expense recoveries are recognized as revenue as incurred and the amount to be received can be reasonably estimated and collection is reasonably assured.
- (v) Interest income is recognized as earned.
- (vi) Other miscellaneous and non-recurring income is recognized as received.

**RENTAL OPERATIONS**

Land and building are co-owned with Vancouver Elementary School Teachers' Association ("VESTA") and each Association reports its 50% interest in the land and building, and revenues and expenses of the building operations.

Building operating expenses applicable to the Association's use of the building are estimated to be approximately one-third of allocated expenses, based on space occupied.

**CAPITAL ASSETS**

Capital assets are recorded at cost with amortization provided on a straight-line basis as follows:

Building	25 years
Computer equipment	3 years
Computer software	2 years
Office equipment	5 years

The above rates have been utilized to reflect the anticipated life expectancy of the assets.

**IMPAIRMENT OF CAPITAL ASSETS**

Capital assets are reviewed when changes in circumstances suggest their carrying values have become impaired. Management considers assets to be impaired if the carrying value exceeds the estimated undiscounted future projected cash flows result from the use of the asset and its eventual disposition. If impairment is deemed to exist, the assets will be written down to fair value. Fair value is generally determined using a discounted cash flow analysis.

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED JULY 31, 2020**

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**3. SIGNIFICANT ACCOUNTING POLICIES (continued)**

**INCOME TAXES**

The Association is exempted from federal and provincial income taxes.

**4. FINANCIAL INSTRUMENTS**

Risks and concentrations

The Association is exposed to various risks through its financial instruments. The following analysis provides a measure of the Association's risk exposure and concentrations at the year end date.

Fair value

Financial instruments of the Association consist of cash, restricted cash, term deposits, accounts receivable, accounts payable and accrued liabilities and tenants' security deposits. The carrying values of these financial assets and financial liabilities approximate their fair market values due to the short term to maturity.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association does not obtain collateral or other security to support the accounts receivable. However, these receivables pose no significant risk since these amounts are mainly due from government agencies.

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from its current liabilities. At the year end date, the Association had no significant liquidity risk as its cash balances were more than sufficient to settle its current liabilities.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association does not have outstanding loans and therefore is not exposed to significant interest rate risk.

Changes in risk

There have been no changes in the Association's risk exposures from the prior year.

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED JULY 31, 2020**

**5. CAPITAL ASSETS**

	COST \$	ACCUMULATED AMORTIZATION \$	NET BOOK VALUE	
			2020 \$	2019 \$
Land	306,305	-	306,305	306,305
Building	470,623	470,623	-	1,863
Computer equipment	127,025	118,807	8,218	7,566
Computer software	958	239	719	-
Office equipment	195,578	193,308	2,270	3,082
	1,100,489	782,977	317,512	318,816

Land and building are co-owned with VESTA. These financial statements reflect a one-half interest in the property.

**6. REMEDY FUNDS PAYABLE**

The Vancouver School Board provided \$558,214 compensation for violations for class size and composition to qualifying teachers. The teachers received reimbursements for amounts spent on teaching resources and professional development. These funds were administered by the Association and all claims were settled by June 30, 2020. The remaining undisbursed funds of \$38,557 were retained by the Association and are to be used to deliver services to members.

**7. INTERFUND TRANSFERS**

The following interfund transfers occurred during the year in accordance with the approved annual budget:

- (i) A contribution of \$1,000 was made from the General Fund to the Member Relief Fund.
- (ii) An administration fee of \$2,500 was paid from the Salary Indemnity Fund to the General Fund.
- (iii) A term deposit interest earned of \$1,504 was transferred from the Salary Indemnity Fund to the General Fund.

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED JULY 31, 2020**

**8. INTERFUND BALANCES**

	<b>2020</b>	<b>2019</b>
	\$	\$
<hr/>		
General Fund		
Advance to Member Relief Fund	1,000	-
Advance to Salary Indemnity Fund	-	2,500
Member Relief Fund		
Advances from General Fund	(1,000)	-
Salary Indemnity Fund		
Advances from General Fund	-	(2,500)
	<hr/>	<hr/>
	-	-
	<hr/> <hr/>	

**9. TRUST ASSETS AND LIABILITIES**

The Association administered Ed May Grant for LOA costs of \$1,031 (2019 - \$1,092).

This amount is not reflected in the financial statements.

**10. CAPITAL MANAGEMENT**

The capital management structure of the Association consists of the following:

	<b>2020</b>	<b>2019</b>
	\$	\$
<hr/>		
Invested in capital assets	317,512	318,816
Internally restricted fund balances	221,459	237,009
Unrestricted fund balances	1,496,521	1,263,207
	<hr/>	<hr/>
	2,035,492	1,819,032
	<hr/> <hr/>	

Internally restricted fund balances represent amounts which are not available for general use other than the specified expenditures approved by the Association's Executive.

Unrestricted fund balances are funds available for future operations.

**VANCOUVER SECONDARY TEACHERS' ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED JULY 31, 2020**

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**11. OTHER REPORTING REQUIREMENTS**

As required by the Societies Act of British Columbia effective November 28, 2016, we report on remuneration paid to all directors and annual remuneration of employees and contractors earning more than \$75,000.

During the year, salaries and benefits were paid to the following executive officers of the Association, in the normal course of operations and on the same terms as payments to unrelated parties:

- (i) President - \$122,485
- (ii) 1st Vice President - \$127,489
- (iii) 2nd Vice Presidents - totalling \$123,483

During the year, two employees earned more than \$75,000 individually, resulting in \$204,775 paid in the aggregate.

	Approved 2020-21	Revised COVID 2020-21	Expected 2021-Jul-31	Proposed 2021-2022
<b>FTE COUNT</b>	<b>1350</b>	<b>1350</b>	<b>1382</b>	<b>1350</b>
<b>DUES RATE</b>	<b>@.83%</b>	<b>@.83%</b>	<b>@.83%</b>	<b>@.83%</b>
<b>REVENUE</b>				
Fees	852,897	852,897	945,550	942,300
Fees - Summer School	10,000	10,000	6,449	6,450
Interest Income	15,000	15,000	11,963	9,800
<b>Grants</b>				
B.C.T.F. - Support	12,000	12,000	12,000	12,000
Affiliations & M/ship	7,700	7,700	7,165	7,000
Bargaining	0	0	0	0
Election	0	0	0	0
Mentorship	3,500	3,500	3,500	3,500
PR/Pol Action	0	0	0	0
Social Justice	0	0	0	0
SURT	50,000	35,000	32,000	50,000
Other	0	0	13,505	0
Income - Misc	0	0	0	0
Recoveries - Salary & Ben	0	0	8,240	15,450
Administration Fee - S.I.F	2,500	2,500	2,500	2,500
Rental Income (surpluss)	0	0	0	0
<b>TOTAL REVENUE</b>	<b>953,597</b>	<b>938,597</b>	<b>1,042,872</b>	<b>1,049,000</b>
<b>EXPENDITURES</b>				
<b>Salaries / Benefits</b>				
Salaries & Benefits - IHTOs	357,000	380,000	377,980	390,000
Mileage & Parking - IHTOs	6,000	2,000	2,000	4,000
Mentorship - IHTOs	23,000	25,000	25,000	30,000
Salaries & Ben - TFEU	204,000	204,000	201,682	200,000
Benefits for Retired TFEU				4,200
Casual Relief - TFEU	2,000	2,000	0	2,000
Retention Incentive - TFEU	0	0	0	2,000
Transit Subsidy	700	350	200	350
Worksafe Fees	1,200	1,200	1,104	1,200
<b>Total Salaries &amp; Benefits</b>	<b>593,900</b>	<b>614,550</b>	<b>607,966</b>	<b>633,750</b>
<b>Committees, Conferences &amp; Other</b>				
Ad Hoc	2,500	2,500	250	2,500
Council	3,500	500	2,000	3,500
Executive	10,000	500	2,000	10,000
Indigenous Education				600
Finance	350	175	50	350
Health & Safety	600	300	300	600
Professional Development	600	300	300	600
Social & Environ. Justice	1,200	600	300	600
Technology	600	300	300	600

	Approved 2020-21	Revised COVID 2020-21	Expected 2021-Jul-31	Proposed 2021-2022
TTOC	600	300	300	600
WLC/Bargaining	1,000	500	300	1,000
Affiliations & Memberships	8,000	8,000	7,715	8,000
Agreements/Contract TFEU	5,000	5,000	5,000	1,000
BCTF Annual General Mtg	2,200	2,200	1,000	2,500
Conference Fund - IHTOs	3,000	1,500	1,500	3,000
Grievance/Arbitration	2,000	1,000	1,000	2,000
Job Action Expenses	3,000	0	0	0
Joint VSB-PD Fund	15,750	15,750	15,750	15,750
Mediation	2,500	1,250	1,250	2,500
Memorial/Celebration Fund	1,000	1,000	1,000	1,200
Bargaining Expenses	0	0	0	8,000
Political Action - Elections	5,000	500	0	0
Political Action - PR	4,000	4,000	1,000	4,000
Publications - Newsletter	3,500	1,750	0	3,500
Representative Assembly	650	100	100	650
School Team Fund	7,500	7,500	7,500	8,100
School Visits	0	0	0	0
Staff Union Rep Training	70,000	50,000	32,000	70,000
Summer Conf/Exec Planning	11,000	11,000	2,008	12,000
TTOC Pro-D	2,000	2,000	2,000	2,500
VSTA General Mtg / AGM	4,000	4,000	4,000	4,000
White Ribbon Campaign	250	250	430	450
<b>Total Committees, Conf &amp; Other</b>	<b>171,300</b>	<b>122,775</b>	<b>89,353</b>	<b>170,100</b>
<b>Office &amp; General</b>				
Audit	13,500	13,500	13,125	13,500
Bank Charges	500	500	500	500
Equipment Lease/Svc	17,500	22,000	17,600	17,500
Equipment Purch/Addn	5,000	5,000	1,500	17,500
Email / Marketing			1,400	1,500
Facility Expenses	60,000	60,000	60,000	60,000
Furniture/Fixtures	1,000	1,000	500	500
Insurance	4,500	4,500	5,300	5,500
Office General	15,000	10,000	11,000	15,000
Office Improve & Maint	0	0	0	0
Postage/Courier	3,000	2,500	2,000	3,000
Telephone/Fax	8,500	12,000	10,000	10,000
Video Conferencing			4,000	2,500
Website			1,500	1,500
<b>Total Office &amp; General</b>	<b>128,500</b>	<b>131,000</b>	<b>128,425</b>	<b>148,500</b>
Members' Receptions				
5650 New Teacher Induction	1,000	250	0	1,000
5670 Reception - Retirees	17,000	17,000	2,000	38,000



	Approved 2020-21	Revised COVID 2020-21	Expected 2021-Jul-31	Proposed 2021-2022
Social Events	1,500	500	0	1,500
<b>Total Members' Receptions</b>	<b>19,500</b>	<b>17,750</b>	<b>2,000</b>	<b>40,500</b>
<b>Bursaries &amp; Donations</b>				
Bursaries	9,000	9,000	9,000	15,200
Donations - Not-for-profit	2,000	2,000	2,000	2,000
Donations - Social Justice	1,000	1,000	1,000	1,000
<b>Total Bursaries &amp; Donations</b>	<b>12,000</b>	<b>12,000</b>	<b>12,000</b>	<b>18,200</b>
<b>OTHER EXPENSES</b>				
<b>Building Replacement / Redevelopment</b>				
BLDG Redevelopment	0	10,000	75,000	75,000
BLDG Redev / Legal	0	0	5,000	10,000
<b>Total Building Redevelopment</b>	<b>0</b>	<b>10,000</b>	<b>80,000</b>	<b>85,000</b>
<b>Member Relief (Restricted Funds)</b>				
Member Relief Fund	1,000	1,000	1,000	1,000
<b>Total Restricted Funds</b>	<b>1,000</b>	<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
<b>TOTAL EXPENDITURES</b>	<b>926,200</b>	<b>909,075</b>	<b>920,744</b>	<b>1,097,050</b>
<b>TOTAL REVENUE less EXPENDITURES</b>	<b>27,397</b>	<b>29,522</b>	<b>122,128</b>	<b>-48,050</b>

# CANDIDATES FOR VSTA EXECUTIVE COMMITTEE 2021-2022

Revised 2021-05-13

POSITION	CANDIDATE	SCHOOL/TTOC
PRESIDENT	Treena Goolieff	VSTA
1st VICE-PRESIDENT	Terry Stanway	VSTA
2nd VICE-PRESIDENT	Alyssa Reid	VSTA
TREASURER	John Silver	John Oliver
LOCAL REPRESENTATIVES TO THE BCTF (3 positions)	Nikitha Fester Oliver Kollar Irving Lau Preet Lidder Carmen Schaedeli Jonathan Wynn	Vancouver Technical Tupper John Oliver Windermere Prince of Wales Windermere
INDIGENOUS EDUCATION CHAIR	Spirit Lavallee	Outreach- Britannia
HEALTH & SAFETY CHAIR	Michael-Don Borason*	Britannia
PROFESSIONAL DEVELOPMENT CHAIR	Kathryn Walks*	John Oliver
SOCIAL & ENVIRONMENTAL JUSTICE CHAIR	Gabrielle Egan* Sarah Ng	Britannia Britannia
WORKING/LEARNING CONDITIONS & BARGAINING CHAIR	Jesse Taylor*	Magee
TECHNOLOGY CHAIR	Carl Janze*	Templeton
TEACHER TEACHING ON-CALL CHAIR <i>withdrawn 2021-05-03</i>	Paul Falardeau <del>Jason Wright</del>	TTOC <del>TTOC</del>
TEACHER OF COLOUR MEMBER-AT-LARGE	Nigel Amenu-Tekaa Omar Kassis	VASS/TTOC VASS – Cedar Walk
2SLGBTQ+ MEMBER-AT-LARGE	Tash McAdam	TTOC
MEMBER-AT-LARGE (6 positions)	Meghan Bentley Jelana Bighorn Karen Chong Lindsay Donaldson Talya Florian Irving Lau Shannon Less Scott McKeen Rod Ofreneo Balbinder Panesar Katharine Shipley Matt Sinclair Jonathan Wynn	Gladstone Vancouver Technical PTOC (Hamber/Gladstone) Vancouver Technical TTOC - Killarney John Oliver Britannia Byng Vancouver Technical Hamber VSB Education Centre King George Windermere

\* Committee endorsed

## 2021-22 VSTA EXECUTIVE COMMITTEE CANDIDATES — revised



FOR PRESIDENT

### **TREENA GOOLIEFF, VSTA Office**

If elected, 2021-22 would be the fifth year in the office and a second term as President. I remain committed to listening and acting on the concerns of Members, Staff Reps and the Executive Committee. Anti-racism work will continue to be a priority and I want to ensure this work positively transforms our Association as we pursue more inclusive schools and society. The pandemic has exposed the inequities that exist in our community, however, it has also shed light on our individual strengths and abilities. As our union faces these societal challenges, I will continue to encourage us all to remain committed to solidarity – together we are stronger.

Soon we will all have our first vaccination, and although this brings some relief the impact of COVID-19 will carry over to the upcoming school year. My focus will remain on Health and Safety and mitigating workload challenges due to the semester schedule. I would be grateful for your support to enable me to continue to serve our membership for another year.



FOR 1ST VICE-PRESIDENT

### **TERRY STANWAY, VSTA Office**

Over this past year, our work has been largely defined by the health and safety imperatives imposed upon us by the pandemic. We have also found ourselves contending with challenging issues that have come to prominence within our Association, the VSB, and society at large. Whether September's return to school is at Stage 1 or pandemic-related measures remain, I am confident that the lessons we have learned this year have equipped us to fully re-engage in the necessary discussions that will shape our future as an Association and the future of public education in Vancouver.

After five years of teaching on Vancouver Island, I taught at Van Tech for 27 years before coming into the VSTA office full-time last year. I have been on the EC since 2011. In the community, I am the Past-President and current Treasurer of the Association of Neighbourhood Houses of BC. It has been an honour to serve as your First Vice-President this year – I am seeking your support to continue in this capacity.



FOR 2ND VICE-PRESIDENT

### **ALYSSA REID, VSTA Office**

My first year in the office has been a steep learning curve but also deeply rewarding. I have enjoyed being able to make connections and support members across the district through a variety of issues. Through my role as VP I have advocated for the working and learning conditions, and the health – both physical and mental – of our members at multiple levels including the VSB, BCTF, Government and Coastal Health. I feel confident engaging in difficult conversations with the Employer to push for what is best for teachers, and I believe that we are a stronger union when all voices are heard. I am determined to continue to listen to our membership and support vigorous debate and our democratic processes. As we head into a new year which will include bargaining and likely some form of pandemic teaching, it would be my pleasure to continue to represent our members in the role of 2nd VP.



FOR TREASURER

### **JOHN SILVER, John Oliver Secondary**

I would be honoured to continue to be the Treasurer for the VSTA for the upcoming school year. This past year we passed an amended budget as a result of Covid as we moved our meetings on-line. Our proposed budget for next year is built on the hope that we can meet in person to do the important work for our association. The development of the building looms large for the Finance Committee next year. The Finance Committee has some important work to do to coordinate with the Building Redevelopment Committee to ensure that the next step with our building sets the association on a path of strong financial footing. I look forward to participating in this challenge in order to establish a solid financial future for our membership.



FOR LOCAL REPRESENTATIVE

**NIKITHA FESTER, Vancouver Technical Secondary**

For the past three years I have served as a Member-at-Large on the Executive Committee. During that time, I have represented our members at the BCTF AGM, BCTF zone meetings and locally as a rep for the Diversity Committee. Over this time, I have learned to listen to our members and to what the larger union body is focusing on and I have learned a lot. In my capacity, I have brought forward issues pertaining to French Immersion and diversity education and have endeavored to support initiatives that reinforce the above. I hope that with the knowledge I have gained over the past years, to continue this important work as a Local Rep.



FOR LOCAL REPRESENTATIVE

**OLIVER KOLLAR, Tupper Secondary**

I am running for Local Representative. I have been a Staff Representative at Tupper and a delegate for VSTA at the BCTF AGM. I have learned the value of bringing concerns and ideas from our membership to the places where decisions on our living and working conditions are being made. This year, I have been firmly committed to engaging our members and raising our voices at VSTA meetings and the BCTF AGM. COVID-19 has shown us that we had limited input into our safety conditions and workload. We, as a union, must support each other with our unique needs and concerns. I want to advocate for each of your unique and collective demands. I look forward to representing you to the BCTF. I'm a proud member of Raising Educators' Voices (REV) caucus. IG: @raisingeducatorsvoices



FOR LOCAL REPRESENTATIVE

**IRVING LAU, John Oliver Secondary**

In my teaching career thus far, I have witnessed the crucial role our union plays in protecting public education, improving working conditions for teachers, and learning conditions for students. I see a need for more of us to become active and purposeful in our union participation to ensure and sustain these gains – especially after the many challenges presented by the pandemic and as we enter a bargaining year. I will be a strong advocate for VSTA's positions and concerns at the provincial level, will ensure the needs of urban teachers are voiced, and will always center the grassroots, diverse voices of our incredible membership. I have 12 years of experience and with many as a perm-EOC, I've had the privilege of working with many of you across the district and have witnessed the incredible work being done at all sites and found my forever-school at John Oliver. I have served on staff committees, VSTA's SEJ and BIPOC committees, and participate in Raising Educators' Voices (REV).



FOR LOCAL REPRESENTATIVE

**PREET LIDDER, Windermere Secondary**

As a former LR, I know this role involves immense responsibility, to not only represent our voice provincially but also to communicate back to the membership in an effective, transparent and informed way. This year, teachers have weathered wave after wave of changes that have increased demand on our workload while navigating health and safety concerns, and fighting to have our concerns understood by government and the public. As an LR I will be sure to make sure the BCTF hears our concerns. Next year, as we prepare for bargaining and the next phase of teaching in a pandemic, members need leadership that will advocate what is needed on the ground for teachers. Having the proven experience and passion, I look forward to representing you.

*Experience: 10 years teaching, Windermere staff rep, LR (2019-2020), BCTF AGM delegate (3 years), BCTF Working & Learning Conditions/Bargaining Advisory Committee, Anti-Oppression Educators Collective PSA VP, Raising Educators Collective (REV) caucus.*



FOR LOCAL REPRESENTATIVE

**CARMEN SCHAEDELI, Prince of Wales Secondary**

I am currently teaching English at Prince of Wales where I have worked as a Staff Rep for a total of 6 years. I have served as an elected representative at the last two BCTF AGMs and, for this past year, as a Member-at-Large on the VSTA Executive Committee. I participated in the 2020 Summer Leadership Conference and the Federation Leadership Institute, as well as represented our local at the Zone Meeting this year. I am an empathic listener and I have a thorough understanding of the challenges facing our members. As a Local Representative, I will continue to listen to your concerns, learn from your perspectives, take necessary action to bring your voices forward to the BCTF, and keep you informed with regular updates.



FOR LOCAL REPRESENTATIVE

**JONATHAN WYNN, Windermere Secondary**

I am a Life Skills teacher at Windermere Secondary School and I am seeking re-election to the Executive Committee. A graduate of Lord Byng Secondary, I returned to Vancouver after teaching in London, UK and completing a Master of Education degree in New Zealand. As a newer teacher to Vancouver, I have seen first-hand the struggles that new teachers and TTOCs must overcome to work in this district. At Windermere I have served as a Staff Rep for three years. This has given me valuable experience having difficult, yet respectful, conversations with administrators. Working in the special education sector has given me a unique perspective on the challenges that alternate programs must overcome. As a member of EC I would work hard to ensure the fair treatment of all teachers. Thank you for your support.



FOR INDIGENOUS EDUCATION COMMITTEE CHAIR

**SPIRIT LAVALLEE, Outreach Alternative (Britannia Secondary)**

Tânsi, Hadîh, Éyswayel, Tanúyap. I greet you in Nehiyawewin, Wet’suwet’en, Halq’eméylem & Skwxwú7mesh. I am Cree/Metis & Wet’suwet’en. I am grateful to the host Nations of Coast Salish Peoples for allowing me to live and work in their unceded territories. I teach Social Studies & English in alternative education. I served as the Indigenous education chair this past year, reaching out and connecting with my fellow Indigenous colleagues & engaging in VSTA business in any capacity that I could contribute. We have only just begun to determine the vision and goals for this committee, I hope to gain momentum in advocating for the issues that are important to Indigenous teachers & education. I have the support of our small collective and humbly ask for your support once again to continue the work in shaping this committee and creating space for Indigenous teachers' voices. In the spirit of collaboration, All my Relations.



FOR HEALTH & SAFETY COMMITTEE CHAIR — *Committee Endorsed*

**MICHAEL-DON BORASON, Britannia Secondary**

It has been a privilege serving as Health & Safety Standing Committee Chair for the past 3 years and on Executive for 6. This year, I continued as a member of the VSB District H&S Committee, the VSB Emergency Management Team, the BCTF H&S Advisory Committee (HSAC), and an H&S Facilitator, where I travelled “virtually” to 20+ school districts delivering H&S SURTs and presentations to our colleagues throughout BC. The complexity this past year has brought was more than I envisioned, but while I knew it would be impossible to keep COVID-19 completely out of our schools, I can confidently say that the work and leadership of our H&S Site Reps has helped keep our schools as safe as possible in the face of this adversity. They have again proven my faith in them, and I am grateful for theirs in me with their endorsement as Chair.

A resolution is in sight and can be achieved as long as we look after ourselves and one another. Thank you in advance for your support...stay well and safe.



FOR PROFESSIONAL DEVELOPMENT COMMITTEE CHAIR — *Committee Endorsed*

**KATHRYN WALKS, John Oliver Secondary**

Thank you to the Professional Development Committee for all of their hard work and for endorsing my nomination again for Professional Development Committee Chair. Despite the obvious challenges, there was tremendous participation in the committee meetings and among teachers from different school sites. On the District Pro-D Committee, I have worked continuously with VESTA colleagues to develop a united VTF vision that has brought great progress to the language of choice and autonomy being adopted in a thorough revision of the joint VTF/VSB Pro-D handbook. I remain committed to ensuring teachers are respected and their diverse needs are addressed in professional development issues.

Next year I plan to continue to use my more than 25 years of experience in teaching English, ELL and Library in the district to further the professional interests and values of the dedicated secondary teachers of Vancouver.



FOR SOCIAL & ENVIRONMENTAL JUSTICE COMMITTEE CHAIR — *Committee Endorsed*

**GABRIELLE EGAN, Britannia Secondary**

As an early-career teacher and a long-time advocate for social justice, it has been an honour to serve as the Social and Environmental Justice Committee Chair over this past year. After an incredible year of learning, I am excited to put my name forward to serve in this role once again. Throughout this pandemic, I've come to a renewed understanding of the inextricable links between social justice and our working conditions as professionals. This year, as SEJ Chair and as a member of the EC, I have been committed to fighting for safer schools for students and teachers. From advocating for police-free schools to maintaining the importance of small class sizes, I understand that an intersectional lens is crucial to this work. As I look ahead, I am particularly excited for the SEJ Committee to host a 2SLGBTQ+ Issue Session in the coming months, which will serve to highlight the barriers that 2SLGBTQ+ teachers face. I hope to have the privilege of continuing this work next year.



FOR SOCIAL & ENVIRONMENTAL JUSTICE COMMITTEE CHAIR

**SARAH NG, Britannia Secondary**

I began teaching in 1997. Presently, I am the Teacher-Librarian at Britannia. I've taught English, ELL, Special Ed. and Theatre and I've served in the following Union roles in my school: VSTA, WLC&B, Technology, Staff Committee Chair, and Staffing and Timetable Chair. This year, I was a Member-at-Large (Teacher of Colour) on EC.

The key questions I would like to bring to the SEJ table are: How has the Pandemic affected teachers who are parents? Is there a way to collaborate with the Federal and Provincial government on \$10/day childcare in a way that would serve our members? Can we push for better environmental stewardship and recycling programs in our schools? Currently the employer has a recycling contract with Waste Management, can we do better? Can we get the employer to make active transportation, especially cycling, a priority in all schools by providing better infrastructure?

Finally, as chair, I would continue to support issues sessions for BIPOC and 2SLGBTQ+ members.



FOR WORKING/LEARNING CONDITIONS & BARGAINING COMMITTEE CHAIR — *Committee Endorsed*

**JESSE TAYLOR, Magee Secondary**

This has been a year like few others. The pandemic-induced changes to our workplaces have reminded us of our rights as workers – and have also highlighted where those rights fail to protect us. The challenges we now face in the workplace have clearly demonstrated the need for a strong union that understands its primary mandate – to advocate for, and defend, all members rights and the collective agreement. My belief in this principle guides my union work/activism.

Furthermore, we are headed into bargaining again next year, so continuity and experience in this position are crucial – these are qualities that I can offer in spades. As WLC/B Chair, our committee has already begun planning for the next round. I also have years of experience as a Staff Rep, WLC/B Rep, Staff Committee Chair, Finance Committee Chair, and member of the Pro-D Committee, providing me detailed knowledge of the working conditions in our schools. I hope I can count on your support as I again stand for WLC/B Chair.



FOR TECHNOLOGY COMMITTEE CHAIR — *Committee Endorsed*

**CARL JANZE, Templeton Secondary**

I have had the privilege of serving as the Technology Committee Chair for 2 years now and the honour of being endorsed to continue to serve the membership in this role. I have served in numerous roles at the school, local and provincial level (Tech, Pro-D, WLCB, Aboriginal Education Advisory Committee) and have been fortunate to attend several BCTF AGMs. Being a part of Representational Democracy in action is a humbling experience and has shaped the core values that I reflect upon when I am called to act in service to and in the name of my colleagues.

My role as Technology Committee Chair is to keep the conversation about technology, especially at the district level, focused on its value to Teaching and Learning. New technologies must let us do something we already do much more easily, or, with minimum effort, allow us to do something now that we could not do before. Technology is, and always should be, a tool to support learning, and never the focus of learning.



FOR TEACHERS TEACHING ON-CALL REPRESENTATIVE

**PAUL FALARDEAU, TEACHER TEACHING ON-CALL**

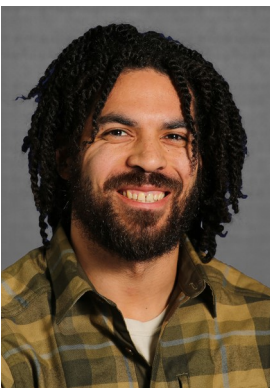
I'm honoured to run for TTOC Chair. After teaching on-call for 3 years, I understand our lived experience. I served on our 2019-20 EC as MAL. As an organizer with the TTOC Solidarity Collective, I've worked with many dedicated TTOCs to create an space to gather, seek mutual support and to hear what is needed to be strong, happy teachers. From this, we have created positive change, from SFE fixes, to more TTOC union space, and raised awareness of inequitable redirections. We must continue working together to improve TTOC healthcare, tech access and school Covid response. We keep hearing this is an "unprecedented" year. The work teachers are doing keeping schools open and students learning is extraordinary. Still, I hear teachers everywhere struggling, feeling unheard. Whatever challenges next year holds, I will amplify your voice to the union, employer, parents and community. As a proud member of @raisingeducatorsvoices caucus, I want to build a strong, member-driven union.



FOR TEACHERS TEACHING ON-CALL REPRESENTATIVE

**JASON WRIGHT, TEACHER TEACHING ON-CALL**

With the statement, I would like to nominate myself as TTOC Executive Committee Representative. I have been working for the VSB as a TTOC the last four years. I have worked in a wide variety of classrooms and am keenly aware of the needs of TTOC's at the secondary level in our district. I believe I have demonstrated a strong sense of adaptability, humor, and leadership through my teaching practice. I am consistently requested by teachers, and have built strong working relationships with many of them. I am a practicing artist and have an MFA in Sculpture from the University of Regina. I have presented my educational research at the National Art Educators Association Conference, as well as the International Society for Education through Art World Congress. I love teaching. The fundamental teaching principles of humility and perseverance inform the way in which I make my way through the world. I would be honoured to be considered for TTOC Executive Committee Representative.



FOR TEACHER OF COLOUR MEMBER-AT-LARGE

**NIGEL AMENU-TEKAA, Vancouver Alternate Secondary School / TTOC**

As a Black educator, it is an honour to put my name forward as a candidate for MAL Teacher of Colour. I am a Science/PE teacher in VASS, artist, athlete, and coach. I am proudly involved with community projects and caucuses like Raising Educators' Voices, BlackED BC, Ethos Lab, and SolidState Cooperative. My experience locally, abroad, and both inside and outside classrooms largely has been with students from marginalized populations, which has taught me the importance of ensuring we hear peoples' voices. Professionally, our union is our strength in protecting our views. As experts of our classrooms, we have the privilege of advocating for ourselves, students, and the classroom cultures/communities we work hard to establish. The proper way to represent and stand up for what is best is through ensuring we hear the voices of all people. Utilizing thoughtful action and dialogue with each other, it would be my honour to serve you and carry your voices forward as the MAL Teacher of Colour.



FOR TEACHER OF COLOUR MEMBER-AT-LARGE

**OMAR KASSIS, Vancouver Alternate Secondary School - Cedar Walk**

My motivation to run for this spot starts with my commitment to our union and its long history of activism. As a Staff Rep for the past few years I have learned how that plays out on the individual level, supporting teachers in our dealing with the employer and with the stress of our jobs. Our union has also been activist for many years on a global level, from the successful strikes where we brought the BC Liberals to their knees, to struggles such as anti-apartheid, antiwar, and solidarity with Indigenous activists seeking land justice. We are living at a key moment where the struggles of Black, Indigenous and other nonwhite people are being heard and the world is changing. It needs to change faster, in our union and especially in our schools. I will work hard to bring a voice for people of colour to the table (and a voice for alternative schools too!). I also stand for the autonomy of VSTA within VTF.



FOR 2SLGBTQ+ MEMBER-AT-LARGE

**TASH McADAM, Teacher Teaching On-Call**

As a TTOC, I have spent four years working on different school sites, and connecting with teachers across the district. When talking with 2SLGBTQ+ teachers I see first hand the need for our voices to be heard and included at the union level. As a trans and queer teacher—and activist—myself, I would be honoured to provide that representation on the EC.

In addition to my work as a teacher, I am an award-winning author, proud member of Vancouver's Raising Educators' Voices (REV) caucus, the TTOC Solidarity Collective, an organizer with the Gender Generations Project, and previously a Queer and Trans Competency Trainer with QMUNITY.

I want to reach out to the membership, at all career stages, and help you have a voice in our organization. It has been heartening to see that some barriers are being removed for 2SLGBTB+ members and I was inspired to put my name forward after this equity seat was created two years ago. I want to be part of the ongoing efforts to create an inclusive union.



FOR MEMBER-AT-LARGE

**MEGHAN BENTLEY, Gladstone Secondary**

I am excited to run for the VSTA Member-at-Large for the 2021-22 school year. I've had the pleasure of being a part of the VSB since 2015 and am proud to be in my 5th year teaching math at Gladstone Secondary. I ground my teaching practice in a commitment to social justice, creating inclusive spaces and building positive relationships with colleagues and students.

This year teachers became front line workers. We have had to be creative in navigating uncertainty, spend more hours working and continually adjust to new schedules. I know teachers are exhausted and it has inspired me to get more involved to bring the voices of classroom teachers to the executive table.

This pandemic has reinforced the need for strong collective bargaining power to fight for teachers' rights. As your MAL, and an active member of the Raising Educators' Voices (REV) caucus, I would love the opportunity to represent your voices and needs, advocate for diversity and improve current working conditions.



FOR MEMBER-AT-LARGE

**JELANA BIGHORN, Vancouver Technical Secondary**

Since joining the Vancouver School Board in 2006 as a Social Studies teacher, I have gained an immense appreciation for the complex issues that arise as we work to recreate the education system into one that serves the principles of equity and justice. For many years I have been heavily involved within school structures such as Staff Committee to initiate structural changes that will enhance the working and learning conditions of staff and students. I also serve our union through the ad hoc BIPOC Committee, as a Social Justice Rep in my school and as a Member-At-Large of the Anti-Oppression Educator's Collective PSA. With the aim of honour and respect for all human beings at the forefront, our collective action can achieve noble outcomes. With that lofty goal in mind, I will work tirelessly for the development of our union.





FOR MEMBER-AT-LARGE

**KAREN CHONG, Permanent TTOC - Hamber/Gladstone Secondary**

As a physics/science educator, I have had the privilege of working within our local and provincial union, serving as WLC/B (Gladstone) & SEJ (Hamber) school representative, and as the current 2SLGBTQ+ Member-at-Large. I am a proud member of the REV caucus (@RaisingEducatorsVoices, Instagram), serve provincially as a BCTF Anti-Racism Facilitator and am a member of the Anti-Oppression Educators' Collective. These experiences provided the opportunity to build my capacity, affect positive change, and engage fellow members to strengthen our union! Especially during this pandemic, I have witnessed the power of strong unions and how teachers are even more essential as front line workers. We have adapted to changing schedules & have fought hard for teachers' rights. We know these rights translate directly to the well-being of students and greater society. I am asking for your support as I strive to connect our members and translate teachers' collective will into impactful action. Thank you!



FOR MEMBER-AT-LARGE

**LINDSAY DONALDSON, Vancouver Technical Secondary**

Hello VSTA Colleagues! I am thrilled to be putting my name forward for a Member-at-Large position on the VSTA Executive. For the past two years, I have served as Chair of the TTOC Committee. During this time, the TTOC Committee established Terms of Reference as well as By-Laws within our Constitution. The TTOC committee is well structured to carry on an active role within our union for many years to come, and I look forward to seeing the committee blossom further next year.

At the school level, I am a Staff Rep, the Staffing & Timetable Committee Chair, and the Home Economics Department Head. I am very familiar with the Collective Agreement, confident communicating with administrators, and privileged to be able to support members during difficult times. I have taught both special education and home economics, elementary and secondary. I have represented the VSTA on VSB working groups and attended several BCTF events. Thank you for your consideration!



FOR MEMBER-AT-LARGE

**TALYA FLORIAN, TTOC - KILLARNEY**

Working in this local I have had the privilege of engaging in various teacher communities. I am an Art and Media TTOC currently at Killarney, a district mentor for EC teachers, an MAL for the Anti Oppression Educators' Collective PSA, an organizer of the TTOC Solidarity Collective, and a proud member of Raising Educators' Voices (REV) caucus. I have also had the honour of representing you at the 2020 BCTF AGM. Participating in these spaces has confirmed that to have our voices heard, we must be creative and work together. Collective power comes with strong and passionate member engagement. When we are connected and in conversation we can better represent one another, and more deeply understand the diverse needs of our communities and the inequities that are magnified in this time of crisis. As a Member-at-Large, I endeavour to be a working part of cultivating a vibrant, member-engaged union and a structure that upholds accessibility, transparency, and equity for all its members.



FOR MEMBER-AT-LARGE

**IRVING LAU, John Oliver Secondary**

In my teaching career thus far, I have witnessed the crucial role our union plays in protecting public education, improving working conditions for teachers, and learning conditions for students. I see a need for more of us to become active and purposeful in our union participation to ensure and sustain these gains – especially after the many challenges presented by the pandemic and as we enter a bargaining year. As a Member-at-Large, I will engage with members to represent their diverse and grassroots voices to our leadership and work to encourage member participation at all our sites. I have 12 years of experience and with many as a perm-EOC. I've had the privilege of working with many of you across the district, have witnessed the incredible work being done at all sites and found my forever-school at John Oliver. I have served on staff committees, VSTA's SEJ and BIPOC committees, and participate in Raising Educators' Voices (REV).



FOR MEMBER-AT-LARGE

**SHANNON LESS, Britannia Secondary**

In my 13 years teaching English at Britannia, I have served for 8 years as Staff Rep, 2 years as Local Election Rep, and twice been a delegate to the BCTF AGM. In my years of union work, I have witnessed first hand the importance of having fair, knowledgeable and hard-working people at every level of our organization. I value vigorous, civil debate and building alliances across differences, grounded in a sense of common purpose and mutual respect. Growing up in a working-class household, I was raised with the understanding that strong unions have the power to improve lives and push for justice. The pandemic has exacerbated existing inequalities; in this moment of tension and transition, we need a strong VSTA to amplify teachers’ voices, share our valuable perspective, and push for an improved “new normal”. I feel privileged to work with so many excellent colleagues and students every day; it would be a further honour to serve as your Member-at-Large.

FOR MEMBER-AT-LARGE

**SCOTT McKEEN, Byng Secondary**



I am honoured to run for the position of Member-at-Large for 2021-2022. I have served on the Executive Committee for 7 years as a MAL, as WLC&B Chair and on the Local Bargaining Team. At Lord Byng Secondary I serve as Staff Committee Chair, Staff Rep, WLC&B Rep, and on the Timetable and Finance Committees. I have experience representing the Local at 3 BCTF AGMs, and for two years served as an interim VSTA Aboriginal Education contact at BCTF Zone Meetings. I currently teach Social Studies and English First Peoples at Lord Byng Secondary. In working on the LEAF Certificate Program at Byng we have addressed the challenges teachers face with curriculum change and how to implement the First Peoples Principles of Learning across disciplines. Throughout my career I have coached a variety of sports and have attempted to bring the concerns of the coaching community to the Executive.

I hope to continue to bring my wide experience to the Executive Committee and I thank you for your support.

FOR MEMBER-AT-LARGE

**ROD OFRENEO, Vancouver Technical Secondary**



Hello VSTA colleagues. I have been teaching Diverse Learners for the past 16 years. Currently, I am the Learning Support Program teacher and Department Head at Van Tech. I first became involved in the union when my Dept Head suggested I attend a Staff Committee meeting. She then surprised me by nominating me for co-chair. I have taken pride in my role as Staff Committee chair these past five years. I have served as a Staff Rep and supported many colleagues through challenging situations. Attending the AGM as a delegate these past two years has inspired me to look for ways I could be more involved in the union beyond the school level.

I believe I have the skills to be an effective Member-at-Large. I have proven myself to be approachable, reliable and judicious in my various roles. I advocate for members and attempt to see all sides of an issue. I will help members feel heard and serve as a liason between teachers and the Executive Committee. Thank you for considering me.

FOR MEMBER-AT-LARGE

**BALBINDER PANESAR, Hamber Secondary**



Hi Everyone: It has been an “annus horribilis”, but we have been able to pivot/swivel/twirl our way through the ever-changing landscape of this school year. I would like to thank all of you who voted for me last year and hope that you will continue to support me as Member-at-Large. I have attended all Executive, Council and BIPOC Ad Hoc meetings, and I worked on Finance Committee this year. What I have learned is that although we are unique in the challenges we face at our individual work sites, we have similar struggles advocating for our collective rights. As we go into another round of bargaining, we need to ensure that our voices are heard and that teachers are afforded the respect and care we readily provide students/parents. My philosophy of respect, inclusion, and hard work have guided me in my work as a classroom English teacher, department head and Staff Rep. It is these qualities I hope to utilize in ensuring that the work of our union continues effectively and successfully.



FOR MEMBER-AT-LARGE

**KATHARINE SHIPLEY, VSB Education Centre**

*School-based Union experience: Pro-D Chair, Staff Committee Chair, Staff Rep. VSTA Experience: VSTA EC Member-at-Large, 5 years VP/P in the VSTA Office (2015-2020), Local Rep (2020-2021)*

As Local VP/P, I developed in collaboration with others a Staff Rep manual, a Staff Committee Chair manual and a Policy and Procedures manual for the VSTA. As Local Rep, I have brought several motions to VSTA Council to bring to BCTF Representative Assemblies regarding issues such as privatization and corporate technology into our school system. As Member-at-Large, I will continue to bring governance motions to VSTA EC as well as my concerns around privatization and corporate surveillance. Vancouver private school enrollment continues to climb and many of our schools are seismically unsafe – these are two concrete threats to our jobs and to our physical safety. The Provincial Area Standards means that new builds are too small for our needs which has a direct impact on our working conditions.



FOR MEMBER-AT-LARGE

**MATTHEW SINCLAIR, King George Secondary**

I am a proud member of the VSTA who has been with the district for roughly 15 years now, most of which have been spent at King George Secondary located on the unceded, traditional territory of the Musqueam, Tsleil Waututh and Squamish Coast Salish peoples. I have been a staff rep for the last several years and have been chairing our local Council meetings for the last two. I am also currently the President of the BC Art Teacher's Association. Working at King George has taught me immensely about appreciating the lives our students and colleagues lead. The walls of the school are only physical barriers to the community and the outside world, they do little to stop flow of life in and out of our school doors on a daily basis. What goes on outside of school impacts all of us much more than is often appreciated. This is something I try to bring with me at all times in all aspects of my work and something I'd like to continue to practice if elected to Member-at-Large. Thank you.



FOR MEMBER-AT-LARGE

**JONATHAN WYNN, Windermere Secondary**

I am a Life Skills Teacher at Windermere Secondary School and I am seeking re-election to the Executive Committee. A graduate of Lord Byng Secondary, I returned to Vancouver after teaching in London, UK and completing a Master of Education degree in New Zealand. As a newer teacher to Vancouver I have seen first-hand the struggles that new teachers and TTOCs must overcome to work in this district. At Windermere I have served as a Staff Rep for three years. This has given me valuable experience having difficult, yet respectful, conversations with administrators. Working in the special education sector has given me a unique perspective on the challenges that alternate programs must overcome. As a member of EC I would work hard to ensure the fair treatment of all teachers. Thank you for your support.

Constitution & By-Law Changes

**By-Law 6.4 Amendment**

VSTA Annual General Meeting – May 18, 2021

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*Note - By-Law 11.1: Motion requires three-quarter majority to pass.*

Motion:

**THAT “and shall specify the object of said meeting” in 6.4 of the Constitution and By-Laws be replaced with “and shall include the agenda and all motions to be debated”.**

Proposed By-Law 6.4 as amended:

6.4 Notice of General meetings shall be given in writing at least 14 days prior to the meeting and **shall include the agenda and all motions to be debated.**