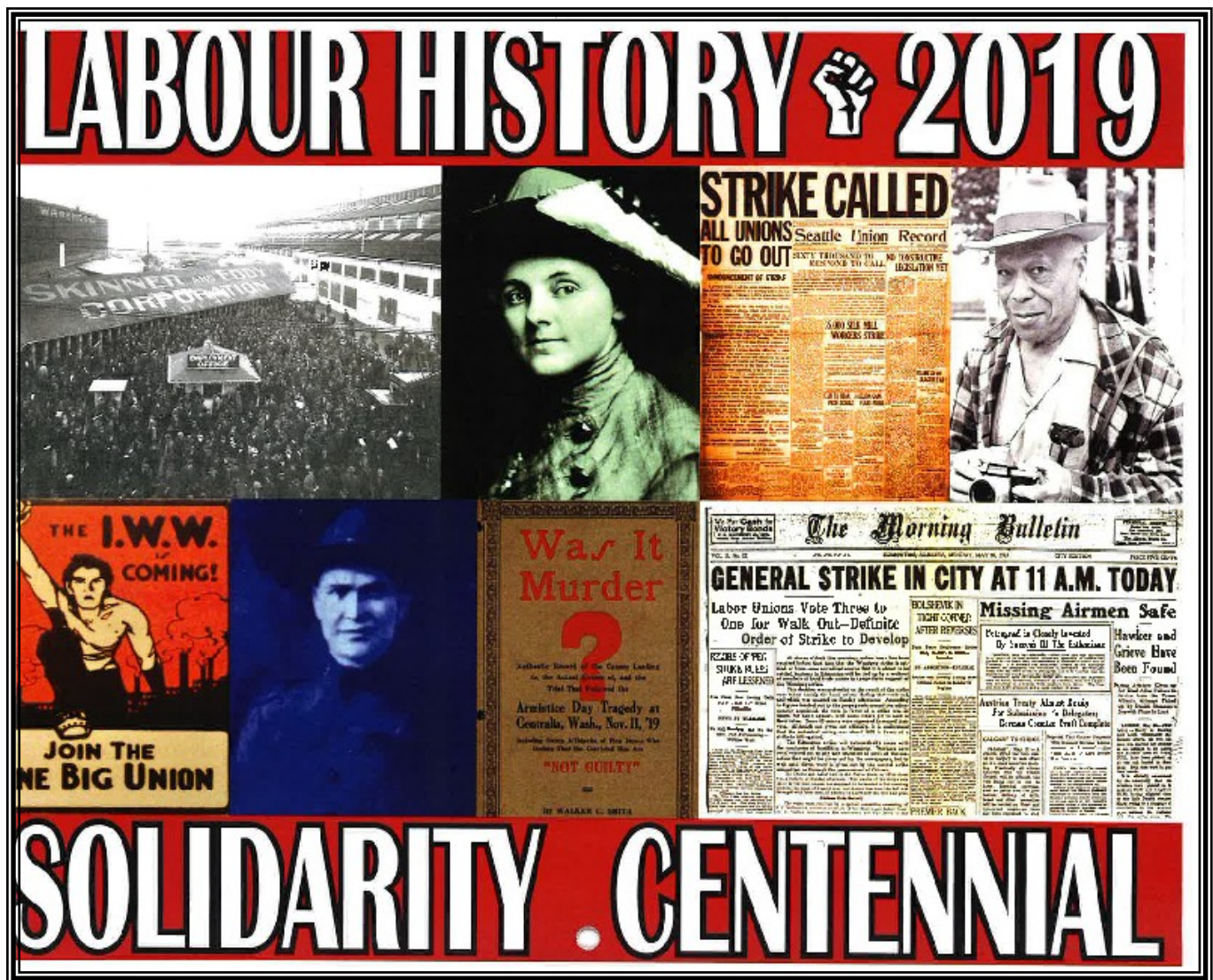


Annual Report

May 13th, 2019

Your Union - Working for You with You



VERNON TEACHERS'



Vernon Teachers' Association
Annual General Meeting

May 13, 2019

AGENDA

VSS AUDITORIUM - 4:00 PM

1. CALL TO ORDER

- 1.1** Adoption of Agenda

2. APPOINTMENT OF SCRUTINEERS

3. SECRETARY'S REPORT

- 3.1** Minutes of VTA - AGM May 28, 2018

4. GUEST

- 4.1** Remarks from BCTF Executive Member
Rae Figursky

5. TREASURER'S REPORT

- 5.1** The proposed budget for 2019-2020 is printed as part of the Annual Report.
- 5.2** The following motions are recommended by the VTA Staff Rep Assembly:
Motion: that the VTA fee for active members be increased to .675% of their gross salary for 2019-2020 and;
Motion: that the VTA fee for Teachers-on-Call remain at 0.5% of their gross salary for 2019-2020

6. LEADERSHIP REMARKS

- 6.1** Message from VTA President - Lisa LaBoucane
- 6.2** Message from Incoming VTA President - Cori Huizer

7. ELECTION OF OFFICERS

- 7.1** Elections

- 7.1.1** President - ***BY VOTE - Cori Huizer***
- 7.1.2** First Vice President
- 7.1.3** Second Vice President
- 7.1.4** Secretary
- 7.1.5** Treasurer
- 7.1.6** Local Association Representative
- 7.1.7** Bargaining Chair
- 7.1.8** Professional Development Chair
- 7.1.9** Social Justice Rep
- 7.1.10** Public Relations/Communications
- 7.1.11** OH & S Chair
- 7.1.12** Local Aboriginal Education Contact
- 7.1.13** Members at Large (3)

8. EXECUTIVE REPORTS

- 8.1** Executive Reports form part of the written annual report distributed to the members present.
Motion: That the reports be accepted as printed.

9. NEW BUSINESS

- 9.1**

10. ANNOUNCEMENTS

- Door Prize Draw
- Retirement & Year End Barbeque: June 27, 2019
3:30 pm - 7:00 pm, Paddlewheel Park Hall. Hosts are Silver Star Elementary members.

11. ADJOURNMENT



VTA 2019 Year End/Retirement Barbeque

We'd love to see you there!!

Thursday, - June 27 - 3:30 pm at Paddlewheel Hall
Burgers, Fruit/Veggie Platters, Snack and Drinks Provided
Bar Drinks - \$3, Cab Fare Available, Plan Ahead!

Your Host School this Year is Silver Star Elementary

Vernon Teachers' Association

Annual General Meeting

May 28, 2018

MINUTES

VSS Auditorium - 4:00 PM

1. CALL TO ORDER

1.1 Adoption of Agenda (Bader/Leverman/
Carried)

2. APPOINTMENT OF SCRUTINEERS

2.1 Motion: That Mark Bendall and Scott
Armstrong act as scrutineers if necessary.
(Dorval / Bader / Carried)

Motion: To approve scrutineers:

3. SECRETARY'S REPORT

3.1 Minutes of VTA - AGM May 28, 2018

Motion to accept the May 28, 2018

Minutes (Malcolm/Huizer/Carried)

4. TREASURER'S REPORT

4.1 The proposed budget for 2018-2019 is
printed as part of the Annual Report.

Teresa Bigsby highlighted some of the key
elements of the proposed budget for the up-
coming year, including the paying off of the
mortgage, and why the fee increase is being
proposed.

4.2 The following motions are put forth
based on the 2018-2019 proposed budget:

Motion: that the VTA fee for the 2018-2019
be increased by \$1.50 per Member per
Month for an annual fee of \$480.00 for active
members (Bigsby / LaBoucane / Carried)

Lisa explained that the BCTF sets what they
consider to be the minimum fee for a local to
charge its members. If we choose to charge
members less, than grants the local receives
From the BCTF are proportionally lowered.

We rely on a wide variety of grants, particu-
larly going into a bargaining year. The
finance committee looked at the numbers
and recommended an increase, after seven
years of no increase. The VTA has always
budgeted conservatively and prudently.

Motion: that the VTA fee for Teachers-on-
Call remain at 0.5% of their gross salary for
2018-19 (Bigsby / Laboucane / Carried)

Q - Is that calculated from monthly or annual
salary? Monthly.

In support - as we look at local fees, they
have remained static for contract teachers
because they are a fixed fee. On the other
hand, TTOCs pay a percentage, so as their
wages have increased so have their
contributions. An increase in their percentage
is not necessary.

5. LEADERSHIP REMARKS

5.1 Message from VTA President - Lisa
LaBoucane

Lisa commented on the plans for next year,
and the work that the new executive and RA
will have to take on. She highlighted the
summer exec retreat and planning session.

About 70 teachers were recently laid off, a
real improvement over the last several years.
Recall will begin soon, hopefully at the end of
June. Recruitment and retention continues to
be a challenge province-wide. Vernon is not
in as bad of a position. We are doing well, we
have had teachers move to Vernon from
around the Province.

September will be here soon, and we will be
actively working through the bargaining

Vernon Teachers' Association

Annual General Meeting

May 28, 2018

MINUTES

VSS Auditorium - 4:00 PM

process - there will be a fast pace to the union work we will take on.

6.1 NEW BUSINESS

6.1 Implementation of Restored Collective Agreement

Motion: To move into Committee (Bader / Leverman / Carried)

6.2 Bargaining Objectives

Motion: To move out of committee (Bader / Carried)

Implementation of Restored CA and Bargaining Objectives were discussed.

6.3 Changes to VTA Constitution, Bylaws, and Policies.

The Societies Act has been updated and we are required to update the formatting of our Constitution, Bylaws, and Policies into separate documents. The change makes it easier for us to update much of our language internally.

Please note the photocopying errors in the document distributed. Some sections are missing, the full document includes the missing sections as is posted on our website - no changes to those items are being contemplated.

Q - Are the full documents on the website, already divided into the correct sections? Yes

Motion: To accept the VTA Constitution, Bylaws, and Policies as presented and posted on the website. (LaBoucane / Ladner / Carried)

7. ELECTION OF OFFICERS

7.1 Elections

7.1.1 President - **BY ACCLAMATION** **Lisa LaBoucane**

7.1.2 First Vice President - Cori Huizer - acclaimed

7.1.3 Second Vice President - Sandy Klein - acclaimed

7.1.4 Secretary - Shay Best - acclaimed

7.1.5 Treasurer - Teresa Bigsby - acclaimed

7.1.6 Local Association Representative - Kevin Bader - acclaimed

7.1.7 Bargaining Chair - Barry Dorval - acclaimed

7.1.8 Professional Development Chair - Robyn Ladner - acclaimed

7.1.9 Social Justice Rep - Leah Clark - acclaimed

7.1.10 Public Relations/Communications
Chelsea Sladen - acclaimed

7.1.11 OH&S Chair - Craig Leverman - acclaimed

7.1.12 Local Aboriginal Education Contac
Paul Boyd - acclaimed

7.1.13 Members at Large (3) - Kathy Johnson, Heather Malcolm, Tierney Barker - acclaimed

8. EXECUTIVE REPORTS

8.1 Executive Reports form part of the written an annual report distributed to the members present. **Motion:** That the reports be accepted as printed. (Malcolm/Huizer/Carried)

9. ANNOUNCEMENTS as per Agenda

Door Prize Draw – Kevin Bader, \$50 Visa Card.

Retirement & Year End Barbeque: June 28, 2018 3:30 pm - 7:00 pm, Paddlewheel Park Hall.

10. **ADJOURNMENT** Motion to Adjourn:
(Best/Carried)

Vernon Teachers' Association

Proposed Budget for 2019 - 2020		Proposed Budget for 2019 - 2020	
REVENUE			
Membership Revenue	290,500.00	President — In Lieu Release	4,000.00
AO ProD Conf Fees	20.00	Bargaining/Grievance Chair Release	25,750.00
PD Funds	106,675.00	VTA Executive Release	3,000.00
BCTF General Grants	40,500.00	Total Wages & Benefits	244,275.00
BCTF Rep Training/Pro D Grants	23,000.00		
BCTF Grants (Other)	5,350.00	MEETING EXPENSES	
SD#22/BCTF/PQT Grant Funds	8,000.00	Executive Meetings	2,800.00
Interest Revenue	1,000.00	Rep Assembly Meetings	1,500.00
BCTF Job Action Grants	3,000.00	VTA General Meetings	1,500.00
Other Income	450.00	Zone Meetings	500.00
TOTAL REVENUE	478,495.00	Staff Rep Training Meeting Exp	1,280.00
		Pro D Rep Training Meeting Exp	250.00
GENERAL OPERATING EXPENSES		Total Meeting Expenses	7,830.00
Insurance - Directors' Liability	650.00		
Insurance - Property	2,138.00		
		MEMBERSHIP PROGRAMS & INITIATIVES	
Repairs & Maintenance	4,500.00		
Office Supplies	2,500.00	Bargaining	300.00
Interest/Service Charges	350.00	Retirement Gifts & Social	4,250.00
Equipment & Software (Non-Capital)	2,000.00	Children’s Christmas Party	800.00
Equipment and Software (Capital)	1,500.00	Community Resources Fund	5,000.00
President's Operating Expenses	1,400.00	Sunshine Committee	1,000.00
Executive Operating Expenses	1,000.00	Pro D Convention	7,910.00
Taxes - Property & Utilities	4,500.00	PQT/Inquiry	3,500.00
Telephone & Cable	3,750.00	Scholarships/Bursaries	4,000.00
Utility Expense (Gas, Hydro)	1,400.00	Induction	1,700.00
Photocopier Lease	6,050.00	Newsletter	300.00
Social Justice -Operating Expenses	100.00	Social Justice Programs	200.00
Pro D Operating Expenses	300.00	Release Days— Mediation	2,200.00
OH & S Operating Expenses	200.00	General Membership Expenses	2,700.00
Retired Teachers Operating Exp	50.00	VTA Hardship Fund	1,500.00
On Call Teachers - Operating	750.00	Wellness Initiatives	1,000.00
OCTAV PD Contribution	500.00	Elections	150.00
Public Relations/Advertising	2,000.00	Kinder Book Program	1,500.00
Accounting Fees	3,360.00	Total Member Programs/Initiatives	38,010.00
General Operating Contingency	500.00		
Total Operating Expenses	39,498.00	GRANT FUNDED PROG (BCTF/SD#22)	
		Staff Rep Training	19,000.00
WAGES & BENEFITS		Pro D Rep Training	4,000.00
President - Wages & Benefits	107,995.00	PQT/Inquiry	8,000.00
President’s Superannuation	15,000.00	BCTF Initiatives	3,000.00
Pro D Chair Release Time	21,115.00	Total Grant Funded Programs	34,000.00
Office Manager - Wages & Benefits	57,750.00		
Office Manager - ProD Funds	150.00		
Presidents’ Supplement	9,515.00		

Vernon Teachers' Association

Proposed Budget for 2019 - 2020		Proposed Budget for 2019 - 2020	
LABOUR SUPPORT & PARTNERSHIPS		CURRENT YEAR RESERVES	
Labour Support Contributions	200.00	Building Reserves	1,000.00
Labour Council Membership/Meetings	1,800.00	Equipment Reserves	700.00
Fed of Labour Conven/Winter School	3,400.00	Operating Reserves	200.00
BCTF AGM	575.00	Bargaining Reserves	2,000.00
Total Labour Support & Partnerships	5,975.00	Total Current Year Reserves Contrib	3,900.00
		TOTAL GENERAL & ADMIN EXPENSES	480,163.00
		NET INCOME	(1,668.00)

VTA Committees 2019 — 2020

If you're looking for an opportunity to become involved with the VTA and have a particular interest that you're passionate about, in the Fall the VTA will be looking for members to fill various roles the following committees:

EXECUTIVE & MEMBER COMMITTEES

Sunshine Fund/Community Resources Fund & Hardship Fund Committee

JOINT BOARD/ASSOCIATION COMMITTEES

- District Professional Development Committee
- Occupational Health & Safety Committee
- French Advisory Committee
- Professional Relations Committee
- District Wellness Committee



Watch for Call-outs for These Committees in the Fall of 2019

Get involved, become an advocate and a champion for your union!

VERNON TEACHERS' ASSOCIATION

2019 - 2020 Executive Reports

PRESIDENT - Lisa LaBoucane

It is certainly with mixed emotions that I am stepping back from the President's position this year. It has truly been my honor and privilege to have been the VTA President for four years. It is NOT a thankless job, and I have genuinely appreciated the words of confidence and appreciation that I have received from colleagues throughout this time. I have been surrounded by the determination and energy of our fantastic executive members. I am grateful for that. I need to acknowledge that, when we bring new ideas to the table, they are always examined, improved and executed in ways that continue to inspire me.

I hope that my time as your Local President has helped you to find value and support in your union. The best part of my job has always been those moments, after talking with a member who is seeking help, when my colleagues see how amazing the supports are that are available within the VTA and BCTF.

This year, I have worked with colleagues and the District to improve our working environments and the district culture, with regard to: continuing our work on employee wellness and teacher's health and wellness supports, responding to harassment complaints and supporting conflict resolution, ensuring that we are working in safe and non-sexist environments, and improving policies and practices regarding violent incidents.

I have continued to sit on the following VTA and joint district committees: VTA Community Resources/ Sunshine Fund, VTA Finance committee, VTA Bargaining committee, District Class Size committee, Discretionary Staffing committee, District Communications Council, District Calendar committee, District Joint Occupational Health & Safety committee, District Wellness committee, and the Professional Relations committee.

Of course, I have continued to work with the

District on the restored language processes, and other post and fill concerns. We have signed Letters of Understanding related to Extended Days in the Alt Ed programs, and related to the Residual Remedy from last school year. We have had several grievances resolved, but also have several issues that needed to be referred to arbitration.

It has been a goal of mine to build stronger connection and relationships with the CUPE executive, and the DPAC executive. I believe that the time we have taken to communicate and work together has really paid off. This year, we have worked closely with them on several initiatives and issues of mutual interest, and we are working together to improve communication with our Board of Trustees.

As one of your Local Reps to the BCTF, I have attended the 3 BCTF Rep meetings and the BCTF AGM. I use these important opportunities to ask questions of colleagues, to create provincial relationships with other presidents and to have discussions with the BCTF executive. As those who know me well might expect, I'm also known to be at the mic on occasion!

Part of the job I really enjoy is welcoming, supporting and informing our new members. One of my favorite events of the year is the New Teacher Induction because we get to make personal connections with our new colleagues. I attend the district Orientation sessions, and help to organize Q&A sessions for our colleagues (i.e. the new Pizza & Paycheques session), and this year I was able to welcome the BCTF New Teachers' conference to Vernon.

It has been a significant task to support our executive and membership in being prepared for and engaged in the local bargaining table. Of course, preparations started over a year ago and there has been a lot of work and communication happening between the local offices and the BCTF. However, the majority of the analysis, debate and language-writing

happens here in the back room of the VTA office. I am honored to be able to be a lead negotiator at our bargaining table, and thrilled to be doing this work beside my colleague Barry Dorval, who originally tapped me on the shoulder in 2006 to ask me to join the VTA executive. Feels kind of like a full-circle.

The parts of the job that I'm going to miss the most? The rewards of being an advocate for our students and our colleagues. The work, training and opportunities that I've had provincially with the BCTF as a local president. And.... working alongside Alana (our office manager) every day. She is truly a significant support to every president, and has become a close friend of mine.

But... I'm not really going anywhere. I get to sit in the Past President role, plan to continue to play a role on the executive in the future, and maybe one day I'll be one of those "recycled" presidents. I love this work, this profession and our union. I hope that my time as your Local President has inspired you to be involved in some way.

1st VICE PRESIDENT – Cori Huizer

A whole year has gone by... and what a year!

The VTA applied for the BCTF Mentorship Grant again this year, so I was able to participate at a higher capacity in the VTA Office (not knowing what the future had in store with Lisa LaBoucane resigning from her position as President).

Constitution/Bylaws/Policies Revision: This role includes responsibilities such as chairing the Constitution Committee and the revision for amending our VTA Policies was passed by the RA this year, so now there is a mechanism in order to revise other parts of the VTA Bylaws and Policies. The committee has met to look at modernizing and reflecting current practices of the VTA and will continue this work the rest of this year and into next year.

Key Events/Accomplishments as Vice President

Winter School - one week at Harrison Lake for Western Canada unions (Course: Facing Management Effectively) in January 2019
Professional Relations Committee

VTA Induction Dinner with BCTF representative (Clint Johnson)

Bargaining Conference in October 2019

Bargaining Committee and Team

Chairing most meetings: Executive, Rep Assemblies and General Meetings

Becoming President Elect for next year 2019-2020

My Role as a BCTF TTOC Advisory Committee Member:

Attended Vancouver meetings in October, January and June (coming up)

Facilitated Fall and Spring BCTF Zone meetings with other locals in the Okanagan allowing for an exchange of ideas around mentorship and key local language aimed at improving working conditions for TTOCs

I am always humbled at the dedication and sincerity of the work that committees and individuals do on a daily basis. As the work is endless, many times the various tasks seem daunting, but when VTA members come together and collaborate, much of it seems bearable and most of it gets completed. I am happy to be working alongside all of these hard-working individuals.

I wish to personally thank Alana Pethick, our Office Manager. She does so much and with such a beautiful personal touch. We are so very lucky to have her working with us.

Lastly, to Lisa. I wouldn't have run for President if she was continuing on. In 4 years, she has done a multitude of work: building relationships across the District, pushing the limits and boundaries of our Collective Agreement to support members in all ways possible, continually demanding accountability from the Board, the District staff and the BCTF, and heightening the rights for members in all spaces for a better workplace where students can thrive and learn in healthy ways. I feel completely grateful for the work she has and will continue to do in this local.

As newly elected President, I have incredibly difficult shoes to fill, but I have made Lisa promise to continue working with us and to continue mentoring me. I am excited for this opportunity you have all given me for next year. Thank-you so much.

Bargaining/Grievance Chair - Barry Dorval

It has been my great honour to fill the role of Bargaining Chair/Grievance officer for the VTA again this year.

To say it has been a busy year is an understatement.

In addition to attending and reporting to local executive and staff rep meetings in my capacity as the designated Executive Committee member for local bargaining, I have also been attending BCTF meetings in this same role. I have attended zone meetings, summer conference, the fall bargaining conference, and bargaining training, and this spring I went to the BCTF AGM (assuming that bargaining would be a hot topic). More recently I have been participating in regular conference calls where the provincial bargaining team is reporting out on issues at the provincial table.

Locally, I, along with a talented and dedicated crew of folks, have been meeting regularly to prepare for bargaining with the district. We have analysed our current language and found areas (ones that are aligned with the bargaining objectives set last spring by the VTA membership) where we felt that we could make improvements for local teachers. Together, we wrote 16 different proposals that were presented at the local table. As you are reading this we are still busily at work advocating for many of those improvements. We also prepared and wrote several other proposals that were not able to be considered because they were determined to be outside the scope of local bargaining.

At this time I would like to publicly acknowledge the commitment of the following members who sit with me on our local bargaining committee and who did this work: Justin Bennet, Shay Best, Paul Boyd, Leah Clark, Cori Huizer, Lisa Laboucane, Robyn Ladner, Dave MacKenzie, Laura Massini Pierelli, Katrina Kaneda Morisson, and Eli Silver. While some of these folks needed to pull away because of changes in their personal lives, that fact does not take away from their service and dedication to the membership. I also want to highlight the particular dedication of Paul Boyd, Cori Huizer, Lisa

Laboucane, and Robyn Ladner as members of the bargaining team who joined me at the table in face to face negotiations with the board. Thank you all!

Besides bargaining, I have also been busy prepping and attending grievance meetings and working on referrals to the BCTF where warranted. Grievance work is the lifeblood of the union, and if we are to maintain the integrity of our Collective Agreement and ensure the rights of our membership, it is work that must be done. I am particularly appreciative of the release time that the membership provided for me to do this work. In my view, this is a perfect example of union dues being very well spent. Without it, we would be risking the future working conditions of all teachers presently in the local system and all those who are to follow in our footsteps. This year we initiated several new grievances and continued work on old ones that are not yet resolved. While I won't go into the details of these actions here, suffice it to say that they dealt with topics as diverse as union rights, individual employment concerns, terms of employment for TTOCs and teachers on Continuing Contracts of Employment, and rights that extend beyond our collective agreement.

This is the last report that you shall receive from me as your Bargaining Chair/Grievance Officer. While I won't pretend that it was easy, or that it didn't demand a lot of my free time, it has typically been enormously satisfying work. I thank you for the confidence you placed in me as I did this work and the support that you extended to me.

Finally, I would be remiss if I did not acknowledge and thank my EC colleagues for their support and friendship as I took on this role. I also need to thank Alana Pethick, our very capable office manager, for catching a lot of my "oops" moments. Lastly, I want to acknowledge Lisa LaBoucane, our soon to be Past President. Lisa, you have been a strong, passionate, and exceptionally capable leader for our union, and I thank you for your years of dedication and service to the membership as you step back from the frontline. I, more than most others, know the price you have paid in doing so.

PROFESSIONAL DEVELOPMENT – Robyn Ladner

It has been my pleasure to once again, for the 11th year, represent and support the teachers of Vernon with their professional learning.

Teacher Inquiry

The VTA and SD 22 once again jointly provided funds for Teacher Inquiry grants. This year the funding from the district continued to be significant. With the support of the District PD Committee, Silke Yardley and I distributed \$14,000 in grants to groups of teachers. It is my goal to continue to support, encourage, and facilitate Teacher Inquiry as a framework for PD in our local. A "Celebration of Teacher Learning" is planned for May 28th, 2019 with a wider scope to include the district pilot projects and other working groups.

Okanagan Zone Conference

This year the Zone conference was held at Rutland Secondary and Rutland Middle Schools on February 22nd, 2019. Our keynotes were Dr. Lynn Miller and Tanya Talaga as well as over 60 breakout sessions. Each year the conference is attended by over 800 teachers. This year CUPE was included as well, putting our attendance over 1200. This conference is 100% teacher planned. I collaborate closely with the PD chair from Kelowna to put the day together. For 2020 almost all of the Okanagan Zone locals have common calendar dates and we will widen our planning and access to include those teachers as well. Our keynote for 2020 is Sheldon Kennedy.

PD Rep Training

We held a half day training session in the fall with school PD reps this year. The roll of the PD rep in bargaining was the focus facilitated by Glen Thielmann, a BCTF facilitator and experienced PD chair from Prince George.

Inquire. Collaborate. Explore.8

May 17th, 2019 is our annual district wide day. It is at VSS with a keynote by Natasha Tony on Inclusive Organizations and over 30 breakout sessions. 250 teachers are expected to attend with CUPE staff invited to the keynote as well.

District Pro D Committee

The District PD Committee continues to meet four

times per year to set goals, direction and policy for Professional Development in the district. Thank you to Paul Britton, Jill McDonald, Glen Stiven, Jen Carter, Justin Bennett, Mike Grace, Silke Yardley, and Moira Manthorne for their commitment and support.

Bargaining Committee

By constitution the PD chair is a member of the Bargaining Committee. I've attended most of the committee meetings, helped develop language and strategy, and sat at the bargaining sessions with the employer as part of the negotiating team.

MyEDBC Committee

I was a teacher representative for the first (and only) meeting of this committee. The scope of this committee is to: research, review, consult and make recommendations to the Superintendent as to whether the district should implement MyEd BC. We will prepare a draft report for the Superintendent, which includes information and recommendations related to: go/no go with respect to implementation, and implementation considerations as/ if required. The recommendation was to go forward but the committee hasn't met since November although the district through Tim Agnew and Debby Drake have met with Lisa and I about implementations processes.

OTHER WORK:

Article G36: Education Leave. We looked at other ways that this leave could possibly be used other than upgrading a degree to move a TQS category. There are issues with the time line/dead line in the CA in that applying by the end of December of the previous year limits choice because teachers don't know what courses might be offered 9 months later in the fall.

TTOC Session on November 9th: I put together some sessions for TTOCs on the afternoon of November 9th. Teachers at VLearn, VCS, Cafeteria, and Resource rooms offered sessions on TTOCing in those environments. 10 or so TTOCs took advantage of this opportunity. Thank you to the teachers in those locations for giving their time and helping out.

TEACHER MENTORING PROGRAM: I continued to help coordinate this program in consultation with Joe Rogers. We have many partnerships being

supported. This program really deserves a dedicated and funded coordinator position.

Provincial Work

This year marked my fourth year and the appointment by the BCTF Executive to a second term on the Professional Issues Advisory Committee (PIAC) for the BCTF. Our work is focussed around PD and Curriculum change and we advise the BCTF executive on these matters and any that they would like us analyze. We meet four times a year in Vancouver and facilitate the PD sessions at Zone Conferences and Summer Conferences.

Thank you

As always, a heartfelt thank you to the VTA Executive for their support and guidance this year. Alana, our office manager keeps the PD financials in order and really supports me with all the workshops, meetings, and events. Our president Lisa, continued to be a collaborative and supportive colleague.

Thank you to the School PD reps, the teachers who suggested or put on workshops and collaborative sessions, LSAs, Inquiry groups, and the amazing teacher leaders throughout our local.

I especially want to thank my family, whose support and understanding makes all my work with the VTA possible. In a bargaining year there are long hours, missed meals, and endless emails.

As always, I want to thank you, the teachers of Vernon. Your faith in me over the last 11 years and your commitment and passion for protecting professionalism and autonomy in PD is what keeps me going. I hope to be back next year to continue this work creating effective, autonomous, and powerful PD experiences for all of us.

TREASURER - Teresa Bigsby

I would like to take this opportunity to thank all of you who have supported the VTA and the vision that the Executive had for the membership over this school year. As I worked through my second term as Treasurer, I was able to delve further into the finances and through Alana's support and willingness to teach me, I have gained a better understanding of how the budget process works. When the

Financials were ready for this year Alana invited me to a meeting with the accountant and I was able to listen in and ask any questions that I had about the numbers.

In January, the Finance Committee began the budget review and we were able to present the revisions to the Rep Assembly. Then the discussions for the 2019-2020 proposed budget began. After much trimming and review we knew that we had to suggest a new way to deal with our deficit of approximately \$30 000. Barry put together a document called "VTA Union Fees History" which we used to help us see how our local falls in line with locals of similar FTE's.

The Finance Committee proposed that an increase was necessary to cover our increasing costs and that we should move to a percentage of our salary fee. A fee increase to \$535.00 annually would be necessary or alternately if the membership agreed to a percentage of our salary fee, it would need to be 0.675%. We have sent out supporting documents to Staff Reps and we have asked them to share them with their staffs. The proposed budget for 2019-20 will be discussed and voted on at this meeting.

Thank you for your support. I am hoping to continue my work as Treasurer should the membership see that as a positive step for the association.

MEMBER AT LARGE - Heather Malcolm

It has been my honour to be a member at large during this important bargaining year. Besides attending meetings, I was a member of the Political Action committee in the fall and helped with the trustee elections. I also sat on the VTA Finance committee where we had to make some tough decisions that members will Vote on at this AGM .

Joint Board committees that I sat on included the Discretionary Staffing committee and the Transportation committee. I have also been attending the North Okanagan Labour Council meetings for several months. The important work of advocating for teachers and their working conditions is still on-going.

I would like to thank Lisa and all the other members of our current executive for their tireless efforts to keep advocating for us. And to Alana Pethick, our office manager, while keeping us in order might feel like herding cats, you are always a welcome sight when I come to the office.

OH&S - Craig Leverman

Another busy year in the Health and Safety portfolio! Three District-wide training sessions were organized this year. Attendance at the training sessions improved over last year with more sites represented and increased participation by all worker groups. The feedback received from the attendees was positive and supportive of the work we are doing at the District level.

The premiums that the District pays for WCB coverage are based on our accident records. In recent years the premium had been increasing, to the point where the District was paying a 22% surcharge. This year, through the efforts of all employees we have been able to reduce the number of accidents, which has favourably impacted the premiums. We are now receiving a 3% reduction in our basic premium. Thank you to our site based representatives who are taking their training back to their staffs.

Two factors have a significant impact on the incidence of accidents: First, employees being aware of the risks associated with the performance of their duties; Second, reporting near misses. The reporting of near misses will require a commitment from everyone to fill out the web based form. Every employee has access to the form through the Portal. The form is under the drop down **Department tab, Occupational Health and Safety and is labelled "Incident - Hazard ID and Near Miss Form"**. The only way we can eliminate risks in our work environment is if they are identified, reported and corrected.

LOCAL ABORIGINAL EDUCATION

CONTACT - Paul Boyd

My focus over the last year in the LAEC position has been to advocate for First Nations and Metis issues that I have become aware of in Vernon and promote the various learning resources that have come out over the last several years. The BCTF website is the best place to start, there are a wide range of resources and lesson plans available for all grade levels and most subjects.

I attended the AGM this year and there are certainly some growing pains within the BCTF around how to best hear the various voices that need and want to be heard. There are changes being made to reflect the desire of First Nations speakers to properly address the meeting while respecting their traditions. It is interesting to see how the larger group adjusts to hearing voices it may have not have heard in the past while still respecting the needs of the overall group to finish the meeting's business. There is still work to do be done in this area, but clearly the BCTF is committed to making sure there is space for all voices to be heard.

I have enjoyed being a part of the Aboriginal Education Advisory Committee which is made up of District Staff and the various Aboriginal and Metis advocacy groups in the Vernon area. Gerry Williams, the District Director of Aboriginal Education is retiring at the end of this year, it has been great working with Gerry and observing him navigate the difficult political nature of his position. Charity Sakakbara has been hired as the new Director of Aboriginal Education. I have had the opportunity to work with her this past semester at Seaton as she was hired to teach Political Studies and Social Justice. Charity brings a wide range of teaching experience to the position and lots of suggestions on how to integrate First Nations content into courses. I believe she is going to be a great asset and wish her the best as she takes on the incredibly important position.

LOCAL REPRESENTATIVE - Kevin Bader

103rd BCTF AGM - March, 2019

8 elected delegates devoted the first five days of their spring break, joining Lisa and me at this year's BCTF AGM. Thanks to Paul Boyd, Barry Dorval, Pam Ellis, Paula Lockwood, Janine Arnold, Justin Bennet, Richard Santos, and Jennifer Lactin.

Here are some of the highlights:

Government/Funding:

The Ministry gets an A+ for its progress thus far on seismic upgrades for schools. There were NO additional *operational* funds announced beyond what is required under our Collective Agreement language and due to an increase in enrolment. No more per-pupil funding. New teachers are NOT due to government benevolence; rather, they are a result of our restored language through the Supreme Court.

There has been a lot of doublespeak from the Ministry regarding the status of moving to a Prevalence Funding model. Politicians are saying, "We want feedback on which recommendations to move forward..." while Ministry staffers (with whom the actual work is done) are saying, "We want to know the best way to push all of the recommendations through..."

If your knowledge of the proposed funding model is limited, please read a comprehensive report reviewing the government's funding model: bctf.ca/Research.aspx?id=47775 (It's a good'n)

There was an emotionally-charged debate regarding whether the BCTF should remain "at the table" to voice our opinions related to government's implementation of their funding proposals. The AGM decided that the BEST way to influence the possible implementation - perhaps only certain parts -- of the new funding model proposal is to remain at the table.

Membership Fee:

-This is a status quo membership fee (1.79%) with some reallocations explained below.

-TTOC fee increased from 1.49% to 1.59% This has been slowly increasing over the last few years; gains made to TOCs over last two rounds; still a

percentage fee

-Fee Allocations:

...1.79% of our salary with the following allocations:

1.319% to the General Op Fund

0.340% to the Collective Bargaining Defence Fund (at 30 million; highest it's ever been; would support 3 weeks of job action)

0.054% to the Public Ed Defence Fund

Increased from 0.050 because of additional allocations from Contingency Fund.

0.050% to the Provincial Bargaining Fund

0.027% to the WR Long International Solidarity Fund

0% to the Contingency Fund

The amount previously allocated to the contingency fund (0.004%) is now reallocated to the Public Ed Defence Fund. The Contingency Fund has reached its \$2 million goal.

Revenues up, mostly due to new members...49 million up from 46 million

External legal fees went up by 2.5 times over last year...contract enforcement

SIP Fee:

A Salary Indemnity Plan review was approved by the 2018 AGM. It has only just started. Any proposed changes should be ready for the 2020 AGM. Currently, the plan costs about 2% to operate.

Over and above our target surplus of 30%, there is a buffer. This buffer is being used up over the past few years. This is not an emergency as we have not dipped into the surplus; as such, the Finance Committee proposed an increase to address this trend and continue to protect the surplus.

Recommendation: increase to the SIF fee from 1.72% to 1.87%. This increase represents \$12 a month for a teacher making 80k. Keep in mind, we are paid a stipend of 2% (albeit taxable). Carried.

Misc:

Several recommendations (again) concerning changes to the composition of the BCTF Executive to favour gender equity. Defeated.

OCTAV - Justin Bennet

I began my position as the OCTAV rep this year. Initially, I focused on getting to know what the position entailed, as well as trying to bring a TTOC mindset into all discussions and events. One of my first projects was compiling the email list in order to allow all TTOCs to have access to relevant information, as well as have access to email me regarding TTOC concerns. This list is an ongoing project as new TTOCs are continually added.

Additionally, I have attended a variety of events since beginning my position. This year OCTAV hosted an event where all TTOCs were invited to come with their questions and concerns. This event allowed me to bring forward different perspectives regarding TTOC work. I also attended the fall and spring BCTF Zone Conferences as the TTOC representative. During these conferences we focused specifically on TTOC issues that have been happening within our district and zone. The spring conference had a big focus on TTOC health and safety. I put forward a few ideas on how to improve aspects of health and safety, and these ideas will be looked at in the future.

Another event that I was able to attend was the AGM. I was lucky enough to attend this meeting with a wonderful group of individuals within our local. As the OCTAV representative I approached the AGM with the mindset of looking deeper into issues regarding TTOCs and voted using my TTOC lens. Beyond events/conferences, every month I have also attended the executive meetings and staff representative meetings. These meetings allowed for a platform to express issues related to TTOCs and give feedback and advice if concerns came up.

Additionally, I have had the privilege to work on the bargaining committee this year where I was able to bring forward the different issues that truly reflect the TTOC experience, as well as

see how changes in the language may affect TTOCs in the future. Finally, I will be attending the Provincial Social Justice and Aboriginal Education Conference in May where I will be bringing my TTOC experience and perspective to the conference discussions.

It has been a privilege to work as the OCTAV representative this year and I look forward to many years of union business ahead.

SOCIAL JUSTICE CHAIR - Leah Clark

VTA members have done such fantastic things in their schools to spread social equality through social responsibility (fostering students to become responsible and caring citizens), Social service (giving donation in-kind or raising money for a cause or an event) and social justice (righting injustices and taking actions that ensure systemic change will occur). There are endless areas of social justice, such as LGBTQ2S+ equality, women's rights, anti-racism, anti-bullying, environment protection, and anti-poverty movements. Our VTA members are helping improve social access (enabling every individual and group to take part), agency (allowing our students to know their rights and intentions to effect change), advocacy (allowing our students to understand a problem and effect change using varied strategies and tactics), and solidarity action (collectively working for change). Providing our students these skills to have a voice to advocate for themselves and spread solidarity action is so incredibly important for their future and the future of our society!

Our VTA members have worked so well together to help make change for a better tomorrow! I would like to start by thanking the rest of the VTA Executive Committee for all their hard work this year. To our president, Lisa

for advocating for all VTA members and working tirelessly to educate about and reinforce the new language of our Collective Agreement, many, many, thank yous! Thank you to the VTA members who spent endless hours on our Collective Agreement for the bargaining process. Thank you to the amazing Alana Pethick who helps keep everything together at the VTA office.

Of course, I want to thank each of the Social Justice School Reps for distributing information from the e-mails I send and for being the lead in your schools to making social change. Some of you were even able to take advantage of the BCTF's social justice grants to start incredible projects with your students. We had a large turn-out at our Social Justice SURT this year, and I was so blessed to have the opportunity to meet and chat with each of you there!

The biggest thank you goes out to each every one of you VTA members for being such spectacular Classroom Teachers, Resource Teachers, Librarians, Speech-Language Pathologists, Counsellors, Psychologists, Behaviour Specialists, Technology Innovation Coordinators, Vision Teachers, Deaf and Hard of Hearing Teachers, Literacy Teachers, and so on! We have such an amazing school district full of passionate and strong VTA members!

It has been a pleasure to sit on the VTA Executive Committee as the Social Justice Chair this school year. I have enjoyed going to the monthly Executive Committee meetings and Staff Rep meetings, as well as, many Bargaining Committee meetings. We have a very passionate group of VTA committee and staff rep members! I unfortunately will not be able to continue in this role next year due to personal circumstances, but will continue to be the Board Office Staff Rep if you will have me. I wish the member all the best who takes this role on and am here to support them in any way I can next school year!

SECRETARY - Shay Best

It was a privilege to serve as the VTA Secretary this year. Although taking the minutes for the Executive and RA meetings was my primary responsibility, I was also able to represent Vernon teachers at several conferences and on many committees. In August, I attended Summer Conference in Kamloops. It was great to connect with other teachers across the province and reorient myself with the work and responsibility of serving on an Executive.

Another highlight from this conference was to hear Glen Hansman speak passionately about supporting teachers in the upcoming Bargaining year. In the Fall, I went to the Okanagan Zone conference in the Local Aboriginal Contact. I was amazed to learn about the myriad of resources that the BCTF has to support teachers in teaching Aboriginal Education. This Spring I attended our Zone Conference in the Social Justice Rep spot. Again, I was amazed at the level of commitment and passion our colleagues around the province have around social justice issues.

Besides the number of conferences I was able to attend, I also sat on a number of District and Executive committees. As a member of the VTA Personnel Committee, we spent time this year discussing the President's in lieu time and our office manager's contract. It was also very interesting to sit on the District Discretionary Staffing Committee. I'm amazed at the well thought out programs that our colleagues are implementing in our schools to help our struggling students. However, it became evident that the need is great and the resources are too few!

Thank you for the privilege of serving as your Secretary this year.

IF YOU HAVEN'T ALREADY - CHECK OUT THE VTA ON FACEBOOK

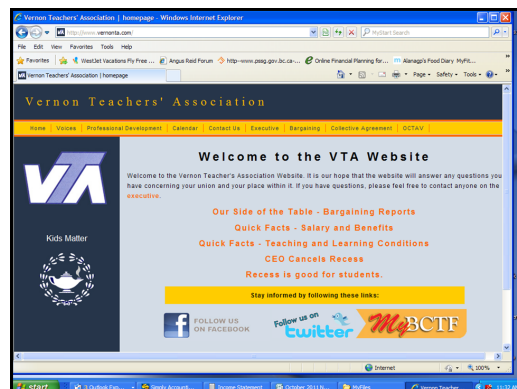
Wall - Info - Photos - People — Discussions

And More!.....check it out!



If you haven't already done so now is the time to register at the BCTF Members' portal to ensure you are kept up to date and your contact information is current.

To easily access the VTA Facebook page visit www.vernonta.com and follow the link. Watch for Bargaining updates and much, much more!



ATTENTION: 2019/2020 RETIREES

We are compiling the 2019/2020 Retirees Profiles for insertion in the June 'Voices' and we need your help to ensure that we don't miss anyone. If you are retiring, and have not yet done so, please complete a 'Retiree Profile' (you can download a form from the VTA website: www.vernonta.com or contact the VTA office to have one emailed to you) and email or send it (via school mail bag) to the VTA as soon as possible along with a jpg photo. Thank you!

