

**Annual General Meeting
Wednesday, April 23rd, 2025
Port Hardy High School – 5:00 PM
A G E N D A**

Quorum: 15

1. Call to Order.
2. Attendance
3. Review/adoption of agenda dated April 23rd, 2025.....1
4. Review/adoption of minutes dated April 24th, 2024.....3-9

Greeting: It is important that we stop and recognize that we are meeting today on the traditional, unceded territory of the Kwakiutl Nation and we also recognize the surrounding Nations that are part of the territory we serve. We honour our ancestors, elders and knowledge keepers and we thank them for the space to meet here. Through shared knowledge, we commit ourselves to truth and reconciliation as the people entrusted with guiding the next generations on a good path.

5. Commitment to Solidarity.....10
6. Business
 - a) Guest Speaker - Marilyn Ricketts-Lindsay
 - b) By-Law Motions
 - c) Vancouver Island North Teachers' Association Executive & Chairpersons
Elections for 2025-2026 School Year.
 - d) Remote Vote Policy Amendment Committee
 - e) Professional Development – Facebook, May District Day
7. Reports
 - a. President
 - b. Vice President/Bargaining
 - c. Treasurer
 - i. Current VINTA financial
status.....11-15
 - ii. 2025-26 VINTA member fee (existing fee is 0.70% of salary)
 - d. Aboriginal Educator
 - e. Member at Large
 - f. Professional Development
 - g. Social Justice
 - h. Health & Safety
 - i. Teacher on Call
 - j. Local Representative
- BCTF AGM 2025 Highlights
8. Correspondence:
9. Other Business:
10. Adjournment: 6:30pm

**Annual General Meeting
Wednesday, 24th April, 2024
NISS, Port McNeill –5:00 pm
-Minutes-**

Attendance:

Kevin McGhee	PHSS	Kevin Ogren	SSES
Shelley Svatos	NISS	Jason Voth	VINTA
Ricki-Lyn McCrae	NISS	Heather Miller	EVES
John Bramham	NISS	Sarah Soltau	FRES
Jeanine Nicholson	SVES	Holly Kunstar	PHSS
Terry Whitney	TTOC	Melanie Demoe	PHSS
Nimfa Casson	NISS	Barb Cave	EVES
Brianne Bartel	EVES	Holly Williamson	EVES
Colette Doan	EVES	Eliza Haugrud	PHSS
Teresa Wadhams	CHES	Sherri Williams	PHSS
Darcy House	PHSS	Marilyn Randall	CES
Shawn Gough	SSES	Julie Nielsen	EVES
Dereck Mejias	NISS	Maya Wold	NISS
Michelle Sedola	EVES	Cassadii Lasota	NISS
Courtney Wall	PHSS	Lindsay Roland	PHSS
Fran Jenkins	SSES	Joel Dyck	PHSS
Michelle Fletcher	NISS	Madison Guldager	SSES
Jessica Tuttle	FRES	Maritta Kennedy	NISS
Brooke Zawislake	NISS	Heather Jack	NISS
Bhearni McAleer	NISS	April Rogers	NISS
Kendra Sharpe	NISS		

1. Call to Order. Shawn Gough, Chair: 5:16 PM
2. Review/adoption of agenda dated April 26th, 2023.

MOVED: Head/McGhee

That the agenda dated April 26th, 2023 be adopted as circulated.

CARRIED

3. Review/adoption of minutes April 24th, 2024.

MOVED: Gough/Head

That the minutes of April 24th, 2024 be adopted as circulated.

CARRIED

4. Business:

- a. Vancouver Island North Teachers' Association

Executive Elections for the 2023-2024 School Year.

Shawn Gough was Chair and Kevin Ogren coordinated with the selected scrutineers to collect votes.

MOTION: Sedola/Gordon

That Robyn Gordon, Ricky-Lyn McCrae and Holly Kunstar be scrutineers.

CARRIED

President

Shawn Gough was nominated for President.

There were three calls for further nominations for President.

Shawn Gough was acclaimed as President.

Vice President/Bargaining

Michelle Sedola was nominated for Vice President.

Nimfa Casson was nominated for Vice President.

There were three calls for further nominations for Vice President.

Michelle Sedola was elected as Vice President.

Treasurer

Melonie Demoe was nominated for Treasurer.

There were three calls for further nominations for Treasurer.

Melonie Demoe was acclaimed as Treasurer.

Local Representative

Kevin Ogren was nominated for Local Representative.

There were three calls for further nominations for Local Representative.

Kevin Ogren was acclaimed as Local Representative.

Professional Development

Sarah Soltau was nominated for Professional Development.

There were three calls for further nominations for Professional Development.

Sarah Soltau was acclaimed as Professional Development.

Aboriginal Educator

Teresa Wadhams was nominated for Aboriginal Educator.

There were three calls for further nominations for Aboriginal Educator.

Teresa Wadhams was acclaimed as Aboriginal Educator.

Social Justice

Ricki-Lyn McCrae was nominated for Social Justice.

Courtney Wall was nominated for Social Justice.

There were three calls for further nominations for Social Justice.

Courtney Wall was elected as Social Justice.

Health, Safety and Wellness Representative

Kevin McGhee was nominated for Health, Safety and Wellness Representative.

There were three calls for further nominations for Health, Safety and Wellness Representative.

Kevin McGhee was acclaimed as Health, Safety and Wellness Representative.

Teacher Teaching on Call Representative

Jeanine Nicholson was nominated for Teacher Teaching on Call Representative.

There were three calls for further nominations for Teacher Teaching on Call Representative.

Jeanine Nicholson was acclaimed as Teacher Teaching on Call Representative.

Past President

Jason Voth was nominated for Past President.

There were three calls for further nominations for Member At Large.

Jason Voth was acclaimed as Past President.

Political Action Contact

Darcy House was nominated for Political Action Contact.

There were three calls for further nominations for Political Action Contact.

Darcy House was acclaimed as Political Action Contact.

MOTION: McCrae/Soltau

To destroy ballots.

CARRIED

b. **Constitution and Bylaws Review/Revise**

All votes require a 75% approval to accept changes. With 41 members present that amounted to a minimum of 31 must be in agreement.

There were no changes put forth for the Constitution at this time. All changes in Bylaws were addressed as one motion of housekeeping to move things along in a timely manner.

3.3 add "or designate" 5.1 rename "Health, Safety and Wellness" and "Political Action Contact" 5.7 re-pronoun 6.1.3 delete – no longer relevant 8.1 add "governed" by Robert's Rules... 9.1 rename as in 5.1 11.1 remove "annual," replace "competent accountant" with "CPA", and Add "on a regular basis as determined by the Executive Committee."

MOTION: Casson/Demoe

To accept all of the changes in the Bylaws as presented in the Executive Summary.

CARRIED

c. Policies and Procedures Review/Revise

Next portion is lengthy and in order to streamline things putting forth a motion to do multiple changes in one motion.

MOTION: Casson/Demoe

To do multiple changes in one Motion.

CARRIED

B.1 babysitter to child minder, B.2 babysitter to child minder, C.1 office supplies to VINTA property, D.1 strike Woss. D.1.5, add “governed by Robert’s Rules” after the 2nd procedures, D.2.4 “District Seniority” replaces “Seniority in the District” D.4.1 subsection 2 replace “Draw up” with Have, and add “available” to the end of the sentence, D.4.5 replace all references to “staff rep” with “staff rep(s)” Reword sections under Some Other Points to be positive rather than negative in tone, G.1 add “or their designates” to Committee Chairpersons, G.2 strike – redundant as BCTF covers all costs, G.3 renumber and strike “written”, H.3 strike – not part of our current practice H.4 renumber rest of H, M.1 replace “mileage” with “vehicle use”, M.4 delete along with subsections – all costs covered by BCTF, M.5 renumber rest of M section, P.1 strike “(see section 43 of the Membership Guide) P.2 strike “as adopted at the BCTF 1986 AGM”, P.4 delete.

MOTION: Casson/Demoe

To accept all the changes in the Policies and Procedures as presented in the Constitutional Review EC Recommendations Executive Summary for B.1, B.2, C.1, D.1, D.1.5, D.2.4, D.4.1, D.4.5, G.1, G.2, G.3, H.3, H.4, M.1, M.4, M.5, P.1, P.2, P.4.

CARRIED

B3 the committee felt that it is something that was not required. The option should be the parents choice.

MOTION: Casson/Demoe

To accept B3 as presented in the Constitutional Review EC Recommendations Executive Summary.

Defeated

D.2.2 strike “or provincial from line 1, add “ensure the” before count in line 3, add a subsection 1 that reads “A Provincial agreement will be ratified subject to the procedures set out by the BCTF.” To match current procedures.

MOTION: Casson/Demoe

To accept the changes to D.2.2 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

D.4.2 replace “All valid grievances” with All grievances deemed valid”

MOTION: Casson/Demoe

To accept the changes to D.4.2 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

E.5.3 add “and composition” to class size

MOTION: Casson/Demoe

To accept the changes to D.4.2 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

E.7.4 Teachers participate only in in-service activities that have been developed or approved by the VINTA Pro-D Committee renumber the rest

MOTION: Casson/Demoe

To accept the changes to E.7.4 and correct the numbering in all of E as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

E.7.5 “no fewer” replaces “no more”, and strike everything past “per year” EC recommends striking this

MOTION: Ogren/Soltau

To strike out E.7.5 as there is a professional development handbook that covers the statement.

CARRIED

MOTION: Casson/Demoe

To eliminate E.7.5 as there is a professional development handbook that covers the statement.

CARRIED

F. CUPE STRIKE F.1. Be it resolved that In the event of a strike by CUPE: (1) VINTA members would not do any work normally done by employees on strike or by persons refusing to shall not cross picket lines. (2) VINTA members would not do their regular duties if the School Board used strike breakers. (3) VINTA shall support legally and morally any teacher member who refuses to cross picket lines at an SD85 worksite, or who follow resolutions 1 and 2. (4) VINTA shall obtain prior assurance that the BCTF will legally support legally and morally any teacher member who refuses to cross picket lines at an SD85 worksite.

MOTION: Casson/Demoe

To accept the changes to F.1, F.2, F.3, F.4 and correct the numbering in all of F as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

J.3. The VINTA employee confidential secretary receives the same bereavement leave of 5 days that are is available to VINTA members.

MOTION: Casson/Demoe

To accept the changes to J.3 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

J.4. The salary/benefit package for the VINTA confidential secretary be as follows negotiated at the time of hire with the Executive Committee: 1) there be 10 sick days per year (accumulative to 60 days) which will not be redeemable or transferable An annual review of the contract is recommended to stay current with BC Labour Standards; 2) that the VINTA Secretary be encouraged to engage in Professional Development activities which the Association will fund to a maximum of the annual Pro-D allotment for teachers members. 3) VINTA continue

to pay 8% of salary in lieu of Medical/dental/extended health;

MOTION: Casson/Demoe

To accept the changes to J.4 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

J.5. A contingency fund be set up to cover ten secretary sick days.

MOTION: Casson/Demoe

To accept the changes to J.5 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

J.6. The VINTA secretary attend the Representative Assembly and the General Meeting but no overtime be paid until 7-1/2 hours have been worked for that day.

MOTION: Casson/Demoe

To accept the changes to J.6 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

K.1. Any active member in good standing may be nominated for a position as a Table Officer or Committee Chairperson prior to the Annual General Meeting. 03.11.77 K.1.1. Nominations, by self or other, for the positions of Table Officers and Committee Chairpersons will open on March 1 of each year and will close on April 5 of that year. Nominations will also be accepted from the floor of the AGM.

MOTION: Casson/Demoe

To accept the changes to K.1 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

K.2. All candidates nominated prior to April 5 shall have their names publicized, given prior notice, in the agenda of the AGM

MOTION: Casson/Demoe

To accept the changes to K.2 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

K.3. Members nominated who are not elected to a particular position may be nominated for any other vacant position.

MOTION: Casson/Demoe

To accept the changes to K.3 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

K.4 correcting numbering system to coincide with the Constitution and Bylaws.

MOTION: Casson/Demoe

To accept the changes to K.4 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

K.4.1. Nominations between March 1 and April 5 may be by self-referral, but those from the floor of the AGM must come from another member in good standing. K.4.1 EC recommends striking this subsection

MOTION: Casson/Demoe

To strike K.4.1 from the Constitution and Bylaws and correct the numbering due to the change.

CARRIED

K.5. The position of Local President shall be for no longer than four (4) consecutive years with the possibility of up to a two (2) year extension if no other member seeks nomination for the position.

MOTION: Casson/Demoe

To accept the changes to K.5 as presented in the Constitutional Review EC Recommendations Executive Summary.

Defeated

K.6. Any member nominated for the position of Local President must receive a simple majority vote of members present at the AGM to be considered elected.

MOTION: Casson/Demoe

To accept the changes to K.6 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

N.1. The following shall be the posted qualifications for the VINTA bursary: VANCOUVER ISLAND NORTH TEACHERS' ASSOCIATION BURSARY Upon application, the VINTA Bursary of \$750 will be awarded to current Grade 12 students in School District 85 that are children/grandchildren/step-children of active or retired VINTA members.

MOTION: Casson/Demoe

To accept the changes to N.1 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

N.3. The South Zone (NISS) Bursary shall be named in honour of Tage Wickstrom

MOTION: Casson/Demoe

To strike N.3 as the name is not recognized any longer.

CARRIED

Q.3. A vote of ratification for a proposed local contract shall be by secret ballot at a General Meeting in accordance with Bylaw C.2-2, but only after debate and discussion of said contract proposal has occurred.

MOTION: Casson/Demoe

To accept the changes to Q.3 as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

R. Job Actions R.1. If a member is doing Local, Federation or Teachers' Council business outside the district while the district is on strike, the member will receive strike pay (in lieu of salary). RA.24.03.93 R.2. If a member is on pre-approved Professional Development while the district is on strike, the member will receive strike pay (in lieu of salary).

MOTION: Casson/Demoe

To accept the changes to R, R.1, R.2, as presented in the Constitutional Review EC Recommendations Executive Summary.

CARRIED

5. Reports

- a. Treasurer
Currently under budget.

MOTION: Sedola/Courtney

Keep the 0.7% fee.

CARRIED

MOTION: McCrae/Casson

That the VINTA Admin financial report be accepted as presented.

CARRIED

6. Orders of the day were called at 7:00 PM. **McGhee**

Commitment to Solidarity

That the following Commitment to Solidarity guide the conduct of members participating in BCTF meetings:

1. We believe that union solidarity is based on the principle that all members are equal and deserve mutual respect.
2. We understand that an inclusive union is a stronger union, and commit to embracing both unity and diversity.
3. We believe that all members have the right to feel safe and be treated with dignity at BCTF meetings.
4. We commit to conducting all Federation meetings in an environment free from harassment, discrimination, and intolerance.
5. WE undertake to give our full attention to members, presenters, and invited guests who are addressing our meetings.
6. We value vigorous discussion, welcome active participation, and encourage members to share perspectives and debate positions because through such debate we develop strong policies and practices.
7. We appreciate that our union has a long and spirited tradition standing up for firmly held views, and that we do this internally with each other and externally as a collective.
8. We respect our democratic processes and understand that, once our decisions are made, the collective position prevails.

Vancouver Island North Teachers' Association - ADMIN**Comparative Income Statement - Budget to Actual**

	Actual 07/01/2024 to 04/22/2025	Budget 07/01/2024 to 06/30/2025	Difference
REVENUE			
Revenue			
VINTA Dues	42,815.62	57,400.00	-14,584.38
BCTF Grants	144,508.93	125,000.00	19,508.93
Net Revenue	<u>187,324.55</u>	<u>182,400.00</u>	4,924.55
Other Revenue			
Surplus Appropriation	0.00	10,000.00	-10,000.00
Professional Development Transfer	7,800.00	7,800.00	0.00
Interest Revenue	9.31	0.00	9.31
VINTA Primary Teacher Assoc Rev...	0.00	200.00	-200.00
VINTA Special Ed Assoc Revenue	0.00	0.00	0.00
Mentorship grant	0.00	0.00	0.00
Total Other Revenue	<u>7,809.31</u>	<u>18,000.00</u>	-10,190.69
TOTAL REVENUE	<u>195,133.86</u>	<u>200,400.00</u>	-5,266.14
EXPENSE			
Administration Expense			
A1 Administrative Wages	15,414.00	23,500.00	-8,086.00
A2 Employer EI Expense	357.01	0.00	357.01
A3 Employer CPP Expense	804.99	0.00	804.99
A4 WCB Expense	338.38	0.00	338.38
Employee Benefits	0.00	0.00	0.00
A6 CRA Remittances	2,912.55	0.00	2,912.55
Total Admin Payroll Expense	<u>19,826.93</u>	<u>23,500.00</u>	-3,673.07
A7 Admin. Lodging/Meals Expense	0.00	0.00	0.00
A8 Office Equipment Expense	4,835.24	500.00	4,335.24
A9 Office Supplies	378.99	1,300.00	-921.01
A10 Admin. Travel/Mileage Expense	88.09	300.00	-211.91
A11 Photocopying Expense	580.91	2,000.00	-1,419.09
A12 Postage & Courier Expense	0.00	100.00	-100.00
A13 Telephone/Fax/Internet Expense	1,344.00	3,000.00	-1,656.00
A14 Rent Expense	3,000.00	3,000.00	0.00
A15 Insurance Expense	2,296.00	750.00	1,546.00
A16 Public Relations Expense	2,151.12	500.00	1,651.12
A17 Legal & Accounting Expense	141.75	800.00	-658.25
A18 President's Wages	76,382.32	115,000.00	-38,617.68
A19 President's Benefits	15,113.10	23,000.00	-7,886.90
A20 Miscellaneous Expense (Admin)	3,310.65	0.00	3,310.65
A21 School Board Meeting	120.99	250.00	-129.01
Total Administration Expense	<u>129,570.09</u>	<u>174,000.00</u>	-44,429.91
Executive Expense			
E1 Exec. Lodging & Meals Expense	237.87	1,500.00	-1,262.13
E2 Exec. Release	0.00	1,000.00	-1,000.00
E3 Exec. Travel	1,413.47	2,500.00	-1,086.53
E4 Exec Child Care	160.00	300.00	-140.00
Total Executive Expense	<u>1,811.34</u>	<u>5,300.00</u>	-3,488.66

Vancouver Island North Teachers' Association - ADMIN**Comparative Income Statement - Budget to Actual**

	Actual 07/01/2024 to 04/22/2025	Budget 07/01/2024 to 06/30/2025	Difference
Representative Assembly Expense			
R1 Rep Assembly Lodging/Meals	580.73	500.00	80.73
R2 Rep Assembly TTOC	5,533.20	1,200.00	4,333.20
R3 Rep Assembly Travel	1,085.08	750.00	335.08
R4 SURT	1,351.43	0.00	1,351.43
R5 Rep Assembly Childcare	120.00	300.00	-180.00
Total Rep Assembly Expense	<u>8,670.44</u>	<u>2,750.00</u>	5,920.44
Bargaining Expense			
B1 Bargaining Lodging/Meals	433.35	750.00	-316.65
B2 Bargaining TTOC	2,496.47	2,500.00	-3.53
B3 Bargaining Travel	496.60	200.00	296.60
B4 Bargaining Advertising	0.00	0.00	0.00
B5 Strike Expenses	0.00	0.00	0.00
Bargaining Grievance TOC Expense	0.00	0.00	0.00
B6 Grievance Meals/Lodging	0.00	200.00	-200.00
B7 Grievance TTOC	486.43	1,000.00	-513.57
B8 Grievance Travel	1,418.66	2,000.00	-581.34
Total Bargaining Expense	<u>5,331.51</u>	<u>6,650.00</u>	-1,318.49
Membership Expense			
M1 Child Care	120.00	200.00	-80.00
M2 General Meeting	2,603.31	3,500.00	-896.69
M3 Miscellaneous Member	700.34	0.00	700.34
M4 New Members	99.30	250.00	-150.70
M5 Sunshine/Retirement	0.00	4,000.00	-4,000.00
Total Membership Expense	<u>3,522.95</u>	<u>7,950.00</u>	-4,427.05
Additional Expenses			
VINTA Staff Meeting Food	0.00	200.00	-200.00
C1 Social Justice Committee	300.41	600.00	-299.59
C2 BCTF Meetings	1,769.45	0.00	1,769.45
C3 Scholarship	1,500.00	1,500.00	0.00
C4 TTOC Committee	0.00	200.00	-200.00
C5 Health, Safety & Wellness Com	514.31	800.00	-285.69
C6 Aboriginal Education Com	686.71	200.00	486.71
VINTA Primary Teachers Assoc	0.00	200.00	-200.00
VINTA Special Ed Assoc	0.00	0.00	0.00
C8 School-Based VINTA Meetings	0.00	2,000.00	-2,000.00
C7 Campaigns	1,407.45	500.00	907.45
Mentorship Grant	0.00	0.00	0.00
Total Additional Expense	<u>6,178.33</u>	<u>6,200.00</u>	-21.67
TOTAL EXPENSE	<u>155,084.66</u>	<u>202,850.00</u>	-47,765.34
NET INCOME	<u>40,049.20</u>	<u>-2,450.00</u>	42,499.20

Vancouver Island North Teachers' Association - ADMIN

Balance Sheet As at 04/22/2025

ASSET**Current Assets**

Investment Savings Acco...	0.17	
Chequing Bank Account ...	125,977.91	
Cash Clearing Account	9,202.98	
High Interest Savings Ac...	955.79	
VINTA Bursary	2,258.86	
GIC 3-year	7,517.12	
GIC 12 to 60 (NIL)	11,447.84	
GIC 12 to 60#2	33,778.75	
Total Cash		191,139.42
Accounts Receivable(NIL)	1,649.91	
Loans Receivable(NIL)	2,000.00	
Total Receivable (NIL)		3,649.91
Total Current Assets		194,789.33

Capital Assets

Office Furniture & Equip...	1,401.11	
Net - Furniture & Equipm...		1,401.11
Total Capital Assets		1,401.11

Other Non-Current Assets

Credit Union Equity Shares		55.60
GIC 12 to 60 Mth 00029		12,351.29
Total Other Non-Current A...		12,406.89

TOTAL ASSET		208,597.33
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LIABILITY**Current Liabilities**

Accounts Payable CRA		168.00
EI Payable	1,336.13	
CPP Payable	3,410.75	
Federal Income Tax Pay...	1,487.37	
Total Receiver General		6,234.25
Total Current Liabilities		6,402.25

TOTAL LIABILITY		6,402.25
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EQUITY**Members Equity**

Retained Earnings - Previ...		162,145.88
Current Earnings		40,049.20
Total Members Equity		202,195.08

TOTAL EQUITY		202,195.08
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LIABILITIES AND EQUITY		208,597.33
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Printed On: 04/22/2025

Vancouver Island North Teachers' Association - ADMIN

General Ledger Report 07/01/2024 to 04/22/2025 - Revenue to Date

Sorted by: Date

Date	Comment	JE#	Credits
4100	VINTA Dues		
07/11/2024	School District No. 85	J9	6,379.92
10/10/2024	School District No. 85	J139	6,091.07
11/07/2024	School District No. 85	J146	6,157.01
12/05/2024	School District No. 85	J189	6,153.60
01/09/2025	School District No. 85	J278	6,058.78
02/06/2025	School District No. 85	J300	5,865.50
03/13/2025	School District No. 85	J396	6,109.74
			<hr/> 42,815.62
4110	BCTF Grants		
09/19/2024	British Columbia Teachers' Federation	J36	19,372.87
12/09/2024	British Columbia Teachers' Federation	J190	125,136.06
			<hr/> 144,508.93
4420	Surplus Appropriation		
4430	Professional Development Transfer		
12/05/2024	Vancouver Island North Teachers' Assoc -...	J243	7,800.00
4440	Interest Revenue		
07/31/2024	Interest Income	J27	0.80
07/31/2024	Interest Income	J27	0.19
08/31/2024	Interest Income	J28	0.81
08/31/2024	Interest Income	J28	0.19
09/30/2024	Interest Income	J58	0.76
09/30/2024	Interest Income	J58	0.19
10/31/2024	Interest Income	J141	0.77
10/31/2024	Interest Income	J141	0.19
11/30/2024	Interest Income	J178	0.72
11/30/2024	Interest Income	J178	0.19
12/31/2024	Interest Income	J312	0.69
12/31/2024	Interest Income	J312	0.19
01/01/2025	Interest Income	J235	0.40
01/31/2025	Interest Income	J313	0.63
01/31/2025	Interest Income	J313	0.19
02/02/2025	Interest Income	J299	0.58
02/28/2025	Interest Income	J345	0.49
02/28/2025	Interest Income	J345	0.17
03/06/2025	Interest Income	J344	0.44
03/31/2025	Interest Income	J404	0.36
03/31/2025	Interest Income	J407	0.17
03/31/2025	Interest Income	J407	0.19
			<hr/> 9.31

4460 Miscellaneous Revenue**4470 Strike Fund Donations**

Printed On: 04/22/2025

President's Report
April 23, 2025
Annual General Meeting

It has been an honour and pleasure to represent all our members this year. Though things don't always work out exactly how we like, the year has gone well. Here are a few highlights:

1. Local Bargaining

- Courtney, Mel, Jeanine and Joel did an admirable job with our local bargaining round. We presented ten proposals and signed off on three of those – several others had good conversations but were ultimately deemed provincial in nature by BCPSEA.

2. Grievances

- BCTF Legal has agreed to take our two grievances related to the BCPSEA mandated review of Autism designations to arbitration. There are no dates set yet, and it might be a while before we get there, but this is an important step in providing the appropriate supports for students and the appropriate recognition to our members who have complex classes including ASD students. This grievance has also impacted the amount of remedy being offered as there are many "G Light" students in our district that no longer count toward remedy.

We have had a few other grievances this year for personnel matters, and most have been resolved without having to resort to arbitration.

The grievance we put forward to arbitration last year on the pre-employment hiring bonuses is still at the BCTF level, but is not likely to be taken forward now that the provincial arbitration has gone in favour of the employer.

3. Member Support

- I would like to remind everyone that the BCTF Health and Wellness Program is available to anyone needing support in staying resilient at work. Our rehab consultant is a fantastic resource, and can help arrange a wide variety of services for members.

4. Health and Safety

- There was a command performance for all administrators to attend the joint training session VINTA organized for April 5th. 17 Admin, 12 VINTA, and 3 CUPE members attended. Now we wait and see if it will improve the Health and Safety culture of this district.

5. LP Availability

- I am generally available at the office from 8:30-5:00 every day, though I have had a number of challenges with family matters this year that have taken me away. I am always monitoring the email, though, and Courtney is generally in the office for at least part of the time if I am away for extended periods.

It is VINTA's intention to release the VP one day a week next year, through a BCTF grant, to provide extra coverage and an opportunity for the VP to gain office experience.

Vancouver Island North Woodlands Advisory Group

Annual Report from Education Sector Representative

Colleagues,

I sit on the Vancouver Island North Woodlands Advisory Group which is one of two Public Advisory Groups working with Western Forest Products. The other is the Englewood Advisory Committee, and Robert Head-Chen represents the education sector with that group.

Although this is my third year with the group (replacing Fred Robertson), this will be my first report to our membership.

The Advisory Group is mandated by Government to provide public perspective on the various aspects of Western's Practice, and to review all the data on whether or not Western is meeting their obligations regarding environmental stewardship and community responsibility.

In this report, I want to focus on three items: Environmental Stewardship, Indigenous Relations, and Market Response.

Environmental Stewardship:

Western has been making substantial changes in the way that they plan and carry out their logging operations. This has been guided by the development of a Forest Landscape Plan that uses LIDAR data and digital mapping to provide a vision of what the forest will look like over the next three hundred years. The vast amount of data they can access around tree growth, stream health and other environmental factors, along with projected cut blocks, has allowed them to preview the forest conditions like never before.

What this means is that forestry is no longer business as it used to be, but is becoming ever more responsive to the needs of the whole environment balanced with maintaining viable operations. They are actively retaining forest within a cut block to preserve animal habitat (bears, elk, Northern Goshawk, all fish species) along with Karst features (caves, limestone features) and big trees (old growth and large size). The result is smaller cut blocks that have significant patches retained within.

Indigenous Relations:

There has been a monumental shift in the corporate approach to working with First Nations. What used to be a "we'll plan it then talk to you" approach has been replaced with true collaboration. The work being undertaken by the Quatsino Guardians has been used to support the IRMP – Integrated Resource Management Plan – which drives the overall cutting plan. Similar work is being done with the Namgis Nation. Representatives from both groups regularly attend and report at our VINWAG meetings.

Market Response:

Currently the market remains soft, and the new US tariffs have not been kind. In addition, there are some key changes in the process of exporting lumber to Europe. All of these have had a significant impact on local operations. Though most of Western's operations (Quatsino, Holberg, Jeune Landing, Port McNeill, Englewood) have continued production, there have been longer stretches of inactivity, as well as the need to shift crews from one operation to another to maintain employment.

One result of this continued downturn in the market was the sale of a chunk of land to Eastwood – a forest company from Carolina. They have similar environmental practices to Western, so it was a good fit. The lands sold amount to 0.5% of the Annual Allowable Cut (AAC) for Western in the next number of years as they are in a regrowth stage with limited economic value. Included in these lands are the O'Connor Lake and Swan Lake Recreation areas, and the hopes are that they will continue to maintain those sites. The sale is expected to have very little employment impact.

Conclusion:

It has been a pleasure and a learning experience representing the education sector on this Public Advisory Group. It is my intention to continue this work for another year or so, but would love to have a replacement waiting in the wings, so to speak. If you are interested in this work, please contact me.