

**EXECUTIVE/RA COMMITTEE MEETING**

**Wednesday, September 17, 2025**

**VINTA, Port Hardy – 4:30 pm**

**-Minutes-**

Attendance:

Shawn Gough	VINTA	Serena Lansdowne	AJES
Jason Voth	PHSS	Sarah Soltau	FRES
Courtney Wall	PHSS	Ricki-Lyn McCrae	NISS
Melanie Demoe	PHSS	Kevin Ogren	SES
Kevin McGhee	PHSS	Sara Wood	NISS
Teresa Wadhams	SES	Barb Cave	EVES
Alex Clemmer	PHSS	Melissa Mrus	PHSS - Zoom
Kristen Dahmer	EMX - zoom	Anne-Marie Fontaine	NISS - Zoom

1. Call to Order. Courtney Wall, Chair: 4:30 PM

2. Review/adoption of agenda dated September 17, 2025.

**MOVED: Demoe/McCrae**

That the agenda dated September 17 be adopted as presented.

**CARRIED**

3. Review/adoption of minutes dated June 19<sup>th</sup>, 2025.

**MOVED: Gough/Soltau**

That the minutes of June 19<sup>th</sup>, 2025 be amended, school reports removed from minutes.

**CARRIED**

**MOVED: Demoe/Ogren**

That the minutes of June 19<sup>th</sup>, 2025 be accepted as amended.

**CARRIED**

4. Business:

a) Honorary Life Membership proposal for Rick-Lyn McCrae

**MOVED: Gough/McGhee**

That the Ricki-Lyn McCrae be giving Honorary Life Membership.

**CARRIED**

Ricki will join the other sole honoree life member Fred.

b) FSA

Nothing significant has been done this year to inform parents of their choices. Would like parents to receive a letter to inform them what the FSA and give them information on what can be done for their child/ren. The old letter isn't working and would like to see some new happen to get parents more involved. Seek BCTF advice. The test is on skill not yet taught in the class at the time it is presented. Causes undue stress and anxiety on students and teachers. Letters sent out to parents will take time and require to be officially stamped when sent out.

**MOVED: Demoe/McGhee**

That VINTA send out FSA Exemption letters to the grades 4 and 7 parents.

**CARRIED**

c) Staffing Update

Alert Bay numbers not anywhere near what they were expecting. Shawn is heading over tomorrow with Rena. There will be a board-initiated transfer. Don't know who is going to transfer, it is a difficult situation.

d) LOU – error in CA from 2016

This one came about with staffing issues at some schools. C23 Process is incorrect. E20.4 language will apply for post and fill. 1- Leave of absentes, 2- teachers that are transferred, 3- teachers within the school. Contract modification, people returning from leaves, people wanting it within the same school before posting it. Intent to avoid the situation of layoffs and those with sonority getting skipped over. It is all really confusing at this point. It is really important that it is clear and solid, so that people don't feel they are passed over. Transfers also happen for medical reason. Big modification when sonority isn't considered need to understand what we are talking about. Educational leave you get to return to the same school but might not be the same job. Make sure to involve your union in these situation as it can help guide you through the process. Haven't had to deal with layoff, recalling in a while. Need more of a discussion, could we clone or copy another district?

**MOVED: Demoe/Soltau**

That VINTA create a sub-committee to fix the E20.4 language to report to the January General meeting to create a motion.

**CARRIED**

Committee to be formed at the General Meeting on Wednesday, September 24.

e) Remedy spending

We are not in the process of approving or disproving. We want to provide remedy, they cannot just pop in and say we are doing your remedy. Don't make it purposefully difficult to provide you remedy for you, to try and get the money instead. Need to not have over sized classes. Communication is terrible, Shawn has a list of who has remedy owing, will send out to those who actually have a fund.

f) Members' legal (in committee)

**MOVED: Gough/Ogren**

That the EC/RA move into committee.

**CARRIED**

**MOVED: Voth**

That the EC/RA rise from committee.

**CARRIED**

- g) General Meeting  
Next week in PHSS to accommodate the guest speaker's flight. Will be catered by Tandori Junction 30\$ a head which is well below the dinner rate. Zoom will be an option.
- h) Bill 11  
Has to do with mandatory PD, around if they want to make it mandatory or not just a heads up.
- i) BCTF Grants  
Several grants are in to BCTF for Courtney's release. Last years grants have come in.
- j) Office Purchase – vacuum  
Our office vacuum barely works and cannot get replacement bags. Would like to get a small stick vacuum, we have a budget for it.
- k) Privacy Policy 2015 review  
The policy is 10 years old and should be updated, is modeled after the BCTFs own policy. How member information is stored and kept after members leave the district. Would like to see the pro-noun preference update on the review to be respectful.
- l) SURTs  
A package of SURT options was distributed and members could mark off which ones they'd like to attend.
- m) BDS  
Has not got support globally, would like to make a motion.

**MOTION: Gough/Wood**

That the VINTA President and Vice President investigate how VINTA could align our local's investments and purchasing processes with the recommendations of the B.D.S movement so as to materially support peace in Palestine, with a report back to the VINTA at the January General Meeting.

**CARRIED**

Put forward as a social justice movement, then changed to a political issue. It is an individual decision. We have substantial investments through Coastal Community, need to investigate where the money is actually invested. Our union is a social justice, a voice behind you, human rights.

- n) Appointment percentages  
Very out of date but they are still using it. John Martin came to the office and looked over the numbers. How much does a TTOC get paid if they pick up a morning or afternoon block because they are not the same length. Would like to form a committee to review the percentages. Morning at the Highschool .21 and the afternoon is .37 and each class on Friday is a .25 and we didn't even touch on transitioning time. Would like to see the long block gone. Best option is to work it through; Ricki wants to be on the committee when it is formed. Fort Rupert changed the bell schedule without any discussion with staff. Language around someone picking up a block. TTOC will not be paid less than a .4.

**MOTION: Voth/Demoe**

To form a committee to review the appointment percentage.

**CARRIED**

Melanie Demoe and Ricki-Lyn McCrae will be on the committee with Courtney Wall and Shawn Gough.

5. Reports:

Reviewed the report, stating that it's the beginning of the year we have received some money from grants and member dues with more to come. There is a budget for the office to purchase a new vacuum cleaner.

**MOTION: Voth/Demoe**

To accept the current financial report.

**CARRIED**

An audit would cost us up to \$5000 and that's not feasible at this time. Shawn would like to set up a small committee to come in and look things over and ask any questions to ensure that our procedures are working and the accounts are correct.

b. Presidents Report

Shawn sent out an email already outlining what occurred at the school board meeting.

c. Professional Development report

Pro-D newsletter was sent out to each school.

d. Bargaining Report

**MOVED: Gough/Soltau**

That the EC/RA move into committee.

**CARRIED**

**MOVED: Voth**

That the EC/RA rise from committee.

**CARRIED**

The EC/RA committee discussed the bargaining report.

e. Social Justice Report

No report

f. Health, Safety and Wellness report

No meeting held yet, need to have a district meeting to see if any changes will be happening

g. Teacher on Call report

No report

h. Aboriginal Educators' Contact Report

Orange Shirt Day

i. Local Representative report  
Has a meeting first week in November.

j. French Language Report  
No report

k. MAL Equity Seeking Report  
No report

l. Political Action Contact Report  
Municipal election, parents voice BC has significant gains with some of their members trying to be trustees. BCEGU – nothing in support if a picket was to form near us Shawn will support it. Had a conversation with Aaron Gunn, national student loan forgiveness for nurses and doctors they were planning on expanding it for education assistants and teachers, but Aaron will not do anything in any way to support teachers, not part of his platform.

m. School Reports

**MOVED: Demoe/Soltau**

That the EC/RA move into committee.

**CARRIED**

**MOVED: Demoe**

That the EC/RA rise from committee.

**CARRIED**

The EC/RA committee discussed school reports.

Orders of the Day were called by Demoe at 6:30pm.