



VESTA News

Vancouver Elementary School Teachers' Association

VESTA's Annual General Meeting

**Tuesday, May 18th, 2021
via ZOOM**

**Elect your 2021-2022
Executive Committee**

Mark Your Calendar

May

- 11 Executive Committee Meeting
- 18 VESTA AGM
- 25 Executive Committee Meeting
- 29 Adult Ed AGM

June

- 08 Executive Committee Meeting
- 15 SRA
- 22 Executive Committee Meeting

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A Message from the President

The 2020-2021 school year has been challenging to say the least. We have had to adapt and pivot throughout the COVID-19 pandemic in our professional and in our personal lives. In September, we started the year with the government reopening schools full time with health and safety guidelines including the cohort model, and an Option 4 transition for students who chose not to return in September. We saw many issues regarding workload, accommodations, health and safety protocols, PPE, and trauma-informed approaches early in the fall. We released our Health and Safety reps in schools to provide them with training and we fought to have TTOCs be provided health and safety orientation prior to entering into schools. We held information sessions and tried to keep members as informed as much as possible in an ever-moving landscape.

In October we held our SURT training for school union teams, and we continued to push for better health and safety measures in schools. Density, hand sanitizer, plexiglass barriers and workload were all key topics of discussion. Early on in this school year we saw the strain on the system as more and more exposure notices were issued to schools. We also saw the number of failures to fill continue to increase and we asked staff reps to track and provide us with data to inform our advocacy. We fought to have meetings with Vancouver Coastal Health so that we could provide direct input on teachers' concerns about transparency, communication lag-time and contact tracing. We also saw the VSB begin the SLO program review process, where VESTA advocated for its immediate elimination.

By December we saw the first vaccines in the world begin to be distributed. This sparked many questions about how that rollout would unfold, something that is currently underway. In December we saw the Option 4 transition model extended until March and we saw a lot of stress and anxiety in regards to assessment, reporting and ongoing workload concerns connected to Option 4.

In January and February, we continued our advocacy and fight for better working conditions for members. We held our SURT training in February with workshops focused on anti-racism training and practice on Anti-Oppression and we hope to continue to do more of this work in the future.





A Message from the President

In March the BCTF held a second AGM virtually, and VESTA engaged in the troubleshooter process through the Labour Relations Board. We raised Option 4 and accommodations as well as failure to fill concerns to this table. We continued to work to get members accommodations to work remotely while supporting Option 4 students. We have engaged with media, issued press releases, and wrote letters to the Trustees to further our advocacy and call for better health and safety and working conditions. We saw the government and the PHO announce a stronger mask mandate for grades 4-12, but we know that it didn't go far enough. We have re-engaged with our #RedforBCEd campaign to highlight the issues faced by teachers in schools.

In March the government also announced a vaccine rollout plan for essential workers including education, only to then have that rollout delayed. The plan finally began in the middle of April with a handful of schools being identified as priority as cases in communities increased. That vaccine rollout is currently underway and we hope that all schools staff, TTOCs, and itinerant members will be targeted and provided an opportunity to be vaccinated by the end of May. We also partnered with DPAC to hold a press release in support of parents and members of the BIPOC community prior to the Board making the decision to eliminate the SLO program at the end of April.

We are now entering the last few months of the school year. We will continue to advocate and engage in conversations about health and safety and workload, especially as we enter into staffing conversations for next year. Our virtual AGM is just weeks away now, where we will elect a new Executive Committee, discuss the VESTA annual budget and debate bylaw and policy changes as we address equity, access, and decolonizing our work and our structures.

I hope that everyone has found ways to stay connected to friends and family throughout this pandemic in a safe and socially distant way. This year has been incredibly difficult and isolating. Please remember to be kind to your colleagues as well as yourself. We have been asked to take on an incredible amount of stress this year and I hope that next year is a calmer and safer year for everyone.

In Solidarity,

Joanne Sutherland



2021 - 2022 VESTA Executive Committee Nominees



JOANNE SUTHERLAND for President

In my current role as President, along with the other IHTOs have advocated for better Health and Safety measures, more transparent communications and have fought against the untenable working conditions and workload as a result of the pandemic. As we look forward to next year, we enter another year of bargaining, where we have an opportunity to seek improvements to our working conditions. As a Social Justice union we continue to call for action against racism, environmental justice, and an ongoing commitment to Truth and Reconciliation. If I am re-elected as President, I hope to continue this important work on behalf of all members. I am proud to be a part of a union that strives for a better world for all; a union that is willing to speak up and speak out. With your support, I am hopeful we can continue to make those improvements together.



ALLISON JAMBOR for 1st Vice-President

With the aim of service to our membership I am pleased to put my name forward for the position of first vice-president. I have gained a wide range of experience in my four years in office, from Health and Wellness to Professional Development and Professional Issues support, to representing VESTA on various VSB committees such as Finance, Educational Change, District Pro-d and Facilities. I have unflinchingly brought forward VESTA's stance with our dedication to teaching and learning. I listen carefully and center the voice of our membership, raising needs and lived experiences in discussions with the board. I will bring dedication and solid union values to the position should you choose me to represent you for another year.



DARREN TEREPOSKY for 2nd Vice-President / Grievance Officer

I am pleased to put my name forward for 2nd Vice-President / Grievance Officer for a second year and to be part of the In-House-Table-Officer team. I value working with members, our Executive and Grievance Committee to advocate for your rights through the complex grievance process and to defend our collective agreement language. Next year we once again begin bargaining and I look forward to participating in and engaging members in union structures to make improvements to our CA at the local and provincial tables.

2021 - 2022 VESTA Executive Committee Nominees



MARJORIE DUMONT for 3rd VP

Dinī ze', ts'akē ze', skiy ze', Hadih, Dzīn tabī honzu. (male chiefs, female chiefs and their children. Greetings, it is a great day today)

I acknowledge that I am here as a visitor on the stolen, unceded shared traditional territories of the Musqueam, Squamish and Tsleil Waututh First Nations. I am grateful and blessed to live, work and play on the beautiful land and water that they have been stewards of since time immemorial.

My name is C'tan and many know me as Marjorie Dumont. My mother's name is Wila'at (also known as Sue Alfred) and my father's name is Wah tah ghet (the late Henry Alfred). My house chief's name is Chief Na'moks (also known as John Ridsdale). I belong to the Tsayu clan of the Wet'suwet'en First Nation. My roots are also Gitksan.

I respect VESTA and its democratic principles of our union. It has been a blessing and a privilege to teach and learn from the students, staff and communities in Vancouver and Surrey, B.C. My journey in the public education system has been both incredible and challenging. The stories and experiences of the students give me strength and courage to facilitate change for the betterment of not just Aboriginal students but for all students.

It was a remarkable experience working for all teachers across the province at the BCTF office from 2008-2012. And my most rewarding and growing was as a BCTF Member at Large, I was able to see firsthand the struggles to engage members and to underscore the need to decolonize where possible structures and thinking. It is such a gift to be a VESTA union activist and I am so proud of all we do for the children, families, members and community. We are not alone and we have each other.

In the last couple of years, I have been very proud of my colleagues in VESTA. It has been very difficult navigating through the pandemic. But we must continue to be courageous in keeping each other safe.



JODY POLUKOSHKO for 4th Vice-President

I'm proud to be putting my name forward this year for Vice President. As someone who has been deeply involved in the negotiation, implementation and defense of the local and provincial collective agreement, I look forward to working on behalf of members through the upcoming round of negotiations.

As a union, we have so many roles in our members' lives, not only around member rights and our relationship to the employer, but we also have leadership responsibilities connected to building a just and equitable world, to finding a way forward that prioritizes a just recovery. I'm looking forward to working with members and other locals to continue to decolonize my union work, and to build anti-oppressive practice into my practice and into our structures as a union as well as in the context of public education.

2021 - 2022 VESTA Executive Committee Nominees



LESLIE ROOSA for Secretary Treasurer

I am pleased to submit my nomination for the position of Secretary Treasurer, with thanks to my nominator. I have served as Secretary Treasurer for a period of one and a half years. This exposure has built capacity regarding the budget process and ongoing financial management. Our financial statements have been audited and we have been given a "clean" audited report.

Thank you for your consideration.



VANESSA LEFEBVRE for Local Representative to the BCTF

Attending various BCTF events over the past few years has motivated me to put my name forward for Local Rep to the BCTF this year. VESTA has a long history of being progressive and vocal at the provincial level, grounded in our values of solidarity, transparency, and equity. There have been a lot of systemic issues at the provincial level that need to be addressed to ensure that the BCTF is an inclusive, anti-racist union that represents us all. I am committed to anti-oppression work and acknowledge that I am coming from a place of privilege. I will use that privilege to amplify the voices of those who are underrepresented.

As we enter into another bargaining year, we will be faced with challenges that will require us to find common ground to act collectively. I am committed to communicating with and representing VESTA members throughout this process.



CHLOE MCKNIGHT for Local Representative to the BCTF

I look forward to another opportunity to continue as a local representative on behalf of VESTA. I have enjoyed strengthening connections with locals around the province and representing VESTA members' voices at the provincial level, and am committed to furthering this work.

2021 - 2022 VESTA Executive Committee Nominees



KARINE NG for Local Representative to the BCTF

The responsibility to represent VESTA members at the BCTF is one that I take seriously. My understanding of this role is two-fold: to listen to members and to reflect our collective values outwardly by participating in debates at the governing bodies of the BCTF. Decisions made there impact us, students and school communities we care about. Dialogues, mentorship, and capacity-building lie at the foundation of unionism and inform my work in equity issues and engaging members from marginalized groups. We continue to face injustices exacerbated by the pandemic; with bargaining on the horizon, I humbly offer my service to struggle in community with our social justice union towards a robust and sustainable future. As an immigrant-settler on these stolen lands, I am committed to the decolonization of processes, structures, and all relations through my work. With radical love and hope, I thank you for your support.



HEATHER ALLISON for Member at Large

I feel privileged to be a member of the VESTA executive and to continue the progressive, necessary work that we do. I look forward to working with this incredible team towards the elimination of barriers to access within our own structures, as well as within the structures of the BCTF. Together, we will face the challenge of recovering from the pandemic and we will prepare for a new round of bargaining. I hope that the knowledge that I have gained from 12 years' experience on the VESTA executive and work on BCTF committees will serve the membership well over the coming year.



NATASHA BURDITT for Member at Large

Over that past year as member at large I have learned a lot about how much work is done to support VESTA members. When I ran for member at large last year I did it because I wanted to learn more about how VESTA works to support its members. I have learned so much this year and would like to continue learning. That is why I have put my name forward again for the position of Member at Large.

2021 - 2022 VESTA Executive Committee Nominees



GLEN HASNMAN for Member at Large

VESTA plays a very important role in supporting and representing Vancouver adult educators, elementary teachers, and associated professionals in our day to day work lives. We also play an important role in proactively pushing for greater equity and positive changes in schools, within our union, and in our broader communities. I believe in and continue to actively support this work.



ANNE MILLER for Member at Large

My work as Local Rep to the BCTF for the past four years has been both interesting and rewarding. I have learned so much about how our union structures work. Now, it is time for me to take a step back and allow other members to have that valuable BCTF experience. I would like to continue to advocate for Vancouver teachers on the VESTA EC as a Member at Large.



DANIELLE DURANT for Health and Safety Chair

Health and Safety is an aspect of our work that greatly interests me. I have been a school-based health and safety committee member for almost four years. I have represented VESTA members at both the District Health & Safety and Emergency Management Committees for the district since September 2019. This has been a crazy, challenging year but I have learned so much and would like to continue to support our members on all the important issues that affect both our workplace and our learning community. I would be honoured to continue in this role.



PATRICIA GUDLAUGSON for Professional Issues Co-Chair

Here are my two main goals:

- to continue to support teacher's professional autonomy in both their professional development and professional practice
- to assist teachers accessing relevant professional opportunities / activities.

2021 - 2022 VESTA Executive Committee Nominees



SYLVIA JACKSON for Professional Issues Co-Chair

Having numerous years of VESTA union experience as a member at large, I would like to continue with union activism in a new role as co-chair of the Professional Issues Committee. I have come to appreciate how democratic, reflective and important this organization is and the amazing job it accomplishes in supporting its members.

I look forward to learning in this new role as it's an imperative part of teaching. Understanding the importance of Professional Development for each individual member and the rights they have, is crucial for our autonomy.

Not only does the union advocate for the rights of educators but also for students and their families. We have come a long way in education, however, there is still lots of work to be done, and I'd like to continue learning and working for the membership.

Thank you for all your support and I look forward to another year of learning.



SAMUEL COUTURE for Social Justice & Solidarity Co-Chair

I am putting my name forward again for Social Justice and Solidarity Committee Co-Chair. As a privileged white, cis male settler, I acknowledge my life experiences do not make me an ideal candidate for this position. However, leaving the burden of change exclusively on those who seek equity, or to a half-filled committee, does not reflect the urgency of and the overdue need for changing structures. I pledge to firstly listen, to continue my learning and to commit positive actions regarding all social justice fights, while yielding to all members whose lived experiences can better direct those lessons and actions.



ELAINE ONG for Social Justice & Solidarity Co-Chair

I strive to continue fight for social justice within our union and school district. The pandemic has revealed how much work still needs to be done.

2021 - 2022 VESTA Executive Committee Nominees



NAMORSH REDDY for Social Justice & Solidarity Co-Chair

I believe that all people should have access to resources at the micro and macro level. Students who are pushed to the margins of society are underrepresented and often treated as though they are a burden in institutional settings. I have experience and support people who identify as BIPOC and LGBTQ+. I am an advocate who walks beside people dealing with poverty, mental health and addictions issues. My goal is to push for changes to advance equity in the school system.

Thanks!



GREG CANNING for Working & Learning Conditions/Bargaining Committee Co-Chair

As teachers we all have wonderful stories to share of our successes with our students, families and the communities we work in. Our jobs are unique in that we work with young children to help them learn and grow in an increasingly complex world. The complexity of our work is well known to us and change is constant in our profession. We all have ideas on how to improve and transform public education so that our working and learning conditions better reflect the needs we see in our classrooms. Every few years we have an opportunity to open our collective agreement and make changes through bargaining to make our working lives a little easier. The prework for the next round of bargaining has already begun and I hope to continue supporting teachers by identifying areas of concern and addressing them through collective bargaining. By working together, we can make things better.

In addition to the above positions, the following positions are also available to run from the floor:

Member at Large:

Member at Large - one position is designated for a member who identifies as having First Nations, Inuit, or Metis ancestry

Member at Large - one position is designated for a member who identifies as a person of colour

Standing Committee Chairs:

Aboriginal Education

Communications

TTOC

Social Justice and Solidarity (2)



**MOTIONS TO THE VESTA AGM
2021 MAY 18**

VESTA Bylaw EC Recommendations:

1. That Bylaw I be amended as follows:

BYLAW I: LOCAL ASSOCIATION The Vancouver Union of Elementary School Teachers and Adult Educators.' Association (hereafter referred to as "the Union Association") is a local association union of the British Columbia Teachers' Federation (hereinafter referred to as "the BCTF") as defined by the Constitution and Bylaws of the BCTF, and accordingly is subject to the Rules, Regulations and Bylaws of the BCTF applicable to a local union association. If any provision contained in the Bylaws of this Association is in any way at variance with the Constitution and Bylaws of the BCTF, such provision shall be inoperative and of no effect.

2. That all references to VESTA be changed to VUESTA, and all reference to VUESTA as an "Association" be changed to "Union".

3. That the ordinal numbers be removed from the role of vice president(s), and that one vice president position be designated as grievance officer and that all by-laws, policies, procedures and standing rules of order in which the ordinal positions are named will be addressed to reflect this change.

4. That Bylaw III. 1. (b.) be amended as follows:

The Table Officers of the Association shall be a President, the Vice-President(s), a Secretary-Treasurer, Local Association Representatives, and the Immediate Past President. The Adult Education President shall be considered to be a VESTA Vice President.

5. That the following be added to By-Law III as new sentence at the end of 1(b): "For clarity, no person shall hold more than one of these roles."

By-Law III, 1(b) The Table Officers of the Association shall be a President, the Vice-President(s), a Secretary-Treasurer, Local Association Representatives, and the Immediate Past President.

6. That the following be added to By-Law III as a new 1 (d): "The Executive Committee may appoint an alternate or alternates for Local Association Representatives. For clarity, no person holding a role listed in (b) above shall be appointed as alternate."

7. That, on the conditions that new By-Law III 1 (d) be adopted by the AGM, that the following policy be adopted:

"That in its selection of alternate LRs, the EC prioritize members who are Adult Educators and/or in the designated member-at-large positions. Names of members who are Adult Educators willing to serve as alternate shall be requested from the Adult Educator Sublocal."

8. That Bylaw III.2.b be amended as follows:

The Secretary-Treasurer shall be the legal custodian of all of the property of the Association including the seal and the archives. The Secretary-Treasurer shall prepare and keep or cause to have prepared and kept a record of all meetings, general and otherwise, of the Association and of the Executive Committee. The Secretary-Treasurer shall be the chair of the Finance Committee.

The Secretary-Treasurer shall have the care and custody of all monies of the Association, shall





deposit the same in the financial institution designated by the Executive Committee, and shall disburse and dispose of the same on the order of the Executive Committee. All cheques shall be signed by any two (2) of the following: President, **designated Vice-Presidents**, Secretary-Treasurer. Each signing officer shall be required by the Executive Committee to furnish a bond for the faithful discharge of their duties in such sums as the Executive Committee shall require, the premiums of such bonds to be paid from the funds of the Association.

The actual Bylaw III.2.b. reads:

The Secretary-Treasurer shall be the legal custodian of all of the property of the Association including the seal and the archives. The Secretary-Treasurer shall prepare and keep or cause to have prepared and kept a record of all meetings, general and otherwise, of the Association and of the Executive Committee. The Secretary-Treasurer shall be the chair of the Finance Committee. The Secretary-Treasurer shall have the care and custody of all monies of the Association, shall deposit the same in the financial institution designated by the Executive Committee, and shall disburse and dispose of the same on the order of the Executive Committee. All cheques shall be signed by any two (2) of the following: President, ~~1st Vice-President~~, Secretary-Treasurer. Each signing officer shall be required by the Executive Committee to furnish a bond for the faithful discharge of their duties in such sums as the Executive Committee shall require, the premiums of such bonds to be paid from the funds of the Association. ~~the ordinal numbers be removed from the role of vice president(s), and that one vice president position be designated as grievance officer and that all by-laws, policies, procedures and standing rules of order in which the ordinal positions are named will be addressed to reflect this change.~~

9. That Bylaw III.2.c be amended as follows:

In the absence or disability of the President, **a Vice-President as determined by the in-house table officers**, shall perform the duties of the President.

The actual Bylaw III.2.c reads:

In the absence or disability of the President, ~~the 1st Vice-President, and in his/her absence, the 2nd Vice-President~~, shall perform the duties of the President.

10. That the following be added to By-Law III as a new 7: "If any member of the Executive Committee shall resign from office, or without reasonable excuse be absent from three consecutive meetings of the Executive Committee, or be suspended or expelled from the Federation, the Executive Committee shall declare the office vacated. The Executive Committee shall be empowered to fill such vacancies."

11. That an additional sentence be added to the end of By-Law VI 2 as follows: "If any position listed in (b), (c), and/or (d) above remains vacant upon adjournment of the Annual General Meeting, the Executive Committee shall be empowered to appoint members to any vacant position."





Bylaw V1.2:

Annual General Meeting

The business of the Annual General Meeting shall include:

- (a) Receipt of Reports and Financial Statements*
- (b) Nomination and Election of Table Officers*
- (c) Nomination and Election of Members-at-Large*
- (d) Nomination and Election of Standing Committee Chairpersons*
- (e) Appointment of Auditor*
- (f) Approval of the Budget and the setting of the Membership Fee for the ensuing year*
- (g) General Business*

VESTA Policy EC Recommendations:

1. That Policy 12.A.2 be amended as follows:

That the President, **a Vice-President** and the Secretary-Treasurer, or any two (2) of them, be authorized and empowered on behalf of the Association to establish a line of credit to a maximum amount of \$20,000 by way of overdraft on the Association's current account.

The actual policy reads:

That the President, 1st Vice-President and the Secretary-Treasurer, or any two (2) of them, be authorized and empowered on behalf of the Association to establish a line of credit to a maximum amount of \$20,000 by way of overdraft on the Association's current account. 1990 May 19 AGM

2. That Policy 12.C.6 be deleted.

The full-time (11 months) release for the 2nd Vice-President/Grievance Officer be continued. 1996 May 14 AGM / 1997 May 13 AGM

3. That Policy 16.B.4 be deleted.

The actual policy reads:

That the alternative LRs be: president - 1st alternate; 1st vice president - 2nd alternate; 2nd vice-president - 3rd alternate; and that the first eligible to serve be sent to each BCTF RA as alternates. 1997 May 30 Exec / 1981 May 19 AGM

4. That policy 17.B.2.h be deleted.

17.B.2.h.

That the alternate GRs be: president - 1st alternate, 1st vice-president - 2nd alternate, 2nd vice-president - 3rd alternate and that the first two eligible to serve be sent to each BCTF RA as alternates. 1981 May 19 AGM

EC Recommendations:

That a music teacher section be established.

That the WLC/B Standing Committee be renamed the Joint Working and Learning Conditions and Bargaining Standing Committee with two chairpersons both with voting rights.





EC Financial Recommendations:

That Hedden Chong LLP Chartered Accountant be retained as the auditor for 2021 / 2022.

That the staffing allocation for the VESTA office in 2021 / 2022 be:

- President (11 months)
- 1 st Vice-President (11 months)
- 2 nd Vice-President / Grievance Officer (10.5 months)
- 3 rd Vice-President (10.5 months)
- 4 th Vice-President (10.5 months)
- Adult Educators Sub-Local President (up to 0.25 FTE)

That the fee for contract teachers be 0.88 %.

That the fee for TTOCs be 0.71 %.

That the 2021 / 2022 budget in the amount of \$1,539,750 be adopted.



VESTA BUDGET PROPOSAL

FISCAL YEAR AUGUST 1, 2021 - JULY 31, 2022

This is a draft budget proposed by VESTA's Finance Committee.

A/ PROPOSED BUDGET	1,539,750
REVENUE FROM	
Dues	1,407,938
* K + 7/SLP	
* (kindergarten to Gr 7 & Speech Language Pathologists)	
Ad Educators	22,000
TOCs	48,000
BASIC GRANT BCTF + AD Ed	22,000
BANK INTEREST	4,200
AMOUNT FROM ACCUMULATED SURPLUS	35,612
B/ TOTAL REVENUE	1,539,750

K+7/SLP FEE CALCULATION	1,407,938
* Revenue to be generated	
Est. 2020 - 2021 FTE	1,839
Average Salary	87,000
Average Fee	766
Recommended fee as % of actual salary	0.88%
<i>For information:</i>	
2020 / 21 Budget 0.88%	1,316,475
2019 / 20 Budget 0.88%	1,417,750
2018 / 19 Budget 0.87%	1,378,800
2017 / 18 Budget 0.85%	1,313,750
2016 / 17 Budget 0.85%	1,234,600
2015 / 16 Budget 0.85%	1,215,750

VESTA ANNUAL GENERAL MEETING 2021 MAY 18

Acc #	OFFICE	2021-2022 Proposed Budget	2020-2021 Budget	Actuals 2020 December	2019-2020 Budget	YE 2019 /20 Expenditure	Grants received 2019 - 2020	YE 2019 / 20 Expenditure
5010	Auditor	15,000	13,125	14,175	12,750	13,125		13,125
5030	Bank Charges	300	300	143	300	141		141
5060	Equipment - Repair/Service	10,000	10,000	953	10,000	9,135		9,135
5065	Equipment - Photocopying	5,000	7,500	278	5,000	4,399		4,399
5070	Equipment - Lease-Rental/Purchase	3,500	3,500	1,047	2,500	1,123		1,123
5080	Insurance	4,800	4,500	-	4,500	4,570		4,570
5082	Internet	5,000	1,400	3,941	1,400	1,667		1,667
5090	Kitchen Supplies	1,500	3,000	161	2,500	2,008		2,008
5100	Legal Fees	1,500	-	-	1,000	40		40
5105	Consulting Fees	5,000	-	-	1,000	-		-
5110	Miscellaneous	250	250	121	250	226		226
5120	Postage and Courier	2,500	5,000	50	4,000	595		595
5130	Supplies	5,000	8,500	4,021	8,500	4,691		4,691
5140	Telephone	10,000	8,000	2,944	10,000	6,691		6,691
5145	Interest on Term Loan	-	-	-	-	-		-
5155	Confidential Shredding & Recycling	1,200	1,200	232	1,200	692		692
5158	Record Management	2,500	2,500	-	-	-		-
5225	Bad Debts	-	-	1,974	-	-		-
TOTAL: OFFICE		72,850	68,775	30,040	63,900	49,104	-	49,104

Acc #	SALARIES, BENEFITS AND ALLOWANCES	2021-2022 Proposed Budget	2020-2021 Budget	Actuals 2020 December	2019-2020 Budget	YE 2019 /20 Expenditure	Grants received 2019 - 2020	YE 2019 / 20 Expenditure
New	5 IHTO - including benefits	625,000	500,000	184,528	600,000	576,171		576,171
	IHTO Replacement	-	-	-	-	-		-
5332	Adult Educator Secondment (up to 0.25 FTE)	30,000	30,000	6,934	25,000	14,434		14,434
5340	Transportation Allowance	12,500	16,000	5,299	20,400	13,132		13,132
5350	Administration/Finance	322,400	310,000	127,800	310,000	312,761		312,761
5351	Staff LSR	5,000	-	-	-	3,263		3,263
5352	Municipal Pension Plan - Employer	26,500	26,000	10,654	26,000	25,605		25,605
5355	Retirement Benefit Expense	32,000	32,000	6,998	23,000	17,619		17,619
5360	WorkSafe BC	2,000	1,800	-	1,800	1,708		1,708
5380	Secretarial Costs (Relief/Salary Variance)	3,000	3,000	4,846	2,000	1,693		1,693
5381	TFEU - Education Trust Fund - Art. 49(3c)	200	200	-	400	202		202
5382	TFEU - Staff Training & Prof Dev - Art. 48	1,800	1,800	450	1,800	1,757		1,757
5383	SR Union Prep Time - Adult Educators	1,200	1,200	176	1,200	588		588
5385	SR Union Prep Time	40,000	40,000	10,863	35,000	33,910		33,910
5386	ER - directed in Service [training]	1,000	1,000	-	1,000	-		-
5388	HS Union Prep Time	-	-	14,622	-	10,276		10,276
TOTAL: SALARIES, BENEFITS & ALLOWANCES		1,102,600	963,000	373,170	1,047,600	1,013,118	-	1,013,118

VESTA ANNUAL GENERAL MEETING 2021 MAY 18

Acc #	COMMITTEES	2021- 2022 Proposed Budget	2020 -2021 Budget	Actuals 2020 December	2019-2020 Budget	YE 2019 /20 Expenditure	Grants received 2019 - 2020	YE 2019 / 20 Expenditure
5410	Ad Hoc	500	500		500	181		181
5420	Adult Ed Bargaining & C.A.	5,000	2,000	529	7,000	2,876	(10,000)	(7,124)
5430	Working Learning Conditions	200	400		400	228		228
5460	Communications Committee	200	400		400	-		-
5470	Executive	25,000	40,000	5,505	45,000	41,172		41,172
5480	Health & Safety	200	400	246	400	266		266
5510	Professional Development	200	400	50	400	303		303
5540	Social Justice & Solidarity Committee	5,200	5,400		5,400	5,332		5,332
5555	Aboriginal Education Committee	200	400	2,544	400	525		525
5565	TDC Committee	200	400		400	120		120
5575	Executive Committee Projects	10,000	4,000		4,000	6,854	(5,000)	1,854
5580	Committee Chair Release	3,000	3,000	440	3,000	2,044		2,044
	TOTAL: COMMITTEES	49,900	57,300	9,314	67,300	59,902	(15,000)	44,902

Acc #	MEETINGS	2021- 2022 Proposed Budget	2020 -2021 Budget	Actuals 2020 December	2019-2020 Budget	YE 2019 /20 Expenditure	Grants received 2019 - 2020	YE 2019 / 20 Expenditure
5610	BCTF AGM	20,000	17,000		17,000	9,402		9,402
5630	BCTF RA	7,000	5,000		7,000	4,986		4,986
5660	Adult Educators	2,000	1,000	573	2,000	2,015		2,015
5670	VESTA AGM	5,000	5,000	533	4,750	165		165
5690	Sections	-	-		200	-		-
5695	Union Mentoring	1,000	500		1,000	-		-
5710	School Union Rep Training	50,000	40,000	1,925	20,000	121,574	(72,957)	48,617
5715	SRA / General Meeting	3,000	6,000	393	5,500	3,501		3,501
	TOTAL: MEETINGS	88,000	74,500	3,424	57,450	141,643	(72,957)	68,686

VESTA ANNUAL GENERAL MEETING 2021 MAY 18

Acc #	OTHER	2021- 2022 Proposed Budget	2020 -2021 Budget	Actuals 2020 December	2019-2020 Budget	YE 2019 #20 Expenditure	Grants received 2019 - 2020	YE 2019 / 20 Expenditure
5810	Annual Retirement Dinner Event	40,000	15,000		18,000			-
5812	BC Fed of Labour – CLC Convention	1,000	7,000	3,298	1,000			-
5815	Workshops	500	500		500	432		432
5820	TFEU - 1 Negotiations	-	3,500		3,500			-
5825	Annual VESTA Committee Recognition &	3,000	2,000		2,000			-
5830	Bursaries	5,000	5,000	2,200	5,000	5,000		5,000
5835	CoDev	1,100	600		600			-
5840	Members' Financial Hardship	4,000	-		-			-
5850	CODE	2,000	2,000		2,000	2,000		2,000
5860	Grievance & Related Training	20,000	23,000	5,292	27,000	12,641		12,641
5865	Membership Mediation	2,000	2,000		2,000			-
5870	C.A. Negotiations (excludes Ad Ed)	20,000	3,000	2,050	20,000	15,006		15,006
5881	VESTA Professional Library	100	100		100			-
5890	Joint Conference Fund	20,000	20,000		20,000	20,000		20,000
5910	New Teachers' Induction	2,500	1,500	425	2,500	1,382		1,382
5915	TDC Pro D Fund	2,000	2,000		2,000	409		409
5930	IHTO Fund/Gifts	200	200		300			-
5940	Strike Expense Fund	-	20,000		20,000			-
5945	Strike Expense Grants	-	-		-			-
5970	Public Relations	12,000	12,000	3,914	11,000	10,680	(12,000)	(1,320)
5971	Twinning	-	500		500	500		500
5972	General Donation	5,000	3,500		2,500	8,600		8,600
5975	Provincial Election	-	-	3,670				-
5980	VESTA News / Publications	4,000	7,500		4,000	25		25
5985	Vancouver District Labour Council							
5982	International Solidarity	2,000	2,000		2,000	1,500		1,500
	TOTAL: OTHER	146,400	132,900	20,849	146,500	78,175	(12,000)	66,175

VESTA INTERNALLY RESTRICTED FUNDS

Fiscal Year: 2020 February 1 – 2021 January 31

	Office Equipment Fund (010001)	Collection Office Fund (010002)	Political Campaigns Fund (010003)	Political Office Fund (010004)	Staff Long Range Fund (010005)	BALANCE
Balance beginning of the year 2020 - 2021	8,546.41	153,460.45	149,963.28	72,457.98	39,501.56	423,929.68
Transfer to VanCity IRF Funds 2020-2021	5,000.00	10,000.00		5,000.00	5,000.00	25,000.00
Referral amount 2021 January 31	5.59	71.05	61.08	33.64	19.17	190.53
Expediture 2020 - 2021 January			(2,709.11)			(2,709.11)
Expediture 2020 July 31			(23,225.86)			(23,225.86)
Expediture 2021 January 31			(82,947.21)			(82,947.21)
IRF @ 2021 January 31	\$ 13,552.00	\$ 163,531.50	\$ 41,142.18	\$ 77,491.62	\$ 44,520.73	\$ 340,238.03

Motion 2018 January 16 - \$325,000 from Operating Account to Building Contingency Fund

2018 October 31	325,000	(100,000)	225,000
2019 July 3	225,000	(100,000)	125,000
2019 November 13	125,000	(125,000)	-