Vancouver Elementary and Adult Educators' Society

Formerly known as
Vancouver Elementary School Teachers' Association

Policy Handbook

November 2026

VEAES

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veaes.ca

Introduction

These policies and procedures are a compilation of motions passed at VESTA General, Proportional Representatives' (PR)/Staff Representative (SRA) and Executive Committee and Table Officer meetings, VESTA/VSTA joint General and Executive Committee meetings, and VTF General and Executive Committee meetings from 1891 to the current year. All references are to VESTA meetings unless otherwise indicated. On June 13, 2022 VESTA changed it's name to VEAES, Vancouver Elementary and Adult Educators' Society.

The Vancouver Elementary School Teachers' Association wishes to express its appreciation for the valuable work done by those members who generously contributed their time to review and compile this policy book.

Steve Norman (VESTA President 1976-78) initiated work on the policy book in 1977. His research took him from 1891 September 20 - the first meeting of the Teachers' Association, Vancouver - to 1978. Alan Crawford updated the book to 1981. Various committees began updating the policy book 1998. The Policy and Procedure Committee became a standing committee in 2000 and was discontinued in 2006. Updating the Policy Manual is now the responsibility of the President and/or Vice Presidents. Glen Hansman and Rossanne Tanner updated the book, to June 2011. The updated version to June 2016 was prepared by Janek Kuchmistrz, Jill Barclay and Amy Jang. The policy handbook is now being kept up to date by a Vice-President and Executive Assistant.

KEY REFERENCE:

Exec	**Executive Meeting**
Gen	**General Meeting**
Jt. Exec	**Joint VESTA & VSTA Executive Meeting (now VTF)**
Jt. Gen	**Joint VESTA & VSTA General Meeting (now VTF)**
PR	**Proportional Rep Meetings (now SRA)**
SRA	**Staff Rep Assembly Meeting**
VTF Gen	**Vancouver Teachers' Federation (VESTA & VSTA) General Meeting**
VTF Exec	**Vancouver Teachers' Federation (VESTA & VSTA) Executive Meeting**

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A. General 218

1. Aboriginal Issues

A. General

1. That VESTA establish a First Nations Teachers Section.

2000 Jun 01 Exec

2. That a VESTA table-officer be requested to participate in VESTA First Nations Committee meetings.

2003 Jun 10 Exec

3. That the BCTF Protocol for Meetings Held in Recognized First Nations Territories be sent to the VESTA First Nations Section for recommendations re a process to be used at VESTA AGMs, Staff Representative Assemblies, or conferences.

2003 Sep 11 Exec

4. That the First Nations Section be granted Standing Committee status and be named the Aboriginal Committee effective 2005 August 1.

2003 Jun 10 Exec
2005 May 31 AGM

5. That VESTA support the naming of the new school in the University Endowment Lands with a name that represents the traditional heritage of the aboriginal peoples that first lived there.

2013 Jan 29 Exec

6. That VESTA support the Idle No More Movement.

2013 Jan 29 Exec

7. That VESTA Executive Committee lobby the BCTF Executive Committee that a teacher representative be a legal signatory to the local Aboriginal Education Enhancement Agreement.

2014 May 27 Exec

8. That VESTA recognize and commemorate Orange Shirt Day in recognition of the harm the residential school system did to children's sense of self-esteem and well-being, and an affirmation of our commitment to ensure that everyone around us matters.

2016 Sep 13 Exec

9. That VESTA Aboriginal Education Committee adopts the 2017-2018 Terms of Reference as follows:

    1. Enhance educators' understanding of aboriginal ways of knowing and being.
    2. Assist teachers in bringing into their practice aboriginal ways of knowing and being.
    3. Highlight the calls to action from Truth and Reconciliation Commission.

2018 Mar 13 Exec

10. That the new Aboriginal Acknowledgement be:

    VESTA gives thanks and recognizes that this meeting takes place on the unceded joint traditional territory of the Musquem, Tsleil Waututh, and Squamish Nations.

2018 May 22 Exec

11. That all committee agendas and minutes use the same acknowledgement as if carried and be placed under the heading of Acknowledgement.

2018 May 22 Exec

12. That we amend the aboriginal acknowledgement to delete the word "traditional."

2018 Jun 05 Exec

13. That the Terms of Reference for the Aboriginal Education Committee be:

- Enhance educators' understanding of Indigenous ways of knowing and being.
- Assist teachers in bringing into their practice Indigenous ways of knowing and being.
- Highlight the calls to action regarding education from Truth and Reconciliation Commission.
- Highlight the actions embodied by the United Nations Declaration on the Rights of Indigenous Peoples.

2019 Apr 09 Exec

14. That VESTA write to Vancouver MP's Hedy Fry, Jody Wilson-Raybould, Don Davies, Jenny Kwan, Harjit Sajjan and Joyce Murray to condemn the RCMP's invasion of the Wet'suwet'en territory as a violation of UNDRIP.

2020 Feb 11 Exec

15. That VESTA donate $1,000 to the Wet'suwet'en Legal Fund from the Public Relations fund.

2020 Feb 11 Exec

16. That VESTA
    a. support purchasing an annual advertisement in the First Nations Drum Publication.
    b. purchase an annual subscription to the First Nations Drum.

2020 Oct 13 Exec

17. That VESTA call upon the VSB to demonstrate meaningful implementation of the United Nations Declaration on the Rights of Indigenous Peoples by:
    1. adopting a multi-year plan of action that ensures that the district is providing all employees with comprehensive in-service that fully addresses all aspects of Call to Action #57 of the Truth and Reconciliation Commission of Canada, including antiracism training for all employees.
    2. ensuring that all teachers have the necessary teaching resources in keeping with the Indigenous components of BC's curriculum, and that are relevant to the worldviews and knowledges of local and other Indigenous communities.
    3. advocating for the Ministry of Education to specifically include antiracism and anti-oppression in the "Social Awareness and Responsibility" core competency at all grade levels.
    4. implementing a plan of action to ensure that Indigenous language courses are available throughout the school district, easily accessed by students, and not cancelled due to lower enrollment.
    5. working with the VTF to significantly increase the number of First Nations, Métis, and Inuit teachers working in Vancouver schools.
    6. working with employee unions, employee associations, and other organizations to implement a plan of action to address racism experienced by staff, students, and families in Vancouver schools.
    7. advocating for the Ministry of Education to abandon colonial narratives in education promoted by the Organization for Economic Cooperation and Development (OECD), and discontinuing the utilization of colonial tools such as the Foundation Skills Assessment (FSA) and the Program for International Student Assessment (PISA).
    8. discontinue the use of FSA and PISA data in VSB reports and school plans.
    9. advocate for the Ministry of Education to remove Sections 11 and 12 in their entirety from the School Regulations, which pertain to promoting "loyalty to the Crown" and "observation of occasions of historic or current importance to Canada and the Commonwealth."
    10. advocate for the Ministry of Education to include National Indigenous Peoples Day in Section 10 (b) of the School Regulations.
    11. formally recognize National Indigenous Peoples Day every school year within Vancouver schools.

2021 Jan 12 Exec

18. That the Terms of Reference for the Aboriginal Education Committee be:

- Enhance members' understanding of Indigenous ways of knowing and being.
- Assist members in bringing into their practice Indigenous ways of knowing and being.
- Highlight the calls to action regarding education from Truth and Reconciliation Commission.
- Highlight the actions embodied by the United Nations Declaration on the Rights of Indigenous Peoples.
- Assist members in developing their understanding and respect of protocols.
- To advocate through VESTA for additional support and services from the VSB.

2021 Jan 26 Exec

19. That VESTA host a virtual after school organizing session to discuss and support matters connected to Indigenous land and water defense.

2021 Apr 20 SRA

20. That VESTA call upon the Province of British Columbia to actively use its' resources and leverage to mandate the full funding and implementation of TRC Calls to Action 57, 62-65 and 71-76 while maintaining Indigenous leadership through these processes.

2021 June 01 Exec

21. That VESTA recommend to the BCTF Executive Committee:

That the BCTF offer to cover the legal costs incurred by

1. The First Nations Child & Family Caring Society
2. The Tk'emlups te' Secwepemc and shíshálh Nation in their ongoing legal disputes with the federal government.

2021 Jun 15 Gen

22. That VESTA sign and endorse the Anti-Oppression Educators Collective's petition calling on the Ministry of Education to mandate in-service training on the TRC and UNDRIP for all K-12 school staff in BC.

2021 Jun 08 Exec

23. That the new Aboriginal Acknowledgement be:

VESTA gives thanks and recognizes that this meeting takes place on the stolen, unceded joint territory of the Musqueam, Tsleil Waututh and Squamish Nations.

2021 Sep 28 Exec

24. That VESTA advocate to VSB management and Trustees that an audio pronunciation be on every school website for all schools with Musqueam, Squamish, Tsleil Waututh, and any other Indigenous Nations names.

2021 Oct 26 Exec

25. That VESTA call upon the BCTF to support AOEC PSA's petition to the Ministry of Education to mandate two days of in-service training for all K-12 school district staff in the 2022-2023 school year to carry out the following work:

1. Read the TRC and UNDRIP in their entirety
2. Debrief in collective groups
3. Establish goals and action plans to implement all calls to action.

2021 Oct 26 Exec

26. That the VESTA Rep on the Indigenous Education Council advocate for unspent funds from 2020-21 to go directly to the needs of Indigenous students.

2021 Nov 23 Exec

27. That VESTA donate $5,000 to the Wet'suwet'en Legal Fund from the Political Action fund.

That VESTA contact all Vancouver MLAs and MPs to condemn RCMP and government actions in the present situation; and, that VESTA seek interest from other BCTF locals to stage a protest outside of MLA Mike Farnsworth's constituency office.

2021 Nov 23 Exec

28. That the BCTF urge the Minister of Education and the Minister of Indigenous Relations & Reconciliation to revise Section 5(10)-(12) of the School Act Regulations to:

1. delete any reference to the Commonwealth and imposed loyalty to the Crown;
2. clarify that neither students nor staff shall be obliged to participate in
   a) the singing of O Canada, or
   b) any patriotic exercise, or
   c) imposed loyalty to the Crown;
3. include a reference to the National Day for Truth & Reconciliation.
4. include a reference to a local First Nation(s) song or anthem.

2021 Dec 07 Gen

29. That the BCTF encourage locals and sublocals to recognize the last week of September as Truth and Reconciliation week.

2021 Dec 07 Gen

B. Aboriginal Employment Equity

1. That the VTF Aboriginal Educators Employment Equity Committee continue discussions leading up to the Human Rights Tribunal application process that includes implementation of the following:
    a. presentations by VTF co-presidents or designate to UBC/SFU including NITEP/IPTEM, high school and university career days about Vancouver's Employment Equity program.
    b. the assignment of local mentorship for Aboriginal educators new to the role.
    c. the development of a cadre of practicum advisors for self-selected placement for teaching practica.
    d. the possibility of educational financial assistance to pre-service Aboriginal teachers including forgiving student loans.
    e. ongoing education of members regarding the necessity and strengths of APTEM/NITEP/IPTEM programming.
    f. ongoing communication with membership (through SURT training, staff rep assemblies/council meetings, via school Aboriginal contact, staff rep communications and the VESTA News/Tackboard about the rationale and progress of the Employment Equity Initiatives.
    g. the investigation of a paraprofessional teacher certification program for First Nations School Support workers.
    h. a presentation to Committee IV about the Collective Agreement language and progress to date.

    2009 Apr 28 Exec

2. That the VTF Aboriginal Education Employment Equity Committee initiate discussions with the Board around the following recruitment and retention strategies with a report back to the June executive committee meeting
    a. a goal of increasing Aboriginal teachers commensurate with the percentage of Aboriginal students in the district.
    b. strategies for hiring of new employees of Aboriginal ancestry, based on self-identification, towards the equity goal.
    c. An investigation of ways to sustain the employment of Aboriginal educators via security, seniority and conversion.
    d. strategies what will support mobility for Aboriginal educators throughout the district and/or among programs.
    e. an approach to layoff the surplussing that protects a percentage of Aboriginal educators during declining enrolment/budget cuts.

3. That the VESTA Executive reaffirm the principles of the Employment Equity for Aboriginal Education ad hoc committee from April 2008 and that this be discussed at the Staff Rep Assembly on April 10th.

    2012 Apr 03 Exec

    Information was presented on aboriginal employment equity principles worked on in a working group with the Vancouver Board of Education in 2008. The Executive reaffirmed these principles as the Ad-Hoc Committee has been reactivated.

    2012 Apr 10 SRA

2. Adult Educators Sub-Local

A. General

1. That with the co-operation of VSTA, VESTA publicize the adult education programs of the VSB to VTF members.

   1988 May 21 Exec

2. *Deleted.*

   1998 Dec 03 Exec
   2021 May 11 Exec

3. That VESTA provide release time to allow the adult educator executive committee to hold a retreat to deal with organizational and membership matters.

   2000 Jun 01 Exec

4. That we request the Board to appoint a liaison trustee to each adult education centre.

   2000 Jun 01 Exec

5. That the Vancouver Adult Educators' Terms of Reference be:

   Terms of Reference of the Vancouver Adult Educators Section

   a. Name: This Vancouver Elementary School Teachers' Association Section shall be known as the "Vancouver Adult Educators".
   b. The objectives of the Vancouver Adult Educators are:
      To promote the welfare of members;
      To raise, by united effort, the status of teaching in adult education centres;
      To promote adult education;
      To cooperate with other bodies in the advancement of the foregoing objectives;
      To represent and advocate for the Adult Educator members.
   c. The operations of this Section are to be chiefly carried on in the City of Vancouver, Province of British Columbia.

   2000 Oct 05 Exec

6. That VESTA support the VESTA Adult Educators Section becoming a sub-local of the Vancouver Elementary School Teachers' Association on the understanding that the current bargaining situation is not affected. (see also 5.F.10.)

   2000 Nov 30 Exec

7. That where appropriate, the BCTF change language in all policies in the BCTF Members' Guide that mention "K-12" to "K-12 and Adult Education". (see also 5.C.1.)

   2000 Nov 30 Exec

8. That the following motions be recommended to a VESTA general meeting:

   a. That the BCTF create a task force to explore and summarize differences and similarities of province-wide adult educator working conditions.
   b. That the BCTF task force be comprised of at least 50% adult educators and that the task force report its findings to 2002 BCTF AGM.
   c. That the BCTF on behalf of adult educators actively lobby the government for more funding in order to reach parity with the K-12 system in all educational areas.
   d. That where appropriate the BCTF change language in all policies in the BCTF Members' Guide that mention "K-12" to "K-12 and adult education".

   2000 Nov 30 Exec

9. That VESTA oppose the elimination of adult education from the public school system.

   2000 Dec 07 Exec

10. That VESTA provide release time for the president of adult educators according to the following:
    a. If the AE president works in the drop-in or self-paced programs the release time shall be six (6) hours per week.
    b. If the AE president is an instructor of a semester course the release time shall be six (6) hours plus prep time per week.
    c. If the AE president is an instructor of a quartered course the release time shall be up to six (6) hours and forty-five (45) minutes per week plus prep time.
    d. If the AE president works in combination of the above then he/she may choose his/her preference.

    2001 May 29 AGM

11. That the Senior Staff Representative in adult education centres be provided with release time on the same basis as those in the K-7 unit.

    2001 Nov 29 Exec

12. That the AE sub-local president participate in VESTA in-house table officer meetings whenever it is necessary.

    2002 Apr 11 Exec

13. That AE sub-local be recognized by the BCTF with full local collective bargaining rights.

    2002 Apr 11 Exec

14. That the VTF Adult Educators Section of VESTA become a VESTA sub-local.

    2002 May 14 AGM

15. That the adult educators president participate on the VESTA Executive Committee as a full voting member.

    2002 May 14 AGM

16. That the president of the VESTA (AE) be granted an additional 3 hours leave once a month in order to attend the adult educator executive committee meetings.

    2003 Jan 23 Exec

17. That VESTA seek legal advice regarding the status of the VESTA adult educators sublocal in relationship to the BCTF bylaws and policies.

    2003 Sep 11 Exec

18. That the VESTA Seal be used for the Adult Education bursary and Honorary Life Membership certificates.

    2006 May 11 Exec

19. *Deleted.*

    2007 May 01 Exec
    2021 May 11 Exec

20. *Deleted.*

    2014 April 8 Exec
    2021 May 11 Exec

21. That the VESTA Executive Committee express outrage with continued attack on adult education programs and failing to follow process in the reductions in programs or classes in the VSB's Adult Education system, and express this in appropriate letters to VSB Trustees and senior management.

    2014 June 3 Exec

22. That VESTA in accordance with BCTF Policy 10.L.12.1.c, VESTA Adult Education members be required to perform a three-hour solidarity shift on the picket line in order to be eligible for third party strike pay.

    2014 June 3 Exec

23. That the Adult Education members will not invigilate provincial exams during this strike.

    2014 June 17 Exec

24. That VESTA inform Adult Education members at VESTA that all VESTA members will respect picket lines at schools during the present bargaining situation.

2014 Aug 26 Exec

25. That VESTA investigate methods of ameliorating the inequity of the salaries of adult educators both at work and behind the picket lines.

2014 Sept 15 Exec

26. *Deleted.*

2014 Sept 30 Exec
2021 May 11 Exec

27. That the VESTA Executive Committee recommend that the BCTF and locals with Adult Ed members be encouraged to actively advocate to stop funding cuts to Adult Ed students.

2015 Jan 27 Exec

28. That VESTA negotiate the ability of severed AE members to be added to the K-12 EOC list.

2017 Sep 12 Exec

3. Affirmative Action

A. General

1. That methods be examined to determine how traditional by unequal male/female enrolment patterns in math, science, modern languages, business education, home economics and industrial education could be altered to be more balanced.

   1984 Nov 01 Exec

2. That the Board provide resources for professional development opportunities designed to eliminate sexist teaching practices in the schools.

   1984 Nov 01 Exec

3. That the VSB personnel department vigorously pursue personnel practices to reduce institutional sexism.

   1984 Nov 01 Exec

4. That the Board offer incentives to provide teachers with the opportunity to retrain in non-traditional subject areas.

   1984 Nov 01 Exec

5. That all new instructional materials be examined and critiqued in terms of sexist bias before such materials are considered for purchase and that the school district refrain from purchasing any materials which contain sexist bias.

   1984 Nov 01 Exec

6. That the Board require all Grade 8 students to be enrolled in an integrated co-educational Home Economics/Industrial Education course.

   1984 Nov 01 Exec

7. That VESTA and the BCTF encourage education faculties of the universities to develop an affirmative action program to enrol students who reflect the multicultural and multi-racial composition of our population.

   1989 Oct 26 Exec

8. That the Vancouver School Board develop and implement an affirmative action policy for the use of school space by heritage language groups within the city.

   1989 Oct 26 Exec

9. That VESTA supports the establishment of the full VSB Employment Equity Program.

   1997 Apr 27 Exec

10. That Challenge Centre teachers inform all schools of their concern over the gender imbalance in current Challenge programs and that referring teachers be encouraged to refer equal numbers of boys and girls, particularly to science and math programs.

    1997 Nov 13 Exec

11. That the BCTF support and promote:

    a. the hiring of a greater number of teachers of aboriginal ancestry
    b. the inclusion of First Nations history and culture through the use of First Nations curriculum including courses such as First Nations Studies 12 specific cultural programs for First Nations students and that curriculum and materials be examined to ensure a positive reflection of aboriginal culture.

    1997 Dec 09 SRA

12. That the VESTA Executive Committee reconvene the BIPOC Ad Hoc Committee to develop survey questions with support from Shanee Prasad for an Equity Audit of our Executive Committee and our membership.

    2020 Jan 28 Exec

13. That VESTA retain an external auditor to perform a diversity audit of VESTA.

2020 Jun 23 Exec

14. That VESTA recommend that the VSB retain an external auditor to perform a diversity audit of VSB policies, administration and management teams.

2020 Jun 23 Exec

4. Anti-Poverty

A. General

1. That VESTA endorse the principle of raising welfare rates to at least the poverty line.

1985 Feb 07 Exec

2. That VESTA believes that income assistance and the minimum wage should be increased to at least the poverty line.

1988 Feb 23 Gen

3. That the BCTF develop a major campaign to fight poverty and that the campaign focuses on children and youth and that there be local components to the campaign where appropriate.

1995 Nov 14 Gen

5. That VESTA mount a campaign to raise awareness around the plight of women and families living in poverty.

2003 Mar 13 Exec

6. Terms of Reference:

- To work with the Anti-Poverty contacts in each school, have them pass on committee information and keep teachers informed of poverty issues.
- To communicate with members about topics related to poverty through the submission of articles to the VESTA News, holding open meetings and organizing information sharing events.
- To help VESTA members make links between poverty and other social justice issues.
- To address the issues of economic inequality, work toward the reduction of poverty and equal access to public education opportunities for all students regardless of their financial circumstance.
- To liaise with other VESTA standing committees, the BCTF, unions and community organizations and work together toward the elimination of poverty.
- To advise the VESTA Executive Committee on matters relating to poverty and economic equality.
- To identify resources, educational materials and less on ideas which relate to issues of poverty and economic equality and make them available for use by VESTA members.

2011 Jun 07 Exec

7. That VESTA join the Poverty Reduction Coalition.

2012 Jan 17 Gen

8. That VESTA provide release time for the VESTA Anti-Poverty Committee as needed, from the Committee Projects budget line-item, to attend community meetings and events around poverty issues such as First Call meetings.

2012 Apr 03 Exec

9. That VESTA support the VSB initiative to become a living wage employer.

2015 Oct 13 Exec

5. Anti-Racism

A. General

1. That the Board not allow racist groups, such as the KKK, to distribute their literature, attempt to recruit, terrorize or through any other form, conduct their racist activities at any Vancouver school.
1982 Apr 27 Exec

2. That VESTA believes that The Five Chinese Brothers may have a continuing role in the school system if used appropriately in a race relations program, but that it not be left for open access to young children as a folktale.
1986 Sep 11 Exec

3. That VESTA believes that the VSB should continue support to activities such as in-service training in race relations and multicultural education.
1986 Sep 11 Exec

4. That VESTA advocate to the VSB for the creation of a District Anti-Racism Advisory Committee.
2019 Oct 22 Exec

5. That VESTA publicly condemn the racist anti-Asian hate crimes connected to COVID-19, recognize that VESTA members and our students will be impacted by this racism, and support members in responding to racist incidents through publications and resources.
2020 Jun 09 Exec

6. That VESTA recommit to continuing the Ad Hoc Black, Indigenous and People of Colour Committee for the 2020/2021 school year for self-identified members to gather and discuss issues related to racism in our communities, our schools and our union, and make recommendations to the VESTA Executive Committee.
2020 Jun 09 Exec

7. That VESTA express in voice and action solidarity with members of Black Communities, rejection of racism, condemnation of discriminatory and white supremacist attitudes, racial profiling and racist behaviour by police, recognition of structural racism and undertake to lift the voices of Black members of our community and communities around the world.
2020 Jun 09 Exec

8. That VESTA recognizes that members of Indigenous Communities and People of Colour, like the members of Black Communities, experience persistent issues with individual, structural and systemic racism in Canada and that VESTA expresses in voice and action condemnation of that racism and undertakes steps to improve the lives and experiences of members of all of these communities whenever possible.
2020 Jun 09 Exec

9. That the Ad Hoc BIPOC Committee, the Social Justice and Solidarity Committee, the Communications Committee and the Aboriginal Education Committee make recommendations to the VESTA Executive Committee for content to update the VESTA website to include decolonizing and anti-racist information, resources and education, with the support of the Professional Issues Committee.
2020 Jun 09 Exec

10. That VESTA Executive Committee recommend to the SRA that members bring a motion to Staff Committee that no VPD or RCMP officers be invited to school events and that members no longer plan or attend events where VPD or RCMP officers are invited, until both organizations take clear steps to address the disproportionate repression of visible minorities, including Black and Indigenous people.
2020 Jun 09 Exec

11. That VESTA approach VSTA and request to know the VSB budget allocation for the VPD Liaison Programme and that the VESTA, VSTA and VSB together conduct a full audit of the effectiveness of the VPD program in regards to student safety and well-being in our own schools.
2020 Jun 09 Exec

12. That VESTA advocate for the end of the NewKids Vancouver program of the VPD Youth Academy and its removal from VSB schools.
2020 Jun 09 Exec

13. That VESTA encourage the VBE to provide training to Board and Committee Chairs and Trustees on anti-oppressive chairing and procedural responses to racist, sexist, homophobic/transphobic, ableist comments.
2020 Jun 23 Exec

14. That the Ad Hoc BIPOC Committee be provided release time of up to 10 days to revisit the VSB Anti-Racism policy post diversity audits and make recommendations to the VESTA Executive and that the release time be drawn from the Executive Committee special project line item.
2020 Jun 23 Exec

15. That VESTA advocate for the reinstatement of the Anti-Racism Teams Channel and address the topic of censorship of teachers with VSB Trustees, administration and management teams.
2020 Jun 23 Exec

16. That VESTA support the employer providing anti-racism training for all staff, and that it be developed and facilitated by members of the BIPOC community, be comprehensive, and part of a multi-year strategy.
2020 Sep 29 Exec

17. That BCTF mentorship grant be used in the 2020/21 school year to provide for attendance of VESTA BIPOC members to attend FLI grievance and collective agreement workshops.
2020 Oct 13 Exec

18. That VESTA initiate an education campaign among members about the deleterious effects of School Liaison Officer programs with input from Social Justice and Solidarity and Communications Committees.
2020 Nov 10 Exec

19. That VESTA initiate a public education campaign about the negative effects of the School Liaison Officer program and provide information including possible parent options to withdraw consent for their children's participation.
2020 Nov 10 Exec

20. That VESTA endorse Black Shirt Friday on Friday, January 15th and promote it in the VESTA Weekly, and on social media.
2020 Jan 12 Exec

21. That VESTA communicate to members annually at the start of each school year the policy on SLO officers passed by the membership and encourage members to inquire whether assemblies with VPD officers present are mandatory.
2021 Jan 26 Exec

22. That, in response to the SLO review, VESTA:
    a) contribute a collective response on behalf of members in the form of a letter
    b) appoint members to participate in any upcoming feedback sessions or focus groups
    c) recommend that the district center input and feedback from BIPOC students and families in their outreach and reports.
    d) provide written feedback to the district on the impact of mid-process changes to the consultation
    e) oppose the use of Teams as a platform for gathering feedback from staff and students
2021 Feb 09 Exec

23. That VESTA submit the following as an emergency resolution to the CLC convention:

Because during the COVID-19 pandemic, we've seen an alarming and escalating increase in racism against the Asian community including scapegoating, slurs, targeted attacks, assaults and murders across North America.

In Canada, we have a documented history of racism and legislated discrimination against Asian Canadians including the Chinese head tax, restrictive immigration laws, segregation, the denial of the right to vote and other basic human rights since the 1800's.

By continuing to allow hate to rise against any racialized group diminishes our labour movement, our communities and Canada.

The CLC and Affiliates will:

- condemn racist actions and attacks against Asian Canadians, Black, Indigenous and racialized people
- demand that Federal, Provincial and Territorial Governments denounce racism and redouble efforts to eliminate racism and hate crimes.
- mount a public Anti-Racism Media and Education Campaign to stop.

2021 Mar 30 Exec

24. That the VESTA Executive Committee donate $500 to ACLA (Asian Canadian Labour Alliance) in BC to help support the organizing of a virtual event.

2021 Apr 13 Exec

25. That the VESTA Executive Committee endorse the ACLA event and promote it through its communication channels with VESTA members and the public.

2021 Apr 13 Exec

26. That VESTA support and participate in organizing the parent / community led press conference regarding the SLO program on April 26th.

2021 Apr 20 SRA

27. That VESTA provide 3 release days for up to 10 members to consider the limitations of Roberts' Rules of Order as an organizational and meeting tool, using an anti-oppressive, decolonizing lens, and to make recommendations to replace or modify current practices, and that participation be open to BIPOC members from VESTA and other locals, with priority given to Indigenous participants.

2021 Apr 20 SRA

B. Committee Structure and Role

1. That the terms of reference of the VESTA Race Relations Committee be:

   a. to advise the executive on matters relating to race relations and multiculturalism as outlined by the VSB and BCTF Race Relations policy
   b. to advise the Executive Committee on bargaining clauses in race relations and multicultural education
   c. to advise the Executive Committee of the need for services to teachers in the area of race relations and multicultural education
   d. to assist staffs through workshops, through teaching resources and materials, by submitting articles to VESTA News

1986 Sep 11 Exec

2. That the VESTA Committee Against Racism be a Standing Committee.

1990 May 29 VESTA AGM

3. That VESTA establish a network of contact persons in each school for the Committee Against Racism.

1990 Oct 11 Exec

4. That VESTA accept the Terms of Reference for the Anti-Racism Committee:

    1. To ensure that through the Anti-Racism contacts in each school site and other communication structures, all teachers are informed and aware of issues and concerns related to multiculturalism, diversity, and anti-racism.
    2. To liaise with other VESTA and BCTF Social Justice Committees to address issues of multiculturalism, diversity, and anti-racism.
    3. To advise the VESTA Executive Committee on matters relating to multiculturalism, diversity, and anti-racism.
    4. To identify multiculturalism, diversity, and anti-racism resources, educational materials and lesson ideas which promote diversity and equality for all and provide access to these resources.
    5. To advise the Executive Committee on bargaining clauses enhancing multiculturalism, diversity, and anti-racism issues.

2013 May 28 Exec

6. Bargaining

A. General

1. That VESTA is opposed to provincial bargaining.

1974 Sep 26 Exec

2. That the Vancouver Teachers' Federation seek certification as bargaining agent for all teachers employed by School District No. 39 (Vancouver), and to that end, that it be a trade union for the purposes of the Industrial Relations Act, and conduct a sign-up campaign for membership in VTF, VESTA or VSTA, as appropriate, and BCTF.

1987 Nov 24 VTF Founding Meeting

3. That the VTF Executive call a General Meeting to present the bargaining objectives to the membership prior to opening bargaining.

1995 Nov 16 VTF Exec

4. That there be a clause in the collective agreement to protect employees against legislative change.

1997 Feb 04 VESTA Gen

5. That the BCTF continue the campaign to restore local bargaining and that the campaign include local and provincial components to build membership support and develop local bargaining models which address change and changing structures.

1997 Dec 09 SRA
1999 Nov 16 Gen

6. That the Executive Committee recommend to the General Meeting that during negotiations for a new collective agreement members be surveyed to establish priorities.

2000 Dec 07 Exec

7. That in bargaining the term “employee” rather than “teacher” be used.

2001 Feb 13 SRA

8. *Deleted.*

2002 Feb 2 Exec
2024 June 18 Exec

9. That the BCTF oppose two-tiered bargaining and maintain our support for local bargaining.

2006 Jan 19 Exec

10. That the VTF Table Officers continue with contract melding in order to expedite having a collective agreement completed and in members’ hands and that reps of the VTF meet with the BCTF to express our concerns about collective agreement melding and possible solutions.

VTF EC 2008 Mar 31

11. That the VTF Table Officers continue with contract melding in order to expedite having a collective agreement completed and in members’ hands and that reps of the VTF meet with the BCTF to express our concerns about collective agreement melding and possible solutions.

2008 Mar 31 VTF

12. That VEAES continue to seek out and work with other BCTF locals with the view to developing and carrying out a strategy aimed at the restoration of full-scope local bargaining.

2024 Jun 18 Exec

13. That the VTF ratify the following changes to the Collective Agreement negotiated by the VTF local bargaining team:

    1. Access to Information
    2. Limits and support for teachers administering medication to students
    3. Personal Leave Without Pay
    4. Continuation of the current Employee Pass Programme
    5. To limit the frequency and duration of administrator – called staff meetings

    2012 Sep 19 VTF Gen

14. That VESTA Executive Committee request that BCTF Executive Committee consider developing a grant for locals for Collective Agreement implementation training.

    2014 Feb 11 Exec

15. That the VTF ratify the following changes to the Collective Agreement negotiated by the VTF local bargaining team:

    1. Layoff and Recall
    2. Consultants and Mentors
    3. Orientation of New members

    2014 Nov 18 VTF Gen

16. That the VTF ratify the Letter of Understanding on Middle Schools negotiated between School District #39 and the Vancouver Teachers' Federation.

    2014 Nov 18 VTF Gen

17. That Professional Development remain as much as possible a locally bargained item.

    2018 Sep 18 SRA

18. That the VESTA General Meeting recommend acceptance of the 2022 local bargaining Memorandum of Agreement.

    2022 Mar 08 Gen

B. Working and Learning Conditions/Bargaining Committee (WLC/B)

1. That the terms of reference of the Working and Learning Conditions/Bargaining and Committee be:

    a. To become familiar with bargaining issues, data and the bargaining process.
    b. To survey membership needs.
    c. To prepare cases for bargaining.
    d. To build membership support for the bargaining process.
    e. To facilitate member understanding of the bargaining process.
    f. To monitor working and learning conditions in Vancouver Elementary schools.
    g. To make recommendations to the VESTA Executive Committee regarding bargaining matters.
    h. To carry out work assigned by the VESTA Executive Committee.
    i. To work jointly with the VSTA Working and Learning Conditions/Bargaining Committee.
    j. To monitor the implementation of the terms and conditions of the collective agreement.
    k. To build member awareness of the Collective Agreement.

    1991 Dec 12 Exec
    2001 Nov 13 Exec
    2019 Jan 15 Exec

2. *Deleted.*

    1991 Dec 12 Exec
    2021 Dec 14 Exec

3. That the name of the Bargaining & Collective Agreement Implementation Committee be changed to the Working & Learning Conditions/Bargaining Committee (WLC/B).

    2002 Nov 19 Gen

C. Bargaining - Local

1. That the VESTA Executive Committee appoint the team for negotiating a collective agreement for adult educators.

1993 Feb 15 Exec

2. That VESTA send bargaining bulletins to adult educators.

1993 Feb 15 Exec

3. That before any collective agreement negotiations, the association survey members to establish their priorities.

1994 Jan 18 Gen

4. That VESTA take the position that VESTA does not voluntarily terminate the collective agreement.

1994 Jun 02 Exec

5. That the VESTA Executive authorize the Executive Committee member of the Adult Educators Section to plan and conduct staff rep training on the new Adult Educators collective agreement.

1994 Nov 03 Exec

6. That matters pertaining to local bargaining be discussed at a VESTA Executive Committee meeting before being discussed at a VTF Executive Committee meeting.

1996 Jan 18 Exec

7. That the VTF negotiating team be comprised of VESTA members as chosen by the VESTA Executive Committee and VSTA members as chosen by the VSTA Executive Committee.

1996 Feb 22 VTF Exec

8. That, subject to the bargaining needs of the local during a given round of bargaining, the following be appointed as the basic VESTA representatives to VTF Negotiating Teams and that each of these representatives also be members of the Working and Learning Conditions/Bargaining Committee:

    a. President
    b. Working & Learning Conditions/Bargaining Chairperson
    c. Grievance Officer
    d. one additional member of the Grievance Committee
    e. one additional member of the WLC/Bargaining Committee
    f. one chair of a standing committee

2008 Apr 01 Exec
2008 Sep 16 Gen

9. That VESTA hold a one-day bargaining conference annually and that members of the all standing committees, ad hoc committees and section reps as decided by the Executive Committee, participate in the conference.

2002 Oct 03 Exec

10. That the following be appointed as the basic VESTA representatives to VTF Negotiating Teams. That each of these representatives also be members of the Working and Learning Conditions/Bargaining Committee:

    - President
    - Working & Learning Conditions/Bargaining Chairperson
    - Grievance Officer
    - One additional member of the Grievance Committee
    - One additional member of the WLC/Bargaining Committee
    - One chair of a standing committee.

2008 Sep 16 Gen

11. That VESTA not oppose the alternate school calendar for the 2013/14 school year. Furthermore, the following concerns are addressed:

    - That continuing contract teachers receive the same amount of prep that they would have received with a standard calendar;
    - That the EOC daily pay rate is adjusted to reflect the longer days worked;
    - That EOC pay in lieu of benefits be adjusted to reflect the fewer days in the school year;
    - That the accumulation of seniority and full time equivalent experience for purposes of moving up the salary grid be adjusted to reflect the shortened school year.

    2013 Mar 12 Gen

12. That the VTF agree to and sign the Letter of Agreement which proposes an alternate calendar for the 2016-2017, 2017-2018 and 2018-2019 school years.

    2016 Jan 21 VTF Exec
    2016 Feb 02 VTF GM

13. That VESTA continue with a locally developed survey for the 2019 round of bargaining and share the outcome of our survey with the BCTF.

    2018 Mar 13 Exec

14. That VESTA proceed with discussions with the VBE about possible changes to working conditions language that originally was negotiated locally.

    2022 Feb 22 Exec

D. Bargaining – Provincial

1. General

    a. That the provincial government ensure that all school boards implement the collective agreements negotiated with teachers.

    1991 Oct 24 Exec

    b. That VESTA strongly remind the BCTF Executive Committee of its obligation to implement the AGM decisions regarding our opposition to provincial bargaining.

    1994 Apr 12 SRA

    c. That there be no erosion of clause language in the VTF/VSB collective agreement in future rounds of provincial bargaining.

    1994 Sep 13 SRA

    d. *Deleted.*

    1996 May 30 Exec
    2024 June 18 Exec

    e. That VESTA request that the BCTF not announce the results of the balloting on Agreements in Committee until school boards have completed the ratification ds process.

    1996 Jun 06 Gen

    f. *Deleted.*

    1998 Jun 02 AGM
    2024 June 18 Exec

    g. *Deleted.*

    2004 Nov 23 Gen
    2024 June 18 Exec

    h. That the VESTA communicate directly to the BCTF Executive, the BCTF Bargaining Team and the Winter RA to make it absolutely clear that VESTA members will not accept a collective agreement that contains cuts and erosions of our previously

negotiated learning and working conditions and that this be communicated directly to BCPSEA during negotiations.

2005 Jan 13 Exec

i. That the BCTF investigate the feasibility of offering support (in the form of fully subsidized or cost-shared funding) for members with addiction issues or members in need of drug and alcohol rehabilitation programs through an independent practitioner and coordinated with the Health and Wellness program and report on the findings to the Fall RA of 2014.

2013 Nov 26 Exec
2013 Dec 10 Gen

2. Bargaining Committee

a. That VESTA firmly believes in the democratic right of all active members to have equal opportunity to serve on their own committees.

1996 Jun 20 Exec

b. *Deleted.*

1997 Apr 27 Exec
2024 June 18 Exec

3. Bargaining Process

a. That VESTA not approve the BCTF's use of focus groups as part of the evaluation of the bargaining process.

1993 Nov 18 Exec

b. That VESTA insist, via all avenues, that the BCTF recognize the representation by population principle in the provincial bargaining process.

1994 Sep 13 SRA

c. That the negotiating team communicate positions at the table to the bargaining committee chair in each local whose job will include monitoring that the positions at the table do not strip provisions in the local's current collective agreement.

1994 Oct 18 SRA

d. That the following principles guide the development of a bargaining structure for future rounds of provincial bargaining.
   i. That provincial bargaining objectives be generated through a process involving all members of the bargaining unit.
   ii. That provincial bargaining objectives be adopted at a General Meeting of the BCTF.
   iii. That the local bargaining component be completed prior to the commencement of the provincial bargaining component.
   iv. That all provincial bargaining structures ensure fair local representation with voting entitlement consistent with BCTF policy 25.D.02.
   v. That a decision to take or end strike action be made by members voting by secret ballot at general meetings conducted in locals. The majority of votes cast in the province will determine the decision.
   vi. That collective agreement administration be handled at the local level.
   vii. That the BCTF continue to express its opposition to provincial bargaining and that provincial bargaining structures maintain the fullest possible local autonomy that would facilitate a swift return to local bargaining of all terms and conditions of employment.

1994 Nov 15 Gen

e. That specific bargaining objectives relating to the general objectives be developed by the following process:
   i. locals develop specific bargaining objectives,
   ii. locals recommend their specific objectives to the BCTF bargaining committee,
   iii. the BCTF bargaining committee will use the local recommendations to

develop a comprehensive detailed set of objectives to the Executive Committee for recommendation to a Representative Assembly for ratification.

1995 Jan 19 Exec

f. That VESTA believes that all BCTF members should be eligible to observe all bargaining sessions.

1996 Jan 16 Gen

g. That the BCTF permit VESTA members to observe provincial bargaining sessions.

1996 Mar 28 Exec

h. *Deleted.*

1997 Feb 06 Exec
2024 June 18 Exec

i. The decision to suspend or end a job action once undertaken shall be made by a majority vote at a general meeting or meetings of the local concerned or by majority vote of the BCTF taken at meetings in locals.

1999 Nov 16 Gen
2005 BCTF AGM

4. Negotiating Team

a. That all members of the negotiating team be active members of the Federation.

1994 Nov 15 Gen

E. Benefits

1. General

a. That we seek to negotiate an improvement in non-taxable fringe benefits for all members.

1984 Oct 09 VESTA/VSTA Joint Gen

b. That we seek to negotiate equitable group life coverage for women.

1984 Oct 09 VESTA/VSTA Joint Gen

c. That Vancouver City Savings Credit Union be the carrier of the Deferred Salary Leave and Deferred Salary Retirement Plans.

1986 Jun 03 VESTA/VSTA Joint Gen

d. That an early retirement incentive clause not be connected in any way with sick leave.

1990 Feb 27 VTF Gen

e. That there be income tax deductions for educational purchases and conferences.

1995 Mar 14 Gen

f. That an action plan be developed to attain the pension goal 26.A.01.A.:

That the goal be the attainment of a pension plan that is fully funded, jointly trusted, service based, fully indexed and maintains the relative economic status of members of the pension plan and/or their designated beneficiaries following retirement, disability or death.

And that the main objectives of the action plan be:

- To maintain full indexing (based on the CPI),
- To have medical, dental and extended health benefits provided at no cost to the retiree, and

That increasing the IAA and/or creating a distinct Benefits Fund be considered,

That additional funding from the provincial government, the employer (BCPSEA), and active teachers be considered, and

That the sustainability of contributions from active members be considered.

2009 Dec 09 Gen

g. That the BCTF develop and distribute upon request, a Maternity and Parental Leave Information booklet.

1999 Nov 16 Gen

h. That there be:

i. negotiated improvements to dental and extended health plan benefits including both range of coverage and percentage of coverage to 100%
ii. clarified rights for part-time employees regarding statutory holidays.
iii. improved early retirement incentive plan
iv. negotiated payroll deduction for part-time teachers to top-up pension contributions
v. the equalization of deductions
vi. improved Maternity Leave benefits (SUB Plan)
vii. compensation for loss of personal property and vehicle damage

1997 Feb 04 Gen

i. That the employer provide, every year, free flu shots for teachers who choose to participate.

2008 Dec 09 Gen

j. That all British Columbians will receive MSP without the payment of premiums; and that an action plan be developed through bargaining and/or political action to achieve this objective.

2009 Dec 09 Gen

k. That VESTA retain the current Vancouver Extended Health Benefit Plan.

2012 Sep 11 Exec

l. That the VTF retains the current Extended Health Benefits Plan

2012 Sep 19 VTF Gen

m. That the VTF maintain the current extended health benefits plan until we are certain that the provincial plan is more beneficial.

2014 Dec 16 Exec

n. That the current Extended Health Benefits (EHB) Plan be retained until we are certain that the Provincial EHB plan is more beneficial.

2015 Jan 13 Exec

o. That as long as the VTF retains the current EHP plan:

i. By April 01 of each year of the 2013-2019 collective agreement, the VTF EC will meet to review the provincial extended health care plan.

ii. The VTF EC will make a report regarding the provincial extended health care plan to a VTF General Meeting before June 30 for each year forward, until the end of the 2013-2019 agreement.

iii. Any subsequent membership vote to join the provincial extended health care plan will be by secret ballot each year by June 30th.

2015 Jan 14 VTF Gen

p. That the VTF retain the current Extended Health Benefit plan.
2016 Jun 21 VTF GM

q. That VESTA endorse the progressive slate for the Pacific Blue Cross Board of Directors.
2017 Dec 12 Gen

2. Employee Assistance Plan

a. That the EAP carrier send information about its program to all VESTA members.
1994 Oct 06 Exec

b. That the Employee Assistance Plan Committee provide posters and individual wallet cards for members.
1995 May 18 Exec

c. That VESTA not participate in the unilateral implementation of the Employee Disability and Rehabilitation Management Program and that VESTA not participate in any plans for an employee disability and rehabilitation management program until there is a broader application of Article 6(e) and a satisfactory implementation of Article 17, as well as the equivalent articles in the Adult Educator agreement.
1996 May 09 Exec

F. Class Size/Composition

1. General

a. That there be a reduction in class sizes in all grade levels and subject areas with particular emphasis on:
   i. special classes
   ii. Kindergarten
   iii. ESL
   iv. split classes
1981 Mar 10 VESTA/VSTA Joint Gen

b. That class sizes should be sufficiently lower in combination classes to recognize the added needs in order to provide for multiple curricula and the variety of students' learning needs.
1984 May 17 Exec

c. That the amount of integration in each school be monitored by the Teachers' Personnel and Staffing Advisory Committee (TPSAC) and that any class that becomes oversize because of integration should be reported immediately to the Staff Committee. This would include monitoring of students coming from special classes on a part-time basis.
1989 Apr 20 Exec

d. That maximum sizes for classes shall be as per BCTF policy.
1989 Dec 05 Gen

e. That VESTA grieve all class size violations on behalf of its members.
1994 Oct 18 SRA

f. That there be a comprehensive staffing formula, including the weighting of students to determine class size and composition.
1995 Mar 14 Gen
1997 Feb 04 Gen

g. That VESTA support the reduction of the number of students in the French Immersion and Programme Cadre classrooms in light of the absence of linguistic reinforcement outside the classroom.

1996 Oct 17 Exec

h. That the VTF file grievances claiming violations of the special needs and information clauses of the collective agreement.

1996 Nov 12 SRA

i. That there be firm (no fudge or averaging) reduced class size limits for:

   i. any multi-age group containing All Day K, (Kindergarten class number to apply)
   ii. French Immersion and Programme Cadre
   iii. Inner City Schools

1997 Feb 04 Gen

j. That VESTA members' participation in class organizations be confined to casting of classes that do not violate the provisions of the VSB/VTF collective agreement and providing advice to the administrative officer about the optimum learning environment for their students.

2002 Jun 06 Exec
2002 Jun 11 SRA

k. That a district-wide school-by-school profile of class size and composition information be prepared by the Working and Learning/Bargaining Committee for use with parents, the public, and in grievance preparations.

2003 Jan 09 Exec

l. That VESTA lobby the VSB so that 'intensive French' programs offered at grade 6 be included in the list of special programs that permits enrolment of only residents of the school district.

2009 Jan 20 SRA

m. That VESTA seek to use the portion of LIF that is allocated to schools prior to school organization only to address the most egregious class composition issues by using the funds to reduce the maximum number of ministry designated students in any single class.

2013 Apr 23 Exec

n. That in spirit of the Supreme Court of Canada decision that VESTA only proceed with remedy that funds teaching positions.

2017 Oct 10 Exec
2017 Oct 17 Gen

o. That VESTA work with VSTA and the Employer to provide all unused remedy 2017-2018 and 2018-2019 school years by providing additional staffing at the schools the remedy was generated, with the intention that the additional staffing will support teachers of classes in violation of the restored language.

2019 Mar 05 Gen

p. That the remedy time generated in the 2017-2018 and 2018-2019 follow a teacher and is added to the new school's allotment.

2019 Mar 05 Gen

q. That VESTA distribute our portion of the Learning Resource money from the Best Efforts grievance settlement based on the number of class size and composition violations from the 2018 / 2019 school year data with distribution of funds to be determined by VESTA members and advice provided to the principals through staff committee.

2021 May 11 Exec

2. That VEAES hold the line on unused remedy being spent primarily for staffing, with a dispute mechanism if the admin doesn't follow the recommendation of the staff committee and that any amount allocated to Pro-D be limited to Collaborative Inquiry and collective Pro-D opportunities.

2024 Oct 15 SRA

G. Grievance

1. General

a. That the Review panels outlined in Article 9.L.9. of the collective agreement, be selected from a pool of members and that when elementary appeals are being considered the panel be composed of VESTA members.

1993 Nov 18 Exec

b. That a process for appealing a Grievance Committee decision be developed.

1999 Nov 25 Exec

2. Committee Structure and Role

a. That the VESTA Grievance Committee work on VESTA's grievances and provide advice to the VESTA table officers on general nature grievances.

1994 Apr 24 Exec

b. That an alternate be named for the President on the Grievance Committee if the President is unable to attend.

2003 Oct 10 Exec

H. Health and Safety

1. General

a. That there be:

i. proper working facilities for all employees, including adequate space, heat and ventilation and free of mould and mildew.
ii. ii.an appropriate workspace for area counsellors, teacher-psychologists and speech language pathologists to work with students in a confidential manner
iii. proper building security including necessary staffing
iv. proper facilities and procedures during painting, renovations and construction of buildings.
v. proper training and appropriate upgrading for school safety officers and district health and safety committee members
vi. flu and/or Hepatitis shot for all employees who so desire
vii. proper earthquake standards met in all buildings
viii. safety and upkeep of portable outbuildings
ix. proper safety procedures to deal with violence in the workplace
x. telephone with an outside line in all classrooms

xi. work time for school safety officers and district safety committee members to carry out health and safety duties
xii. a sink with hot water and soap for hand washing in every classroom

1997 Jan 23 Exec

b. That the Workers' Compensation Board Safety Officer should write orders to ensure that there be full participation in the Vancouver schools' health and safety training sessions.

1998 Feb 05 Exec

c. That the BCTF Health and Safety Committee develop bomb threat policy guidelines for BCTF members.

2000 May 11 Exec

2. Committee Structure and Role (District)

a. That the District Health & Safety Committee receive copies of all data collected from the VSB Risk Assessment Surveys and that the committee review the data and make recommendations.

1994 Jan 06

b. That the approved minutes of the VSB District Health & Safety Committee be circulated to schools.

1995 Oct 17 SRA

c. That the Health & Safety Committee be asked to develop protocols on the "right to exclude", (School Act) and "right to refuse" (WCB 8.24.)

1997 Nov 27 Exec

d. That the Terms of Reference of the VESTA Health and Safety Standing Committee be:

i. to discuss school health and safety concerns for the purpose of imp0roving safety in Vancouver elementary schools and Adult Education and Outreach sites.
ii. to ensure that VESTA members are aware of and use our processes to report incidents.
iii. to review injuries and violent incident reports and make recommendations to address these and reduce future incidents.
iv. to receive reports through our representatives on the VSB District Health and Safety Committee and make recommendations about health and safety concerns in the district.
v. to advise the VESTA Executive Committee on matters relating to health and safety issues.

2011 Mar 09 Exec

I. Inclusion - Referral, Designation, Class Composition and Support

1. That no student having special needs be placed (mainstreamed) into a regular classroom until the necessary support personnel, facilities and equipment are available.

1990 Feb 27 VTF Gen

2. Inclusion Process

a. That Student Services be requested to provide to each school a list of that school's special education students as defined in Article 9.K.

b. That the Staff Committee at each school analyze the staffing requirements for the integration of special education students as defined in Article 9.H.2. and when it carries out its function of addressing the timetable and organization of the school.

c. That any problems or concerns arising out of this analysis, or from subsequent

timetabling of organization proposals or decisions, be referred to the VSTA or VESTA school team in order that solutions consistent with Article 9.K. of the collective agreement may be thoroughly explored.

d. That solutions consistent with the bargaining agreement recommended by the school team be presented to the Staff Committee for endorsation.

e. That each school principal be advised to take immediate action to carry out the recommendations of the Staff Committee.

f. That a copy of Staff Committee recommendations regarding the integration of special needs students be sent to the appropriate VTF co-president.

g. That recommendations for any additional resources be sent to the appropriate Associate Superintendent - Area, to the Director of Student Services, and to the Assistant Superintendent - Personnel.

h. That the Staff Committee chairperson or Senior Staff Representative contact the appropriate VTF co-president for advice and assistance if the staffing or organizational needs of the school are not met.

i. That VESTA considers practices outlined in the paper Assessment and Identification of Special Needs Students (VSB) to be in violation of the collective agreement and an endangerment to successful mainstreaming and integration.

1991 Jun 13 VTF Exec

3. That there be provision of services for gifted students.

1997 Jan 23 Exec

4. That there be a broadened definition of students with special needs.

1997 Jan 23 Exec

5. That there be immediate and sufficient support from appropriately trained assistants to guarantee the successful inclusion of all students with special needs.

1997 Jan 23 Exec

6. That [BCTF Policy] 3.J.01.6 be amended to include: “That a 1.0 FTE resource teacher be provided to schools on a pro-rated basis for every eight students with a Ministry special education designation.

2008 Dec 09 Gen

J. Leaves

1. General

a. That we seek to negotiate a set percentage of Vancouver teachers per school year to be granted long-term educational leave.

1981 Mar 10 VTF Gen

b. That there be portability of accumulated sick leave, throughout the province.

1981 Mar 10 VTF Gen
1997 Jan 23 Exec

c. That there be personal/discretionary leave with pay.

1981 Mar 10 VESTA/VSTA Joint Gen
1997 Jan 23 Exec

d. That we seek to negotiate leave without a deduction from pay for providing three (3) personal leave days for every teacher.

1981 Mar 10 VESTA/VSTA Joint Gen

e. That there be an increase in the number of days provided for illness of a family member.

1983 Jun 23 VTF Exec

f. That we seek to negotiate elimination of Section H of Article 8:: “No extension of holidays for travel will be granted”.

1983 Jun 23 VTF Exec

g. That the deduction for stranded vacationers be that of the pay rate of a substitute teacher.

1985 Jan 24 Exec

h. That Education Leave related course work be paid leave.

1990 Feb 21 VTF Exec
1990 Feb 27 VTF Gen

i. That VESTA pursue the issue of a woman’s right to return from maternity leave to her previous position.

1993 Jan 07 Exec

j. That VESTA request the BCTF Executive Committee to approve the provision of legal aid for Vancouver Teachers’ Federation members to assist them with a Human Rights challenge regarding leave for religious holidays.

1994 Oct 06 Exec

k. That sick leave balance be reported on each pay statement.

1997 Jan 23 Exec

l. That there be increased funding for Educational Leave, including leave for practica.

1997 Jan 23 Exec

m. That there be flexibility in the duration of personal leaves.

1997 Jan 23 Exec

n. That there be leave with pay for attendance at grievances and College of Teachers and College of Psychologists’ hearings.

1997 Jan 23 Exec

o. That there be up to ten (10) days for Bereavement/Compassionate Leave.

1997 Jan 23 Exec

p. That there be leave for staff representatives, including one (1) day for a Collective Agreement Implementation Workshop.

1997 Jan 23 Exec

q. That there be leave for union business without a specified limit.

1997 Jan 23 Exec

r. That there be leave with pay for all employees to allow observance of religious holidays.

1997 Jan 23 Exec

s. That sick leave entitlement be two (2) days per month.

1997 Sept 27 VTF Exec

t. That, in principle, money allocated for Educational Leave be spent each year.

2000 Feb 17 Exec

u. That leaves with pay should be granted to employees that celebrates religions other than those listed in the school calendar.

2001 Feb 13 SRA

v. That VESTA retain our language with regards to Personal Leave.
2012 Sep 11 Exec

w. That the VTF retains our language with regards to Personal Leave.
2012 Sep 19 VTF Gen

K. Personnel Practices

1. Appointments

a. That VESTA request the BCTF Bargaining Committee to recommend appropriate clauses for negotiation that reflect an improved status for members on temporary contract.
1989 Apr 06 Exec

b. That a contract be given to teachers with a substitute assignment exceeding one (1) month.
1990 Feb 21 VTF Exec
1990 Feb 27 VTF Gen

c. That all employees be on continuing contracts.
1997 Feb 04 Gen

d. That a contracted pool of employees be established to provide on-call service.
1997 Feb 04 Gen

e. That employees be involved in the placement of administrative officers.
1997 Feb 04 Gen

2. Discipline/Dismissal

a. That there be reinstatement with pay where an employee is acquitted of criminal charges.
b. That improved assistance be provided for an employee suspended or terminated from employment.
1997 Feb 04 VESTA Gen

c. That when an investigation into an allegation under C.22.6. or 8.F. is unsubstantiated, the Board will:
   i. confirm in writing to the member (copied to the Unions) that the investigation is closed,
   ii. maintain a file on any parent or student who has made an unsubstantiated allegation, and
   iii. assure any communications to the members about the process are handled by an in-house table officer of the Union or designate.
2009 Apr 14 Exec

3. Employees on Call

a. That personnel practices for EOCs be improved to include:
   i. a seniority-based call-out/placement for EOCs (assuming “necessary qualifications)
   ii. provision of an equitable system of benefit coverage
   iii. calculation of experience accrued as an EOC for seniority purposes
   iv. provisions of the same access to professional development
1997 Feb 04 Gen

b. That there be provision of an employee on call when any employee is absent, including for the teacher-in-charge when the AO is absent.
1997 Feb 04 Gen

c. That the daily rate for EOCs, based on levels of education and experience.

1997 Feb 04 Gen

d. That there be a seniority-based call out/placement for Employees on Call.
1995 Mar 14 Gen

e. That VESTA seek to negotiate:

i. the provision of an employee on call when any employee is absent, including for the teacher-in-charge when the AO is absent.
ii. a daily rate for EOCs, based on levels of education and experience.
iii. improved personnel practices for EOCs:
iv. provision of an equitable system of benefit coverage
v. calculation of experience accrued as an EOC for seniority purposes
1994 Feb 04 Gen

vi. a seniority-based call out/placement for Employees on Call.
1995 Mar 14 Gen

vii. provisions of the same access to professional development
1997 Feb 04 Gen

f. That a TTOC be provided for a member from the first day of a member's absence.
2008 Dec 09 Gen

4. Evaluation

a. That VESTA express strong opposition to the VSB proposal that Vice-Principals be allowed to write teacher evaluation reports.
1989 Nov 22 PR
1988 Apr 19 PR

b. That any evaluations be done only upon the request of the employee.
1997 Feb 04 Gen

5. Extra-Curricular

a. That willingness to sponsor extra-curricular activities not be a condition of employment.
1980 May 15 Exec

b. That extra-curricular activities be excluded from employee evaluation.
1997 Feb 04 Gen

6. Files

a. That any file, in the school or personnel office, the Vancouver School Board keeps on any individual be made available to that teacher upon request.
1975 Oct 27 Exec

b. That VESTA express its opposition to the practice by which VSB principals and vice-principals can peruse teachers' personnel files without their permission.
1985 Apr 16 PR

7. Harassment/Non-discrimination

a. That VESTA actively support any teacher who comes under pressure from the administration for following VESTA policy.
1975 Mar 20 PR

b. That non-discrimination clauses in teachers' Collective Agreements be amended to include specific protection for members who identify as transgender or who otherwise do not conform to normative gender expectations.
2008 Dec 09 Gen

8. Layoff/Recall
    a. That VESTA advise members who have been laid off to exercise their rights to a meeting with an official of the Board, as per Article 14.E.2. and that members be requested to inform the VTF of the results of this consultation.

    1993 Jul 08 Exec

    b. That the VSB Personnel Officer place an ad in newspapers calling for TOCs rather than asking school administrators.

    1998 Oct 22 Exec

    c. That teachers on the recall list accumulate seniority while in interim assignments.

    1998 Nov 17 Gen

9. Orientation for New Employees
    a. That there be a mentor system and other appropriate programs for beginning employees.

    1997 Feb 04 Gen

    b. For the newly assigned teacher:

        i. At the school – A New Teacher Liaison: A VESTA member who is recognized on site and who is willing to assist in an ongoing manner colleague who are new to teaching, new to the district, or new to the school.
        ii. Recognition: by VESTA and VSB through provision of 3 days' release time for each mentor and new teacher.
        iii. Ongoing Assistance: initial training for mentors and new teacher for the period of time that the new colleague requests assistance within the first year of the assignment.
        iv. One-Day Session with district and area or by teaching area such as LAC/ESL/SNRT/Primary/ Intermediate, with district staff and VESTA leadership (see Collective Agreement Article 7.P.) with release time provided.

        2000 May 11 Exec

    c. That the VESTA share of the $12 million negotiated mentorship fund be allocated as follows:

        - Available to all VESTA members including K-12 and AE members, district and itinerant staff and TTOCs;
        - Funds only be used for TTOC release, either to release contract teachers or, in the case of TTOC applicants, to pay their TTOC daily rate.
        - That a committee of one IHTO, the Pro-D chair, the TTOC chair and Adult Educator accept and review applications at the start of each month using the following criteria:
        - That the committee prioritize broad availability of the fund (i.e. more members with fewer days) if possible;
            - That any member who self-identifies be accepted, with priority given to early career teachers or teachers who have recently begun a different position.
            - That the following projects be supported:
                - Release to observe another teacher's practice;
                - Collaboration with another teacher;
                - Voluntary peer mentorship arrangements.
                - That members, once approved, book absences using Code 141 and these release days be charged to the District Pro-D account set up for this purpose.

        2020 Jun 16 SRA

- That VEAES expand the union mentorship grant criteria to support mentorship and collaboration among members of the School Union Rep Team including SJ&S Reps and Aboriginal Reps.

2023 Nov 07 Exec

10. Professional Autonomy

    a. That the VESTA Executive committee support the concept of field studies for students and that the timing and content of field studies be determined by teachers as part of the exercise of their professional autonomy consistent with the VSB/VTF collective agreement.

    1995 Nov 16 Exec

    b. In order for teachers to maintain high standards of professional practice it is necessary that the employer and the public to continue to recognize the professional right of teachers to:

        i. Professional autonomy in establishing the teaching and learning environment.
        ii. Substantial freedom, independence and discretion in carrying out their professional responsibilities and primary control in diagnosing learner needs, planning curriculum and determining appropriate methods of instruction to meet those needs.
        iii. Primary control over evaluation instruments and processes and the interpretation and communication of evaluation data in regard to students.
        iv. Significant influence over decision-making and policy formation through the school staff at the school level and through professional organizations at the district and provincial level.
        v. A working environment that supports the exercise of the judgements and choices that must be made by teachers to carry out their professional responsibilities and where teachers are not subject to administrative procedures or supervision practices that limit or undermine their professional autonomy.
        vi. Sufficient opportunities and resources to organize and engage in professional development activities which address their self-determined professional needs and interests.

    2006 Apr 27 Exec

11. Senior Teacher

    a. That the Senior Teacher position be for one (1) year and be rotated among those interested as determined by Staff Committee decision.

    1988 May 17 VESTA/VSTA Joint Gen

12. Seniority

    a. That VESTA begin to initiate a process for seniority rights for TOCs.
    1984 Oct 09 VESTA/VSTA Joint Gen

    2004 Nov 23 SRA

    b. That the principle of seniority be the prime consideration in the retention and rehiring of temporary teachers.

    1984 Nov 15 Exec

    c. That VESTA pursue the idea of transfer procedures by seniority group with adequate criteria and workable time lines.

    1984 Apr 19 Exec

    d. That Speech/Language Pathologists who are also members of the College of Teachers have their speech/language experience counted for seniority if they return to the classroom.

    1989 Feb 16 Exec

e. That seniority be the primary consideration when filling positions including positions at the work site.

1997 Feb 04 Gen

f. That VESTA recommend to the BCTF that policy 4.B.01 31a (Bargaining Objectives) be amended to read: “using seniority in posting and filling for all teaching positions, including on-call assignments.

1999 Oct 12 SRA

g. That VEAES retain print and digital copies of seniority lists for three years.

2022 May 10

13. Transfer/Posting and Filling

a. That VESTA does not favour any form of obligatory transfers.

1977 May 30 Exec

b. That the Board provide a list of all available positions to those transferring and arrange interviewing procedures in a manner that gives priority consideration to those with the greatest seniority.

1984 Apr 12 VESTA/VSTA Joint Exec

c. That there be improved personnel clauses with regard to hiring, assignment, transfer and evaluation.

1984 Oct 09 VESTA/VSTA Joint Gen

d. That there be recognition of all temporary and substitute service in Board hiring.

1989 Apr 06 Exec

e. That subject to the definition of qualifications in the Layoff-Severance Recall article the employee with the greater/greatest seniority shall be offered the position.

1990 Nov 06 VTF Gen

f. That the VTF co-presidents be invited to the meetings where administrators are given instructions on the posting and filling of positions in the district.

1991 May 16 Exec

g. That Board initiated transfers be discontinued.

1995 Mar 14 Gen

h. That there be transfers between, and an exchange process established with other districts.

1995 Mar 14 Gen

i. That temporary teachers and employees on call and former VSB employees be hired prior to new hires.

1997 Feb 04 Gen

j. That the processes of posting positions and procedures for filling be in place throughout the year.

1997 Feb 04 Gen

k. That no reference be necessary on the application form for job postings for existing employees.

1999 Sept 21 SRA

l. That AO transfers be completed before the teacher transfer process commences.

2000 Feb 17 Exec

m. That up to the time of school staffing decisions (principal assignments), teachers

be permitted to apply for a transfer or withdraw their card.

2000 Mar 30 Exec

n. If a teacher at an Inner-City Schools Project declares him/herself a Category B, the Board shall not place him/her in another inner-city school without the teacher's agreement.

2000 Nov 09 Exec

o. VESTA will continue to educate its members about the transfer process, specifically the right to apply posted continuing positions throughout the year, the right to use the grievance procedure, and the Board's duty to accommodate when health is an issue.

2000 Nov 09 Exec

p. That administrators needing teaching positions in schools should first take vacant positions; or, if none exist, fill the position of the least senior person on staff.

2001 May 15 SRA

q. That teachers forced to transfer due to school closures are immediately placed in priority B during the year of the school closure; and, that teachers who currently have "surplus protection" (can't be surplussed for up to 3 years because of a previous surplus) should be able to add their remaining surplus protection years to the 3 new surplus protection years.

2008 Feb 26 Exec

r. That the IHTO's initiate discussions with the VSB to negotiate a process by which unposted increases in FTE due to increased prep time do become job postings.

2014 Nov 25 Exec

s. That Staff Representative's investigate and report on the process followed at their school to distribute any increased FTE, and that a grievance be filed on any FTE distributed outside the processes in the Collective Agreement.

2014 Nov 25 Exec

t. That VEAES retain print and digital copies of SOAs (School Organization Allotments) for three years.

2022 May 10 Exec

u. That VEAES retain print and digital copies of SOAs (School Organization Allotments) for three years.

2022 May 10 Exec

14. That teachers forced to transfer due to school closures are immediately placed in priority B during the year of the school closure; and, that teachers who currently have "surplus protection" (can't be surplussed for up to 3 years because of a previous surplus) should be able to add their remaining surplus protection years to the 3 new surplus protection years.

2008 Feb 26 Exec

15. That when the employer exercises its rights under E.23.7 after the cut off for commitment to a transfer (E.21.12) that the union advocate for a without prejudice agreement for the affected members to be considered category B applicants for the purpose of spring transfer, to restore the teachers' post and fill rights.

2017 Sep 12 Exec

L. Salary

1. That bargaining be based on the premise that the salary differential between those teachers receiving allowances and those teachers not receiving allowances be reduced.

1988 May 17 VESTA/VSTA Joint Gen

2. That the four-year limit be removed in recognizing Independent School teaching experience for certificated teachers.

1990 Feb 21 VTF Exec
1990 Feb 27 VTF Gen

3. That there be a fair salary increase.

1997 Feb 04 Gen

4. That there be a cost-of-living supplement for teachers who reside in Greater Vancouver.

1997 Feb 04 Gen

5. That there be as broadly based an application of “trade and technical” experience credits as is possible.

1997 Feb 04 Gen

6. That in the next round of bargaining improvements be sought around the language governing the recognition of experience for speech language pathologists, including the recognition of experience outside of the school system.

2008 Dec 09 Gen

M. Space, Facilities, and Equipment

1. That the decision as to the availability of suitable space for daycare centres within an elementary school should be made by the staff of the school.

1973 Jun 07 Exec

2. That teachers must be represented on the committees that design and build any new schools (e.g., North False Creek, Coal Harbour, Marathon) and also on committees dealing with renovation and restoration projects.

1990 Mar 08 Exec

3. That VESTA engage with the VSB to discuss school design.

2017 Sep 12 Exec

4. That VESTA communicate the following motions to the VSB at Committee II and TPSAC and district Health and Safety (through appropriate structures).

2017 Sep 12 Exec

5. That VESTA advocate:

- for seismically safe schools which are optimally designed and built for the security of the students and staff, for the delivery of the curriculum, and to foster a spirit of community within the whole school.
- that maximum consideration be given to the VSB staff emergency procedures.
- that there be a minimal number of floor to ceiling glass walls.

2017 Sep 12 Exec

6. That VESTA advocate that the VSB include supervision and safety of students in the design of new schools.

2017 Sep 12 Exec

7. That VESTA advocate for all teaching areas in schools to have:

- efficient, individually manageable, temperature controls for heat and cold
- efficient, individually manageable, lighting controls– with provision for dimming
- blinds – for security and for projection needs
- phones to the inside/outside
- extra electrical outlets, thoughtfully positioned, beyond the level of code,
- lockable storage closets for technology with extra electrical power capacity for charging multiple devices
- windows that open.

2017 Sep 12 Exec

8. That VESTA advocate that the following teaching spaces be equipped as follows:

Classrooms

That each classroom be the same size – minimum 80 m², that each kindergarten classroom be the same size, minimum 110 m² (as provided by the provincial area standards). and have: windows that open, two accessible exits, proper acoustics, a sink, storage space for teachers, display space for students' work and storage space for the belongings of 30 students and telephones.

School Library

That the school library be a minimum of 160 m² (as provided for in the provincial area standards).

That the school library have a minimum of 200 linear metres for shelving on the walls – for school of 400 students, one language.

That the school library have a minimum of 250 linear metres for shelving on the walls – for school of 400 students, two languages.

That there be specialized shelving to house picture books.

That the library shelving on the walls be a maximum of 1.65m high, a minimum of 15 cm from the floor, and a minimum of 33 cm between each shelf.

That the circulation desk area be efficient and ergonomically correct.

That there be a library "office" both lockable and soundproof (having walls to the ceiling).

Music Room

That there be a music room in every school which is are specially placed and specially soundproofed, with adequate storage for musical instruments.

Fine Arts Room

That there be a fine arts room in every school with adequate storage for equipment and a sink.

Gym

That every school have a full-size gym with adequate storage for all sports equipment and consideration be given for projection and audio needs such as a sound system and the ability to darken the gym.

Other rooms/spaces

That every school have a performance area for music and drama – such as a gym stage or a large multi-purpose room or amphitheatre.

2017 Oct 24 Exec

9. That VEAES advocate with the Board that all non-enrolling and itinerant staff have access to suitable, consistent work spaces in order to address the following including auditory health and acoustics considerations, provision of employee safety plans when applicable, and other joint occupational Health & Safety practices at the school site:

- Necessary privacy and ability to maintain confidentiality
- Health and Safety protections for those within and outside of the designated workspace
- Teacher autonomy
- The importance of consistent and meaningful prep provision
- Consideration of multiple uses and the impact on instruction VEAES policy 6.M.

2023 Nov 07 Exec

N. Staffing

1. General

a. That all staffs select teachers, whenever possible, instead of staff assistants or supervision aides for additional staff.

1972 Mar 28 Exec

b. That the Staff Committee be fully involved in all aspects of the staffing and organization of the school. (see Article 14.B.7.)

1987 Jan 29 Exec

c. That the basic staffing formula be enriched at least to the point that factors above basic entitlements (e.g., integration, special needs) are not needed to meet contractual class size maximum.

1987 Jan 29 Exec

d. That regular entitlement teachers be used for the purpose(s) for which they were provided through the staffing formula.

1987 Jan 29 Exec

e. That VESTA has long supported the notion of equal numbers of males and females in every category of staffing in the district.

1989 Mar 16 Exec

f. That a school organization should not be endorsed by a staff if it contains violations of the class size limits.

1990 May 10 Exec

g. That VTF approval be required for all VSB hiring of employees on Letters of Permission.

1992 Jun 02 VTF Gen

h. That Staff Committees should oppose and not participate in the development of any school organization that entails a reduction in current staff or services.

1993 May 03 VTF Exec

i. That all members be advised of the Board's August staffing plans and their rights under the collective agreement.

1993 Jul 08 VTF Exec

j. That the VESTA Executive Committee direct the In House Table Officers to impress upon school staffs the consequences of violating the policy of not participating on school organizations that reduce services to schools.

1993 May 14 Exec
2002 May 16 Exec

k. That in order to ensure stability of the educational program, the VSB develop a system of school organization and staffing that:

- meets the requirements of the collective agreement
- ensures that organization and staffing of schools is completed within the first 10 days of the school year,
- includes staffing to ensure the replacement of non-enrolling members who are off on approved leaves and
- restores the hiring of prep time teachers.

1999 Nov 07 Exec

l. That VESTA consider the reassignment of a teacher due to a vice-principal taking the teacher's assignment, a board initiated transfer and investigate other clauses in the collective agreement which this process may violate.

2001 Mar 15 SRA

m. That administrators needing teaching positions in schools should first take vacant positions, or if none exist, fill the position of the least senior person on staff.

2001 May 15

n. That the VESTA Executive Committee direct the In House Table Officers to impress upon school staffs the consequences of violating the policy of not participating on school organizations that reduce services to schools.

2002 May 16

o. That where VESTA members violate the policy of not participating on school organizations that reduce services to schools, any complaints of violation of the BCTF Code of Ethics be laid by the Executive Committee.

2002 May 16

3. Base Staff (Non-enrolling Teachers/Professional Support Staff)

a. That the teacher-psychologist must have credentials in both the areas of psychology and education.

1975 Mar 06 Exec

b. That we seek to negotiate a reduction in the ratio of students to teacher-psychologists

1981 Mar 10 VESTA/VSTA Joint Gen

c. That minimum staffing for libraries and resource centres be:

Students	Teacher-Librarians	Library Aides
under 200	0.5	0.6
201-400	1.0	1.0
401-7501	0.5	1.5
751-1000	2.0	2.0
over 1000	2.5	2.5

plus 0.5 teacher-librarian and 0.5 aide for each full 400 students above 1000.

1989 Dec 05 Gen

d. That the attainment of staffing formulas for non-enrolling teachers be a high priority in the upcoming bargaining sessions.

1992 Jun 02 VTF Gen

e. That only teacher-psychologists be hired to fill teacher-psychologist positions.

1993 Jan 28 Exec

f. That all teachers hired as teacher-counsellors be certificated teachers with education and training in counselling.

1997 Jan Exec

g. That there be a comprehensive staffing formula which protects and enhances programs and services provided by non-enrolling employees such as teacher-counsellors, teacher-librarians, LAC teachers, EL Support teachers, speech language pathologists, teacher-psychologists and resource room teachers to meet the needs of all students.

1997 Jan 23 Exec

h. That there be a definition of the role and function of the school-based team.

1997 Jan 23 Exec

i. That information be sent to, Sr. Staff Reps and Teacher-Librarians in each school outlining VESTA's position of 100% teacher-librarian time and providing the necessary information that may help our schools maximize school library time. See also 24.K. Teacher-Librarians

1998 May 21 Exec

j. That VESTA not agree to any increase in base staffing ratios.

1999 Apr 15 Exec

k. That VESTA ask the Board to assign non-enrolling staff specifically for Learning Assistance, Special Needs, ESL and Library rather than in one undifferentiated allotment.

2003 May 01 Exec

l. That when VESTA receives the Comprehensive School Staffing List (CSSL) report the WLC/Bargaining Committee send out a survey, with the CSSL attached, to staff reps to verify and confirm how staffing has been distributed, including the incremental/non-enrolling staff.

2003 Oct 16 Exec

4. EOC Coverage

a. That we seek to negotiate provision of substitute teachers for all teachers who are absent.

1984 Oct 09 VESTA VSTA Joint Gen.

b. That the VSB hire only BCTF members as substitute teachers.

1986 Oct 23 Exec

c. That the VSB Personnel Office continue its previous practice of allowing the experienced substitute teachers, when requested for long-term substitute positions, to carry out that assignment.

1987 Jun 04 Exec

d. That the VSB require that a substitute teacher be provided when a principal is absent from the school.

1988 Apr 19 PR

e. That the VSB develop and maintain a current and accessible filing system of all substitute teachers who are employed by the Board.

1988 Dec 08 Exec

f. That the VSB provide Employees on Call for teachers who are absent from school to attend VSB workshops.

1989 Apr 20 Exec

g. That the VSB provide Employees on Call for teachers who are required by the Board to perform VSB services.

1989 Apr 20 Exec

h. That the VSB provide substitute teachers for non-enrolling teachers so that non-enrolling teachers can attend VSB mandated professional development workshops without interrupting programs.

1990 May 15 SRA

i. That each Senior Staff Rep note the number of times Employees on Call are not provided and send this information to the VESTA office.

1990 May 15 SRA

j. That each Senior Staff Rep note the number of times non-enrolling teachers are directed to leave their programs to substitute for enrolling teachers and send this information to the VESTA office.

1990 May 15 SRA

k. That the programs of non-enrolling teachers not be interrupted in order for non-enrolling teachers to substitute for absent enrolling teachers when no EOCs are provided by the Board.

1990 May 15 SRA

l. That teachers called back from Board approved professional development or union activities due to lack of EOC coverage grieve these practices.

1990 May 15 SRA

m. That VESTA inform administrative officers of VESTA's policy regarding non-enrolling teachers substituting for enrolling teachers, and possible grievances over interruption of

approved professional development and/or union activities.

1990 May 15 SRA

n. That the president inform the trustees of the situation re:

   i. extent of substitute shortage
   ii. poor treatment of EOCs by VSB
   iii. non-enrolling teachers and their programs
   iv. professional development being jeopardized

1990 May 15 SRA

o. That EOCs who feel they have been inappropriately assigned, inform the senior staff rep who will inform the VESTA office, or notify the VESTA office directly.

1990 May 15 SRA

p. That the Board hire a pool of EOCs on full-time contracts.

1990 Feb 21 VTF Exec
1990 Feb 21 VTF Gen

q. That the Staff Rep note the number of times when the administrative officer(s) is absent and a substitute teacher not provided for the senior teacher.

1990 May 15 SRA

r. That VESTA recommend to the BCTF that priority be given to the negotiation of the abolition of the separate pay category for teachers on call and to the placing of all teachers on call on their appropriate position on the scale from day one of any assignment.

1991 May 23 Exec

s. That priority be given to the negotiation of a minimum monthly wage for all teachers on call.

1991 May 23 Exec

t. That the VESTA executive endorse in principle the SLP/Teacher-Psychologists proposal regarding provision of EOCs for absences.

1992 Nov 19 Exec

u. That all members be instructed to request a Teacher on Call whenever absent.

1992 Oct 13 VTF Gen

v. That should any member be asked to undertake duties required because of non-provision of a Teacher on Call for any teacher that they will do so only under direct order in writing of the administrative officer and that the appropriate VTF office be informed immediately.

1992 Sept 15 SRA
1992 Oct 13 VTF Gen

w. That the member report to a Staff Rep instances where a Teacher on Call has not been provided and that the Staff Rep report all such instances to the appropriate Association.

1992 Oct 13 VTF Gen

x. That VTF members not cooperate in any planning with regard to provisions of coverage for absent teachers.

1992 Oct 13 VTF Gen

y. That there be provision of Employees on Call for fall absent teachers including SLPs.

1994 Sep 22 Exec
1994 Oct 09 VESTA/VST Jt Gen
1996 Feb 22 Exec

z. That full reinstatement of the provision of TOC services for non-enrolling teachers be sought.

1997 Mar 06 Exec

aa. That VESTA not agree to an extension regarding prep makeup time in response to the TTOC shortage.

2020 Dec 15 Exec

6. French Immersion/Programme Cadre

a. That VESTA recognize the particular working conditions of Immersion and Programme Cadre teachers and that increased preparation time (i.e. for translation and adaptation of material be provided).

1996 Oct 17 Exec

b. That criteria be developed for the establishment of LACs and ELCs including both French and English LACs in French Immersion Schools.

1997 Jan 23 Exec

c. That ESL service be provided for students in French Immersion at the time that they begin the English component.

2007 Dec 11 Gen

7. Inner City

a. That VESTA recommend to the VSB that there be a district ICSP consultant to coordinate the projects in the seven (7) ICSP schools.

1989 May 18 Exec

b. That the BCTF bargain provisions (e.g., class size and inclusion) in accordance with the Declaration of Basic Working and Learning Condition Rights, Prerogatives, and Objectives 4.J.O1 4 unless the existing collective agreement is superior.

1996 Nov 19 Gen

c. That the Board does not have the right to unilaterally set the terms of reference and composition of the Inner City Schools Project Advisory Committee.

1998 Feb 19 Exec

d. That in addition to the staffing provided in elementary schools, elementary schools designated by the Board as Inner City Schools shall have the following minimum additional base staffing:

1 FTE	Project Teacher
1 FTE	Early Childhood Staff Assistant
1 FTE	Neighbourhood Assistant
1 FTE	Youth and Family Worker
0.5 FTE	Area Counsellor Time
0.5 FTE	Community Health Nurse
0.5 FTE	Multicultural Worker
0.25	Teacher-Psychologist
0.25	Speech/Language Pathologist

1999 Mar 04 Exec

e. That the funding level for the Project Team to provide activities to students such as field trips, performing arts, literacy programs, computer technology, assessment materials, parent involvement activities, be at a base level of not less than $20,000 per year per school plus $100 per student.

1999 Mar 04 Exec

f. That VESTA recognizes the need for after school and holiday programs for at-risk children to be provided in all Inner City Schools.

1999 Mar 04 Exec

g. That hot lunch and breakfast programs be funded in all Inner City Schools.

1999 Mar 04 Exec

h. That in the Inner City Schools there be:

i. The establishment of Junior Kindergarten classes in all Inner City Schools.

ii. An increase in the number of Special Education Assistants and Alternate Program Workers so students who need them get them. Make the Urgent Intervention Process work and develop a streamlined process to expedite the allocation of support to students who don't currently qualify as "urgent".

iii. The establishment and maintenance of an early intervention reading program in each Inner City School, including the provision of a full-time teacher and necessary funds for teaching and learning resources.

iv. Increased teaching space so that all schools have adequate classroom space and appropriate facilities for non-enrolling teachers.

v. The provision of space to accommodate non-teaching staff, parents, and other programs in Inner City Schools.

vi. Increased funding for teaching resources for adapting to new ministry curriculum to meet the language and cultural needs of Inner City children.

vii. Provision of Employees-on-Call to be assigned to each Inner City School.

viii. The establishment of a priority call-out list of Employees-on-Call who have a background and/or interest in work in the Inner City for use when an additional EOC is needed in an inner city school.

ix. Models of community, full service and neighbourhood schools that include provision of community services such as health care, social services, recreation, education and training, multicultural and multilingual staff and resources so that school and community services continue throughout the day and evening all year.

x. Specialized programs for after-school and holidays to provide meals, a reliable haven and other programs that enhance the quality of life for at-risk students when they are not attending school.

xi. Co-ordination of professional development activities, staff development and funding.

xii. The provision of sufficient teacher-psychologist, teacher-counsellor and speech-language pathologist time.

xiii. All-day kindergarten classes for all Inner City students.

xiv. The provision of a teacher and at least one other trained VSB employee in every Inner City class without reducing programs and services provided by non-enrolling staff.

xv. Smaller class sizes in the Inner City.

1999 Apr 06 SRA

i. That the establishment and maintenance of an early intervention reading program in each Inner City School be implemented and that the program include a full-time teacher and necessary funds for teaching and learning resources.

1999 Nov 25 Exec

j. That we recommend to a subsequent General Meeting that during the next round of bargaining VESTA strive for the provision of a teacher and one other trained adult in every Inner City class.

1999 Dec 02 Exec

k. If a teacher at an Inner City Schools Project declares him/herself a Category B, the Board shall not place him/her in another inner city school without the teacher's agreement.

2000 Nov 09 Exec

l. That given the stripping of Article 9 from our collective agreement, the VESTA position on

School Based Teams be:

i. That VESTA encourage all schools to have regular School Based Team meetings.

ii. That VESTA members continue to use School Based Teams to:

(a) advocate for services for students
(b) document clearly in recorded minutes the request made for students
(c) recommend services for students to
    i. parents
    ii. administrative officers
    iii. area and or central screening
    iv. senior management
(d) monitor that appropriate professional services are utilized in designating students' categories
(e) identify students and their needs whether services and support are available or not

iii. That VESTA members attend School Based Team meetings if:

(a) coverage is provided for enrolling teachers
(b) all teachers have access to setting the School Based Team agenda

iv. That VESTA members monitor the effectiveness of School Based Team:

(a) Processes
(b) problem solving, collaboration and access of services for students

8. Needs Based Staffing

a. That VESTA support the assignment of additional teaching staff to schools with demonstrated special needs.

1975 Mar 06 Exec

b. That VESTA supports an overall staffing formula which includes special needs allocations.

1978 Sept 07 Exec

c. That VESTA approve the following purposes of school profiles:

i. To build a better case for retaining levels of staffing, programs and administrative and support services in the face of enrolment decline and budget restrictions.
ii. To improve levels of staffing and expand programs, support services, etc. to address unmet learning needs.
iii. To develop in educators, parents, other agencies and the community better understanding of/awareness of/involvement in/support of/public schools and education.
iv. To provide a fair and equitable basis for deployment of (additional) staff and resources.
v. To provide a means of addressing the numerous internal and external factors which affect education.
vi. To provide a database to assist in developing a district staffing formula.

1979 Nov 29 Exec

d. That we approve the following elements be achieved when developing school profiles:

i. Undertaking must be on a voluntary basis.
ii. Staffs must be free to use a model that they feel is most appropriate to their circumstances.
iii. Confidentiality of information must be respected and individual students must remain anonymous.
iv. Staff member volunteers should coordinate the project.
v. The school administrator should support the project.
vi. A support system should be present at the district level in the form of advice, encouragement and coordination.

1979 Nov 29 Exec

e. That we seek to negotiate the principle of a staffing formula which allocates staff according to student needs, and further, that these needs be assessed by a profile on each school.

1981 Sept 10 Exec
1983 Jun 23 VESTA/VSTA Joint Exec

f. That the association has a long-standing policy that the basic criterion for staffing should be the educational and other needs of the students and therefore it does not approve of a system of staffing based solely on student population.

1984 May 03 Exec

g. That primary ESL reception classes be established.

1995 Mar 14 Gen

9. Non-Teaching Support Staff

a. That any multi-grade class containing Kindergarten should have an aide.

1977 Sept 08 Exec

b. That VESTA go on record as strongly opposing the loss of Supervision Aides in our schools and that the Board be so informed.

1984 May 31 Exec

c. That ESL staff assistants be returned to schools with high ESL populations.

1989 Apr 20 Exec

d. That there be an assistant with early childhood training for each all-day K classroom.

1994 Mar 14 Gen
1995 Nov 24 Exec
1997 Jan 23 Exec

e. That there be provision for more clerical, staff assistant and multicultural home school support for teachers.

1995 Mar 14 Gen
1997 Feb 04 Gen

f. That the VESTA In-House Table Officers respond to the Review of the Allocation Process for Special Education Assistants.

2002 Mar 14 Exec

O. Working and Learning Conditions - Goals and Principles

1. That That VESTA negotiate a contract provision limiting each teacher's weekly instructional assignment in order to provide for preparation, evaluation and consultation time.

Pre 1981

P. Workload

1. General

a. That a substitute teacher receive preparation time assigned to the teacher for whom he/she is substituting.

1985 May 14 Exec

b. That part-time employees who agree to attend professional development days on their non-work days will be paid.

1992 Jun 02 VTF Gen

c. That a process be outlined for members to deal with absent Alternate Program Workers.

1997 Jan 09 Exec

d. That programs carried out, or partly carried out, by employees who are absent and have not been replaced, will not be conducted in whole or in part by a VESTA member.
1997 Jan 23 Exec

e. That we endorse the Elementary Teacher Workload Report as altered by the meeting of representatives of VESTA, Surrey Teachers' Association and the Burnaby Teachers' Association.
1999 Dec 02 Exec

f. That VESTA advocate to the VSB that school administrators are the first to provide coverage in the event that there is no TTOC.
2020 Oct 20 Gen

2. Adult Educators
   a. That Adult Educators' Guideline for Exchange of Shifts and Guidelines for Employees on Call/Teacher Assistants on Call be established.
   1995 Oct 19 Exec

3. Enrolling Teachers
   a. Instructional and Preparation Time/Release Time
      i. That preparation time lost for any reason be reinstated.
      1995 Nov 16 Exec

      ii. That there be release time for classroom teachers to consult with support staff including the School Based Team.
      1997Jan 23 Exec

      iii. That there be provision for increased preparation time.
      1997 Feb 04 Gen

      iv. That there be provision for additional preparation time for French Immersion and Programme Cadre teachers.
      1997 Feb 04 Gen

      v. That there be additional non-instructional days to be used solely for reporting to parents and assessment/evaluation or designing educational programs.
      1997 Feb 04 Gen

   b. Meetings
      i. That there be a limit to meetings called by administrators.
      1997 Feb 04 Gen

      ii. That there be release time for classroom teachers to consult with support staff including the school-based team.
      1997 Jan 23 Exec

   c. Report Cards and Reporting
      i. That at least one report card be replaced by a parent-teacher conference.
      1969 Jan 22 PR

      ii. That no teacher shall be required to prepare any reports for independent schools on children transferring other than those required when a child transfers from one public school to another.
      2000 Apr 11 SRA

      iii. That teachers who choose to develop report cards that best meet the needs of their students exercise their professional autonomy to do so.
      2000 Apr 11 SRA

      iv. That the VEAES executive work with the VSB to create a clear, consistent, and accessible policy regarding which classroom teacher is ultimately responsible for writing the report cards of students who have switched schools partway through

the term; AND THAT the VEAES executive report back on their progress with this issue at a future staff rep. assembly prior to the end of June 2024.

2024 Jan 16 SRA

4. Non-Enrolling Teachers/Professional Support Staff

a. That the VSB speech therapists be permitted to do the therapy for which they are qualified in addition to testing, screening and making recommendations to teachers.

Pre June 1981

b. That we seek to improve the specific working conditions of non-enrolling employees, including:

- The establishment of caseload limits
- The right not be used to replace an absent employee
- The right to continuation of programs during prep time

1997 Jan Exec

c. That teachers not send students to the library during the teacher-librarian's own prep time or while the teacher-librarian is providing prep time for another teacher.

1997 Oct 21 SRA

d. That when a teacher-librarian is absent and no Employee on Call is provided, the library resource centre be closed except during before school, lunch and/or after school times when the current practice is that supervision is done by a Staff Assistant or Supervision Aide.

1997 Jan 23 Exec

5. Supervision

a. That a substitute teacher be asked to supervise only for the times that the teacher for whom he/she is substituting would have been supervising.

1985 May 14 Exec

b. That any teacher-librarian supervision of the resource centre outside of instructional hours is voluntary.

1988 May 10 PR

c. That the assigned supervision load for all teachers in a school should be equal and proportional to the percentage of their teaching time.

1988 Apr 28 Exec

d. That there be no required supervision at any time.

1997 Feb 04 Gen

6. Work Day/Year

a. That VESTA is opposed to any extension of the school year.

1966 Nov 16 PR

b. That VESTA is in favour of a mid-winter holiday in February.

1967 Jan 18 PR

c. That no teacher be required to use time beyond the prescribed school year for in service or staff planning.

1971 Jun 08 Exec

d. That the school year-end closing dates should be the same for both elementary and secondary students and teachers.

1975 Jun 05 Exec

e. That early dismissal, parent conferencing, and home visiting time be defined as part of the "instructional hours" for students.

1990 Feb 21 VTF Exec
1990 Feb 27 VTF Gen

f. That participation in any activities during the time “created” by extending the day is voluntary and that the total workload for each teacher must not be increased.
1990 Nov 13 SRA

g. That staffs agree to begin or continue modified days only on the condition that the dismissal time of the modified day has the same effect as a regular 3 o’clock dismissal.
1991 Mar 12 SRA

h. That the Union intends to adhere to the clear, unequivocal and comprehensive language contained in our collective agreement regarding the regular work year, the duration of the workday, non-instructional days and maximum teacher instructional hours, and that the Union will not agree to concessions on the contractual provisions governing these matters.
1992 Oct 13 VTF Gen

i. That contractual rights for employees are, in the Union’s view, entirely separate from the School Act and Regulations requirements for students.
1992 Oct 13 VTF Gen

j. That any attempts by the VSB to impose additional work hours or work days will be vigorously opposed.
1992 Oct 13 VTF Gen

k. That an emergency general meeting be called if the Board attempts to unilaterally impose changes in the workday or the work year.
1992 Oct 13 VTF Gen

l. That members not comply with unilateral Board alterations to the workday or work year.
1992 Nov 05 VTF Exec

m. That changes to the school calendar must pass by a 75% vote.
1996 Mar 28 Exec

7. BCTF and CTF

A. General

1. That we, the teachers of School District #39 (Vancouver) at a meeting held at Vancouver, BC on 1987 April 7, reaffirm our commitment to maintaining the BCTF, its goals and purposes and confirm our determination to continue the BCTF as a united organization that represents and acts for all teachers in all professional and educational matters and in their employment interests.

1987 Apr 07 VESTA/VSTA Joint Gen

2. That the BCTF encourage and support the involvement of local unions in the development, implementation and assessment of Aboriginal Education Enhancement Agreements at the local level.

2005 March 15 Gen

3. That the BCTF develop policy on the ethical treatment of animals in captivity in order to provide advice to members for field trips.

2005 Dec 13 Gen

4. That the BCTF pursue provincial tax benefits for public school teachers who voluntarily purchase educational resources.

2005 Dec 13 Gen

5. That the BCTF demand that the Ministry of Education enforce the provisions of Section 1A of the Independent Schools Act and withdraw all government funding from the private schools belonging to the Fundamentalist Mormon Community of Bountiful on the basis that a basic tenet of their daily instruction is religious and racial superiority.

2005 Dec 13 Gen

6. That in cooperation with First Nations Ed (PSA) and other parties such as BCTF Aboriginal Ed. Advisory Committee, and not limited to BCTF members that BCTF create a Social Responsibility Aboriginal Awareness Quick Scale for K-12 and it be submitted to the Ministry of Education to be included with all other Quick Scales.

2005 Dec 13 Gen

7. That the attainment of pay direct cards be a priority in the next round of bargaining.

2007 June 7 SRA

8. That the BCTF provide support to locals through a grant that enables the full-time release of local officers to facilitate the support in each local for implementation of Federation policies.

2006 Dec 12 Gen

9. That all BCTF Annual General and Representative Assembly meetings have:
    a. at least one microphone that is easily accessible to people with disabilities and
    b. a system in place that allows people with disabilities to speak without having to make their way to a microphone.

2007 Dec 11 Gen

10. That December 6 be a day of reflection within the BCTF and that no Federation or Local meetings be scheduled except for gatherings to:
    a. commemorate the memory of women who died because of violence against women, and to
    b. develop strategies to stop such violence and that such meetings coordinate with community organized events about Violence Against Women.

2007 Dec 11 Gen

11. That the BCTF include gratuity for cleaning staff when paying hotel bills.

2007 Dec 11 Gen

12. That the BCTF through its representatives assert itself as the voice of public school teachers in British Columbia and speak on behalf of public school teachers in all areas that address the professional, social and economic interests of teacher.

2007 Dec 11 Gen

13. That the BCTF and its members participate in congresses, forums, meetings and conferences that address the professional, social and economic interests of teachers only pursuant to policy 25.F.44.

2007 Dec 11 Gen

14. *Deleted*.

2007 Oct 17 Gen
2021 Mar 09 Gen

15. *Deleted.*

2007 Oct 17 Gen
2021 Mar 09 Gen

16. That when retired members present Health and Safety, School Union Rep or Professional Development training to members who are released from their teaching duties to attend, they receive the equivalent of the TTOC daily rate.

2009 Dec 09 Gen

17. That local officers who initiate or coordinate actions that interfere in the democratic processes of other locals be sanctioned by Judicial Council under the Code of Ethics #8.

2013 Jan 29 Exec

18. That the BCTF develop and offer a workshop on Professional Autonomy that includes reporting and assessment as well as its intersection with freedom of expression.

2013 Nov 26 Exec
2013 Dec 10 Gen

19. *Deleted.*

2014 Feb 25 Exec
2020 Oct 27 Exec

20. That the current practice of accessing mediation services through the BCTF be continued.

2020 Feb 11 Exec

21. That VESTA Executive Committee recommend to the BCTF Executive Committee that open sessions of upcoming BCTF Executive Committee meetings be livestreamed on the portal until such a time that an ongoing and equitable system is developed to allow members to attend.

2020 Jun 09 Exec

22. That VESTA recommend to the BCTF Executive Committee that all committee, task force, issues session and workgroup appointments be made by the Executive Committee as a whole.

2021 Jun 22 Exec

23. That VESTA recommend to the BCTF EC: "That the BCTF support the recommendation of the British Columbia Office of the Human Rights Commissioner to add 'social condition' to the list of prohibited grounds of discrimination in the BC Human Rights Code."

2021 Nov 09 Exec

24. That the BCTF review existing grant criteria in order to enable locals to hold grievance committee meetings for up to 6 days per school year.

2021 Dec 07 Gen

25. That a new By-Law 3.10 be added to the By-Laws: "No member shall hold the role of local president and/or any other locally-released officer for more than 10 years consecutively. Concomitantly, no member is eligible to stand for elections for the role of local president and/or any other locally-released officer for more than 10 years consecutively."

2021 Dec 07 Gen

B. Code of Ethics

1. That the Code of Ethics be amended to add as a new clause: The teacher interacts with students, parents, colleagues and other members of the educational community in an ethical manner free from gender, social, cultural and other biases.

1992 Dec 08 Gen

2. That the Code of Ethics be amended by replacing “teacher” with “member”.

1997 Dec 09 SRA

3. That the BCTF develop with degree granting educational institutions a Code of Ethics for pre-service teachers.

1997 Dec 09 SRA

4. That the Code of Ethics apply to associate members.

1997 Dec 09 SRA

C. Communications

1. Deleted.

1984 Apr 19 Exec
2021 Jan 26 Exec

2. That VESTA believes it is inappropriate for the BCTF to mail to Staff Reps brochures or other literature supplied by companies soliciting teachers’ business.

1990 May 14 Exec

3. That the BCTF develop and follow a protocol whereby approaches to school districts are carried out through the local association, and until the protocol is established, communications that go out to the school districts be copied to the local association.

1991 Jun 06 Exec

4. That BCTF approaches to school districts are carried out through the local association.

1991 Jun 06 Exec

5. That the BCTF utilize its full democratic processes rather than polls to discuss and formulate membership positions on all matters.

1995 Nov 14 Gen

6. That the BCTF Members’ Guide be amended to replace the word “child” with “student”, “children” with the word “students”, “teacher” with “member” and “teachers” with the word “members” where appropriate.

1995 Nov 14 Gen

7. Deleted.

1997 Dec 09 SRA
2021 Feb 16 SRA

8. That the BCTF ensure that there is a systematic and ongoing program to revise, upgrade and broaden Federation publications, lesson aids, audio-visual aids and other supplementary materials, so that they reflect and promote the dignity and understanding of those living in and affected by poverty.

1997 Dec 09 SRA

9. That the BCTF provide regular orientation and union awareness workshops for teacher on call members.

1997 Dec 09 SRA

10. That the BCTF be requested to sponsor, manage and maintain an online information service for EOCs.

1998 May 14 Exec

11. That the BCTF Research and Technology Division develop a protocol for informing locals of

research projects occurring in their locals.

1999 Jan 21 Exec

12. That where appropriate, the BCTF change language in all policies in the BCTF Members' Guide that mention "K-12" to "K-12 and Adult Education". (see also 24.B.)

2000 Nov 30 Exec

13. Deleted.

2003 Feb 27 Exec
2021 Jan 26 Exec

14. That the BCTF disseminate information from and provide links to the BC Federation of Labour on its website, in Teacher Magazine and elsewhere as appropriate, and that, in particular, access to the British Columbia Unionized Products and Services Directory and to the Federation of Labour's "Current Disputes" list be made readily available to BCTF members.

2006 Dec 12 Gen

15. That VEAES recommend to the BCTF Executive Committee that they immediately cease all activities on the X platform.

2025 Feb 04 Exec

D. Finance

1. Deleted.

1992 Dec 08 Gen
2021 Feb 16 Gen

2. That BCTF training programs be funded in total by the BCTF.

1992 Dec 08 Gen

3. That the BCTF provide accommodation for local presidents at all meetings where presidents are expected to attend.

1997 Apr 10 Exec

4. That accommodation be provided for all participants at union leadership training.

1997 Sept 18 Exec

5. That the Local Organization Grant (10J.18-1a) will provide an annual grant to locals of $15 per FTE under 500 FTE, $13 per FTE between 501 and 1,000 FTE and a flat rate of $13,000 for locals with greater than 1,000 FTE.

2015 May 12 Exec

E. Income Security

1. Early Retirement Incentive Plan (ERIP)
    a. That VESTA support an option which establishes an early retirement fund to disburse monies determined by need and that the criteria be established by a BCTF committee.

1997 Sept 18 Exec

2. Pensions
    a. That more BCTF staff be made available to provide pension benefits advice and financial planning seminars to members at no cost.

1996 Oct 03 Exec

    b. That the BCTF continue to provide retirement counselling to individual members.

1996 Nov 19 Gen

    c. That the BCTF develop and distribute a pensions booklet which focuses on issues that women teachers may have. (For example, buying back pensionable service, extended parental leaves, job-sharing).

1999 Nov 16 Gen

d. That the BCTF representatives on the teachers' pension board be requested to revisit the decision to discontinue payment of medical benefit (MSP) premiums for retirees.
2002 May 14 SRA

e. That the AGM recommend to BCTF trustees that the BC Teachers Pension Plan cover payment for retirees' Health Benefit Premiums for MSP, EHB, and Dental.
2005 Dec 13 Gen

f. That pension contributions for all practicing members be increased to maintain current dental plan benefits for all members during retirement.
2006 Dec 12 Gen

g. That the BCTF representatives on the Teachers' Pension Board of Trustees oppose investment of pension funds in corporations that earn revenue from the production or sale of tobacco products or pornography; and, that they immediately endeavour to have the pension fund divest itself of current holdings in companies who earn revenue from the sale of tobacco products or pornography.
2007 Dec 11 Gen

3. Salary Indemnity Plan

a. That immediate Salary Indemnity Plan benefits be provided to teachers unable to work due to the disabling effects of Myalgic Encephalomyelitis/Chronic Fatigue Syndrome, and that members be diagnosed according to accepted clinical diagnostic procedures and that once diagnosed, the opinion of the personal physician that a member is unable to be gainfully employed due to the illness be respected.
1989 Jun 22 Exec

b. That the Short Term and Long Term Salary Indemnity Plans be amended to base benefits on the gross annual salary of the claimant applicable on the last day of work or of sick leave. This income shall be adjusted annually to reflect the salary increase the member would have received since the date of disability. The change shall be effective for those members currently receiving disability payment.
1989 Dec 05 p. 3 Gen

c. That the Income Security Committee report to the BCTF AGM regarding SIP (Long-Term):
   i. the number of applications received for SIP-LTD benefits in the calendar year.
   ii. the number of applications pending or under consideration.
   iii. the number of applications rejected.
   iv. the number of members in receipt of LTD benefits during the year.
   v. the number of members on LTD as of December 31.
1989 Dec 5 Gen

d. That the Salary Indemnity Plans (Short and Long Term) pay for medical, extended health and dental coverage on behalf of members who are in receipt of SIP benefits.
1991 Dec 03 Gen

e. That the Salary Indemnity Plan policy be amended to permit payment of benefits to Adult Educator members during the months of July and August and limit the payment of benefits based on the member's annual salary.
1995 Nov 14 Gen

f. That the BCTF establish a group of Salary Indemnity Plan Associates to advocate for members needing assistance in accessing and maintaining the benefits of the Salary Indemnity Plan.
1995 Nov 14 Gen
1997 Dec 09 SRA

g. That management of the Salary Indemnity Plan be changed from Great West Life to a non-profit organization such as CU&C or MSA.
1996 Dec 10 SRA

h. That Procedure 13.C.02 (3.2) be amended to add: (d) where the absence is for fewer than ten (10) days only (a) and (c) be required.

1997 Dec 09 SRA

i. That procedure 13.C.02 (3.7) be amended to add at the beginning: "Where the plan administrator can substantiate a need..."

1997 Dec 09 SRA

13.C.02 (3.7)
A member in receipt of benefits for more than three (3) months will be required to provide supporting medical evidence indicating that he/she is receiving ongoing care and treatment by a specialist and/or registered therapist for that disability.

j. That the BCTF pay the College of Teachers fee for a member who receives short-term Salary Indemnity benefits for the entire month of October.

1997 Dec 09 SRA

k. That VESTA participate in the BCTF/CPP Long Term Disability Rehab project on the understanding that any additional workload for the VESTA in-house Table Officers or office staff will be compensated for by the BCTF.

1998 Feb 05 Exec

l. That a small delegation of VESTA members including the Health & Safety Chair, contact the BCTF Income Security department to develop a resolution relative to the 120 day sick leave amount.

2003 Oct 16 Exec

m. That 13.A.10.9.6. be amended to include a new (l) which reads as follows: "The corporations must not derive their revenues from pornography.

2007 Dec 11 Gen

n. That the BCTF investigate:
   i. improving the Salary Indemnity Plan to assure that members are only examined by doctors, psychologists and psychiatrists or their choice, and concomitantly,
   ii. creating a separate appeals procedure if a member's claim is denied,

with a report back to the 2010 Annual General Meeting.

2008 Dec 09 Gen

o. That the BCTF investigate amending 13.C.02.1.7 to ensure that policies regarding zero tolerance are amended to be more in line with harm reduction policies.

2008 Dec 09 Gen

p. That the BCTF investigate the salary indemnity plan topping up the pension plan of members who are able to work more than .59 FTE but less than .749 FTE due to medical reasons and report back to next AGM.

2008 Dec 09 Gen

q. That the LTD list of disabilities be changed to include Fibromyalgia.

2008 Dec 09 Gen

r. That the LTD letter concerning acceptance of a claim, extending a claim, or ending a claim between Great West Life and the member be copied to the local president.

2008 Dec 09 Gen

4. *Deleted*.

1995 Nov 14 Gen
2023 Dec 12 Gen

F. Organization

1. *Deleted.*

1994 Mar 15 Gen
2020 Oct 20 Gen

2. Committees/Programs

a. That, as well as providing advice to the Executive Committee, the RA and the AGM, committees have an active role in the implementation of Federation policy.

1989 Jan 10 Gen
1989 Dec 05 Gen

b. That BCTF committees be funded at a level that allows sufficient time to carry out their role.

1990 Jan 11 Exec

c. *Deleted*.

1997 Dec 09 SRA
2020 Dec 08 SRA

d. That the BCTF create a Social Justice Network of Social Justice contacts co-ordinated by the Social Justice Committee.

1999 Nov 16 Gen

e. That the BCTF expand the field service model to increase membership involvement in all its programs.

2001 Dec 11 Gen

f. That the BCTF strengthen and promote its Peace and Global Education programs and materials.

2001 Dec 11 Gen

g. That BCTF policy 24.02(d) be amended as follows: to replace “selected” with “elected” and to add “All members of the Ombudservice shall be active members entitled to vote and must receive a majority of the votes cast by the Representative Assembly.

2002 Dec 10 Gen

h. That we advise the LRs to support the establishment of a process for examining the professional development advisory structures with a view to ensuring a more effective structure.

2002 May 05 Exec

i. That the BCTF continue to state that the underlying principle behind our work in social justice, as teachers, is universality of access, opportunity, and justice for all.

2004 Dec 14 GM

j. That the BCTF Committee for Action on Social Justice develop recommendations for changes to the Independent Schools Act that assure the following:

a) the schools adhere to the BC curriculum
b) respect the U.N. Charter on the Rights of Women and Children
c) that inspections are yearly, unscheduled, and conducted by educators who are not aligned with Independent Schools
d) that no government funds be provided to Independent Schools.

2007 Dec 11 Gen

3. Conferences

a. That the proposed agenda for the Presidents Conference should be vetted by selected presidents prior to the summer conference.

1981 Jun 18 Exec

b. That each of the following committees or sections send a representative to the BCTF Social Justice Conference: Status of Women, Anti-Racism, Poverty, Inner City and First Nations.

2000 Oct 05 Exec

c. That nominations for VESTA delegates to the BCTF Bargaining Conference be sought

from the WLC/B and other standing committees and the general membership; delegates to be elected at a VESTA General Meeting.

2000 Nov 30 Exec

d. That VESTA send three observers/alternatives chosen by the Staff Rep Assembly to the BCTF Bargaining Conference.

2001 Jan 16 Gen

4. Membership
   a. Associate membership may be granted by the Executive Committee on application and on payment of a fee, pursuant to Bylaw 4, according to the scale of fees then in force.
   b. Associate membership shall be granted only to persons not eligible for active membership who hold a teaching certificate acceptable to the Executive Committee or occupy an educational or teaching position acceptable to the Executive Committee.
   c. Associate members shall not be entitled to vote or to hold office.

1997 Dec 09 SRA

5. Provincial Specialist Associations (PSAs)
   a. That 33.14 (p. 124) be amended to provide the option for a two-year PSA membership.

2001 Dec 11 Gen

6. Representative Assembly (RA)
   a. That the VESTA Executive Committee request the BCTF Executive Committee to amend policy 25.B.02, (BCTF Members' Guide 1999-2000 p. 93), regarding LARs and voting card strength so that the Spring Representative Assembly is based on the same count as the AGM.

1988 Dec 08 Exec

7. Staff
   a. That wherever possible appointments to BCTF admin staff shall be made on a term basis consistent with the current collective agreement in place with the Administrative Staff Union (ASU).

1989 Jan 10 Gen

   b. *Deleted*.

1989 Sept 14 Exec
2020 Oct 27 Exec

   c. That the BCTF staff be organized so that there are staff members whose assignment it is to work solely with personnel grievance and non-grievable personnel matters.

1989 Sept 14 Exec

   d. That the BCTF act as a model employer, dealing with BCTF employees in the manner we, as employees, would want to be treated by our employers.

1998 Jun 04 Exec

   e. That BCTF Policy 25.L.54 (p. 119) be amended to establishing a balance of 30% continuing and 70% term appointments.

2006 Dec 12 Gen

   f. That BCTF Executive Committee members be able to apply for staff positions only after they have left the executive committee for a minimum of one full school year.

2008 May 27 Exec

8. Sub-locals
   a. That the Adult Educators sub-local be recognized by the BCTF with full local collective bargaining rights.

2002 Apr 11 Exec

9. *Deleted.*

1980 Jan 10 Exec
2020 Oct 27 Exec

10. BCTF and Pre-service Teachers

a. That the BCTF ensure that all pre-service teachers participate in a one day workshop organized by the BCTF about union issues and roles.

2006 Jan 19 Exec

G. CTF

1. That:
   a. the BCTF give notice to withdraw from the Canadian Teachers' Federation and, concomitantly, that the BCTF work with other teachers' unions within the Canadian Labour Congress to establish a representative teacher organization;
   b. all related policies and procedures in Section 6 of the Members' Guide be rescinded; and
   c. the BCTF seek its own membership in Education International, independent of the Canadian Teachers' Federation.

2007 Dec 11 Gen

H. BCTF Advantage Program

1. That 3rd party private interests attached to the BCTF Advantage programs not be invited to VESTA Staff Rep Assemblies or General Meetings.

2009 June 09 Exec

8. Teacher Regulation Branch (College of Teachers)

A. General

1. *Deleted.*
1987 Apr 07 VESTA/VSTA Joint Gen
2021 Jun 15 Gen

2. *Deleted.*
1998 Oct 11 Gen
2021 Jun 15 Gen

3. That any College of Teachers campaign grants be available only to active BCTF members.
1989 Jan 10 Gen

4. *Deleted.*
1989 Jan 10 Gen
2021 Jun 15 Gen

5. *Deleted.*
1989 Dec 05 Gen
2021 Jun 15 Gen

6. *Deleted.*
1989 Dec 05 Gen
2021 Jun 15 Gen

7. *Deleted.*
1995 Jan 05 Exec
2021 May 11 Exec

8. *Deleted.*
1995 May 11 Exec
2021 May 11 Exec

9. *Deleted.*
1995 Dec 07 Exec
2021 May 11 Exec

10. That VESTA believes it to be improper for candidates running for office on the BC Teachers' Council to use any letterhead and/or logo related to the Council.
1996 Apr 25 Exec
2021 May 11 Exec

11. That members who are subject to a complaint through the Ministry of Education's processes be informed of their right to representation.
1997 Dec 09 SRA
2021 Jun 15 SRA

12. *Deleted.*
1989 Jan 10 Gen
2021 Jun 15 Gen

13. *Deleted*.
2003 Nov 18 Gen
2021 Jun 15 Gen

14. *Deleted.*
2004 Oct 19 Gen
2021 Jun 15 Gen

15. *Deleted.*
2004 Oct 19 Gen
2021 Jun 15 Gen

16. *Deleted.*
2006 Mar 28 Gen
2021 Jun 15 Gen

17. That VESTA not reimburse members for Justice Institute courses resulting from PCU investigations.
2021 June 01 Exec

B. Criminal Records Check

1. That those researchers who undertake research with Vancouver students meet the same requirements regarding student safety and security as all staff.

1996 Jan 11 Exec

2. That VESTA disapproves of the establishment by the College of Teachers of a Criminal Records Review appeal hearing panel, which includes members of the original review panel.

1998 Jan 08 Exec

C. Teacher Certification

1. That the BCTF urge the College of Teachers develop a procedure whereby the teacher can appeal the decision of the Qualifications Committee.

1996 Nov 19 Gen

2. That the BCTF recommend to the College of Teachers that an additional core course entitled Anti-Oppression Pedagogy be required for certification for all teachers in this province.

1997 Dec 09 SRA

3. That the BCTF develop, or encourage the College of Teachers to develop, with degree granting educational institutions, a code of ethics for pre-service teachers.

1997 Dec 09 SRA

4. That the BCTF oppose any attempt at enforced recertification of teachers.

1999 May 13 Exec

5. That the BCTF Executive Committee be asked to immediately undertake discussions with the Minister of Education to lead to the establishment of a BC teacher certification body that is controlled by those holding B.C. teaching certificates.

2004 Oct 19 GM

9. Committees

See also Sections and individual committee names.

A. General

1. That a list of VESTA committees and a list of VSB committees on which VESTA does or does not have representation be compiled.

1976 Sep 16 Exec

2. That all committees ensure that their reports and recommendations be submitted formally and in writing to the executive for consideration and that subsequent action must have the endorsement of the executive committee.

1977 Dec 15 Exec

3. That each of the following committees or sections send a representative to the BCTF Social Justice Conference: Status of Women, Anti-Racism, Anti-Poverty, Pride, Sustainability and Aboriginal.

2000 Oct 05 Exec

4. Deleted.

2015 Sep 22 SRA
2021 Jun 15 SRA

5. That VESTA representatives to the District Health and Safety, District Pro-D, Education & Curriculum Change Committee, Education Leave Committee and VBE Standing Committee I – V be members of the VESTA Executive Committee.

2015 Sep 22 SRA

6. That VESTA reps on VSB committees elected in the previous year continue attending VSB committee meetings until the new VESTA reps are elected and trained.

2016 Sep 13 Exec

7. That the Conflict of Interest policy become part of VESTA's policy manual and be attached to all VESTA CV forms and be displayed on the VESTA website.

Conflict of Interest Policy

1. A conflict of interest includes a situation where personal considerations may compromise, or have the appearance of compromising, a person's professional judgment. A personal interest includes business, commercial and financial interests, as well as personal matters and career interests.
2. A conflict of interest can also occur when the proper administration of a members' duties clashes, or appears to clash, with their political or professional interests outside of VESTA
3. VESTA will take all reasonable steps to ensure that conflicts of interest are avoided.
4. It is the responsibility of the VESTA elected officers, (VESTA Table Officers, Executive Committee, Staff Reps, VESTA reps to VSB Committees or school-based committees, or any representative elected or appointed by the Executive Committee or school-based VESTA members) to bring to the attention of the local any potential, apparent or real, conflicts of interest. Conflicts of interest include, but are not limited to, situations where:
    a. A VESTA officer may in some way benefit materially or financially from exercising union duties; or
    b. A VESTA officer applies for a position outside the bargaining unit in a school district, a position with BCPSEA, or a similar management position.
5. A conflict of interest does not exist when the benefit to the member is only part of the advancement of the interests of the organization as a whole.
6. Where a conflict of interest arises, the VESTA Executive Committee shall determine what steps are necessary in the circumstances. Examples of steps that may be taken include:
    a. the officer absents herself/himself from the discussion and vote on any matter that gives rise to the conflict;
    b. the officer no longer represents members vis-à-vis the school board (i.e.,

delegates the function of representing members to another officer);
   c. the officer removes herself/himself from the decision-making of the local executive;
   d. the officer takes a leave of absence until such time as the conflict no longer exists;
   e. the officer resigns her or his position with VESTA.
7. One or more steps may be appropriate, depending on the circumstances of the individual case. Steps (d) and (e) should only be exercised in compelling cases.

Conflict of Interest Policy for Executive Committee Members

1. This policy is intended to be read and interpreted as additional to the Conflict of Interest Policy.
2. EC members must act honestly, in good faith, and with a view to the best interests of VESTA and its purposes.
3. EC members should not, for private or political gain, make use of information to which they have access by reason of their position as EC members
4. EC members should not participate in decisions if they have a direct or indirect material interest in the outcome that conflicts with their duty to the organization as a whole.
5. If there is a potential conflict of interest, the EC member must:
   a. Fully disclose the nature and extent of the material / career interest, friendship or relationship
   b. Leave the EC meeting when the matter is discussed, unless specifically asked to provide information and abstain from voting on any recommendations or resolutions pertaining to the matter.
   c. Not take any action or engage in any discussions intended to influence the discussion of the vote, including discussions outside the EC meeting
   d. The disclosure of any conflict of interest must be recorded in the minutes of the relevant EC meeting.

2018 Jan16 SRA

8. That the new Aboriginal Acknowledgement be:

   VESTA gives thanks and recognizes that this meeting takes place on the unceded joint traditional territory of the Musquem, Tsleil Waututh, and Squamish Nations.

   2018 May 22 Exec

9. That all committee agendas and minutes use the same acknowledgement as if carried and be placed under the heading of Acknowledgement.

   2018 May 22 Exec

10. That we amend the aboriginal acknowledgement to delete the word “traditional.”

    2018 June 05 Exec

11. That VESTA reps to Standing Committees present VESTA feedback of the Truth and Reconciliation Commission Calls to Action and that VESTA request the VSB to approach significant program changes with a Truth and Reconciliation Commission Calls to Action lens to ensure support for vulnerable students be prioritized.

    2019 Mar 12 Exec

12. That the requirement for a Year End Report from the Committees be waived for the 2019-2020 school year.

    2020 Apr 28 Exec

13. That VESTA Committees can choose to hold one more committee meeting for the remainder of the 2019/2020 school year.

    2020 Apr 28 Exec

14. That VESTA Executive Committee request that the Aboriginal Education Committee, the Adult Educators Sub-Local Executive Committee, the Social Justice and Solidarity Committee, the Working and Learning / Bargaining Committee, the Communications Committee, the Health and Safety Committee, the Professional Issues Committee and the TTOC Committee to review the VESTA policy connected to the work of their committee and recommend any changes in the form of motions to an upcoming Executive Committee Meeting.

2020 Sep 29 Exec

That any remaining vacant positions be advertised in the VEAES Weekly.

2023 10 Exec

15. That Committee Chair release be contemplated under the Committee Projects line item when release is required to plan or facilitate a member-centered event, and with IHTO approval.

2025 Mar 04 Exec

B. Ad Hoc/Task Forces

1. That a Field Service model for VESTA be defined as an organizing model wherein Executive Committee members are released to work with Staff Reps and members on union business in schools on a regular basis.

2002 Apr 25 Exec

2. That the VESTA President or 1st Vice-President and the VESTA Grievance Officer attend Teacher Personnel and Staffing Advisory Committee (TPSAC), and that the AE President and VESTA Grievance Officer attend Adult Education Centres Personnel and Staffing Advisory Committee (ALPAC).

2008 Jun 17 Gen

3. That VESTA representatives to the Ad Hoc Building Committee meet with VSTA to present changes to the chart document as agreed to in this meeting.

2021 Oct 04 Exec

4. That the VESTA Executive Committee request that an Ad Hoc Committee / Working Group be struck with 2 TTOCs from VESTA and 2 TTOCS from VSTA and 2 people from the VSB SFE department to discuss ongoing SFE issues.

2021 Nov 0 Exec

C. Contractual

1. That the VSB Inner City Schools Project Advisory Committee (ICSP) be a strictly representational committee consisting of two (2) representatives each from VESTA, VESAA, VMREU and VSB officials.

1989 May 18 Exec

2. That the Inner-City Schools Project Advisory Committee's terms of reference include the purposes stated in the collective agreement.

1998 Jan 08 Exec

3. That we recommend to the General Meeting that VESTA participate on all contractual committees.

2002 Apr 25 Exec

4. That the two contractual committees, Education and Curriculum Change Committee and the District Professional Development Committee, not be combined.

2004 Oct 07 Exec

D. Executive

1. That a VESTA Executive Committee retreat be held in September.

1998 Feb 19 Exec

2. That the Adult Educators' sub-local president participate in VESTA in-house table officer meetings whenever it is necessary.

2002 Apr 11 Exec

3. That the Adult Educators' president participate on the VESTA Executive Committee as a full voting member.

2002 May 14 AGM

4. That the VESTA Executive Committee dinner in December be held in a restaurant rather than the VESTA office.

1995 Oct 19 Exec

5. That VESTA invite the Adult Educator sub-local Executive Committee members to attend the December Executive Committee dinner.

2003 May 22 Exec

6. That the VESTA EC members receive their EC communication by email.

2011 Oct 11 Exec

7. That recommendations from the Executive Committee to the Staff Rep Assembly, General Meeting, and Annual General Meeting be accompanied by a supporting statement; and, whenever possible, both Executive Committee recommendation and the supporting statement be circulated to Staff Reps and/or the membership in advance of the relevant Staff Rep Assembly, General Meeting, and Annual General Meeting.

2015 Oct 27 Exec
2021 Jun 01 Exec
2024 May 07 Exec

8. That the VESTA EC acknowledge at the time of Call to Order to the meeting that the EC meeting takes place on the joint traditional territory of the Musqueam, Tsleil Waututh, Squamish, and Sto: lo Nations.

2015 Dec 15 Exec

9. That when a motion is brought to the VESTA Executive requesting funding for tickets to an event, that the total amount requested be added in brackets at the end of the motion to be used for the Executive information only.

2016 Oct 25 Exec

10. That the annual VESTA Christmas Dinner be renamed Winter Dinner.

2019 Jan 29 Exec

11. That future Executive Committee agenda items have clear time frames and the Chair make every effort to hold discussions and debates to those timelines.

2021 Feb 23 Exec

E. Grievance Committee

1. That the Grievance Committee be composed only of members of the VESTA Executive and that it include the VESTA in-house table officers, immediate past president, WLC/Bargaining Chair, Health & Safety Chair, Professional Issues Chair, immediate past Grievance Officer, Local Representative to the BCTF, TTOC Chair, and Adult Ed Sub-local President. In the event that there is no immediate Past-President and/or immediate Past Grievance Officer, an additional member of the Executive shall be appointed to the Grievance Committee for each of these vacant positions.

2011 Oct 11 Exec
2016 Apr 26 Exec
2019 Sep 10 Exec

2. That the Grievance Committee be chaired by a member of the Grievance Committee who is not the Grievance Officer. The chairperson will be selected by the Grievance Committee for the year. Another member will record the confidential minutes.

2007 April 17 Exec

3. The Grievance Committee may determine that a grievance or member concern is exceptional. When this occurs:
   i. a member of the Grievance Committee will be assigned to work with the Grievance Officer or designate on the concern.
   ii. the Grievance Committee will make recommendations for the resolution of the concern. If this resolution is not possible to achieve the Grievance Committee will meet to review the concern and to make further recommendations.
   iii. resolutions of exceptional concerns must be approved by the Grievance Committee before an agreement is made.

2007 Apr 17 Exec

4. That the BCTF provide a grant for two grievance meetings per year in locals, and that the grants are to be made on the following basis:
   a) The grant shall cover release days for members of the locally appointed Grievance Committee.
   b) Up to 3 members per meeting for locals with fewer than 150 FTE members.
   c) Up to 5 members per meeting for locals with 150 or more FTE members.

2013 Nov 26 Exec
2013 Dec 10 Gen

5. That Grievance Committee has carriage over grievances and reports to the VESTA Executive. If a member has concerns about the process followed by the Grievance Committee, then they may appeal to the VESTA Executive Committee.

2021 Mar 30 Exec

6. The Executive Committee delegates routine grievance-related decisions to the Grievance Committee, subject to review by the Executive Committee and pursuant to policies adopted by VESTA.

   An active member dissatisfied with the process followed by the Grievance Committee may, within 30 days of receipt of a decision made by the Grievance Committee, request, in writing, that the Executive Committee hear a formal appeal on the process followed by the Grievance Committee.

   The member seeking appeal shall be scheduled on the next Executive Committee Meeting and in a private session. The member will be provided with up to 10 minutes to present their rationale for appeal to the Executive Committee. To maintain privacy, a member may choose to present remotely, identifying themselves with their initials and keeping their camera off. The Grievance Officer will then be provided with up to 10 minutes to explain the rationale of the Grievance Committee to the Executive Committee. The Executive Committee may ask questions of either party that facilitate their understanding of the matter.

   The Executive Committee will deliberate in private, without either the Grievance Officer or the member present. The President will notify the member of the outcome of the appeal process.

   The decision of the Executive Committee shall be final and binding.

2021 Oct 12 Exec

7. That the Grievance Appeal Process be amended in the following ways:
   a. only voting members of the EC participate
   b. appealing member receive written information on the scope

2021 Nov 09 Exec

F. Standing

1. Membership in all standing committees shall be open to every member of the Association but no standing committee shall consist of more than twelve (12) voting members.

2000 May 16 AGM

2. That the First Nations Section be granted Standing Committee status and be named the Aboriginal Committee effective 2005 August 1.

2003 Jun 10 Exec
2005 May 31 AGM

3. That the Pride Section be granted Standing Committee status effective 2005 August 1

2003 Jun 10 Exec
2005 May 31 AGM

4. That the EOC Section be granted Standing Committee status effective 2005 August 1

2005 May 31 AGM

5. That the Sustainability Work Group become a VESTA Standing Committee.

2007 May 15 AGM

6. That the Terms of Reference for the VESTA Sustainability Committee be:
    a. to advise the VESTA executive on matters relating to environmental justice and sustainability;
    b. to work with the Sustainability Contact at the school level to encourage environmentally sustainable practices in schools;
    c. to communicate with members about topics related to environmental justice through the submission of articles to VESTA News, holding open meetings, use of the Sustainability page of the VESTA website, and so forth;
    d. to help VESTA members make links between issues of environmental justice and other social justice issues;
    e. to consider, and potentially design and create projects, professional development opportunities, and lessons aids related to environmental justice topics for the use of VESTA members;
    f. to collaborate with other VESTA or BCTF sections, standing committees, advisory committees, and VSB committees addressing issues related to social justice, and specifically environmental justice, where appropriate.

2011 Jan. 11 Exec

7. That each VESTA Standing Committee chairperson be provided with a kit at the beginning of each school year comprised of:
    - the minutes of the committee's last meeting
    - the committee's most recent Terms of Reference
    - the committee's year-end report
    - a list of staff responsibilities
    - a list of IHTO responsibilities, and
    - a copy of the VESTA Standing Committee Application form.

2013 Oct 22 Exec

8. That the 2015/2016 Executive Committee composition be changed to consolidate the social justice standing committees and their budgets (Status of Women, Anti-Poverty, Sustainability, Pride, Anti-Racism and Aboriginal Education) into one umbrella committee to address solidarity and social justice issues, and that this committee shall be called the "Social Justice and Solidarity Committee" with up to six voting representatives (chairpersons) on the Executive Committee.

2015 May 19 VESTA AGM

9. That the current structure of the Social Justice and Solidarity Committee be maintained, with the exception that the Aboriginal Education Committee be a standing committee for the school year 2016 / 2017.

2016 May 17 VESTA AGM

10. That the Social Justice and Solidarity Committee be reduced to five chairpersons and that a new chairperson be elected for the Aboriginal Committee.

2016 May 17 VESTA AGM

11. That the Communications Committee be renamed to the Membership Training and Education Committee.

2016 Jun 07 Exec

12. That VESTA maintain the current structure of the Social Justice and Solidarity Committee.

2017 May 16 AGM

13. That VESTA emails the Social Justice and Solidarity Committee meeting minutes to all social justice reps once approved by the IHTO Liaison and the Committee with a review when the website portal is functional.

2018 Jan 09 Exec

14. That all members attending future Social Justice and Solidarity meetings be offered the option to be Social Justice and Solidarity contacts.

2018 Jan 09 Exec

15. That VESTA Aboriginal Education Committee adopts the 2017-2018 Terms of Reference as follows:
    1. Enhance educators' understanding of aboriginal ways of knowing and being.
    2. Assist teachers in bringing into their practice aboriginal ways of knowing and being.
    3. Highlight the calls to action from Truth and Reconciliation Commission.

2018 Mar 13 Exec

16. That VESTA supports the VSB Q&A for Parents and Caregivers of Transgender and Gender Diverse Youth booklet.

2018 Apr 24 Exec

17. That VESTA provide the Social Justice and Solidarity Committee $5,000 from which to plan and attend Social Justice and Solidarity events and fundraisers that are approved by the Executive Committee.

2018 Sep 11 Exec

18. That all VESTA Standing Committees submit the following information for inclusion on the VESTA Website:
    - Contact information of the Chair
    - Terms of Reference for the Committee
    - A short description of what the committee does
    - The committee's priorities for the year
    - The most recent year-end report for the committee

2021 May11 Exec

10. Communications, Political Action / Public Relations

A. General

1. That no material is to go out under the name of VESTA unless it is approved at least by the president.

1965 Jan 05 Exec

2. That VESTA and the BCTF pursue effective and imaginative programs involving a variety of media forms promoting to parents and the general public the positive things that are happening in education while familiarizing them with the importance of upgrading our resources to meet educational needs of children.

1980 May 08 Exec

3. That VESTA maintain and build a position within the education community as a union working in support of the unique needs of Vancouver students and teachers.

1995 Sep 21 Exec

4. That in sending written material to members VESTA use first names or initials and surnames only.

1996 Nov 19 Gen

5. That the VESTA logo and print style (as found on the VESTA letterhead) be prominently displayed on all documents sent out from the VESTA office.

1998 Feb 05 Exec

6. That VESTA update its main website as shown to the Executive Committee in the proposed design on February 25, 2014.

2014 Feb 25 Exec

7. That the VESTA Executive recommend that VESTA develop a social media policy.

2015 Mar 31 Exec

8. That a FAQ section for TTOCs be created on the VESTA website with questions generated by the TTOC Committee and answers provided by IHTOs.

2017 Mar 28 Exec

9. That VESTA spend up to $10,000 to upgrade the VESTA website to include a portal.

2020 Sep 29 Exec

10. That VESTA convey the following to the VSB and copy the Minister of Education and DPAC:

    That meaningful consultation with stakeholders and action from elected representatives is required to develop a robust, equitable remote learning option for students throughout the winter term that:

    - provides equity of service provision for students regardless of educational delivery option
    - is grounded in transparent communication of expectations for staff and families
    - provides discrete teaching assignments for remote and in-class learners
    - accommodates children of essential workers
    - provides for assignments that are sensitive to the medical needs of staff, students and families
    - does not increase teacher workload
    - is not predicated on a conclusive timeline to end
    - acknowledges and addresses the diverse needs of students and honours the provision of support for diverse learners
    - anticipates and addresses the need for additional staffing
    - prioritizes staffing increases and services to students for the remaining provincial and federal COVID related grants

2020 Dec 01 Exec

11. That VESTA communicate to the website designer the following priorities:

    That the top 5 things we want visitors to be able to access on the public pages are:

    1. Collective Agreement
    2. Calendar of Events
    3. News and information from the VESTA Weekly and Campaigners
    4. Pro-D Handbook, VESTA Policy Handbook and other forms and documents
    5. Contact s information

    That the website redesign support increased member access to:

    1. Search function
    2. Forms
    3. Policy
    4. News articles related to specific topics
    5. Specific resources

    That the following pages are of a lower priority in the web redesign:

    1. Technology section
    2. SIP
    3. Retirees lists
    4. VESTA Weekly archives more than 2 years old
    5. VESTA News more than 3 years old
    6. Bargaining bulletins (behind portal later)
    7. Strike updates (SAA)

    Items behind the portal:

    1. Committee agendas, minutes, links to meetings
    2. In-Committee information
    3. Member surveys
    4. Bargaining updates
    5. Member information update tool (?)

    2020 Dec 01 Exec

12. That VESTA co-sponsor the Disability Justice film event with the Chilliwack Teachers' Association and cover $600 in speaker fees and 10 copies of the book, Fading Scars.

    2021 Jan 26 Exec

13. That the minutes from all VESTA committees and the reports from reps to VSB committees be posted behind the portal once passed through committee structures.

    2022 Jan 25 Exec

14. That VEAES adopt the following set of principles when making statements about current events:
    a. That it is sometimes important and valuable for VEAES to make public statements on current events as a representative organization as well as to provide leadership in the broader educational community
    b. That a thorough analysis of current and historical events has been made prior to the statement being created, and an evaluation of relevant bias, perspective, and narratives.
    c. That VEAES use an anti-oppression, intersectional, anti-racist lens in determining when a statement is required, and the focus of the statement.
    d. Use of the BCTF Social Justice and Aboriginal lenses.
    e. Bring the matter to Executive Committee, and, if possible, a Staff Rep Assembly and/or General Meeting, should there be concerns about the content of the statement. This should not preclude the creation and publishing of statements that are consistent with existing VEAES or BCTF Policy, the Human Rights Code, or the Declaration on the Rights of Indigenous Peoples Act.
    f. Recognition that any position of VEAES will not necessarily reflect the opinions of all members, and as with our current policy, nor can it be expected toThat the minutes from all VESTA committees and the reports from reps to VSB committees be posted behind the portal once passed through committee structures.

    2023 Nov 07 Exec

15. That in any communication to members, the employer, or to the public about the need for

improved working and learning conditions, VEAES:

a. emphasize the importance of smaller classes and improved non-enrolling staffing ratios to support the learning and social-emotional needs of all students;
b. prioritize supports and services provided by bargaining unit members (including School Counsellors, SLPs, School Psychologists, Resource Teachers, and VEAES members in other roles) over individuals in non-bargaining unit roles;
c. avoid the use of ablelist framing when referencing class composition, particularly with regard to descriptions of students with disabilities and their presence in a regular classroom; and,
d. use messaging that is consistent with the objectives being sought through the bargaining process, if applicable.

2024 Apr 08 Exec

16. VEAES EC and GM will consider charitable donations that:
- Support ongoing solidarity work and partnerships
- Connect VEAES with organizations doing intersectional antioppression work
- Have a clear path for donations to be contributed towards systemic change
- Support organizations whose objectives are consistent with VEAES Policy, including on policing, anti-oppression, reconciliation
- Create new supportive research, resources, or materials that support VEAES' objectives
- Promote and foster international and/or local efforts in defense of trade unionism or public education
- Do not replace services lost due to the underfunding of public education
- Is consistent with the BCTF Social Justice and Aboriginal Lenses.

2024 Mar 12 Gen

17. That VEAES issue a public statement regarding the ongoing war on Gaza by the end of March, which includes:
- Calling for a ceasefire to allow aid into Gaza and to release the hostages;
- Condemning the starvation and indiscriminate bombing of Palestinians and Gaza, especially children and educational facilities;
- Calling for Israel's compliance with the ICJ ruling;
- Urging the Canadian government to end its complicity in the war on Gaza and push for diplomatic negotiations to achieve a just and lasting peace.

2024 Mar 12 SRA

B. Committee Structure and Role (see also 10.H.)

1. The Communications Committee's terms of reference are:
   a. to analyze current communications procedures and to recommend ways to facilitate and improve communication between the membership and the VESTA executive.
   b. to analyze current communication practices and to recommend ways to facilitate and improve communication between:
      - VESTA and the Vancouver School Board
      - VESTA and the BC Teachers' Federation
      - VESTA and other locals of the BCTF
      - VESTA and the community
   c. to oversee the organization and use of the VESTA archives.

1977 Oct 06 Exec

2. That the editor of the VESTA News be a member of the Communications Committee.

1978 Mar 09 Exec

3. That the PA/PR committee be amalgamated with the Communications Committee and the committee formed be concerned with PA/PR, in-house communication and VESTA News.
1986 May 15 Exec

4. That the Communications Committee be renamed to the Membership Training and Education Committee.
2016 Jun 07 Exec

5. That the VESTA Membership Training and Education Committee name be changed to the Communications Committee.
2018 Feb 27 Exec

C. Communication with Members

1. General
   a. That a member of the executive personally contact those schools which have not been represented at two (2) consecutive Proportional Representatives meetings.
   1978 Feb 02 Exec

   b. That we ask the Communications Committee to establish a Teacher On Call Appreciation Week.
   2001 Oct 04 Exec

   c. That the Communications Committee be asked to involve members in the further development of our school board and provincial government action plan(s).
   2003 May 20 Exec

   d. That the VESTA office communicate items on Board Committee agendas prior to each standing committee meeting in encouragement to attend and use the SRW report out after each meeting.
   2015 Jan 13 Exec

   e. That all attachments sent electronically from the VESTA office to members be sent in PDF format.
   2015 Apr 14 Exec

   f. That the Executive Committee or IHTO's approve any promotional material before it is sent to members.
   2015 Apr 14 Exec

   g. That all e-mail communication from the VESTA office include a subject line that references the content of the e-mail and include any relevant direction to members.
   2015 Apr 14 Exec

   h. That all e-mails sent from the VESTA office are "bcc" for the list of members.
   2015 Apr 14 Exec

   i. That VESTA include the information about dependent care being covered on all standing committee reminders.
   2020 Jan 28 Exec

   j. That VESTA investigate the feasibility of creating a password protected portal so that members for whom attending meetings in person is a barrier to participation have access to VESTA agendas and minutes.
   2020 Jun 23 Exec

   k. That VESTA IHTOs investigate posting the approved minutes from Executive Committee meetings, Staff Rep Assembly meetings, General Meetings and VESTA Committee meetings to the VESTA website and report back to the Executive Committee.
   2020 Jun 23 Exec

2. Handbook
   a. That the VESTA Handbook contain a regularly updated benefits section.
   1980 Mar 06 Exec

   b. That the VESTA policy book be reviewed and distributed to Staff Reps for placement in the VESTA Handbook.
   1980 Apr 17 Exec

   c. That the VESTA executive members be provided with VESTA Handbooks.
   1995 Oct 19 Exec

   d. That outgoing executive committee members return their handbooks for use by the incoming executive committee members.
   1995 Oct 19 Exec

   e. That the BCTF publish a book called New Teachers' Handbook and that it be distributed to all new teachers including EOCs each year.
   2000 Oct 24 SRA

3. School Visits
   a. That staffs invite the executive to visit their schools on an ongoing basis throughout the year.
   1977 Sep 29 PR

   b. That the VESTA Executive Committee request Senior Staff Reps to elicit the names of teacher volunteers who would open their classes to a VSB trustee or District Parent rep in order to demonstrate to these people the educational situation in Vancouver schools.
   1995 Feb 16 Exec

4. VESTA News and other publications
   a. That a copy of VESTA News be sent to each teacher on the staff of each school.
   1949 Nov 07 Exec

   b. That one (1) additional copy of VESTA News be placed in each school bundle for a substitute teacher.
   1964 Sep 22 Exec

   c. That VESTA News, if feasible, carry one or two items of information concerning VESTA's history and achievements.
   1960 Oct 04 Exec

   d. That VESTA News be commercially produced.
   1964 Oct 06 Exec

   e. That the executive committee annually appoint an editor of the VESTA News for the purpose of producing the regular association newsletter.
   1968 Mar 05 Exec

   f. That the name of the newsletter be VESTA News.
   1975 Apr 24 PR

   g. That the publication of the newsletter be on a monthly basis.
   1975 Apr 24 PR

   h. That the chairpersons of the major committees report in writing for use in VESTA News.
   1977 May 30 Exec

   i. That the VESTA News editorial board be represented at each Executive Committee meeting in order to prepare a report on the business conducted.
   1980 Sep 04 Exec

j. That VESTA and VSTA put out a special edition joint newsletter when such is warranted.
1980 Sep 04 Exec

k. The purpose of VESTA News is to be a communications vehicle that supports and promotes and implements VESTA's goals of professional support, political action and rekindling teachers' and confidence.
2003 Oct 30 Exec

l. That VESTA acknowledge the joint traditional territory of the Musqueam Nation, Tsleil Waututh Nations, Squamish Nation, and Sto:Lo Nation at the beginning of every Staff Rep and General Meeting, and in every issue of VESTA News.
2006 Feb 21 Gen

m. That a minimum of two physical copies of the VESTA News be produced in September and April/May, on a one per member basis and additional copies be sent electronically to the members with two paper copies per work site and external groups.
2015 Mar 03 Exec

n. That the VESTA News be published at least once per term and be distributed in hard copy, one per member.
2016 Nov 22 Exec

o. That the first edition of the VESTA News include the Executive Committee's goals and action plan for the year.
2016 Nov 22 Exec

p. That the SRW be renamed the VESTA Weekly and for it to be electronically distributed to all members on a weekly basis and faxed to each worksite for Staff Reps to post.
2016 Nov 22 Exec

q. That a section of the VESTA Weekly highlight different articles of the Collective Agreement in an effort to engage members and inform them of their rights.
2019 Feb 26 Exec

5. Surveys

a. That VESTA, as an association, has the right to survey its membership through its own office.
1975 05 Exec

b. That surveys be reviewed by the Executive Committee and be field-tested by a sample group of the proposed recipients before being finalized for distribution.
1978 Sep 21 Exec
1979 Mar
2024 Apr 08 Exec

c. That in line VESTA policy and VTF agreements with the VSB regarding surveys, VESTA and VSB continue to inform one another when VESTA members are to be surveyed.
2000 Sep 07 Exec

d. That VEAES ensure that surveys of all members are designed to be reflective of the diversity of the VEAES membership, including members who work in Adult Education, at Learning Services, in Provincial Resource Programs, and at worksites other than elementary schools.
2024 Apr 08 Exec

6. Voice Broadcasting

a. That messages sent to members via a voice broadcasting or automated call-out system must be approved by the president or vice-president.
2006 Sep 12 Exec

b. That messages sent to members on a voice broadcasting or automated call-out system must be directly related to union-business.

2006 Sep 12 Exec

c. That membership lists on the voice broadcasting server be updated on a regular basis by office staff.

2006 Sep 12 Exec

d. That the President or designate be the spokesperson on the voice broadcasting or automated call-out system to members.

2006 Sep 12 Exec

7. Budget
   a. That the VESTA annual budget be made available to members in electronic form, with notice of budget provided in the VESTA News as well as web links to access the budget, and that each school's staff rep receive one paper copy.

2014 May 20 VESTA AGM

8. That VESTA notify all members via the VESTA News and the Strike Bulletin of the BCTF Collective Action Policy.

2014 June 12 Exec

9. That all strike bulletins and messages to the staff rep list with essential information regarding collective action get sent to the TTOC list serve.

2014 June 12 Exec

10. That VESTA staff develop an Executive Committee phone tree using the phone numbers of the 2013-14 Executive Committee and circulate to the Executive Committee members, and that VESTA In-House Table Officers discuss with staff options for using the campaigner software over the summer.

2014 June 26 Exec

11. That VESTA, through the Communications Committee, develop a FAQ section on the VESTA website to support IHTO workload.

2014 Nov 25 Exec

12. That VESTA, through the Communications Committee develop a "What is VESTA" union brochure (history, purpose, rights and responsibilities, union membership, how we fit into the BCTF.

2014 Nov 25 Exec

13. That the articles in the "Weekly" have a byline, as all publications do.

2023 Nov 14 SRA

D. Communications with Parents/Guardians

1. That VESTA expects when parents wish to visit a classroom, it is expected that the parent will arrange through the teacher and the principal for a convenient time.

1973 Nov 01 Exec

2. That the VESTA Executive Committee promotes involvement of parents in school activities, especially in PD activities i.e. school PD days and district PD days.

1983 Oct 27 Exec

3. That the Staff Committee in every school be encouraged to establish a teacher liaison who would attend all PAC meetings and report the teachers' concerns and issues to parents and who would report back to teachers on parents' concerns and issues.

1992 Nov 05 Exec

4. That VESTA sends a representative to the Vancouver District Parent Representatives Advocacy Steering Committee.

1997 Feb 06 Exec

5. That the representative to the VDPR Advocacy Steering Committee be a member of the Executive Committee.

1997 Feb 06 Exec

6. That VESTA endorse the city-wide expansion of the Parent Advocacy Program.

1999 Feb 04 Exec

7. THAT VESTA reach out to parents so they can advocate on behalf of public education.

2012 Sep 20 SRA

E. Communication with Other VSB Employee Groups

1. That there be a public liaison coordinating committee made up of a member from each of the Vancouver locals chosen by their respective executives committees and that its terms of reference be:
    a. To coordinate and to assist in carrying out between the associations, in the area of public liaison, projects agreed to by all of the associations
    b. To improve communication between the Vancouver locals in the area of public liaison
    c. To act as a catalyst in evolving projects for the joint approval and action by all of the Vancouver locals.

1979 Sep 07 Exec
1984 Dec 06 Exec

F. Communication with VSB Trustees and Officials

1. That meetings between VSB trustees and VESTA executive should occur at least annually and have an agenda.

1975 Mar 26 Exec

2. That VEAES recommend to the VSB that resource teachers can not be re-deployed in the event of failure to fills or teacher vacancy (Failure to hire).

2024 Jan 16 SRA

G. Communication with Public - Political Action/Public Relations

1. General Issues/Campaigns
    a. That VESTA's campaign to eliminate child poverty include political, educational and community components.

1996 Nov 21 Exec

    b. That VESTA continue to advocate early identification and preventative programs as being, in the long run, less costly to the taxpayer and more beneficial to the recipients.

1977 Oct 06 Exec

    c. That we make a public call for a public VSB budget setting process.

1998 Jan 22 Exec

    d. That until every teacher is guaranteed Internet access at their worksite the Ministry should continue providing a hard copy of the K-12 Policy Manual for B.C. Schools and the IRPS.

1998 Oct 22 Exec

    e. That VESTA encourage individual members to get involved in the nomination process of political parties, but that VESTA not participate in, share membership information, or use its resources to promote any individual seeking the nomination of a political party.

2009 Feb 17 SRA

    f. That VESTA adopt November as Anti-Poverty month.

2018 Nov 13 Exec

g. That VESTA adopt the “Red for BCEd” campaign.

2019 Oct 22 Exec

2. Provincial/Federal Elections

a. That the Federation pursue suitable advertising in the Vancouver Sun and The Province during election campaigns.

1983 Apr 18 Joint TO

b. That VESTA, in conjunction with other associations, organize teacher meetings in key ridings to maximize the efforts of teachers in election campaigns and invite all teachers living in Vancouver to these meetings.

1986 Sep 11 Exec

c. That VESTA supports in principle the BCTF allocating up to $5.2 million from the General Operating Fund to the Public Education Defence Fund for engaging in activities consistent with purposes approved by the BCTF AGM and that if necessary the fee be increased to provide the funds.

2003 Feb 17 Gen

e. That publicity for election fund raising events be circulated to Staff Reps and placed in the Staff Rep Weekly, in the VESTA News, and in the VESTA web site”.

2005 Apr 26 Gen

f. That VESTA encourage individual members to get involved in the nomination process of political parties, but that VESTA not participate in, share membership information, or use its resources to promote any individual seeking the nomination of a political party.

2009 Feb 17 SRA

3. Trustee Elections

a. That VESTA sponsor a “Candidates for School Trustee” public meeting in order to provide an opportunity for such candidates to make their views better known to Vancouver teachers in particular and to Vancouver citizens in general.

1964 Nov 17 Exec

b. That prior to the November school board elections VESTA encourage the maximum number of possible voters to turn out and vote and that VESTA be involved in a public campaign publicizing the important educational issues and the general concerns of the teaching profession. The following to be included in the campaign, if possible:

- TV, radio and newspaper ads
- Ethnic and local paper ads
- Flyer to public/teachers residing in Vancouver
- Phone campaign to teachers living in Vancouver electoral area
- All candidates meetings
- Possible exposure on local news and talk shows
- Encouragement of members to actively work for pro-education candidates
- VESTA News election issue
- Mailout to members in schools
- Presentations to PACs (Parent Advisory Committees)

1980 May 15 Exec
1990 Sep 27 Exec

c. That the Communications Committee be requested to consult with other VSB employee groups and District Parent Representatives to investigate coordination of activities regarding elections.

1980 Apr 10 Exec

d. That VESTA, in cooperation with other unions and the District Parent Representatives, sponsor a public meeting or meetings to focus on significant educational issues for school board candidates early in November.

1986 Sep 11 Exec
1988 Sep 20 Exec

e. That representatives of political parties and any independents running for Vancouver School Board trustee be invited to speak to the Proportional Representatives.

1988 Oct 13 Exec

f. That VESTA ask the BCTF to supply mailing lists and/or mailing labels for all BCTF members, including retired teachers living in Vancouver for use in political action for trustee elections.

1986 Sep 11 Exec
1996 Sep 19 Exec

g. That school board election campaign information from political parties and independents be distributed on request of the parties to members.

1988 Oct 13 Exec

h. That an extra copy of the special election issue of the VESTA News be sent to each school for the parent rep.

1990 Oct 25 Exec

i. That VESTA inform all candidates for school board that it is prepared to do a mailing to teachers residing in Vancouver.

1996 Sep 19 Exec

j. That the request of any group of VESTA members wanting volunteers to work on behalf of any school board candidate(s) be forwarded to senior staff reps.

1996 Sep 19 Exec

k. That VESTA work to elect a school board that is supportive of students, teachers, and other employees.

2002 Feb 07 Exec

l. That VESTA participate in election activities with other organizations to develop a strategic plan to achieve our goals.

2003 May 20 Exec

4. That VESTA Executive recommend to the BCTF Executive that all members be encouraged to unsubscribe from the Minister's emails.

2014 Feb 11 Exec

H. Outside Organizations/Community Groups

1. *Deleted.*

1979 Jan 23 Exec
2026 Feb 10 SRA

2. That VESTA endorses the United Way Appeal.

1990 May 15 SRA

3. That the VESTA/VSTA support the initiatives of other unions and advocacy groups are consistent with VESTA/VSTA/BCTF positions and goals regarding education funding.

1993 Mar 11 VESTA/VSTA

4. That VESTA opposes changes to welfare policies that will have a negative effect on Vancouver students.

1995 Nov 14 Gen

5. That VESTA recommend to the Vancouver chapter of the Canadian Parents for French that parents continue supporting the language programs through:
   a. Exchanges between school districts
   b. French language activities
   c. Attempts to obtain adapted resources

1996 Oct 17 Exec

6. That VESTA supports Oxfam Canada's continued involvement in Namibia.

1996 Nov 21 Exec

7. Deleted.

1996 Dec 10 SRA
1998 Nov 26 Exec
2026 Feb 10 SRA

8. Deleted.

1998 Feb 19 Exec
2026 Feb 10 SRA

9. That VESTA support more open access to our public libraries.

1998 Mar 26 Exec

10. Deleted.

1998 May 14 Exec
2026 Feb 10 SRA

11. Deleted.

1999 Feb 18 Exec
2026 Feb 10 SRA

12. That VESTA become an associate member of CoDevelopment Canada ($100 per annum).

1999 Mar 25 Exec

13. Deleted.

2003 May 20 Exec
2026 Feb 10 SRA

14. That VESTA continue to support CODE (Canadian Organization for Development through Education) and, if financially possible, reinstate the $2,000.00 donation from the 2004/2005 budget.

2005 Feb 10 Exec

15. Deleted.

2016 Sep 13 Exec
2026 Feb 10 SRA

16. That VESTA oppose advertising on school property for the Armed Forces, including Cadets.

2016 Sep 13 Exec

17. That VESTA renew our membership in CoDev for the 2016/17 year.

2016 Oct 25 Exec

18. That VESTA support the December 6, 2016 Annual Shoe Memorial to commemorate the 14 female engineering students who were killed at the Montreal Polytechnique 27 years ago and to remember all the many other women and girls killed by violence.

2016 Nov 08 Exec

19. Deleted.

2016 Nov 08 Exec
2026 Feb 10 SRA

20. That VESTA support the City of Vancouver's formal request to TransLink and the provincial government requesting they implement free public transit in Metro Vancouver for individuals aged 18 and under.

2019 Feb 19 Gen

21. That VESTA support the Fridays for Future movement and the Student Strike for Climate initiated by youth activist Greta Thunberg.

2019 Apr 09 Exec

22. That VEAES make an annual donation to BC Policy Solutions.

Moved from 11.I.1.d

2007 May 22 Exec
2020 Feb 11 Exec
2026 Feb 10 SRA

23. That VESTA officially endorse the Rent Strike Bargain campaign and continue to communicate to members regarding actions undertaken by the campaign to support the rights of renters.

2021 Sep 14 Exec

24. That VESTA support having a goal as part of the Food Framework that food for VSB students be provided by teacher led VSB cafeterias and unionized VSB workers.

2022 Jan 25 Exec

11. Education Policy

A. General

1. That the BCTF call upon the government to apply Bill 33 to include gifted students.
2006 May 11 Exec

2. That VESTA consider financial compensation to a member to be an unacceptable resolution to class size or class composition grievance.
2007 Jan 30 Exec

3. That in discussion around class size/composition violations of Bill 33, that VESTA's position is that increased teacher time is the first and most appropriate remedy.
2006 Nov 21 Exec

4. That VESTA inform the School Board that the responsibility of teachers is to teach the provincial curriculum and that the means of delivering their programmes is a matter of professional autonomy.
2008 Feb 19 SRA

5. That the BCTF and its locals lobby boards to provide free-in-service training during instructional hours with release time and TOC coverage for Resource Teachers in the areas of ESL/LAC and/or Special Needs.
2007 Dec 11 Gen

6. That VESTA investigate the means to continue the current practice of 10 days for kindergarten gradual entry in Vancouver and proceed without delay including but not limited to formally requesting that the VSB lobby the provincial government to make the appropriate changes to the School Act and seeking to arrange a delegation to meet with government and opposition MLAs.
2012 May 08 Exec

7. That teachers do not write letters of reference for students to be included with mini-school applications.
2018 Feb 20 SRA

8. That teachers do not write letters of reference for students applying to private school.
2018 Feb 20 SRA

9. That VESTA will support kindergarten teachers to use the full 25 hours provided for in the School Act for gradual entry for kindergarten students.
2018 May 08 Exec

10. That VESTA oppose caps and minimum class sizes on kindergarten enrollment and convey our expectations that class size and composition be determinants of school organization.
2018 May 22 Exec

11. That the BCTF advocate for the ending of programs between BC schools and local police and/or RCMP.
2020 Dec 08 Gen

12. That the BCTF advocate for the reinvestment of funding from police programs in schools to greater mental health supports and restorative justice programs.
2020 Dec 08 Gen

13. That the BCTF communicate to members annually at the start of each school year that they do not need to attend assemblies with their class where school liaison officers are speaking, unless explicitly directed to attend by their administrator until such a time when School Liaison programs are ended.
2020 Dec 08 Gen

14. That VESTA convey our concerns with the process surrounding seamless day plans for Vancouver schools and assert teachers' right to refuse participation, the protection of teacher-owned, district provided, and learning resources budgets resources and no infringement on teacher collective agreement rights.

2021 Oct 26 Exec

15. That the BCTF advocate for the ending of programs between BC schools and local police and/or RCMP.

2021 Dec 07 Gen

16. That VEAES supports the VSB's Human Rights Exemption for the Safe and Caring Schools Team.

2025 Jan 07 Exec

17. That VEAES advocate to the VSB to extend and decolonize enrolment for Kindergarten.

2024 Mar 11 Gen

B. Adult Educators

1. That the BCTF urge the provincial government to continue to provide the Dogwood Diploma and tuition free education for adult students.

1995 Nov 14 Gen.

2. That the BCTF urge the provincial government to provide adequate funding for educating adult students:
    a. with special needs
    b. whose first language is not English;
    c. who are of First Nations descent;
    d. to complete their high school education.

1996 Nov 19 Gen

3. That the BCTF urge the provincial government to provide additional funding, resources and support services to adult education programs and classes being offered in areas designated as inner city.

1996 Nov 19 Gen

4. That VESTA opposes the elimination of Adult Education from the public school system.

1998 May 21 Exec
2000 Dec 07 Exec

5. That the VESTA Executive recommend to the VESTA Annual General Meeting that the VTF(AE) Section of VESTA become a VESTA sub-local.

2002 April 11 Exec

6. That the VESTA Executive recommend to the VESTA Annual General Meeting that the Adult Ed sub-local president participate in the VESTA Executive Committee as a full voting member.

2002 April 11 Exec

7. That the AE sub-local president participate in VESTA in-House Table Officer meetings whenever it is necessary.

2002 Apr 11 Exec

8. That the BCTF Annual General Meeting request the BCTF Executive Committee to recognize the VESTA Adult Educators Sub Local as a sub local of the BCTF with its existing bargaining rights.

2002 Apr 11 Exec
2003 Nov 18 Gen

9. That the Adult Ed sub-local President or designate attend BCTF Representative Assemblies as an observer.

2003 May 22 Exec

10. That the VESTA executive support the recommendations outlined in the document entitled,

VESTA's Recommendations to the Board Regarding the Proposed Relocation of Main Street Adult Education Centre from 400-333 Terminal Avenue to Gladstone Secondary and Hastings Adult Education Centre.

2014 Jan 28 Exec

C. Alternative Education

1. That VESTA is committed to the objective, for the public school system, of a quality education which will meet the diversified demands confronting it.

   1973 Apr 05 Exec

2. That more time be made available for assessment, design and evaluation of diversified school programs.

   1973 Apr 05 Exec

3. That any teaching personnel assigned to the Montessori program be on a continuing contract.

   1986 Mar 20 Exec

4. That VESTA not support the establishment of a so-called "traditional school" in Vancouver.

   1998 Apr 30 Exec
   2000 Jun 01 Exec

5. The neighbourhood school is of prime importance in the delivery of educational services and is entrusted to ensure quality instruction and strong programs in all prescribed curriculum areas.

   2001 Oct 04 Exec

6. In order to have a program of choice by the Board the following criteria must be met:
   a. all VSB and provincial policies and collective agreements
   b. educationally sound
   c. fulfill a recognized educational interest separate from existing programs and services
   d. have clearly stated procedures for admission of students that are inclusive of all (e.g. students of all abilities, all cultural and ethnic groups, boys and girls, special needs, etc.)
   e. accessible regardless family financial means
   f. free from any religious, political or ethnic affiliation
   g. not have unreasonable financial implications to the Board
   h. able to articulate with existing secondary programs
   i. developed by Vancouver teachers and administrators in consultation with all affected parents and students
   j. not displace an existing neighbourhood program

   2001 Oct 04 Exec

D. Assessment of Students

1. VESTA does not want citywide survey testing.

   1974 Oct 30 Exec

2. That VESTA endorse the BCTF policy: That the BCTF actively oppose the use of standardized tests as a means of evaluating individual student, individual teacher or individual school performance unless the school staff requests such procedures.

   1980 Jan 15 Gen

3. That the associations (VESTA and VSTA) ask teachers not to participate in the development and production of VSB district assessment tests until the rationale for such testing has been clearly articulated and satisfactorily justified to teachers and parents.

   1980 Jan 31 PR

4. That several optional report cards continue to be available.

   1981 May 26 PR

5. That VESTA members not participate in the preparation of district wide tests.

   1981 Oct 27 PR

6. That adequate time be provided by the VSB to teachers of Grades 7 and 8 students in each elementary school with its high school, for discussion of Grade 7 student achievement in the areas of language and mathematics.

1981 Oct 27 PR

7. That VESTA endorse the principle that all VSB Professional Development committees and subcommittees be representational.

1984 Jan 17 PR

8. That classroom teachers include a statement on report cards indicating that extra support beyond school resources is needed for students requiring additional VSB services.

1998 Feb 10 SRA

9. That, effective September 04, 2001 VESTA members not administer the Foundation Skills Assessment or any similarly mandated test.

2001 Jan 16 Gen
2001 Jun 01 Exec

10. That VESTA opposes the imposition of the Ministry's new standardized province-wide report card as a mandated report card.

2004 Mar 09 SRA

11. That the BCTF continue to expand their campaign against the Foundation Skills Assessment until it is no longer mandated.

2004 Dec 14 Gen

12. That VESTA recommend to the VSB that any new report card formats adopted by the district or its schools should not go beyond the requirements of the Ministry of Education's Student Progress Report Order, or any subsequent ministry policy.

2006 Apr 27 Exec

13. That VESTA members exercise their individual professional autonomy in choosing which reporting format is appropriate for their students and professional practice.

2006 Apr 27 Exec

14. That the demutualization funds be used to upgrade the union office and to establish a teachers' centre in the union office, and to set aside 4% of the total $193,617.66 for current, up to date professional resources". And include the phrase "in an internally restricted fund.

2005 Jun 14 Gen

15. That individual teachers determine the scope, nature and future use of classroom assessment with the sole criteria being the best interests of students as determined by the teacher.

2006 Nov 14 SRA

16. That A.O.s are responsible for distributing completed FSA results to parents.

2008 Feb 12 Exec

17. That VESTA members will not include FSA results in or with their reports to parents.

2008 Feb 12 Exec

18. That the VESTA President communicate to the Superintendent that A.O.s are responsible for distributing completed FSA results to parents, and that VESTA members will not include FSA results in or with their reports to parents.

2008 Feb 19 SRA

19. That VESTA is opposed to the use of FSA data to inform decisions regarding student achievement.

2008 Jan 22 SRA

20. That VESTA is strongly opposed to the proposed district-wide mandated use of Diagnostic Reading Assessments (DRAs) for all Grade 1 students beginning in Fall 2008.

2008 Jan 22 SRA

21. That VESTA continues to support the use of student report cards as the most authentic and informative source of data on student achievement.
2008 Jan 22 SRA

22. That teachers will not provide input in school-based or District meetings when FSA results are being used to determine any actions or goals related to individuals, schools or the District.
2008 Feb 19 Gen

23. That VESTA members not be involved in planning for the timetabling, coordination, technical support, organizational and/or coordination of the use of facilities for the E-FSA.
2008 Jan 22 Gen

24. That VESTA recommend that members either cancel their subscriptions or avoid buying the Vancouver Sun and Province on the day the Fraser Institute Report on FSA results is published in protest of the misuse of test results.
2008 Jan 22 Gen

25. That the BCTF lobby the Ministry of Education to move to an anecdotal evaluation system for Elementary Schools and to move away from letter grade and numerical assessment.
2013 Nov 26 Exec
2013 Dec 10 Gen

26. That we continue with the strategy (FSA Strategy for 2013-14) from last year.
2013 Nov 26 Exec

27. That VESTA support in principle a district pilot project that explores alternatives to letter grades for communicating student learning in grades 4-7.
2017 Apr 18 SRA

28. That VESTA recommends that teachers mark the FSA only on a voluntary and paid basis.
2021 Feb 16 SRA

29. That VESTA convey our expectations that proactive communication about reporting for students with high levels of absences be uniform and clarified for all schools as soon as possible.
2021 Oct 26 Exec

E. Awards

1. That VESTA not support employee recognition awards.
1989 Dec 05 Gen

2. That VESTA recommend to its members that if nominated for the Ministry of Education Excellence Award that they decline.
1990 May 24 Exec

F. Community Schools

1. That VESTA support the concept of community schools.
1982 Oct 07 Exec

2. That there be a periodic review based upon established criteria for the continuation or change of incumbents in the position of community school coordinator.
1984 May 03 Exec

3. That VESTA not support the concept of Mini Schools in elementary schools.
2013 Mar 12 SRA

G. Corporate Partnership/Involvement

1. That VESTA develop a policy on corporate sponsorship.
2000 Feb 17 Exec

2. That VESTA inform staff reps that PNE tickets or any other advertisements should not be distributed by teachers or enclosed in report cards.
2006 Jun 26 Exec

3. That VESTA oppose the sale of school property and public-private partnerships in schools.
2008 Jan 22 Gen

4. That members not participate in the My Class Needs crowd funding initiative and that school-based members be reminded that the VSB is not participating in the Chevron Fuel Your School Project.
2015 Dec 08 SRA

5. That VESTA oppose the closing or consolidation of VSB teaching cafeterias, the closing of VSB site production cafeterias, and the contracting out of student food production services to a third party.
2019 Nov 26 Exec

6. That VESTA update its policy to include the opposition to the sale of any VSB property holdings.
2021 Jan 19 Gen

7. That VEAES investigate the work of Vancouver Urban Ministries in Vancouver schools and advocate for fully funded schools including learning support and music programing.
2024 Sep 17 SRA

H. Curriculum Principles

1. That curriculum requirements should be flexible so that there is an appropriate balance between process and content.
1984 May 17 Exec

2. That every effort be made to eliminate sexist teaching practices.
1984 Nov 01 Exec

3. That the BCTF examine the scope and quantity of the provincial Learning Outcomes at the elementary level, and make recommendations to a subsequent AGM.
2008 Dec 09 Gen

4. That the VESTA Executive Committee recommend that VESTA reps on the Education and Curriculum Change Committee seek full funding for teacher in service for the implementation of the new K-9 curriculum.
2015 Apr 28 Exec

5. That VESTA support appointing members at schools and other worksites to work as facilitators at their work site to support curriculum implementation needs of their colleagues at their worksites.
2015 Nov 10 Exec

6. That the number of worksite facilitators per worksite will be in proportion to the number of VESTA members at the worksite and that no worksite shall have fewer than 2 worksite facilitators appointed.
2015 Nov 10 Exec

7. That schools will use their usual processes to elect worksite facilitators at a VESTA meeting, and that Staff Reps will forward the names of facilitators to the VESTA office and the VESTA office will advise the VSB who we have appointed to serve as reps on school-based facilitator teams.

2015 Nov 17 SRA

8. That curriculum implementation for the 2015-2016 school year must include the following components:
    1. A full day facilitator workshop that will include a presentation by Ministry staff on similarities and differences in the new curriculum, a joint presentation by the Union and VSB management and an initial planning session for worksite facilitation teams and that the facilitators will report out back at their worksites
    2. Content in this presentation must include:
        a. Shared statement on professional autonomy;
        b. Clear distinction between curriculum and pedagogy;
        c. A process by which school needs will be identified by teachers at each worksite using a survey. The results of the survey will be reviewed and supported by the facilitators (and facilitators will be provided a half-day in February to plan);
        d. Shared understanding that independent self-directed exploration may be preferred by some teachers and that flexible implementation is necessary.

2015 Nov 17 SRA

I. Curriculum Areas (see also 4.N., 4.P., 24.)

1. General
    a. That VESTA support a policy of choice for students on dissection.

2005 Mar 10 Exec

    b. That VESTA maintain its support for Reading Recovery and request the VSB to post immediately for a qualified Reading Recovery Teacher Leader through the Canadian Institute of Reading Recovery.

2005 Mar 10 Exec

    c. That VESTA ask the VSB to request the Ministry to provide IRPs to any teacher that requests them.

2007 Jan 30 Exec

    d. *Moved to 10.H.22.*

2007 May 22 Exec
2020 Feb 11 Exec

    e. That VESTA support the MDI (Middle Years Development Instrument) Vancouver pilot program for Grade Seven.

2012 Oct 09 Exec

    f. That VESTA support the MDI (Middle Years Development Instrument) based on teacher's voluntary participation.

2016 Oct 25 Exec

2. Health and Career Education
    a. That the BCTF urge the provincial government to withdraw the requirement to assign letter grades in the evaluation of the Career and Personal Planning IRP.

1995 Dec 12 SRA

    b. That the BCTF call upon the Ministry of Education and school districts to make available accurate, age-appropriate, and up-to-date learning resources to support the learning outcomes for intermediate grades pertaining to AIDS and HIV.

2006 Dec 12 Gen

    c. That VESTA not support the Crisis Pregnancy Centre of Vancouver making presentations in Vancouver schools.

2009 Nov 12 Exec

d. That VESTA recommend to the VSB that the Guiding Questions for Selecting an External Resource Person or Program be circulated to staff on an annual basis.

2009 Nov 12 Exec

3. First Nations

a. That VESTA support and promote:

i. The hiring of a greater number of teachers of aboriginal ancestry
ii. The inclusion of First Nations history and culture through the use of First Nations curriculum including courses such as First Nations Studies 12
iii. Specific cultural programs for First Nations students

1997 Dec 09 SRA

b. That curriculum and materials be examined to ensure a positive reflection of aboriginal culture.

1997 Dec 09 SRA

c. That the BCTF encourage and support the involvement of local unions in the development, implementation and assessment of Aboriginal Education Enhancement Agreements at the local level.

2005 Mar 15 Gen

d. That VESTA support in principle the creation and implementation of an Indigenous Language Program.

2021 Apr 27 Exec

4. Gifted/Enrichment Education/Services

a. That the model be expanded to address the needs of all primary gifted students.

1997 Nov 13 Exec

b. That the VSB Elementary Gifted/Enrichment Education model be supported and continue to be coordinated from District Learning Services in order to support equitable distribution of programs and services to meet the range and diversity of Vancouver students' needs.

1997 Nov 13 Exec

c. That more support be developed for regular classroom teachers who are adapting curriculum to address the advanced developmental needs of their students.

1997 Nov 13 Exec

d. As part of VESTA's submission to the VSB on the feedback of the MACC "revisioning engagement process" that VESTA communicate our support in the continuation of the multi-year MACC program as well as the expansion of the Gifted Enrichment Center opportunities to address learning supports for students through an equity and inclusion lens

1922 Feb 08 Exec

5. Kindergarten

a. That Kindergarten entry remain unchanged until we are satisfied that research shows that alternative forms of entry are educationally sound and that facilities and staff are in place prior to any change.

1990 Jan 25 Exec

b. That poverty/socio-economic status be criteria for accessing an all day Kindergarten program.

1990 Jan 25 Exec

c. That All Day Kindergarten students not be included in a K/1 class.

1996 Sep 05 Exec

d. That any Kindergarten student who meets the criteria for all day Kindergarten be provided with the program.

1998 Apr 30 Exec

e. That VESTA advise members to not participate in making decisions about placement of all- day K children into half day Kindergarten classes.

1998 May 14 Exec

f. All full-day kindergarten classes be inclusive of all kindergarten pupils in the catchment area.

1998 May 14 Exec
1999 Jun 03 Exec

g. The VESTA will continue its efforts to persuade the VSB to rescind its decision and continue to offer All Day Kindergarten to our neediest students.

1998 Jun 2 AGM

i. Any school in which 80% of the kindergarten population meets the criteria of English as a Second Language, First Nations, Special Needs, or living in conditions of poverty be designated an all-day kindergarten school.

1999 Jun 03 Exec

j. That there be additional funding for all-day Kindergarten students normally funded for half-day programs specifically for early identification and early intervention purposes.

1999 Jun 03 Exec

k. That all kindergarten students who attend a school where all-day Kindergarten is offered, can attend all-day kindergarten.

1999 Nov 16 Gen

l. That all schools that receive additional Ministry of Children and Families funding to address poverty concerns be funded to offer all day kindergarten programs to all their kindergarten students.

1999 Nov Gen

m. Than school board budgets include an urban factor that will address the higher incidents of students with special needs, ESL students and students living in poverty.

1999 Nov 16 Gen

n. That VESTA policy re all-day Ks be:
   i. if there are schools that have all-day K, all K students have access to all-day K
   ii. teachers agree to the K/1 split (initiated by teacher)
   iii. additional resources (e.g. LAC, ESL, etc.) are provided.

2001 Mar 01 Exec

o. That the SRA recommends that teachers not participate in the Ready, Set, Learn Preschool Program unless it is truly a voluntary participation and includes release time.

2004 Nov 23 SRA

p. That all day kindergarten be available to every student in BC.

2006 Dec 12 Gen

q. That VESTA raises concerns about Kindergarten readiness and lack of learning support at the VSB Student Learning and Well-Being Committee.

2021 Oct 19 SRA

6. Language Programs
   a. Heritage Language
      i. That the Vancouver School Board develop and pilot bilingual programs at the primary level for children who speak a language other than English upon commencement of schooling.

1989 Oct 26 Exec

ii. That the VSB continue to make free space available for extra-curricular Heritage Language programs and that outside funding, whether from corporate, private or other sources, and any requirements connected with such outside funding, be directed to extra-curricular Heritage Language programs only.

1996 Apr 11 Exec

7. Library/Resource Centre

a. That VESTA urge the VSB reinstate the acquisition and distribution of the first language book collections for school libraries.

1997 Oct 21 SRA

b. That teachers not send unsupervised students to the library during the teacher-librarian's own prep time or while prep time for another teacher is being provided in the library.

2002 Jun 11 SRA

c. That when a teacher-librarian or his/her Teacher On Call is not on duty in the library/resource centre during instructional time the circulation will be closed.

2002 Jun 11 SRA
2004 Dec 14 Gen

d. That the BCTF demand immediate participation and representation of teacher-librarians in all Ministry curriculum and literacy committees and that a teacher-librarian be added to Ministry staff to guide the building of strong library programs in BC public schools.

2006 Dec 12 Gen

e. That VESTA endorse the Teacher-Librarian position that the practice of levelling books should not be utilized in part or in whole in school library collections.

2009 Sept 22 Gen

f. That VESTA recommend to VSB trustees that:

- AP 251 in the whole be reviewed and amended to reflect:
  a. the requirement of an anti-oppressive approach to curriculum, history and knowledge creation and with a decolonial lens, and
  b. the requirements of the updated Section 8 of the BC Human Rights Code.
- acknowledge that the characterization of multiple perspectives as "balanced" can perpetuate colonial, racist, ableist, sexist, heterosexist, and imperialist knowledge production and hegemony
- educate school-based administration on the role and necessity of anti-oppression and decolonial pedagogical approaches in the context of curriculum, instruction, resource selection, inquiry, student allyship and management rights.

2021 Jun 22 Exec

8. Physical Education

a. That physical education programs place emphasis on individual and team skill building and achievement, rather than on competitive achievement based on sex-differentiated standards.

1984 Nov 01 Exec

b. That all required and elective physical education classes provide opportunities on a co-educational basis.

1985 Apr 11 Exec

9. Pre-School and Early Childhood

a. That VESTA supports a pilot program for pre-school classes in the Vancouver school system.

1996 Nov 19 Gen

b. That the BCTF urge the Ministry of Education, Skills and Training to establish pre-school and/or junior Kindergarten programs in all inner city schools.

1996 Nov 19 Gen

c. That VESTA support initiatives for developing high quality, comprehensive early childhood programs for Inner City 3 to 6-year-olds, linking schools and community agency in program development, information exchange and early identification and special needs students.

2001 May 24 Exec

d. That VESTA endorse in principle the "Community Plan for a Public System for Integrated Early Care and Learning" provided that the professional autonomy and other contractual rights of teachers are upheld.

2011 Sep 20 Gen

J. Elementary School Accreditation/School Growth Plan/District Review

1. That VESTA not support any program to involve schools in elementary school assessment procedures.

1982 Apr 20 PR

2. That there be no elementary school accreditation.

1997 Feb 04 Gen

3. That teachers do not actively participate in the accreditation process as it is presently constituted. Active participation means such things as:
   a. sitting on the school steering committees;
   b. chairing the accreditation committees;
   c. participating in school accreditation sub-committees;
   d. writing any or all of the report;
   e. sitting on external teams.

2000 Jan 18 SRA

4. That VESTA work with VSTA to establish protocols subject to BCTF policy guiding member participation in District Review Team visits.

2007 Nov 06 Exec

K. Funding (Education Finance)

1. That VESTA not supports educational funding by referenda.

1980 May 24 Exec

2. That VESTA is opposed to any form of privatization of the public school system.

1988 Jan 19 PR

3. That the Vancouver Teachers' Federation agrees, in principle, that:
   a. the Vancouver School District is under-funded.
   b. recent legislation undermines the autonomy of local Boards.
   c. there is a lack of stability in the system that makes it impossible for administrators, teachers, parents, trustees and students to work effectively.

1991 May 09 VTF Gen

4. That the VTF oppose the establishment of more integrated neighbourhood schools unless proper funding is obtained.

1991 May 09 VTF Gen

5. That the BCTF make representation to the Ministry of Education to urge the provision of adequate capital funding to enable school districts to upgrade, modify and expand facilities to meet the needs of all the personnel and programs operating within the school.

1991 Dec 03 Gen

6. That wherever possible funds be allocated for programs and services for students.

1995 Jan 19 Exec

7. That VESTA endorse the BCTF's position in opposition to the privatization of the provincial Education Media Centre and the decentralization of the textbook service.
1988 Jan 19 PR

8. That Vancouver MLAs be expected to ensure adequate funding for the Vancouver school system.
1999 Apr 04 Exec

9. That VESTA request of the Ministry of Education a program audit by function of the operations of the Vancouver school district.
1999 Apr 15 Exec

10. That we continue to lobby the government for increased funding for Vancouver schools.
2000 Jun 06 Exec

11. That the VESTA Executive Committee take the position that schools in all communities should remain open.
2002 Jun 06 Exec

12. That VESTA write to Vancouver City Council telling them that we do not support P3s under any circumstances.
2003 May 06 Exec

13. That the BCTF request all school boards in the province to submit only a needs budget for 2004/2005 and further, that in the event of any discipline being taken by the government towards the school boards that submit only needs budgets, BCTF members will not report to work until the matter is resolved to our satisfaction.
2003 Feb 17 Gen

14. That VESTA's position on the LIF Fund to the board be that the money be negotiated or used for absences for resource teachers.
2012 Sep 11 Exec

15. That the VSB policy "that no student of school age be denied an opportunity to participate in a course, class or program because of financial hardship" be mandatory on all course, class program, fieldtrip and school fee forms and that this policy is translated so that it can be on the form in each family's first language.
2013 Mar 5 Exec

16. That the VSB adopt a policy that gives families options for partial payment or non payment for all courses, classes, school fees, programs and fieldtrips and these options are included on all notices and that envelopes or some other way of anonymity of payment be provided.
2013 Mar 5 Exec

17. That VESTA seek that the LIF funds be used to replace Resource Teachers from the first day of absence.
2013 Apr 16 SRA

18. That VESTA seek to increase the number of area counsellors, speech language pathologists, and teach psychologists using the LIF fund.
2013 Apr 16 SRA

19. That VESTA seek to use the portion of LIF that is allocated to schools prior to school organization only to address the most egregious class composition issues by using the funds to reduce the maximum number of ministry designated students in any single class.
2013 Apr 23 Exec

20. That VESTA members no longer participate in school based LIF discussions.
2013 Apr 23 Exec
2013 Jun 18 Gen

21. That VESTA representatives at Committee V strongly oppose the implementation of a school fee management system.

2013 Nov 26 Exec

22. That VESTA seek a without prejudice agreement with the employer to allocate new education funds only through the district process for the 2014-15 year.

2014 Sept 30 Exec

23. That VESTA advocate for the use of new education fund money to be used with provisions in accordance with the decision made at the General Meeting in April 2014.

2014 Sept 30 Exec

24. That VESTA seek that the Education Fund be used to replace resource teachers from the first day of absence.

2015 Apr 21 SRA

25. That VESTA seek to increase the number of area counsellors, speech language pathologists, teacher psychologists and resource teachers using the Education Fund.

2015 Apr 21 SRA

26. That the Union's response to the budget be focused on the following areas:
    - class size and class composition
    - the elimination of any teacher positions
    - the reduction of non-enrolling FTE
    - opposition any strategy that seek to generate revenue for or from public services
    - all VSB unionized positions are necessary for the safe and healthy function of schools worksites,
    - and that the VESTA reps on Board Committees prioritize the following principles and values in
    - their presentations:
        - the integrity of a negotiated collective agreement
        - the need for class size and composition that is consistent with our stripped language
        - a recognition of the intertwined support provided by classroom teachers, resource teachers, non-enrolling and district staff
        - the importance of a fully funded public education system that serves the needs of all students
        - the role of a fully funded public education system in a socially just and fair society
        - and acknowledge increasing teacher workload
        - the importance of Adult Education in supporting all students, and

    That the union calls on the trustees to pass a deficit budget which increases direct service to students and enhances working and learning conditions at worksites across the Vancouver district, and that Teacher-Librarians be included for the use of Education Fund.

2016 Apr 19 Gen

27. That VESTA investigate and oppose the downloading of formerly district funded projects and staff release and TTOC costs to school Flex account.

2017 Apr 18 SRA

28. That the BCTF advocate that the $242 million of Federal Funding be directed at reducing class size and density.

2020 Aug 27 Exec

29. That VESTA collect and express teachers' concerns about lack of support and removal of support for designated and non-designated students, as well as the issue of inadequate funding and staffing and the resulting safety concerns, in a press release and directly to the BCTF EC, school trustees and to the Ministry of Education

2021 Nov 16 SRA

L. Fund Raising

1. That BCTF members not participate in school fund raising other than that normally conducted before the government initiated budget cuts.

1983 Mar 24 Exec

2. That should a school staff be approached to undertake fund raising activities there should be no requests nor pressure upon teachers to participate recognizing that any support from teachers should come solely from the voluntary decision to participate on the part of any teacher.

1983 Mar 24 Exec

3. That BCTF members not participate in the charging of fees for school activities to replace amounts cut from school board budgets.

1983 Mar 24 Exec

4. That in the interest of equity of access to education programs throughout the school system, VESTA not support the concept of individual schools seeking grants from business to fund their programs.

1992 Apr 02 Exec

5. That the VESTA Executive Committee advise members that Scholastic Book Clubs and Scholastic Book Fairs are both fund-raising activities.

2002 Feb 28 Exec

6. That Vancouver teachers not apply for funding under the ABC literacy funding.

2004 Oct 19 SRA

7. That VESTA members on any staff considering fundraising for libraries consider existing VESTA and BCTF policies on corporate funding, fundraising and other relevant areas. (Indigo Love of Reading Grants)

2012 Jan 24 Exec

8. That Staff Reps discuss, with supportive documents from the Anti-Poverty Committee, the issue of school based fund-raising, grants and corporate donations with teachers at a school based VESTA meeting and provide the Anti-Poverty Committee with feedback and ideas for how we can work towards creating a more transparent, fair and equitable funding system across our district.

2012 Apr 03 Exec
2012 Apr 10 SRA

9. That the VSB develop clear guidelines to ensure that children are not competing with each other in fundraising activities nor are they encouraged to participate in fundraisers in order to win prizes and receive special recognition.

2013 March 5 Exec
2013 March 12 Gen

10. That VESTA members do not participate in fundraising which relies on competition between students and or special incentives or prizes.

2013 March 12 Gen

M. Implementing Change

a. That VESTA urge the Ministry to adopt a considered and less hasty approach with respect to timelines, funding and process involved in proposed curriculum changes.

1994 Jan 04 Exec

b. That VESTA communicate to the Vancouver Board of Education that before a new program is introduced into a school the Board will ensure a fair process of clear, transparent, and open communication with the existing stakeholders at that school.

2012 June 12 SRA

c. That VESTA representatives in the VTF/VBE middle school negotiations (Norma Rose Point) seek no special allowances for teacher leaders in the middle school program.

2014 Jan 14 Exec

d. That VESTA representatives in the VTF/VBE middle school negotiations (Norma Rose Point) ensure that professional autonomy around collaboration and scheduling of instruction be maintained.

2014 Jan 14 Exec

e. That VESTA go forward with Proposal A for the VTF-VSB agreement on Middle Schools to the Vancouver School Board.

2014 May 27 Exec

f. That IHTOs advocate that when the school board wants changes regarding changes and parameters that they collaborate with VEAES and get their approval for rollout with timelines and dates for better reporting standards and parameters, with regards to changing of reporting expectations, technology, software used and time lines.

2024 May 07 Exec

N. Inner City Schools

1. That the Inner City Schools program be implemented in the remaining schools which require it.

1989 Mar 02 Exec

2. That the district undertake an evaluation process to examine current levels of inner city funding and set criteria by which schools will qualify for inner city funding and designation.

1996 Jun 13 Exec

3. That all schools which meet the criteria be designated as part of the Inner City Schools Project.

4. That the Inner City Schools Project Advisory Committee's terms of reference include the purposes stated in the VTF/VSB collective agreement.

1998 Jan 08 Exec

5. That the funding level for the Project Team to provide activities to students such as field trips, performing arts, literacy programs, computer technology, assessment materials, parent involvement activities, be at a base level of not les than $20,000 per year per school plus $100 per student.

1999 Mar 04 Exec

6. That VESTA recognizes the need for after school and holiday programs for at-risk children to be provided in all Inner City schools.

1999 Mar 04 Exec

7. That hot lunch and breakfast programs be funded in all Inner City schools.

1999 Mar 04 Exec

8. That the following recommendations from the VESTA Inner City ad hoc committee be adopted:
    a. The establishment of Junior Kindergarten classes in all Inner City schools. Kindergarten and Grade 1 teachers in the three schools with Junior K report that students show increased school readiness especially in the key areas of language development and social skills.
    b. An increase in the number of Special Education Assistants and Alternate Program Workers so students who need them get them. Make the Urgent Intervention Process work and develop a streamlined process to expedite the allocation of support to students who don't currently qualify as "urgent". In the recent survey, classroom teachers reported that their students' learning is being severely compromised by the lack of human resources.
        i. The establishment and maintenance of an early intervention reading program in

each Inner City school. This would include a full-time teacher and necessary funds for teaching and learning resources.

ii. Increased teaching space so that all schools have adequate classroom space and appropriate facilities for non-enrolling teachers.

iii. The provision of space to accommodate non-teaching staff, parents, and other programs in Inner City schools, which presently do not have adequate space.

iv. Increased funding for teaching resources for adapting to new Ministry curriculum to meet the language and cultural needs of Inner City children.

v. Provision of Employees on Call to be assigned to each Inner City school. Our students have particular difficulty adapting to change. This provision would help students adjust better when their regular classroom teacher is absent. "Learning time" would not be compromised and students would benefit from having an EOC who knows them and who they know.

vi. The establishment of a list of Employees on Call who have a background and/or interest in work in the Inner City. When an additional EOC is needed in an Inner City school, these EOCs would be called out first.

vii. Models of community, full service and neighbourhood schools that include provision of community services such as health care, social services, recreation, education and training, multicultural and multilingual staff and resources so that school and community services continue throughout the day and evening all year.

viii. Specialized programs for after-school and holidays to provide meals, a reliable haven and other programs and enhance the quality of life for at-risk student when they are not attending school.

ix. Better co-ordination of professional development activities, staff development and funding.

x. The provision of sufficient teacher-psychologist, teacher-counsellor and speech/ language pathologist time.

xi. All-day Kindergarten classes for all Inner City students.

xii. The provision of a teacher and at least one other trained VSB employee in every Inner City class without reducing programs and services provided by non-enrolling staff.

xiii. Smaller class sizes in the Inner City.

1999 Apr 06 SRA

9. That the Inner City School Project Teacher be:

a. a school-based non-enrolling teacher who provides leadership by working with staff, students, parents and community to meet the goals of the Inner City Project School and
b. a site consultant and
c. that the role of the Inner City Schools Project Teacher be as follows:

To Collaborate with Staff

a. develops, implements, teaches, and evaluates programs related to the goals of the Project
b. works collaboratively with staff to provide student programs that address critical thinking, literacy skills, conflict management, self esteem enhancement, co-operative learning and multicultural and anti-racist education.

To Facilitate Activities related to Project Objectives

a. assists in identification of needs of students and participates with programs for at risk children
b. supports staff with design, funding proposals and implementation of projects, programs, and professional development that will address the identified needs.

To Co-ordinate Inner City Team

a. works to develop a plan that provides an educational perspective for the school
b. collaborates in developing and implementing parent/community programs that support the work of the school
c. supports, facilitates, and co-ordinates the work of the Inner City Project Team
d. communicates, collaborates with administrators of the work of the team
e. seeks funding to support the programs of the project.

To Liaise with Parents, Community, and other Inner City Schools and District Staff

a. meets and collaborates with other Inner City Staff
b. works with parents, community, agencies, and government services to find and utilize human and financial resources that support the school programs.

To Maintain Professional Development

a. assists with the identification and implementation of the staff PD program
b. find and utilize human and financial resources that support the school programs.

To Maintain Professional Development

a. assists with identification and implementation of the staff PD program
b. maintains personal PD growth.

2000 Nov 09 Exec

10. That the appointment for Inner City Schools Project Teacher be for five years.

2000 Nov 09 Exec

11. That the position of Inner City Schools Project Teacher be posted and filled as a district-based position.

2000 Nov 09 Exec

12. That the goal of the Inner City Schools Project is to improve equity of education outcomes for children living in poverty who are confronted with a critical mass of issue that challenge their learning and that the objectives be:

a. increase the reading, writing and math scores as measured by authentic assessment instruments
b. increase access to material and human resources so that every child's learning needs are met
c. ensure that a safe nurturing, caring and respectful learning environment exists for every child
d. increase social, emotional, educational and psychological support for Inner City students and families particularly for those who are most at risk
e. provide quality recreational, fine arts, sports, cultural and leadership activities for all Inner City children.

2002 May 24 Exec

13. That VESTA advise teachers to request from the Inner City Society a list of all speakers and presenters, excluding workshop leaders, before they register for the conference.

2005 Jan 13 Exec

14. That a letter be written to Chris Kelly asking him how much financial support the Inner City Society gets from the VSB, including release time.

2005 Jan 13 Exec

15. That VESTA formally inform the Inner City Education Society that it is not acceptable to VESTA members to have Gordon Campbell as a speaker at its conference and request that they rescind their invitation to him.

2005 Jan 18 Gen

16. That teachers be asked to protest the attendance of Premier Campbell at the Inner City Schools Conference and that the VESTA Executive Committee develop a collective action plan that can be done at the conference, and that the protest include an information leaflet outside the conference while Premier Campbell is speaking, and that we encourage other BCTF members to participate in our action.

2005 Jan 18 Gen

17. That we contact all union groups including those that will be attending the conference and encourage them to join us in our protest.

2005 Jan 18 Gen

18. That VESTA endorse the Inner City Task Force Submission as VESTA's contribution to the Inner City Re-Visioning Process and that it be presented to the Task Force on December 11, 2013.

2013 Nov 26 Exec

19. That the report recommendations from the Inner City Teacher Librarian group (a subcommittee of VTLA) which will consist of:
    - Each Inner City School be staffed with a full time Teacher Librarian,
    - Teacher Librarians be assigned a specific FTE by the board rather than being included in incremental staffing numbers,
    - Increase the school based library budget for Inner City Schools from $8 per child to $25 per child, receive additional funds from the Inner City Budget much like French Immersion libraries receive funds from the Modern Languages budget,
    - and the comparison of staffing levels tablebe incorporated into VESTA's Inner City Teachers' Submission to the Re-Visioning and be presented to the VSB Task Force on December 11, 2013.

    2013 Nov 26 Exec

20. That teachers not hand out enhanced services flyers at school on attendance communication to families.

    2016 Sept 13 Exec
    2016 Oct 18 Gen

O. School Calendar

1. General

    a. That the standard School Calendar be maintained until a committee surveys members, considers implications and develops recommendations.

    1994 Nov 15 SRA
    1995 Feb 07 SRA

    b. That the VTF's position on the School Calendar is that the Vancouver schools continue to operate under the Standard Provincial School Calendar including School Community Interaction Days in all schools and further that the VTF is studying the matter of a school calendar and will inform the Vancouver School Board if there is any change to this policy.

    1995 Feb 02 Exec

    c. That BCTF support those members who exercise their right not to participate in professional development activities that take place outside the school year.

    2002 Dec 10 Gen

    d. That VESTA advocate for the calendar to include professional development days on each of the days of the week throughout the year.

    2022 Jan 11 Exec

    e. That VESTA advocate for a 20-minute recess without the addition of instructional time.

    2022 Jan 11 Exec

2. That the VTF procedures for making available a local school calendar or making amendments to the school calendar be as follows:
    a. Notice of intention to seek approval of a local school calendar or an amendment to a school calendar will be given by the Board at least seven (7) days prior to seeking approval of the proposal. The Board shall provide notice to the VTF co-presidents, the staff rep(s) and to the employees assigned to the school. This notice to seek approval must be at least:

    Forty-five (45) days prior to the date of the consideration by the Board of School Trustees of the approval or lack of approval, as the case may be, for the proposal if the days in session are consistent with the standard school calendar, or

    One hundred and five (105) days prior to the consideration by the Board of School Trustees of the approval or lack or approval, as the case may be, for the proposal if the days in sessions are not consistent with the standard school calendar.

b. Secret ballot of employees assigned to the school

   i. After notice of a proposal, the VTF will conduct a meeting of the members assigned to the school, annex, off site secondary alternate program or other work site on a regular basis with one or more members of the VTF Executive Committee as designated by the co-presidents. At this meeting the factors outlined in section 4 below will be examined. Following discussion of the proposal a secret ballot of the local members assigned to the school will be held. The results and ballots will be forwarded to the VTF Executive Committee.

c. Consideration of a proposal by the VTF

   i. No proposal will be approved that increases the hours of work, days in session, supervision duties or reduces the preparation time as set out in the collective agreement.

   ii. If three quarters (¾) of the VTF members assigned to the school, annex, off site secondary alternate program or other work site who vote are in favour of the proposal then the proposal will be forwarded to the VTF Executive Committee for consideration.

   iii. When the proposal involves changes to the days in session which are not consistent with the school calendar, the VTF Executive Committee will consult with the VESTA Staff Rep Assembly and the VSTA Staff Council before either approving/vetoing the proposal or referring the matter to a VTF General Meeting for decision.

d. Factors the VTF Executive Committee will consider regarding a proposal

   i. Among the factors the VTF Executive Committee will consider in determining whether to approve a proposal are:
      - scope and significance of the change
      - terms and conditions of the collective agreement and the impact of the proposal on the collective agreement's administration and enforcement
      - impact of the proposal on professional practice and pedagogy
      - support of the other union(s) of employees assigned to the school
      - impact on other VTF members, including employees on call and itinerant members
      - needs and concerns of the minority, including transfer in and out of the school
      - availability of district services for days in session
      - educational viability and value of the proposal
      - other local factors
      - effect on families

e. Communication of decision

   i. The VTF co-presidents will communicate the decision of the VTF Executive Committee to all local members, to the Board and to other unions affected.

   ii. If the proposal is not approved, the VTF may choose to communicate its concerns to the Board so that the Board may have the opportunity to revise the proposal for reconsideration by the VTF.

f. Collective agreement varied or amended by the proposal

   i. If the proposal amends or varies the collective agreement or requires an amendment or variance of the collective agreement, the VTF will give only tentative approval and

   ii. the VTF will ensure that the appropriate Letters of Understanding are negotiated and drawn up before giving final approval to the proposal. These Letters of Understanding must not deteriorate or erode any terms and conditions of the collective agreement.

1995 Apr 06, 27 VTF Exec
1995 Apr 11 SRA
1995 Apr VSTA Council

3. That the VESTA VSB Calendar Committee representatives strongly lobby for variable ProD days determined by each individual school for the 2014-15 school year.

2013 Nov 26 Exec

4. That VESTA oppose closing schools on November 12-13, 2015.

2014 Dec 16 Exec

5. That the VTF agree to and sign the Letter of Agreement which proposes an alternate calendar for the 2016-2017, 2017-2018 and 2018-2019 school years.

2016 Jan 21 VTF Exec

6. That we investigate models of non-instructional collaboration time provided through calendar minutes in excess of the minimum instructional hours in the School Act without infringing on either prep time or the voluntary nature of collaboration.

2021 Jan 19 SRA

7. That we encourage the VSB to make a greater effort to create holidays that correspond to a greater diversity of religious and cultural days in the creation of the school calendar.

2021 Jan 19 SRA

8. That the school calendar for 2021-2022 provide a 20 minute recess without the addition of instructional time.

2021 Jan 19 SRA

P. Sexual Minorities

1. That the BCTF lobby all other educational partner groups to co-operate in combating homophobia and heterosexism and that the educational partner groups include:
    a. The Ministry of Education to:
        i. immediately include sexual orientation as a discrete area of cross-curricular interest in Appendix C of all the IRPs
        ii. promptly activate its review process for recommended learning resources, to create a list of books, videos and other materials approved for addressing issues of sexual orientation in all grades and subject areas
        iii. advise all local school district that they must not use narrowly determined and arbitrary processes for resource selection, or otherwise prevent teachers from teaching the provincial curriculum
    b. The Ministries of Education, Children and Families, Health, and the Attorney General's Office to recognize and address the needs of lesbian, gay, bisexual and transgendered youth and families.
    c. The BCSTA, BCSSA, BCPVPA and BCCPAC, to provide anti-homophobia workshops and resources for their members.

2. That the BCTF work with all locals and school districts to affirm and celebrate the lives and contributions of lesbian, gay, bisexual and transgender people, and furthermore to develop and implement effective "zero tolerance" anti-harassment policies, including specific reference to an individual's real or perceived sexual orientation.

1997 Dec 09 SRA

3. That the BCTF create a discrete program to combat homophobia and heterosexism, and that it be funded with a full-time staff person and clerical support. The purposes of the program will include:
    a. creating a network of local contacts and self-identified sexual minority (lesbian, gay, bisexual and transgendered) resource persons, and training them to educate and support colleagues
    b. developing resources and free workshops about sexual minority educational issues, for teachers and for other interested partner groups in the public education system
    c. updating and distributing lists of pertinent print, poster, video, and electronic resources, and information about sexual minority community groups

d. working with other social justice programs and initiatives, to create awareness of common issues and to develop common strategies
e. supporting local association initiatives to combat homophobia and heterosexism.

1997 Dec 09 SRA

4. That local unions work with school districts to develop or review anti-homophobia policy to ensure that these policies include a requirement that all homophobic incidents at schools and other worksites be reported to the district and that action be taken on these incidents.

2006 May 11Exec

5. That locals work with school districts to develop or revise anti-discrimination, equity policies and education practices to ensure they are consistent with the BC Human Rights Act and School Act.

2006 May 11 Exec

6. That VESTA support the BC Safer Schools Coalition in its efforts to encourage the VSB to adopt the proposed Sexual Orientation & Gender Identity policy.

2014 May 27 Exec

7. That the BCTF will not donate money to organizations that discriminate against transgender individuals and groups, and will work with such organizations to change their practices.

2017 Jan 10 Exec

Q. Students with English as a Second Language - ESL Services

1. General

a. That the BCTF advocate for:
   i. additional ESL reception-level support for students who speak English as a second language prior to classroom placement, and
   ii. the removal of the 5-year cap on service to students who speak English as a second language,and
   iii. that part of the advocacy strategy be to work with various immigrant support associations and agencies, as appropriate.

2009 Dec 09 Gen

2. ESL Program Management (Home School Delivery Model)

a. That VESTA support the principle of a home school model of delivery of ESL services only when the following conditions have been met:
   i. each school has the staffing and resources to provide reception services to students with little or no English language skills
   ii. staffing is adjusted during the school year to meet growing needs for both reception and integration services
   iii. distribution of resources and support staffing of schools is based on need not purely on numbers.
   iv. adequate facilities, resources and staffing are in place before the home school delivery model is implemented.

1995 Jun 08 Exec

b. That VESTA support school based flexibility in selection of a model of service from a choice of models set out by the district and that the school staff committee determine this choice.

1995 Jun 08 Exec

c. That facilities, resources, staffing and materials be made available on the principle of equity based on need as well as numbers.

1995 Jun 08 Exec

d. That time for planning, collaboration and regular assessment of programs be built into the resources made available for schools.

1995 Jun 08 Exec

e. In September, sufficient places be provided in enrolling classes so that full integration can occur as needed.

1995 Jun 08 Exec

f. That exit criteria include social and emotional needs as well as English skill levels.

1995 Jun 08 Exec

g. That VESTA recommend that existing ESL staffing levels be improved.

1995 Jun 08 Exec

h. That professional development programs which include specific training on cross-cultural issues be provided.

1995 Jun 08 Exec

i. That support staff be included in ESL related professional development activities and programs.

1995 Jun 08 Exec

j. That additional funding including, Board funded tuition for post secondary courses, be allotted to support professional development activities in ESL.

1995 Jun 08 Exec

k. That VESTA recommend to the VSB that it increase the number of Multicultural Home School Workers and increase the number of languages represented.

1995 Jun 08 Exec

l. That VESTA recommend that the VSB develop a comprehensive handbook of all VSB programs and services including those pertaining to ESL.

1995 Jun 08 Exec

3. Funding

a. That the VSB lobby the federal and provincial governments for additional ESL funding.

1989 Apr 20 Exec

b. That the BCTF continue to press federally through CTF as well as provincially for adequate funding to support English as a Second Language services.

1994 Nov 15 Gen

c. That VESTA opposes any changes to the Ministry's ESL funding formula which would result in fewer services for ESL students.

1999 Jan 21 Exec

d. That the VESTA Executive support the ESL Section in mounting a campaign in opposition to the 5 year cap on services for ESL students. This will include data gathering, a petition and a letter-writing campaign.

2000 Nov 09 Exec

e. That VESTA recommend to the BCTF Executive Committee:

That the BCTF call upon the Minister to provide an additional year of ELL funding for all students who were considered ELL during the 2020-2021 school year."

2021 Jun 01 Exec

4. Placement, Programs & Evaluation

a. That any survey and testing of ESL students in regard to their special needs be undertaken by a joint committee representative of the Board and VESTA.

1977 Jan 06 Exec

b. That the VSB develop guidelines for enrolment procedures pertaining to the orientation of incoming ESL students.

1982 Mar 25 Exec

c. That the VSB develop guidelines for procedures pertaining to the placement of ESL students into regular classes in the Vancouver school district.

1982 Mar 25 Exec

d. That the VSB establish adequate transitional programming in each school based on the needs of that school.

1982 May 06 Exec

e. That the VSB initiate additional programs to assist primary age ESL children.

1982 May 06 Exec

f. That there be primary ESL reception classes.

1997 Jan 23 Exec

5. Professional Development

a. That the VSB provide curriculum materials and in-service training at the school level to regular classroom teachers enrolling ESL students.

1989 Apr 20

6. Staffing/Support Services

a. That district ESL/ELC classes be placed in schools on the basis of an appropriate Needs Assessment Survey.

1982 May 06 Exec

b. That wherever possible the VSB provide facilities, staff, including interpreters to meet the needs of ESL students in their neighbourhood schools. Appropriate procedures will be developed to determine and to meet school needs.

1982 May 06 Exec

c. That any ESL staffing plan ensure that:

i. the service to students will be enhanced by the service model
ii. there is an accurate count of ESL students in the district
iii. there are appropriate assessment tools available to teachers
iv. there is security in the distribution and access to the assessment tools
v. there is equity in the interpretation of test results
vi. there are reasonable timelines for implementation, including time for staffs to develop and adopt ad delivery model appropriate to the needs of their school
vii. there are staffing provisions for transition level students

1997 Feb 20 Exec

d. That VESTA advise school staffs that ESL staffing allotment entitlements be used to provide direct services to ESL students.

1997 May 27 SRA

e. That there be first language counselling services for ESL students by qualified teacher-counsellors.

1997 Jan 23 Exec

7. That VESTA advocate that the VSB provide all schools with a Progress Pride flag to be visible to the community all year-long.

2022 Feb 22 Exec

R. Students with Special Needs/Special Needs Services - Inclusion

1. General

a. That appropriate facilities, programs, materials and support staff must be in place before integration.

1990 Feb 19 Exec

b. That the BCTF research the provision and effectiveness of services and programs for students with special needs.

1994 Nov 15 Gen

c. That VESTA adopt the following goals to improve services to students with special needs in Vancouver:

i. To ensure appropriate professional development with appropriate release time for classroom teachers and SEAs who are integrating students with special needs.
ii. To improve level of support for undesignated students with special needs.
iii. To streamline diagnosis and identification processes for special needs support by:
- broadening definition to include fetal alcohol syndrome, attention deficit and hyper disorder, learning disabled, fetal alcohol effect, neo-natal abstinence syndrome
- using ESL expertise for identification.
- eliminating duplication of systems by co-ordinating Teaching and Evaluation Centre and Central Screening processing ensuring that standardized services follow students.

1995 Feb 16 Exec

d. That the key components to providing better services to students with behaviour needs include the provision of:

- adequate in-service for special remedial teachers and classroom teachers integrating children with behaviour needs,
- one to one SSW support for children identified with behaviour needs who are integrated into regular classrooms,
- the maintenance and expansion of the special remedial pull-out programmes,
- a programme of consultation with the school and specific support for students who are making the transition from a special remedial class to a regular classroom,
- increase counselling time in schools to assure specific support for students with behaviour needs,
- a programme of ongoing consultation between the VBE and special remedial teachers to allow for a process of improving their working conditions.

2009 Apr 28 Exec

2. Funding

a. That there be provisions for:

i. A guarantee of sufficient government funding to cover all students with physical and other learning disabilities.
ii. Entitlements to be granted to school boards, upon application, as additional instructional units under a formula to be established for such entitlements.
iii. A committee to be set up representing Ministry of Education, BCSTA and BCTF to determine the formula for these special entitlements and the ongoing application of the formula.
iv. Entitlement for all disable students to be initiated locally as pilot projects by the local board involving its administrative staff, the parents/guardians of the students and the school staff concerned, and be specifically designed to meet the particular needs of the disabled students involved with emphasis on ongoing and cumulative evaluation aspects.

1978 Jun 22 Exec

3. Legal Policies

a. That a system of public transport be available for all special needs students travelling to and from school and other school-sponsored activities. Special needs students are not to be transported by teachers driving private vehicles.

1978 Jun 22 Exec

b. Medication

i. That in any school where a student is on medication and said medication is to be administered in the school at any time, the principal set up a clear routine that is known to all staff members

1978 Jun 22 Exec

ii. That the first step be to arrange for the nurse to give regular medication and, secondly, in emergent situations a sufficient umber of staff be trained to administer the medication to cover any absences of other designated personnel. No teacher who is unwilling to administer medication is to be compelled to accept this responsibility.

1978 Jun 22 Exec

c. Emergency First Aid

i. That the principal and staff establish a clear procedure for the handling of emergency first aid, and ensure that a sufficient number of staff who are willing to accept the responsibility are trained and provided with regular updating courses in this regard, and that all staff are at all times aware of the school's procedures.
ii. That the VSB provide an annual enrolment form (in the language of the home) for all students wherein the parent or guardian be required to state if there is any medical condition which the school should be aware of, the name of the doctor, and a signature giving consent for the school to consult the physician concerning any emergency procedures which may be necessary. A similar form is to be used for any student transferring from school to school at different times.
iii. That wherever possible, any student likely to require emergency medical treatment is to wear an information bracelet.
iv. That the principal and staff establish a clear routine, known to all staff members, for the information of any substitute teacher entering the school in regard to procedures for special needs children, and any emergency medical treatment.

1978 Jun 22 Exec

d. Handling of Students

i. That aides be provided and be responsible for assisting special needs children during platooning, toileting, and changing for physical education and swimming.
ii. That school staff be trained in the proper techniques for lifting or otherwise assisting, a special needs student.
iii. That staff who assist special needs students shall be fully covered by insurance in case of injury to themselves or to the students.
iv. That the principal establish clear procedures, known to all staff members, for the carrying out of fire regulations, which are to be such as to expedite the evacuation of special needs students.

1978 Jun 22 Exec

e. Supervision

i. That an additional aide be provided when disabled children are at play with other students, and the aide be responsible for the welfare of the disabled students during lunch hour break, or any lengthy recess.
ii. That intercommunication phones be provided in rooms where disabled students are taught.
iii. That in the event that a disabled student is not present in the class designated, the teacher is to immediately inform the administration who then takes the responsibility for the location of the student.
iv. That if a teacher has to leave the classroom for any reason, the administration is to have a procedure established for the provision of an aide to supervise the class.

1978 Jun 22 Exec

4. Placement

a. That all classroom projects involving special needs students be approved by the teachers concerned.

1978 Jun 22 Exec

b. That the classroom situation be evaluated before and after the arrival of, the special needs student to determine effects on the teaching and learning situations.

1978 Jun 22 Exec

c. That review of decisions on educational placements of special needs students be made at the local level, involving first the teachers most closely affected, and subsequently the staff as a whole.

1978 Jun 22 Exec

d. That a decision concerning the educational placement of any special needs student should be reached only after:

i. it is indicated that a program has been designed, that appropriate financial, physical, and educational resources are available, and that a commitment has been given to supply appropriately qualified teachers and trained aides.
ii. complete medical and psychometric diagnoses have been made with the consent of the parents/guardians who have been informed about the results of these tests.
iii. a conference, which includes teachers and, when necessary, professionals from outside the school has been held.
iv. an effort has been made to prepare the students in the school for the entry of the incoming child.

1978 Jun 22 Exec

e. That before decisions are made by VSB:

i. to designate a school as suitable for a special needs student's program
ii. to add support staff and learning materials
iii. to place specific special needs students

the association be involved, the entire staff of the school be fully consulted, and its recommendations be carefully considered.

1978 Jun 08 Exec

f. That VESTA opposes any de-listing of currently identified and designated low incident students other than through the process described in the collective agreement.

1999 Sep 21 SRA

5. Programs

a. That the VSB provide the following:

i. additional programs for students who have relatively severe emotional, behavioural psychosocial problems.
ii. small transition classes to facilitate integration from special situations into regular classes
iii. more special classes to meet the needs that actually exist.

1977 Oct 06 Exec

b. That the VSB develop clear policy on the confidentiality, storage, distribution and location of IEPs and ensure that all personnel are familiar with this process.

1996 Feb 22 Exec

c. That the VSB develop policy regarding parent participation in IEP development including procedures regarding notification of the contents of the IEP when the parent declines to participate in its development.

1996 Feb 22 Exec

d. That the VSB ensure the availability of translation services for IEPs and IEP meetings.
1996 Feb 22 Exec

e. That release time be provided to all employees involved in the development of IEPs so that direct service to students is not compromised.
1996 Feb 22 Exec

f. That there be a limit to the number of IEPs that a teacher is responsible for at any one time.
1996 Feb 22 Exec

g. According to the Ministerial Order M638/95 "A board must ensure that an IEP is designed for a student with special needs, as soon as practical after the student is so identified by the board. "As soon as practical" may depend on the following factors:
   i. The availability of assessments and/or a previous IEP
   ii. The complexity of the student's needs
   iii. The availability of the IEP team member
   iv. That the missing page of the IEP for year-end update information should be included.
1997 Jun 05 Exec

h. The IEP team must always include the classroom teacher.
1997 Jun 05 Exec

i. That members be informed that they should not sign IEPs if they are of the opinion that the school district has not provided or cannot provide adequate resources to properly implement the IEPs and that we inform the Board of this communication.
2009 Jun 09 Exec

6. Evaluation
   a. Evaluation
      i. That there be a clear philosophy and objectives established for the evaluation program.
      ii. That when the programs are developed, the design includes criteria by which the staff can evaluate the program on both an ongoing and a long-term basis.
      iii. That evaluation be done on an ongoing and, in some cases daily basis without disruption of the program.
      iv. That evaluation be the teachers' responsibility with provision for consultation with parents and support staff.
      v. That adequate release time and resources for evaluation be guaranteed.
      vi. That evaluation be objective, and where there is a concern about the program, emphasis be on its redesign, rather than an attempt to make one alternative program design work.
      vii. That a vital factor in any program evaluation be the establishment of realistic demands to be placed upon the teacher.
      viii. That several appropriate forms of student evaluation be utilized criterion-based, normative and summative.
      ix. That when an external evaluation is done on a student who is registered, (in a Vancouver school), the report be first released to the school where the child is a pupil for staff's consideration.
      x. That necessary resources be made available to ensure implementation of evaluation recommendations.
1978 Jun 22 Exec

   b. That all referral forms for service and assessment be completed whenever the School-Based Team deems testing services are necessary regardless of the availability of services.
1998 Jan 20 SRA

7. Professional Development
    a. That a specific program be designed which would relate directly to the child before the enrolment. Where appropriate, specific training be provided, for staff regarding partially sighted, hard of hearing, autistic or mentally or physically challenged students.

    1978 Jun 22 Exec

    b. That counselling be provided for all staff and students concerning the child's disability and needs.

    1978 Jun 22 Exec

    c. That there be educational leaves for the training of staff.

    1978 Jun 22 Exec

    d. That emphasis is placed upon the provision of in-service at appropriate institutions or in classrooms where children with the same specific problems have been successfully integrated, locally or in other jurisdictions.

    1978 Jun 22 Exec

    e. That professional help and ongoing training in the school setting be available.

    1978 Jun 22 Exec

    f. That money targeted for in-service for inclusion should be used for teachers who are actually integrating students by:
        i. Providing time for planning for successful inclusion.
        ii. Reviewing and developing resources to support IEPs
        iii. Mentoring and peer observation.
        iv. That these funds be allocated when and where they are needed throughout the school year.

    1994 Nov 18 SRA

8. Staffing/Student Support Services
    a. That there be a teacher aide for each special class.

    1977 Oct 06 Exec

    b. That staffing procedures include the following:
        i. That a student weighting system be used as the basis for determining class size.
        ii. That the weighted class size maximum for any Kindergarten class be no higher than 20, primary 25 and intermediate 30.
        iii. That the classroom teacher be the determiner of student weight.
        iv. That no record of the assigned weightings be kept except as needed by the classroom teacher.
        v. That a district staffing committee shall be responsible for the co-ordination of all the pilot projects or pupils with special needs, and in each school where such projects are established, the school staffing committee shall provide the coordination and articulation function.

    1978 Jun 22 Exec

    c. That specifically trained support staff work with classroom teachers before they are required to integrate students with specific needs: e.g., mental/physical challenges, autism, hearing/visual impairments, attention deficit and hyper disorder (ADHD), or fetal alcohol syndrome (FAS).

    1995 Feb 16 Exec

    d. That more resource teachers and SEAs be provided.

    1995 Feb 16 Exec

    e. That when students are identified as needing additional service then those services shall be provided by the VSB.

    1997 Nov 18 SRA

    f. That human and other resources be divided among the areas according to the known

needs of students in a particular area.

1997 Nov 18 SRA

g. That regularly scheduled school-based team meetings be held and that:
   i. area counsellors, speech language pathologists and teacher psychologists be in regular attendance, and that
   ii. classroom teachers, district resource teachers and other professionals involved with a student be at meetings where that student is discussed.
   iii. VSB personnel expected to provide service to the student be at the meeting.
   iv. these meetings occur inside school hours.
   v. release time be provided for classroom teachers to attend meetings.

h. That there be a consistent, clear policy specifically outlining the process for record keeping at all levels.

1997 Nov 18 SRA

i. That all referral forms for service and assessment be completed whenever the School Based Team deems testing services necessary regardless of the availability of services.

1998 Jan 20 SRA

j. That school wait lists for students requiring additional VSB services not be kept only at the school but should also be used to compile an Area Services Team list of all students requiring additional VSB services.

1998 Jan 20 SRA

k. That suggested steps for communicating concerns about lack of SEA (SSSA) are:
   i. a child should receive the services they need
   ii. take the concern to the school based team which should ask for the services the student needs, if this is not the case then
   iii. inform the principal that the child is not getting the necessary services and
   iv. file a step 1 grievance

2001 Jun 12 SRA

l. That members be advised of the VESTA position that it is inappropriate to replace SEAs, SSSWs, SSSAs with unpaid workers.

2002 Oct 24 Exec

m. That the VSB employ sufficient STBS (Short Term Behavioural Strategist) support workers and more psychologists and Speech Language/Pathologists to ensure that unidentified children have supports in place and a means of identification on entering the school system.

2007 Jan 09 Exec

9. That the BCTF call upon the government to apply Bill 33 to include gifted students.

2006 May 11 Exec

10. That at a future SRA, time be devoted to a presentation/training on school based teams' language and inclusion of students with special needs.

2014 Feb 11 Exec

S. Resource Services--General

1. Qualifications, In Service and Further Education

That VESTA recommend to the VSB that it:

a. adopt a policy that a minimum of three (3) years' classroom teaching experience be a prerequisite for teachers new to Resource, LAC, or ESL positions.
b. provide release time for mentoring and orientation of teachers new to their specialist roles and for classroom teachers who are receiving students identified as having special needs, if requested by the teacher.

c. ensure elementary resource teachers (ESL, LAC, Special Ed) have specialist training, or that teachers are provided with comprehensive training by VSB, in at least one of these fields when assuming role of a resource teacher
d. establish policy that all schools receive an additional 20% staffing allotment for school base teacher-to-teacher coaching to develop collaborative teaching teams.
e. provide and pay for six (6) full-day, relevant in-service with coverage for LAC, ESL, Resource, Special Education, Classroom teachers, Administrators, and SSSWs as school-based teams, while respecting teachers' professional autonomy whether or not to participate in this in-service.
f. Encourage the development of an urban cohort program with a focus on a Special Education ESL Education Diploma that would be available to all teachers

2006 Oct 17 SRA
2006 Dec 14 Gen

2. District Organization

That VESTA recommend to the VSB that it:

a. establish a District Goal that targets the education of diverse learners (e.g. LAC, ESL, Special Needs students, Gifted students) with resource models to be determined by Staff Committees that respect teachers' autonomy.
b. establish a policy that there be immediate EOC coverage for the absence of all Resource teachers and that Resource teachers are not asked to provide coverage for colleagues when EOCs are not available.
c. establish a task force to explore ways to reduce the amount of documentation presently being demanded of teachers and to conduct a review of the case loads of its ESL, LAC, Resource and Social Education staff and that the VSB continue to advocate for increased funding for these programs.
d. increase funding to improve student access to counselling, occupational therapy, play therapy, Teacher-Psychologists, Gifted services and Speech-Language Pathologists.
e. establish policy that directs district personnel responsible for the placement and support of students with special needs to spend at least 80% of their time in schools collaborating with teachers.

b. establish policy that all other district personnel with teaching certificates contribute at least 10% of their time to provide on-site teaching support for integrated students with special needs.

2006 Oct 17 SRA
2006 Dec 14 Gen

3. School Organization

That VESTA recommend to the VSB that it:

a. define limits to the composition and size of all enrolling classes in contract language.
b. establish caps for caseloads for non-enrolling teachers and that these caps be consistent with BCTF policy.
c. establish a policy that all schools have non-enrolling teachers qualified in ESL, LAC and Special Education.
d. provide all full-time (pro-rated for part-time) resource teachers with two (2) scheduled periods per week to collaborate with classroom teachers; that coverage for these period be provided by qualified teachers and that staffing allocations are increased so that this can be achieved.
e. reinstate school based intermediate ESL reception level classes on a part-time basis with clearly defined criteria for entry and exit.
f. extend ESL beyond 5 year cap with clearly defined criteria for exit.
g. ensure that all district classes receive school-based resource team support and itinerant staff support, and that opportunities for collaboration are provided.
h. establish district classes with strict class-size limit consistent with BCTF policy.
i. change staffing allocations from incremental staffing back to staffing specifically for LAC, ESL, Special Education and Teacher Librarian.

2006 Oct 17 SRA

4. Additional School Organization Policies
    a. That Resource teachers present at School Based Team be limited to those working on a regular basis with the child being discussed, unless individual teachers present are either chairing the School Based Team meeting and/or providing additional information specifically about that particular child.
    b. That direct resource service to students be available every day that school is in session which includes one to one assessment and I.E. plans and that direct service take precedence over paper work.

    2006 Oct 17 SRA
    2006 Dec 14 Gen

5. That Teacher-Librarian's and Resource Teachers keep track of weekly minimum diverted to prep time and that once a full day is reached, a TTOC be booked for that school to replace the affected Teacher-Librarian or Resource Teacher so that they can complete their regular duties.

    2014 Nov 25 Exec

6. That VESTA worksites not compose letters to parents about loss of service resulting from Sp Ed Audit and instead VESTA use the Board consultation process to outline our concerns with the Special Ed Audit highlighting loss of service to students.

    2016 Mar 01 Gen

T. Teacher Education - Pre-service and In-service Credit Program

1. That the VSB consult with faculties of education in order to promote non-sexist attitudes, especially in physical education, during teacher training.

    1984 Nov 01 Exec

2. That VESTA explore with UBC the development of a Vancouver Native Indian Teacher Education Program.

    1998 Mar 05 Exec

3. That VESTA formalize the Masters Program for Urban Education partnership with the University of British Columbia.

    1995 Mar 05 Exec

4. That VESTA support a balance of Arts and Science graduates enrolled in the Elementary Education Programme at UBC.

    2007 Jun 07 SRA

U. Technology and Distributed Learning

1. That computer technology and education programs for teachers and students be brought up to date in all elementary schools as soon as possible.

    1997 Nov 13 Exec

2. That VESTA not support the BC Wired for Learning Project.

    1999 Feb 09 SRA

3. That the VSB complete computerization of the elementary school libraries and the provision of 20 computers per elementary school before it undertakes another piecemeal computer project.

    1999 Dec 14 SRA

4. That VESTA urge the VSB trustees to restructure the program's Local Area Network (LAN) initiative in order to:
    a. permit schools to choose the software to be purchased by the VSB on their behalf, and,
    b. to permit schools to choose professional development activities most relevant to the needs of the teachers in those schools.

    2000 Jan 18 SRA

5. That VESTA supports the use of information technology mentors in all classrooms, labs and

libraries in all schools.

2001 Apr 10 SRA

6. That VESTA oppose acceptance of the VSB Technology Plan entitled: Technology in the Service of Learning.

2003 Jan 09 Exec

7. That a new Technology Plan be developed by first evaluating current programs and strategies, assessing the needs of students, teachers and schools and by developing new programs and strategies through an inclusive process of all stakeholders.

2003 Jan 09 Exec

8. That VESTA seek input from members re needs and priorities for technology to provide information to the VSB Tech Review Task Force.

2003 Oct 30 Exec

9. That VESTA oppose any proprietary Student Information System (SIS).

2014 Feb 18 Gen

10. That VESTA oppose implementation of the VSB laptop initiative until our concerns on the following matters: privacy issues for members, off-site use, security of student information, equity of access including adult educators and TTOC's, outstanding issues around access to secure WiFi, computer labs and liability are addressed.

2015 Oct 13 Exec

11. That VEAES Rep at ICT Committee advocate to applying an equity lens to funding/device allocation to the school.

2025 Feb 4 Exec

V. Transition Programs

1. That the VSB be asked "pilot a school within school" bridging concepts at one or more secondary schools that would assist with transition between Grade 7, 8 and 9. Components of the program to include:
    a. all Grade 8 and 9 students in groupings of not more than 120
    b. increase staffing to assist with organization and management
    c. programming and support that would assist at risk children
    d. the pilot occurs within the Inner City grouping of schools
    e. criteria for evaluation
    f. a date for review

2000 Dec 07 Exec

2. That the transition positions follow the district post and fill process.

2001 Jun 04 VTF Exec

W. Tutors

1. That Vancouver students taught or tutored during regular public school hours should be instructed by certificated teachers hired by the Vancouver School Board.

1978 Sep 28 PG

2. That services provided by VACALD tutors be part of a student's Individual Educational Program (IEP) agreed to by the teacher, principal, parents, school based team, and appropriate district personnel, and that the tutoring be carried out under the direction of the teacher to whom the student is assigned.

1985 Dec 12 Exec

3. That VESTA support the funding of the Teaching Tutoring Service and the maintenance of it as a service within the Federation.

1989 Feb 02 Exec

4. That VESTA oppose the contracting out of services and the provision of time and space for private tutors and/or private speech language pathologists to work in the schools.

1990 Nov 13 SRA

5. That VESTA not support privately paid tutors working with students in school during the school day.

1991 Nov 07 Exec

6. That VESTA ask the ESL Section, Adult Educators' sub-local and the WLC/Bargaining Committee to develop policy concerning International Students addressing issues such as:
   - dispersement of fees/profits
   - integration of students
   - pupil teach ratio

2003 Feb 06 Exec

X. Volunteers/Auxiliaries

1. That the full-time table officers address the issue of the use of volunteers and services to special needs students by:
   a. informing members of collective agreement rights
   b. informing members of BCTF and VESTA policy on use of volunteers
   c. filing grievances
   d. working cooperatively with the VMREU and other unions
   e. requesting that Executive Committee representatives of non-enrolling teacher sections raise the issue at their meetings

1993 Dec 02 Exec

2. That VESTA remind members that volunteers are not to be used to do the work of absent employees or to provide services that have been cut from the district budget.

1997 Jan 09 Exec
2003 Jun 19 Exec

12. Finance

A. General

1. *Deleted.*

1964 Nov 12 Exec
2026 Feb 10 SRA

2. 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.

1990 May 24 Exec
2021 Apr 20 Exec

3. That resource teachers and prep teachers report to VESTA each time they are directed by AO's to suspend service to students in order to fill in for unavailable TTOC.

2014 Dec 9 SRA

4. That one of the elected in-house Vice-President positions be reserved for the roles and duties of the Grievance Officer.

2022 Feb 8 Exec

B. Committee Structure and Role

1. That the past president, the president, 1st vice-president, secretary-treasurer and another IHTO be members of the VESTA Finance Committee and when there is no past president, another member appointed by the Executive Committee.

1977 Sept 08 Exec
2020 Jan 28 Exec

2. That financial statements be provided to the Executive Committee members on a quarterly basis.

1988 Feb 04 Exec

3. That the Finance Committee explore some procedures for more detailed reporting of our budget on a more regular basis such as two or three times a year.

2002 Apr 25 Exec

C. Budget and Fee

1. That the VESTA membership fee be based on a percentage of each teacher's salary.

1980 May 27 AGM

2. That the VESTA fee for Voluntary Active members be the same percentage of actual salary as for other active members.

1981 May 19 AGM

3. That BCTF and VESTA fees be deducted at source twice monthly.

1981 May 19 AGM
1999 May AGM

4. That any rebate from the BCTF in regard to fee payments for Voluntary Active members who are unemployed or substitute teachers be allocated to Substitutes' Section activities and programs as approved by the Executive Committee.

1981 May 19 AGM

5. That the position of 1st vice-president be 100% on staff with the Association paying 100% of salary and benefits.

1988 May 12 Exec

6. *Deleted.*

1996 May 14 AGM
1997 May 13 AGM
2021 Apr 20 Exec

7. That in regard to the Sun-Life demutualization, we recommend to the Board that the School Board request cash.

2000 Feb 15 Exec

8. That this executive reaffirm the intent of the 2004 October 20 motion that the demutualization funds received during the fiscal year ended 2004 July 31 be transferred to an internally restricted fund, pending direction from the members as to the use of the funds.

2005 Feb 10 Exec

9. That from this point forward we use 'Masters maximum' for the budget calculation of salaries for In-House Table Officers.

2007 April 14 Gen

10. That subject to BCTF Procedure 10.J.02 and 10.J.04, the BCTF provide annual support to each local through a grant that provides the salary and benefits for one full-time local president.

2007 Dec 11 Gen

11. That amounts approved by the Finance Committee be transferred from the main operating account to the Internally Restricted Funds.

2012 Sep 11 Exec

12. That the VESTA annual budget be made available to members in electronic form, with notice of budget provided in the VESTA News as well as web links to access the budget, and that each school's staff rep receive one paper copy.

2014 May 20 VESTA AGM

D. Building and Equipment

1. That the cost of upkeep and renovations be shared equally between VESTA and VSTA.

1992 Jun 18 Jt Exec

2. That VSTA be advised that decisions on repairs and maintenance of the building should be brought to a joint VESTA/VSTA executive committee meeting.

2002 Apr 25 Exec

3. That VESTA establish a joint account with VSTA to facilitate the monthly payment of the mortgage.

2003 Mar 13 Exec

4. That the IHTOs be given the authority to sign-off on an agreement for an exit strategy (for the property jointly owned by VESTA and VSTA).

2004 Oct 07 Exec
2005 Mar 10 Exec

5. That VESTA accept the VESTA/VSTA Building Committee recommendation that Coriolis Consulting Corp. be retained to assist VESTA and VSTA in their evaluation of future options for the VESTA/VSTA building.

2012 May 22 Exec

6. THAT VESTA support in principle the goals of Zero Waste in our workplace and meeting environments.

2013 Oct 22 Exec

7. That the final draft of the Office Accommodation and Real Estate Strategy for VSTA and VESTA prepared by Coriolis Consulting in October 2013 be received and accepted.

2013 Nov 26 Exec

8. That VESTA supports, in principle, redevelopment of our current site, into retail space, office space, and rental apartments.

2014 Jan 21 Gen

9. That VESTA representatives to the Ad Hoc Building Committee enter into pre-development research and planning with the VSTA representatives to this committee.

2014 Jan 21 Gen

10. That VESTA recommend that the full cost of the building redevelopment will be covered by mortgages and loans.

2015 May 12 Exec

11. That VESTA continues to pursue the rezoning and redevelopment process, including the development permit for the replacement of the VESTA / VSTA building with a budget of up to $325,000 for each Association.

2018 Jan 16 Gen

12. That the building update be a standing item on the Executive Committee Agenda.

2019 Sep 10 Exec

13. That VESTA allocate funds to cover the overspending on the VESTA/VSTA building rezoning and up to an additional $10,000 to continue with the redevelopment process.

2020 Dec 01 Exec

14. That VESTA IHTOs investigate finding a temporary space of approximately 2200 square feet.

2022 Feb 22 Exec

15. That VESTA seek legal advice regarding:
    a) current ownership status of the property at 13th and Commercial;
    b) decision-making related to this property; and,
    c) ability of one or other party to sell their share of property, or both parties to sell.

2022 Feb 22 Exec

E. Expenses

1. That VESTA members on VESTA business keep records of the following:
    a. mileage and/or bus fare (the mileage charge to be calculated to cover the additional distance incurred by attending the meeting)
    b. parking costs
    c. meals and gratuities

1938 Jan 17 Exec
1976 Nov 18 Exec

2. That expense vouchers be submitted monthly for reimbursement. The committee to be charged should be indicated. BCTF rates apply. The committee chairperson for the group as a whole will usually take care of meals.

1976 Nov 18 Exec

3. That following the principle that VESTA members not be out-of-pocket for expenses incurred while on VESTA business, that dinner expenses for persons attending meetings before and after dinner on behalf of VESTA be charged to VESTA.

1978 Nov 02 Exec

4. That VESTA members serving on any committee of the Association, or representing VESTA on any other committee, task force, or working group or serving as Staff Representatives, be reimbursed for any dependent costs that would not otherwise be incurred by the member at a rate of $15/hour up to a maximum of $200 per day.

1987 Jan 27 Gen
2019 Jan 22 Gen

5. That no member be reimbursed for expenses incurred to attend a general meeting.

1987 Sept 24 Exec

6. That the monthly car allowance for full-time in-house table officers be for 11 months.
1987 Sept 24 Exec
2003 Jun Exec

7. That child care expenses not be a chargeable expense for VESTA General Meetings.
1987 Nov 17 PR

8. That the VESTA members staying in a hotel on VESTA business have the right to a private room.
1989 Sept 14 Exec

9. That the VESTA reimbursement rates be the rates used by the BCTF.
1991 Mar 21 Exec
2002 Oct 03 Exec

10. That teachers attending meetings on VESTA's behalf on days on which they do not normally work, be paid their daily rate on scale.
1991 Oct 31 Exec

11. That VESTA pay the daily rate of an Employee on Call when an Employee on Call is supplied for union business.
1993 Nov 04 Exec

12. VESTA reimburse the VSB for the cost of a set amount of fax and photocopy paper for each school.
1996 Oct 15 SRA

13. That in cases of emergency such as vandalism, fire or flood in which a member's personal teaching materials are lost or destroyed upon the written recommendation of the VESTA president have BCTF Lesson Aids Service extend $250 credit to the member for the purchase of new materials.
2001 Jan 16 Gen

14. That the minimum salary level of IHTOs should be paid at level of Category 4 Max.
2005 May 31 AGM

15. That from this point forward we use 'Masters maximum' for the budget calculation of salaries for In-House Table Officers.
2007 April 17 Exec

16. That any member who provides workshop services to VESTA or VSTA members as part of their paid consultant positions, paid mentor position, or other VSB program or service, should not receive a monetary honorarium.
2007 Feb 13 Exec

17. That monetary honorariums for VESTA organized workshops be paid up to a maximum rate of $100 for workshops or presentations, except with approval in advance of the VESTA Executive.
2007 Feb 13 Exec

18. It was agreed that the Executive Committee explore options for reducing the cost of the executive retreat.
2015 Apr 14 Exec

19. It was agreed that transportation to the executive retreat be paid at a flat rate of $60 per vehicle round trip.
2015 Apr 14 Exec

20. That VESTA increase the flat rate Harrison Retreat mileage from $60 to $80.
2019 Sep 24 Exec

F. Bursaries

1. VESTA offers five (5) bursaries of $600 each, the gift of the Vancouver Elementary School Teachers' Association are offered to students who are residents of Vancouver or who have attended a Vancouver elementary school, and are proceeding to a degree or certificate in teaching.

   i. The Owen J. Thomas Memorial Bursary - open to students entering the fourth year in the Faculty of Education at Simon Fraser University
   ii. The Elizabeth Dobbins Memorial Bursary - open to students entering the third year in the Faculty of Education at Simon Fraser University.
   iii. The Elsie Roy Bursary - open to students entering the third year of the Faculty of Education
   iv. The A.E. Henderson Memorial Bursary - open to students entering the fourth year in the Faculty of Education at the University of B.C.
   v. The Frances M. Worledge Bursary - open to students in the Faculty of Education at the University of B.C.

   Students who wish to be considered for through above bursaries should submit application forms, obtainable from the respective University's Scholarship and Bursary office, not later than May 15.

   1974 Dec 05 Exec
   1987 May 26 AGM

2. That the following be the criteria for applying for the bursary for a child of an active VESTA member:

   - child of an active VESTA member
   - a public secondary school graduate including Adult Education graduates
   - registered in a post secondary institution
   - completed application form signed by VESTA member (parent/guardian) with proof of registration
   - submit by November 30 of any year and awarded by December 15
   - the successful applicant will be chosen by lottery
   - there is a maximum of one bursary per VESTA member

   1991 Jan 15 SPA
   1995 Dec 19 Exec

3. That the Executive Committee strike a committee to study the bursaries offered by VESTA and explore ways of increasing public relations value of such bursaries.

   1987 Mar 12 Exec

4. That the application form for the Bursary for the Child of a VESTA member make it clear that adult education graduates are eligible.

   1995 Dec 19 Exec

5. That the VESTA bursary for a child of a VESTA member be increased from $600.00 to $1000.00 per year.

   2008 May 20 AGM

6. That VESTA provide two bursaries of $500 each for Vancouver adult education students who graduate in 2004 and thereafter.

   2003 Jun 10 Exec

13. Health and Safety / Emergency Preparedness (VESTA)

A. General

1. That a district-based crisis response team of VSB personnel trained in grief counselling provide the response to a sudden death of a student or staff member.

1991 Dec 12 Exec

2. That VESTA considers the Criminal Code, the Industrial Health and Safety Act and Regulations, the Motor Vehicles Act, the School Act, the Teaching Profession Act, the VSB-VTF Collective Agreement, and arbitrable case law contain sufficient provisions for the conduct and deportment of teachers in performing their duties in the schools, and that VESTA opposes the development of a policy on drug and alcohol use on the basis that such a policy would be superfluous.

1994 Jan 05 Exec

3. That a VESTA Health and Safety manual be written and distributed for use by VESTA members at each work site.

1996 Apr 11 Exec

4. That there be included in the budget and timeline to be brought forward on the VESTA Health and Safety manual there be plans to copyright the manual.

1996 Apr 11 Exec

5. That a BCTF staff member be designated as a full-time Health and Safety officer.

1996 Apr 11 Exec

6. That VESTA does not support health and safety training as a professional development activity and that TOCs be provided when Health and Safety Committee members attend training sessions.

1997 May 08 Exec

7. That health and safety duties of school safety officers and district safety committee members be carried out during work time.

1997 Jun 09 Exec

8. That staff should not use PD days for health and safety training, including violence prevention training.

1999 Oct 07 Exec

9. That release time for health and safety training provided to VESTA members must be release time from instructional time.

1999 Dec 14 SRA

10. That VESTA provide half day release time for one site-based health and safety rep to attend training session on refusing unsafe work/ non-violent crisis intervention.

2014 Feb 25 Exec

11. That VESTA endorse the “Ride Don’t Hide” program.

2015 Jan 20 Gen

12. That VESTA support a pilot implementation of the Harmful / Serious Behaviour Data Sheet.

2017 Jan 24 Exec

13. That all VESTA worksites designate two Health and Safety Representatives and forward contact information to the VESTA office as soon as possible.

2020 May 11 Exec

14. That VESTA take the position that school-based Health and Safety meetings be held during instructional time on a twice-weekly basis when schools are in session.

2020 May 11 Exec

15. That school-based Health and Safety Representatives be entitled to a full day of release time per month to be taken in half days or full days to assist in the workload related to supporting the implementation of the Health and Safety Plan.

2020 May 11 Exec

16. That VESTA create an email address healthandsafety@vesta.ca for members to communicate with the union to be collated by the VESTA Health and Safety Chair.

2020 May 11 Exec

17. That VESTA communicate with IUOE and develop recommendations to facilitate effective communication at the worksite and implementation of the provincial health and safety.

2020 May 11 Exec

18. That VESTA provide a ½ day of release time for one Health and Safety rep per month per school for the months of November and December, and that the release time be provided by the BCTF COVID Grant, and if necessary, additionally from the VESTA Staff Rep release budget line item.

2020 Oct 20 SRA

19. That VESTA express to the VSB, the BCTF and Vancouver Coastal Health the impact on teachers of the inadequate contact tracing processes currently being used, and that VESTA continue to work with other Metro locals to apply pressure on Coastal Health including public statements and communication with parents.

2020 Dec 01 Exec

20. That the BCTF COVID grant be allocated to a half day release of one Health and Safety Rep per school, per month, until the funds are depleted.

2021 Feb 09 Exec

21. That VESTA seek advice about the ability of members to file WorkSafeBC complaints in response to acts of racism or other forms of discrimination at BCTF meetings.

2022 Feb 08 Exec

22. That VEAES communicate to the District Health and Safety Committee that OHS rights apply to all members regardless of whether they're recognized by Peoplesoft, and that the district create a plan for addressing district, itinerant and redirected TTOCs Health and Safety in an accountable and transparent way.

2025 Apr 22 Exec

23. That VEAES advocate for the VSB to update OurHealth to include a category for verbal workplace violence, and to streamline and simplify the process for complaints

2025 June 10 SRA

B. Committee Structure and Role

1. That VESTA develop processes and standardized forms for reporting and dealing with health and safety issues.

1995 Oct 17 SRA

2. That a Health and Safety Standing Committee be established.

1996 May 14 AGM

3. That the VESTA Health and Safety Committee Chair provides a summary of the District Health & Safety Accident/Incident reports relating to elementary teachers to the December, March, and June Executive Committee Meetings and SRA.

2019 Dec 17 Exec

C. Terms of Reference

The Terms of Reference for the Health and Safety Committee are:

a. To discuss school health and safety concerns for the purpose of maintaining and improving safety

in Vancouver elementary schools and Adult Education and Outreach sites.
b. To ensure that VESTA members are aware of and use our processes to report incidents.
c. To review injuries and violent incident reports and make recommendations to address these and reduce future incidents.
d. To receive reports through our representatives on the VSB District Health and Safety Committee and make recommendations about health and safety concerns in the district.
e. To advise the VESTA Executive Committee on matters relating to health and safety issues.

2011 Mar. 09 Exec
2013 Nov 26 Exec

D. Communicable Diseases

1. That VESTA opposes set mandatory AIDS testing.

1991 Dec. 03 Gen

2. That VESTA advocate and request advocacy from VSB employee groups and trustees to support the timely and prioritized Covid vaccination of school staff, and that VESTA encourage the district to work with Coastal Health to deliver school-based vaccination clinics.

2021 Jan 12 Exec

3. That VESTA insists that hand sanitizer be provided to all classrooms including those with sinks and that plexiglass barriers be provided to any teacher who requests one, and that this position be advanced to the district, trustees, and on social media.

2020 Oct 20 Gen

4. That VESTA advocate for the BCTF to assert the necessity that the PHO provides the following information immediately:
    - Whether or not there have been any confirmed cases of the transmission of COVID-19 at any school site in the province
    - The circumstances that led to transmission at a school site, if any has occurred
    - Timely public statements that remain available to the public in written form, every time a confirmed transmission event happens at any school site in the province.

2020 Oct 20 Gen

5. That VESTA advocate to Vancouver Coastal Health and the VSB that TTOC's and itinerant teachers be immediately included in the vaccine rollout for school districts in the Vancouver Health Region and that information be communicated to TTOCs and itinerant teachers as to when and how they can access their vaccination.

2021 Apr 20 SRA

6. That VESTA recommend to BCTF Executive Committee that the BCTF call for mandatory vaccinations for all staff and volunteers in K-12 schools, exclusive of any bona-fide medical exemptions.

2021 Sep 28 Exec

7. That VESTA pursue a vaccine mandate for office staff and visitors to the VESTA Office.

2021 Oct 26 Exec

8. That VESTA write to the VSB trustees requesting advocacy with Vancouver Coastal Health to ensure communication of data on COVID exposures, clusters and incidence are communicated clearly and transparently to school staff.

2021 Oct 26 Exec

E. Environmental Contaminants/Air Quality

1. That representatives of schools that have had their air tested for Co2 levels advise VESTA of the results.

1987 Mar 24 PR

2. That the BCTF seek to have the permissible concentration standards for airborne contaminants

be substantially improved and seek to have standards for moulds and fungi included in the WCB Health and Safety Regulations.

1995 Nov 14 Gen

F. Facilities Safety/Building Upgrades/Renovations/Emergency Preparedness

1. That the VSB consult with staffs, well in advance, when any renovations to schools are to be made.

   1981 May 26 PR

2. That school portables that have two doors should use both doors for exits.

   1997 Nov 27 Exec

3. That VESTA support parents in their concerns about the Ministry of Education's refusal to provide funds for seismic upgrading of our schools.

   1998 Mar 05 Exec

4. That teachers be involved in the working group to design a plan for school additions.

   1999 Jun 17 Exec

5. That VESTA adopt the position that the optimum elementary school size is 350 students and that elementary schools should not exceed 500 students.

   2000 Nov 09 Exec

6. That we endorse the work of the Families for School Seismic Safety (FSSS) in pressuring provincial and federal governments to make a commitment to upgrade BC's school buildings so that students and workers will survive in an earthquake.

   2004 Nov 13 Exec

7. That VESTA support in conjunction with VSB Committee II, the research initiative by Dr. M. Hodgson into classroom acoustics.

   2004 Dec 02 Exec

8. That VESTA recommend to the VSB:
   a. that classroom size capacity in the Area Standards not be exceeded
   b. that they lobby the provincial government to ensure that the legislated class size limits and the provisions of class size in the Area Standards for new schools or renovations, agree with each other.

   2006 Feb 02 Exec

9. That VESTA members decline volunteering for school search and rescue teams until training and adequate equipment, including respirators, is provided.

   2006 May 11 Exec

10. That any participation on an emergency team be strictly voluntary.

    2006 May 11 Exec

11. That the Board be informed that in the event of an emergency, members staying after instructional time do so on a strictly voluntary basis.

    2006 May 11 Exec

12. That VESTA expects the Board to expeditiously develop an emergency preparedness evacuation plan.

    2006 May 11 Exec

13. That the BCTF request that legislated class size limits and the provisions of class size in the Area Standards for new schools or renovations, agree with each other.

    2005 Dec 13 Gen

14. That VESTA members decline volunteering for the search and rescue team until annual training and specialized earthquake equipment, including respirators, are provided.

    2006 Sep 06 SRA

15. That any participation on an emergency team be strictly voluntary after members have been advised of potential dangers such as asbestos exposure.

2006 Sep 06 SRA

16. That VESTA support the three recommendations for the Emergency Search and Rescue Training Program budget proposal. The motions are:

IT IS RECOMMENDED THAT the EPPC submit a funding request to the Board of Trustees of $782,100 in order to implement the proposed search & rescue team training program, which would include the provision of an emergency preparedness coordinator to implement the proposed program, as referenced in the Emergency Search & Rescue Training Program outline.

FURTHER IT IS RECOMMENDED THAT the Board of Trustees increase the annual emergency preparedness planning budget allocation of $80,000 so that the district has sufficient funds to meet emergency supplies standards for (food, water and light sticks), based on 50% of the student population and 75% of the staff for a period of 3 days, as outlined in Recommendation #5 of the VSB Emergency Program Recommendations prepared by Caroline Pratt & Associates (March 30, 1991).

AND IT IS RECOMMENDED THAT, in consideration of the shared responsibilities and benefits associated with emergency preparedness training, the Board of Trustees should seek additional funding from other civic, provincial and federal agencies to assist with the district's emergency preparedness planning initiatives.

2008 Mar 04 Exec

17. That all worksites/areas with BCTF members be equipped with emergency communication devices (i.e. intercoms, phones).

2007 Dec 11 Gen

18. That all school sites have appropriate lighting outside the buildings for employee safety after dark so that employees are able to enter and exit their buildings and get to their transportation in a safe, well lit, manner.

2007 Dec 11 Gen

19. That the ANSI (American Standards for Institute) standards for classroom acoustics be implemented whenever a school is being built or renovated.

2007 Dec 11 Gen

20. That the BCTF demand that the BC Government ensure that the ANSI standards for classroom acoustics be used in all new school construction and all classroom renovations.

2007 Dec 11 Gen

21. THAT the Health & Safety Committee plan and present a workshop on Emergency Preparedness and Disaster Planning for school based staff representatives and that funding and support be mobilized to assist the committee.

2012 May 22 Exec

22. That the Ad Hoc School Design and Seismic Upgrade Recommendations for Policy on Elementary School Design be adopted.

2018 Sep 18 SRA

23. That VESTA replace the current VESTA policy on school size with the following: That the optimal school size reflect the diverse population and needs of the school community because optimal school size is based on a myriad of factors that cannot be reduced to a specific number.

2019 Dec 17 Exec

G. Violence Prevention

1. That VESTA request the Special Education Assistants, Youth and Family Workers, and

Supervision Aides be included in Second Step and Conflict Resolution PD workshops, and that the cost be borne by the VSB.

1995 Apr 08 Exec

2. That VESTA recommend to the District Learning Services Committee that the Violence Prevention Policy be sent to the Adult Learning and Personnel Advisory Committee and the District Health and Safety Committee before presentation to Committee III.

2005 Apr 28 Exec

3. That VESTA conduct a survey asap to determine the prevalence, intensity and consequences of violence in Vancouver elementary schools.

2022 Feb 15 Gen

14. Health and Welfare of Students

A. General

1. That in any school where a student is on medication and said medication is to be administered in the school at any time, the principal set up a clear routine that is known to all staff members

1978 Jun 22 Exec

2. That only in an emergency should members administer medication to students.

1980 Sep 30 PR

3. That teachers do not perform non-teaching functions such as vision and hearing tests on pupils.

1982 May 27 Exec

4. That teachers should not transport ill or injured students to hospital or their homes.

1991 Apr 25 Exec

5. That the “Prevention of Child Sexual Abuse Program” be provided by the VSB and funded on an ongoing basis.

1988 Dec 08 Exec

6. That VESTA endorse in principle, the Roots of Empathy program in Vancouver Elementary Schools.

2000 Jun 01 Exec

7. That teachers ought not to provide medical services to pupils.

1990 Nov 06 Gen

8. That VESTA members be advised to inform the Ministry of Children and Families, the police or their Principal when they suspect one of their students is being abused, and that members be advised not to contact parents or guardians.

2003 May 01 Exec

9. That VESTA oppose the construction of schools and classrooms that are too small to meet the educational needs of the students.

2006 Feb 02 Exec

10. That VESTA support in principle the provisions of free menstrual products in all student washrooms at VSB schools.

2019 Mar 12 Exec

11. That the reps to the VSB Policy and Governance Committee and the VSB Student Learning and Wellbeing Committee advocate for a policy that supports inclusion of students with special needs in wheelchairs access to a wheelchair accessible bus for field trips.

2020 Feb 11 Exec

15. Labour Affairs

A. General

1. That VESTA provide information on the Vancouver and District Labour Council to staff reps.
1997 Jan 09 Exec

B. Liaison

1. That VESTA authorize representation on the Vancouver and District Labour Council Education Committee.
1992 Jun 18 Exec

2. That VESTA support affiliation with B.C. Federation of Labour.
1996 Nov 07 Exec

3. That VESTA explore the development of a sister union relationship with Section IX of the SNTE (the Mexico City elementary teachers' union).
1997 Sep 04 Exec

4. VESTA opposes the awarding of bussing contracts by the VSB to a non-union company.
1989 Jun 22 Exec

5. That for the purposes of the Vancouver and District Labour Council we use the FTE (full-time equivalent) number from the BCTF.
2002 Mar 14 Exec

6. That the official VESTA seal be applied to Executive approved Vancouver and District Labour Council Credential forms.
2009 Jun 23 Exec

7. That the BC Federation of Labour initiate a process to identify products and services certified as "Fair Labour".
2009 Sep 22 Gen

8. That the Finance Committee be requested to develop a policy to facilitate VESTA participation at the tri-annual CLC Conventions.
2021 Apr 13 Exec

9. That VEAES advocate for grants for locals to attend the BCFed in the future.
2025 Mar 04 Exec

C. Solidarity

1. That VESTA voice its concerns about the VSB awarding the bussing contract to a non-union company.
1989 Jun 22 Exec

2. That the VTF send messages of support to other BCTF locals which are on strike or are locked-out.
1993 Jan 19 VTF Gen

3. That members be made aware of the B.C. Federation of Labour's in-dispute list.
1997 Sep 18 Exec

4. That until we have a collection and distribution system in place, VESTA not collect old text books.
2002 June 20

5. That the Staff Rep. Assembly approve the motion: BE IT RESOLVED that this convention of the B.C. Federation of Labour state as a matter of principle that groups of working people must

determine for themselves through a democratic vote of the affected membership whether or not to go on strike, and, once out, whether or not to return to work.

2004 Sep 15 Exec
2004 Sep 21 SRA

6. That VESTA pay the cost of releasing up to 5 delegates to attend the BC Federation of Labour Convention.

2004 Oct 07 Exec
2004 Oct 19 Gen

7. That the BCTF seek out and offer solidarity to those joint Israeli/Palestinian organizations that have as their stated objectives to work for the peaceful resolution of disputes in the region and to work for peace, dignity and understanding for all.

2004 Dec 14 Gen

8. That the BCTF support the unionization of all Wal-Mart stores.
and
That the BCTF ask the Canadian Teachers' Federation to endorse a boycott of all non-unionized Wal-Marts.

2004 Dec 14 Gen

9. That the BCTF support the CEP (Communications Energy Paperworkers' Union) in its efforts to achieve a pay equity settlement for the women telephone operators of Bell Canada.

2004 Dec 14 Gen

10. *Deleted.*

2004 Dec 14 Gen
2023 Dec 12 Gen

11. That VESTA participate in the VDLC "Adopt an Organizer" Campaign by way of financial support of up to $2400.00 in conjunction with VSTA, and communicate the needs of the campaign with members through the Antipoverty Committee and the Sustainability Committee.

2009 April 28 Exec

12. That the BCTF affirm that freedom of speech is a foundation of democracy and that we recognize that satire is an important element of free speech, and

That the BCTF oppose the use of SLAPP suits, as they are a tactic used by the powerful to silence public debate and discussion.

2009 Dec 08 Gen

13. That VESTA express its strong opposition to any shared Service Delivery in public education that involves contracting out services currently performed by union members and diminishing any unionized workforce.

2013 Dec 17 Exec

14. That the VESTA Executive Committee encourages members to show their support for their local letter carrier and for CUPW in the face of totally unjustifiable plans by Canada Post to end door-to-door mail delivery.

2014 Feb 11 Exec

15. That VESTA members support the BC Federation of Labour's campaign to raise the minimum wage to $15 per hour.

2015 Jan 20 Gen

16. That the VESTA Executive Committee donate $1000 to UNITE HERE Local 40 in support of its ongoing campaigns.

2021 Apr 13 Exec

17. That VESTA support and promote the BCFED campaign for 10 days of paid sick leave for all workers.

2021 Jun 01 Exec

18. That VEAES condemn the VSB's decision to de-commit to being a living wage employer and communicate our frustration in an open letter to trustees, and to add the re-instatement of a living wage commitment to VEAES' budget submission.

2025 Apr 22 Exec

16. Meetings - BCTF

A. Annual General Meeting

1. Resolutions Committee and Hospitality Procedures
    a. That the committee consist of not more than ten (10) members selected from the delegates on a first application basis.

    1963 May 07 Exec

    b. That the hospitality committee shall be responsible for arranging the facilities for the delegates at the AGM.

    1963 May 07 Exec

    c. That there shall be a resolutions committee which shall consist variously of the table officers, LRs, and any member who holds a BCTF executive position.

    1963 May 07 Exec

    d. That the resolutions committee shall:
        i. Make recommendations to the VESTA Executive Committee on VESTA resolutions to the BCTF AGM.
        ii. Examine the Reports and Resolutions Booklet, do any necessary research, formulate a tentative stand for VESTA and be prepared for discussion at a meeting of the delegates, and at a subsequent general meeting.
        iii. discuss their findings at a meeting with the delegates.
        iv. offer delegates assistance in parliamentary procedure, and in conducting school meetings.
        v. remind the delegates that they represent the whole of VESTA, and not individual staffs.

    1963 May 07 Exec

    e. That the VESTA Executive set up a Resolutions Committee.

    1989 Apr 20 Exec

    f. That the Resolutions Committee includes representation from the Staff Representative Assembly, LARs, delegates and executive members.

    1963 May 07 Exec
    1989 Apr 20 Exec

    g. That VEAES advise delegates to BCTF events that they are responsible for cancelling any booked hotel rooms within the time limits, and should they fail to do so, will be responsible for any charges resulting, and that VEAES remind members of this policy when soliciting delegates and/or communicating with appointed or elected delegates in advance of the BCTF event.

    2025 Jan 21 Exec

2. Delegates
    a. That as additional information is often available at the AGM delegates should not be bound except when the members of the association have very strong feelings on a specific issue.

    1963 May 20 PR
    1964 Mar 11 PR

    b. That binding delegates is permissible, provided it is done by a general meeting.

    1963 May 20 PR
    1964 Mar 11 PR

    c. That a simple majority is needed to bind delegates.

    1964 Mar 11 PR

    d. That should the number of VESTA delegates elected not equal the number of voting cards allowed to the association for the BCTF AGM, that delegates' names be placed in

random order and that the extra cards be distributed by the convention (credentials) chairperson at the beginning of each session to the delegates in a continuing sequential order.

1979 Mar 08 Exec

e. That if delegates are to be absent from the BCTF ACM, the voting card(s) shall be handed to the convention (credentials) chairperson for an equitable distribution among the delegates.

1979 Mar 08 Exec

f. That all of the voting cards are to be returned to, and to be held by, the convention (credentials) chairperson between all sessions.

1979 Mar 08 Exec

g. That delegates should vote proportionally to reflect the supporting and dissenting opinions when directed, rather than bound, by a general meeting.

1979 Mar 08 Exec

h. That delegates be encouraged to caucus on any matter about which significant new information is available.

1979 Mar 08 Exec

i. That delegates should attend all business sessions, and shall inform the chairperson if unable to attend any session.

1979 Mar 08 Exec

j. That each delegate shall submit a voucher to the BCTF for his or her expenses; each alternate delegate submits a voucher to VESTA.

1979 Mar 08 Exec

k. That there be sufficient meetings to prepare interested delegates to participate fully at the AGM. These meetings will include discussion of structure and mechanics of BCTF; rules of order for the conduct of the meeting; amendments to resolutions and recommendations together with the assignments of delegates to move them at the AGM.

1979 Jun 21 Exec

l. That VESTA elect delegates subject to finalization of our exact entitlement from the BCTF: that they be listed in order of votes received and that any number that VESTA is allowed over the entitlement be taken from the nominated delegates in order of votes received from least to most in order to achieve the correct number of delegates.

1980 Jan 15 Gen
2001 Jan 16 Gen

m. That there be caucus meetings as needed during the AGM to preview upcoming issues and examine opinion sheets.

1980 Oct 09 Exec

n. That when people submit their names as AGM delegates they answer a series of questions to ascertain their views on topical issues to be published/circulated prior to the election.

1982 Jan 21 Exec

o. That a general meeting be held immediately prior to the BCTF AGM with the main agenda topic being BCTF AGM business.

1982 Apr 22 Exec

p. That VESTA delegates to the AGM discuss the proprieties to be observed in dealing with the media.

1984 May 31 Exec

q. That part of the first delegates' meeting be structured more informally, perhaps in the form of a social hour.

1984 May 21 Exec

r. That any potential AGM delegates who come forward after the January General meeting be invited to serve as delegate pro tem until confirmed at the next VESTA General Meeting.

1987 Jan 27 Gen

s. That if schools wish to have an AGM delegate attend a VESTA staff meeting to speak on AGM issues that they request the VESTA office to provide one.

1987 Jan 27 Gen

t. That there be a minimum of three (3) delegate meetings.
   i. The First one for announcements and housekeeping to be held before reports and resolutions booklets are published
   ii. The Second and third meetings to be comprised of background and debate and to be held as soon as possible after the election.

1989 Apr 20 Exec

u. That dates for AGM delegate meetings be set by the Executive Committee during the first meeting in September.

1989 Apr 20 Exec

v. That the chairperson of the delegates be elected at the first meeting of the delegation.

1989 Apr 20 Exec

w. That VESTA fund up to two (2) alternate delegates to the BCTF Annual General Meeting.

1997 Jan 23 Exec

x. That the Member-at-Large of the 2017-18 Committee develop a standard questionnaire for BCTF Executive Committee candidates.

2017 Jun 06 Exec

y. That for the 2020 BCTF AGM should the number of VESTA delegates elected not equal the number of voting cards allowed to the association for the BCTF AGM, that delegates' names be placed in random order and drawn to determine who will hold more than one vote for the duration of this AGM.

2020 May 11 Exec

z. That VESTA LRs put together a survey for BCTF Executive Committee candidates which would include questions submitted by VESTA Standing Committee Chairs.

2021 Feb 09 Exec

3. Resolutions
   a. Process
      i. Resolutions which individual staffs or staff members wish to have submitted to the BCTF AGM must be submitted to the VESTA executive along with a supporting brief by the last Friday of October.

1960 Jan 05 Exec

      ii. Staff or Staff member resolutions and resolutions submitted by the Executive Committee should be considered for approval of submission to the Proportional Representatives meeting at the regular executive meeting in November.

1960 Jan 05 Exec

   b. Those resolutions which have received the approval of the VESTA executive for submission to the Proportional Representatives should be duplicated and distributed to the PRs by the Monday following the executive meeting. These resolutions which have been submitted to the PRs should then be discussed and considered by the individual staffs prior to the November PR meeting.

1960 Jan 05 Exec
1993 Sep 21 SRA

   c. All the PRs at the meeting should then consider the resolutions and/or amendments for

approval or rejection.

1960 Jan 05 Exec

d. That the staff representative meeting to discuss AGM resolutions be an all afternoon meeting with Employees on Call provided.

1989 Apr 20 Exec

e. That the LARs be asked to review the BCTF Executive Committee and Representative Assembly minutes of the past year in order to develop BCTF AGM recommendations that will then be brought to a Staff Rep Assembly or VESTA General Meeting.

1991 Nov 21 Exec

f. That as part of the process of bringing resolutions forward to the BCTF AGM staffs be asked for their suggestions.

1993 Sep 21 SRA

g. That VESTA forward all BCTF AGM resolutions that do not hit the floor to subsequent Rep Assembly.

2017 Jun 06 Exec

B. Representative Assembly

1. That important agenda items of the Representative Assembly be published in BCTF publications well in advance of RA meetings.

1976 Jan 27 Gen

2. That the Local Representatives report regularly to Staff Rep Assembly.

1977 Sep 08 Exec

3. That the RA agenda be distributed to all SRs well in advance of the RA meeting.

1978 Oct 26 PR

4. Deleted.

1977 May 30 Exec
1981 May 19 AGM
2021 May 18 AGM

5. That VESTA release a BIPOC member of the Executive Committee to attend BCTF RA meetings and pre-planning sessions.

2020 Sep 15 Exec

6. 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."

2021 Apr 20 Exec

C. Executive Meetings

a. That VESTA provide release to send Executive Committee representatives to the BCTF Executive Committee meetings with a report back to the subsequent VESTA Executive meeting.

2019 Sep 24 Exec

17. Meetings - VEAES

A. General

1. That a question period be included on each agenda.

1975 Oct 27 Exec

2. That the circulation of minutes of general, executive committee, table officers and proportional representative meetings begin within one week following the meeting recorded in those minutes.

1977 Oct 06 Exec

3. VESTA meetings not be taped.

1984 Oct 04 Exec

4. That at PR and general meetings two (2) members of the Executive Committee act as resource people to help with the wording of motions.

1984 Oct 18 Exec

5. That written meeting materials be placed on large tables set up outside the entrance to the auditorium.

1984 Oct 18 Exec

6. That the duties of scrutineers are to:
    1. be available for all general and joint general meetings
    2. be available until balloting and counting have been completed at the VESTA general meetings in which we elect BCTF AGM delegates and Executive Committee members,
    3. work with a chairperson who is responsible for ensuring procedures and time commitments are understood and adhered to.

1992 Sep Exec

    4. That VEAES create a “New to Union Meetings” document package with the purpose of introducing new members to VEAES values, structures and jargon.

2022 Sep 27 Exec

7. That stickers be purchased for members’ use in the BCTF appointment calendars

2003 May 22 Exec

That VEAES create a signup sheet for Executive Members and Staff Reps to be a “New member contact person” to answer questions and connect with newly attending members.

2022 Sep 22 Exec

8. That VESTA acknowledge the joint traditional territory of the Musqueam Nation, Tsleil Waututh Nations, Squamish Nation, and Sto:Lo Nation at the beginning of every Staff Rep and General Meeting, and in every issue of VESTA News.

2006 Feb 21 Gen

9. That VESTA acknowledge the unceded joint traditional territories of the Musqueam, Tsleil Waututh, Squamish, and Sto:Lo Nations at Executive Meetings, Staff Rep Assembly, General Meetings and in the VESTA News.

2016 Jun 07 Exec

10. That VESTA begin each AGM and General meetings by reading the BCTF Commitment to Solidarity Statement.

2018 May 08 Exec

11. That VESTA send out a one per member communication notifying the date and time of a General Meeting 14 days before the meeting, and 21 days prior to the meeting, notice of the meeting be posted on the VESTA website, as well as at worksites. The specific wording of any special resolutions must be included in the notice of the General Meeting.

2020 Feb 25 Exec

12. *Deleted.*

2021 Mar 31 Exec

That VEAES return to in Person meetings for SRA/GM in October.

2022 Sep 27 Exec

That VEAES review interfaith calendars in developing the VEAES calendar, and that no meeting or training dates be scheduled on days marked for cultural or religious observances or practices, or days of solidarity and remembrance.

2022 Sep 13 EC and brought to 2022 Sep 20 Gen

13. That VEAES continue to provide support for hybrid meetings for Standing Committees.

2022 Sep 27 Exec

14. That VEAES ensure that all union meeting spaces:
    a. are accessible for people with mobility and sensory disabilities including but not limited to ramps / elevators, lighting and sound, sufficient margin spaces
    b. have a designated universal washroom within reasonable and safe proximity to the meeting room
    c. an appointed person who will be contact for members needing assistance or with accessibility questions or needs.

2024 Dec 10 Gen

B. General Meetings

1. General
    a. That on all VESTA general meeting days, all after school activities requiring a teacher will be automatically cancelled.

1943 Oct 25 Gen
1964 Nov 17 PR

    b. That general and joint general meetings be scheduled on Tuesdays, the VSB to be notified before the end of May the meeting dates for the fall of that year, and before the end of November, the meeting dates for the spring of the following year.

1980 Mar 06 Exec

    c. That rules of order with illustrations in print be made available to VESTA members prior to general meetings.

1984 Oct 18 Exec

    d. That the Executive Committee, prior to the first general meeting of the year, through the VESTA News, inform members of the ways in which meetings may be streamlined and that members be expected to inform themselves ahead of time of agenda matters.

1984 Oct 18 Exec

    e. That at the first general meeting of VESTA the executive be introduced to the members.

1984 Oct 18 Exec

    f. That the March VESTA General Meeting be held in the penultimate week to the spring break.

1989 Apr 20 Exec

    g. That VESTA annually inform the VSB and the Vancouver Elementary Physical Activity Association that other meetings, in-services, team sports, etc. should not be scheduled for the same dates on which VESTA, VSTA or VTF general meetings are schedule.

1990 Oct 25 Exec

    h. That we amend the VESTA bylaw regarding quorum to include: In the event that a General Meeting fails through lack of quorum to accomplish the business on the Agenda, the meeting shall be reconvened after a fifteen (15) minute recess. The members present at the reconvened meeting shall constitute a quorum.

1999 Feb 04 Exec

1999 May 18 Gen

i. That the General and Staff Rep Meetings continue to take place at Tupper Secondary School.

2006 Jan 24 Gen

j. That each SRA or GM meeting begin with one or more of the TRC Calls to Action and that the Call to Action be discussed in conjunction with the Acknowledgement.

2021 Oct 19 SRA

k. That VESTA investigate the possibility of scheduling General Meetings at 4:30 PM and solicit member feedback.

2022 Mar 29 Exec

2. AGM

a. That elections proceed during other business.

1964 May 28 AGM

b. That defeated candidates be automatically eligible to stand for the next office.

1964 May 28 AGM

c. That in order for any candidate to be elected he/she must receive more than 50% of the ballots cast.

1976 May 20 AGM
1980 May 27 AGM

d. That the reports of the standing committees be printed and be made available in advance of the Annual General Meeting.

1978 May 04 Exec

e. *Deleted*.

1978 May 18 Exec
2021 Apr 20 Exec

f. That the meeting be interrupted immediately upon the return of the scrutineers.

1978 Jun 22 Exec

g. That the Executive Committee prepare for publication to all schools well before the elections, a complete statement of duties expected of members serving on standing committees, together with a statement of the training provided for members of the committees.

1979 Feb 01 Exec

h. *Deleted*.

1981 May 19 AGM
2021 May 18 AGM

i. That members sign in at the meeting prior to being given their ballot books.

1984 May 07 Exec

l. That members surrender their ballot books upon leaving the meeting.

1984 May 17 Exec

m. That refreshments be provided at the Annual General Meeting.

1992 May 07 Exec

n. *Deleted.*

2003 Jun 10 Exec
2021 Apr 20 Exec

o. That VEAES adopt the following elections procedure for the 2025 VEAES AGM

4 Scrutineers Elected

- Elected by raised hands
- Scrutineer candidates cannot simultaneously run for any position
- Scrutineers decide amongst themselves who is reporting scrutineer who will report to the meeting

- Count in pairs, tabulate votes

Order of elections

- Released Officer Positions
  - President
  - Vice-President, 11 months
  - Vice-President Grievance Officer, 10.5 months
  - Vice-President, 10.5 months (x2)
- Executive Committee Positions
  - Secretary Treasurer
  - Local Rep to the BCTF (x3)
  - Member-at-Large who identifies as having First Nations, Inuit or Metis ancestry
  - Member-at-Large who identifies as a Person of Colour
  - Member-at-Large (x3)
- Committee Chairs
  - Aboriginal Education Committee Chair
  - Communications Committee Chair
  - WLC Committee Chair
  - Bargaining Committee Chair
  - Health and Safety Committee Chair
  - Professional Issues Committee Chair
  - Teacher Teaching on Call Committee Chair
  - Social Justice and Solidarity Committee Co-Chair (x5)

Election Procedures:

- All candidates defeated in Release Officer Positions races are automatically eligible to stand in the next election
- Active members can run from the floor while nominations are being called by the chair
- All elections carried by secret ballot
- 50% vote share needed to be successfully elected
- 50% vote share comes from number of votes cast, not ballots
- When multiple positions are to be filled on one ballot, scrutineers will return and announce the number of votes for each candidate (without names) and the lowest number will be dropped for a new ballot, with exception of when there is only one more candidate then there are positions available
- Reporting back results whenever completed, can interrupt meeting business
- The meeting can decide before seeing the names if they want to drop more than one name
- If one candidate remains and there is one position available, that candidate shall be declared elected
- Candidates running from the floor or candidate in a contested election be given the opportunity to address the meeting for no more than 2 minutes. Introduction or territorial acknowledgement will not count towards 2 minutes.

2025 May 13 AGM

C. Staff Representative Assemblies

1. That the PR meeting be held:
   a. Tuesday, 1600 hours, monthly
   b. notice in the form of an agenda be circulated a week previous to the meeting
   c. elect its own chairperson

1959 Oct 06 Exec

2. That the names of schools not represented at PR meetings be published in VESTA News.

1962 May 23 PR

3. That voting cards be issued prior to each PR meeting.

1977 May 05 PR

4. That the rules governing voting procedures be printed on each voting card and that the Staff Rep sign the cards.

1977 May 05 PR

5. That when the PRs are requested to vote on important issues that the information be in the schools well ahead of time.

1978 Apr 27 PR

6. That VESTA Proportional Representative Meetings be called Meetings of the VESTA Representative Assembly and that they continue to be scheduled on a monthly basis.
1989 Jan 10 Gen

7. That VESTA Proportional Representatives be called Staff Representatives and that one (1) from each school be designated as Senior Staff Representative.
1989 Jan 10 Gen

8. That the VESTA Representative Assembly annually elect a chairperson at its first meeting of the year.
1989 Jan 10 Gen

9. That 5 to 10 minutes at each Staff Rep Assembly be devoted to a specific issue.
1993 Nov 16 SRA

10. That the SRA meeting schedule for the following year be set at a spring Staff Rep Assembly of the previous school year.
1994 Jan 18 SRA

11. That the school concerns should arise at VESTA meetings from school or work site meetings.
1996 Feb 22 Exec

12. That Executive Committee minutes be provided in Staff Rep Assembly kits and that an item be placed on the SRA agenda entitled Review of EC Minutes.
2000 Mar 30 Exec

13. That the Staff Rep Assembly authorize the in-house-table-officers to find an alternate site for SR assemblies.
2004 Nov 23 SRA

14. That the General and Staff Rep Meetings continue to take place at Tupper Secondary School.
2006 Jan 24 Gen

15. That a member of the executive personally contact those schools which have not been represented at two (2) consecutive Staff Representative meetings.
2006 Nov 14 SRA

16. *Deleted.*
2013 May 07 Exec
2024 Apr 25 Exec

17. That TTOC staff reps hold three voting cards each [12 voting cards total].
2013 Jun 18 Gen

18. That the Staff Rep Assembly re-establish its Steering Committee.
2013 Oct 15 SRA

19. That the VESTA Executive appoint a VESTA member(s) to count voting cards prior to Staff Rep Assemblies to ensure we have a quorum.
2013 Oct 15 SRA

20. That the monthly school board update be an ongoing item at each SRA and appropriate Executive Committee meeting.
2015 Jan 13 Exec

21. That Local Representatives to the BCTF be made available before and during the Staff Rep Assembly to support members with procedural questions developing motions and information about VESTA structures.
2017 Jan 10 Exec

22. That Health & Safety be a standing item on the SRA agenda.
2017 Jan 24 Exec

23. That the VESTA News be a standing item on the September, January and March Staff Rep Assembly agenda.

2017 Mar 28 Exec

24. That for the purpose of Staff Rep Assemblies, that itinerant staff elect a representative staff rep who has voting rights, and that the elected representative be given the appropriate number of voting cards.

2017 May 8 Exec

25. That the Time of Adjournment for Staff Rep Assemblies be 6 pm, unless the business of the meeting is completed before that time.

2017 Oct 10 Exec

26. That the SRA agenda include School Concerns immediately after the adoption of the agenda and approval of the minutes, that staff reps be encouraged to send in concerns by the Thursday before the meeting and that topic of concern be placed on the agenda with the school name with the understanding that a rep from the school will begin the discussion of the item of concern.

2021 Oct 19 SRA

That VEAES create a “New to Union Meetings” document package with the purpose of introducing new members to VEAES values, structures and jargon.

2022 Sep 27 Exec

D. Executive Committee

1. That one (1) copy of the minutes be sent to each staff, one (1) copy to each executive member.

1956 Oct 09 Exec
1966 Nov 16 PR

2. *Deleted.*

1976 Sep 16 Exec
2021 Sep 14 Exec

3. That in regard to the submission of reports:
    a. That in order to be included on an agenda, reports to Executive Committee must be submitted in written form by the Thursday before the meeting.
    b. That when planning projects the Executive Committee take into consideration the time required for circulation of information to schools.
    c. That consideration be given to use of VESTA Weekly for publication of information.

1976 Dec 09 Exec
2021 Sep 14 Exec

4. That all titles henceforth be deleted from mail addressed to members of the Executive Committee.

1977 Apr 28 Exec

5. *Deleted*.

1977 Dec 01 Exec
2021 Sep 14 Exec

6. That delegations who wish to present briefs, requests or recommendations to the executive, be required to do so in writing, in advance of their presentation in order to allow executive members time to study the documents.

1982 May11 Exec

7. That the Board Standing Committee Reports be an ongoing item on the VESTA Executive Committee agenda.

1991 Sept 19 Exec

8. That the Executive Committee circulating files be available by 1530 hours on executive meeting days so that interested members can review the files before the meeting begins.

1993 Sept 30 Exec

9. That the Executive Committee members inform the VESTA office if they will not be attending an executive meeting so that appropriate dinner arrangements can be made.

1994 Sept 22 Exec

10. That a monthly roster be created for co-chairs for executive meetings, and that the inexperienced members be teamed with an experienced chairperson.

1994 Sept 22 Exec

11. That the pre-mailing of meeting materials be continued.

1996 Mar 07 Exec

12. *Deleted.*

1997 Feb 06 Exec
2021 Sep 14 Exec

13. That the Adult Education Sub-Local President be included in the Table Officers meeting.

2004 Oct 07 Exec

14. *Deleted.*

2013 Sep 10 Exec
2021 Sep 14 Exec

15. That the VESTA Executive Committee during strike day begin at 3:30 pm.

2014 June 17 Exec

16. That the monthly school board update be an ongoing item at each SRA and appropriate Executive Committee meeting.

2015 Jan 13 Exec

17. It was agreed that the Executive Committee explore options for reducing the cost of the executive retreat.

2015 Apr 14 Exec

18. It was agreed that transportation to the executive retreat be paid at a flat rate of $60 per vehicle round trip.

2015 Apr 14 Exec

19. That whenever possible, all VESTA Executive Committee recommendations to the SRA or General Meetings come with a written rationale statement.

2015 Oct 27 Exec

20. *Deleted.*

21. That we continue with VESTA Executive Committee meetings in the current format with a 7 pm adjournment time.

2019 Dec 17 Exec

22. *Deleted*.

2018 Jan 23 Exec
2021 Sep 14 Exec

23. That the agenda's order prioritize if possible in the following order:

- Timed items for guests at the appropriate time
- Motions
- Reports (which require feedback and/or motions)
- Announcements

2018 May 22 Exec

24. That the VESTA Executive Committee take steps to reduce its paper consumption, including providing electronic copies of draft documents for review, with a small quantity of printed copies available, whenever applicable.

2020 Jan 28 Exec

25. That VESTA try to meet the dietary needs of every member at VESTA Executive Committee

meetings

2020 Jan 28 Exec

26. That VESTA Executive Committee draft agenda be circulated to the Executive Committee the Friday before each meeting, and be set in the following manner:

- Consideration be given to the availability of guest presenters
- Action items precede reports
- Late items (submitted after the Friday distribution) will normally be added to the end of the agenda
- Time sensitive matters and/or emergent matters may be given priority on the agenda
- Matters connected to equity and inclusion or anti-racism and decolonization be given priority on the agenda prior to the break
- Collective Agreement and Bargaining matters will be placed early on the agenda in order to facilitate broader member attendance

And that Policy 17.D.12, 14 and 22 be deleted.

2021 Sep 14 Exec

27. That VEAES EC members confirm intended attendance at upcoming in-person EC meetings one week in advance to facilitate food ordering and budget. RSVP status will not impact any member attending.

2025 Mar 04 Exec

18. Meetings - VEAES/VSTA Joint

A. General

1. That general and joint general meetings be scheduled on Tuesdays, the VSB to be notified before the end of May the meeting dates for the fall of that year, and before the end of November, the meeting dates for the spring of the following year.

1980 Mar 06 Exec

2. That the votes on items be taken and recorded separately, by association.

1980 Nov 06 VESTA/VSTA Exec

3. That the scrutineers be available for all general and joint general meetings

1992 Sep Exec

19. Meetings – VTF

A. General

1. That this meeting of teachers employed by the Vancouver School Board resolve to form an organization known as the Vancouver Teachers' Federation and that the Constitution and Bylaws of the Vancouver Teachers' Federation be adopted and circulated.

1987 Nov 24 VTF Founding Mtg.
1987 Nov 19 Jt Exec

2. That a VTF executive committee meeting be held before every VTF general meeting.

1990 Oct 25 Exec

B. Executive

1. That VESTA concur with and ratify the adoption of the Constitution and interim officers of the Vancouver Teachers' Federation.

1987 Nov 09 Exec
1987 Nov 09 VSTA Exec

2. That the VTF strike a Constitution and Bylaws Committee.

1990 May 31 VTF Exec

20. Meetings—BC Fed of Labour and Vancouver District Labour Council

A. Resolutions

1. That resolutions which individual members or committees wish to have submitted to the BC Federation of Labour Policy Convention must be submitted to the VESTA Executive along with a supporting brief by the first VESTA Executive Committee meeting in September.

   2007 Oct 17 Gen
   2022 Sep 13 EC and brought to 2022 Sep 20 Gen

2. That those resolutions which have received the approval of the VESTA Executive Committee or which individuals are bringing forward without the Executive approval will be distributed to worksites during the second week of school for discussion.

   2007 Oct 17 Gen
   2022 Sep 13 EC and brought to 2022 Sep 20 Gen

3. That resolutions from individual members and from the Executive Committee to the BC Federation Policy Convention must be approved by a General Meeting in September.

   2007 Oct 17 Gen

4. That VESTA members support the BC Federation of Labour's campaign to raise the minimum wage to $15 per hour.

   2015 Jan 20 Gen

5. That because the BC Federation of Labour is an umbrella organization representing half a million different workers in different unions and sectors across BC and each union in the Federation deserves to pursue, unimpeded, improvements for their Membership and

   because bargaining agents for the various employers' associations under PSEC have used "me too" clauses as an excuse to not consider wage comparability between provinces and

   because solidarity is the single strongest tool that workers have in lifting themselves and others up

   The Federation will work with affiliated public sector unions to develop a strategy for future public sector bargaining that includes a shared commitment to reject "me too" clauses.

   2020 Sep 22 Gen

B. VEAES delegates at BC Federation of Labour Conventions

1. That VEAES routinely send up to 3 delegates to the BC Federation of Labour / CLC convention except in years where the EC makes an exception.

   2025 Mar 04

21. Membership

A. General

1. That the previous rights of all members including Honorary Members, of either VESTA or VSTA be recognized under the new organization, the VTF.

1987 Nov 24 VTF Founding Mtg.

2. That teacher assistants not be eligible for membership in the BCTF at this time.

1989 Nov 23 VTF Exec

3. That VESTA support the principle of altering the teacher certification rules to deal with un-certificated substitute teachers rather than changing the BCTF membership categories.

1990 May 10 Exec

4. That at the retirement dinner all retiring members be encouraged to join the Retired Teachers' Association of the BCTF.

1990 May 24 Exec

5. That the BCTF investigate the feasibility of offering support (in the form of fully subsidized or cost-shared funding) for members with addiction issues or members in need of drug and alcohol rehabilitation programs through an independent practitioner and coordinated with the Health and Wellness program and report on the findings to the Fall RA of 2014.

2013 Nov 26 Exec
2013 Dec 10 Gen

6. That VESTA Executive recommend to the BCTF Executive that all members be encouraged to unsubscribe from the Minister's emails.

2014 Feb 11 Exec

B. Services

1. That the no names and/or addresses of members be released to any group or individual except VESTA/VSTA.

1987 Sep 24 Exec

2. That if the Board assumes the legal right to proceed despite the Association's opposition that the following criteria applies to the release of teachers' names and addresses:
    a. teachers request to the Board to be placed on the mailing list, and
    b. the Board gives the mailing list to a bonded mailing company, and
    c. the mailing is done at no cost to the Board.

1987 Oct 15 Exec

3. That a directory of teachers on temporary contract be compiled, with the help of Staff Reps, and that the directory be maintained on a continuing basis using the office computer.

1989 Apr 06 Exec

4. That the president continue the practice of meeting with the Director of Personnel to assure the re-hiring of teachers on temporary contract and report to the Executive Committee in June and September on the situation.

1989 Apr 06 Exec

5. That in cases of emergency such as vandalism, fire or flood in which a member's personal teaching materials are lost or destroyed, the BCTF Lesson Aids Service, upon the written recommendation of the local president, extend $250 credit to the member for the purchase of materials.

1995 Nov 14 Gen

6. That the VEAES office hours be changed from 8:00 am–4:30 pm to 8:30 am–4:30 pm.

2025 Oct 15 SRA

7. That VEAES prioritize artwork for display in the office that:
   - is original work in multiple media,
   - is representative and created by members of the communities it reflects
   - prioritizes messages of solidarity, anti-oppression, reconciliation and public education.

2023 June 20 Exec

8. That the VSB do a random survey of a percentage of the teaching staff at all the schools to check the temperature on how staff are doing twice a year and conduct exit interviews with teachers who leave the VSB, if possible.

2023 Dec 12 SRA

22. Policies and Procedures Committee

A. General

1. That a Policies and Procedures Committee be struck to review the minutes and update the VESTA policy book.

1964 Nov Exec
1984 Dec 06 Exec
2016 Sep 13 Exec

2. That VEAES adopt proposed reform 1 and 2.b as the new policy for updating the VEAES policy handbook.

2026 Mar 04 Exec

That Reform 1 be included alongside 22.A.2 in the Policy Handbook.

Reform 1:
- If the intent of the mover of a motion at EC, the SRA or GM is to amend, delete or add policy in the VEAES policy handbook, they must add the following stems to their motion:
- + That VEAES add the following policy to the VEAES policy book
- That VEAES delete the following policy from the VEAES policy book

2025 Sept 09 Exec

3. That the VEAES policy manual be updated for the 2024-2025 school year; and, during the 2024-2025 school year, that VEAES committees be request to review sections of the VEAES policy book relevant to a particular committee in order to identify gaps in policy, possible revisions, or possible deletions.

2024 May 07 Exec

23. Pride Committee

A. General

1. That the terms of reference of the VESTA Pride Education Standing Committee be:
   a. to advise the Executive on matters relating to trans-identified, lesbian, gay, bisexual, two-spirited, intersex, questioning, and/or queer (LGBTQ) members of the school community, including support for those who are harassed due to real or perceived sexual orientation or gender identity.
   b. to advise the Executive Committee on bargaining clauses relating to issues relevant to LGBTQ issues;
   c. to provide support for VESTA members and/or other BCTF members addressing LGBTQ issues in their school communities;
   d. to work in conjunction with other VESTA or BCTF sections, standing committees, and advisory committees addressing issues related to social justice, where appropriate;
   e. to consider and potentially create projects, professional development opportunities, and

the creation of resources and/or lessons aids related to LGBTQ topics for the use of VESTA members.

2005 April 07 Exec

2. That the Pride Section be granted Standing Committee status effective 2005 August 1.

2003 Jun 10 Exec
2005 May 31 AGM

3. That VESTA recommend the changes made by the Pride Committee of the LGBTQ Draft to the LGBTQ Policy Committee.

2012 November 27 Exec

4. That VESTA support the Pride Committee in taking recommendations on the BC School Sports Association Handbook to the VSB Pride Advisory Committee.

2013 January 15 Exec

5. That VESTA support the draft VSB policy statement ABC: Diversity: Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ)

2013 May 28 Exec

6. That VESTA support sending the letter on BC School Sports Association's new policy within Section D5: Student Athlete Gender from the VSB Pride Advisory Committee.

2013 May 28 Exec

7. That VESTA Executive Committee, through VESTA's representative to the VSB Pride Committee, express support of the changes to the VSB Sexual and Gender Identity Policy.

2013 Dec 17 Exec

8. That VESTA urge the VSB fulfil its obligations under Section 8 of the BC Human Rights Code by:
   a) phasing out any internal district - or school-based forms that use binary gender identifiers by the end of the current school year; and,
   b) replace those forms with new versions that either do not reference gender or (if there is a legitimate purpose for requiring such information on a specific form) utilizes a blank space where a student's gender can be written.

2021 Jun 01 Exec

24. Professional Development / Professional Issues

A. General

1. That schools be allowed to take two (2) consecutive Non-Instructional Days if this is necessary to achieve a Professional Day program objective.

1973 Nov 29 Exec

2. That we add to the seek-to-negotiate clauses an improvement in funding for professional development

1984 Oct 09 Jt Gen

3. That we seek advice from the Federation regarding changes in the School Act or Regulations and their relationship to the precedent setting Raison case regarding an individual's professional development rights.

1988 Jun 23 Exec

4. That Staff Committee will ensure that a process is established to plan collegially for school-based staff development.

1988 Oct 13 Exec

5. That the number of non-instructional days for teachers be increased to facilitate in-service education on multicultural/anti-racism issues at the staff level.

1989 Oct 26 Exec

6. That the government make in-service funds available to teachers who wish to upgrade their skills in teaching additional languages.

1995 Jan 19 Exec

7. That VESTA continue to support school-based staff committee decisions on both content and timing of Professional Development/Staff Development Non-Instructional Days.

1995 Apr 27 Exec
1996 Feb 08 Exec

8. That school staffs wishing to co-ordinate PD activities with another school or schools be supported.

1995 Apr 27 Exec

9. That the Contractual District Professional Development Committee publicize the activities held on common NIDs in order to accommodate individual choice, and various exchanges.

1996 Feb 08 Exec

10. That planning for Non-Instructional Days that are a common date for all VESTA work sites remain school-based.

1996 Feb 08 Exec

11. That there be:
    a. Improved funding and control of professional development
    b. A clause for Ed Change, which gives members majority representation on District Curriculum and Ed Change committees with certain conditions to be met before change is implemented.
    c. Provision of release time for training of PD reps
    d. Provision of two (2) days of employee on call time to each employee to involve her/himself in professional development activities.
    e. Provision of at-home dial-up Internet access for each teacher who wishes it.

1997 Jan 23 Exec

12. That the usage of Curriculum Implementation Funds, Professional Development and Joint Conference funds be determined by the staff committee in each school upon the recommendation of the school PD Committee (Ref.: Article 11.D.2.J.).

1997 Jun 19 Exec

13. That BCTF support those members who exercise their right not to participate in professional development activities that take place outside the school year.

2002 Dec 10 Gen

14. That VESTA advise members to use the designated day for developing School Growth Plans and submit their School Growth Plan to the administrative officer and that the Professional Development Committee be asked to provide schools with further information and advise on School Growth Plans.

2003 Apr 24 Exec

15. That the criteria for use of the Staff and Professional Development Funds be broadened to include workshops and conference attendance as well as providing money and release time for projects such as action research, mentoring and peer consultation.

2003 May 06 Exec

16. That VESTA endorse the 2008 February 04 draft "Joint Statement of Self-Directed Professional Development": (2008 February 4)

"Drafted by the Vancouver board of Education District and School Administrators, Vancouver Secondary Teachers' Association, and the Vancouver Elementary School Teachers' Association.

We agree with the following points with respect to self directed professional development activities:

- Self-Directed Pro D has a valuable role to play in the full complement of a teacher's professional development.
- Teachers have a professional responsibility to plan for their Self-Directed Pro D.
- A written plan will be submitted to the School Pro D Committee in advance of a Pro D day (suggested about two weeks prior). A time-line will be proposed by the School Pro D committee and approved by the School Staff Committee.
- The Administrator is a member of the Pro D Committee and has access to those plans.

We also agree there are principles which outline best practices for professional development—both self directed and staff organized. These are outlined in the VSB/VTF Pro D Handbook and in a variety of BCTF documents. There are also a variety of Resources available to assist in planning in the VSB/VTF Pro D Handbook and documents created by VSTA and VESTA."

2008 Feb 12 Exec

17. That VESTA affirm that Educational Leave be used primarily for external education programs and not used to supplement DLS (District Learning Services) professional development costs and required training of members.

2007 Oct 23 Exec

18. That the Professional Development Committee be renamed the Professional Issues Committee (2010 May 11, Exec).

2014 Nov 5 Exec

19. That VESTA decline participation by PD chairs to the Joint PD Day unless the Board is willing to pay for that release.

2013 Apr 9 Exec

20. That the VESTA executive recommend to the next staff rep assembly that VESTA members not request or accept payment from parents in their school community for courses for their professional development.

2013 Jun 11 Exec

21. That the VESTA VSB Calendar Committee representatives strongly lobby for variable ProD days determined by each individual school for the 2014-15 school year.

2013 Nov 26 Exec

22. That funding for the TTOC costs for release time for the VESTA/VSB Joint Planning Session come from a source other than the school-based Pro-D funds, for example from the Collaborative Inquiry Funds.

2014 Jan 28 Exec

23. That VESTA support planning for a UBC MEd or diploma, cohort for Urban Learner 12.

2015 Jan 13 Exec

24. That VESTA call on the provincial government to withdraw Bill 11: The Education Statutes Amendment Act, 2015.

2015 Apr 28 Exec

25. That the VESTA Executive support the development of a system of mentorship support for teachers in their early years in conjunction with the VSB.

2016 Jan 26 Exec

26. That the 2016-2017 funding for Collaborative Inquiry facilitators be from the Collaborative Inquiry funds.

2016 Apr 12 Exec

27. That funding for the Provincial Mentoring Resource Team New Teacher Mentoring Project not be provided from collective agreement professional development funds but be funded by new VSB/VBE monies.

2016 Apr 12 Exec

28. That VESTA members not request or accept payment from parents in their school community for courses for their professional development and university courses.

2016 Apr 19 SRA

29. That schools be encouraged to make use of Flexible Pro-D Days, and that, in those schools with part-time teachers, Staff Committee consider moving the two flexible Pro-D dates to Tuesday, Wednesday, or Thursday in order to accommodated part-time teachers' access to professional development.

2017 Apr 18 SRA

30. That if principals request staff input, that feedback on school growth plans only in the 2016/2017 year be given through Staff Committee.

2017 Apr 18 SRA

31. That for the 2017-18 school year only, VESTA Executive Committee support a two-fold use of Collaborative Inquiry Funds such that:

    1) support collaborative inquiry through access to funds for professional resources or food, room rental or childcare;
    2) distribution of some funds to school Pro-D accounts based on the number of teachers at the school.

    provided that there is agreement at the Pro-D Committee that an equitable arrangement ensures

    (a) an allocation based on FTE
    (b) the bulk of the accounts go the school-based Pro-D projects.

2017 Dec 04 Exec

32. That the VESTA reps to the Pro-D Committee advocate for some funds be set aside for TTOCs to be able to access Pro-D.

2017 Dec 04 Exec

33. That Professional Development remain as much as possible a locally bargained item.

2018 Sep 18 SRA

34. That Pro-D Funds not be accessed to attend Pro-D opportunities at private, independent or charter schools.

2019 Dec 10 Gen

35. That school Professional Development Funds not be used to fund summer professional development, and
    a. VEAES continue to assert that Pro-D days take place between the book ends of the school year
    b. That VEAES pressure the board to reinstate release time for Collaborative Inquiry projects.

2023 Oct 17 Gen

36. That staff reps be surveyed regarding issues such as the CSL reporting tool, scheduling of flexible pro-d days, goal setting and topics for pro-d days.

2020 Jan 28 Exec

37. That the Temporary Supplemental Funds be available for VESTA members regardless of whether they have accessed them in the past until the fund available to VESTA is drawn down to $50,000.

2020 Apr 28 Exec

38. That the "virtual schools" created for DLS access to pro-d funding begin with a single year allocation for both the Professional and Staff Development Fund and for the Joint Conference Fund.

2020 Dec 15 Exec

39. That we oppose scheduling of Pro-D days adjacent to statutory holidays on a regular basis.

2021 Jan 19 SRA

40. That the representatives to the District Pro-D Committee propose with VSTA that the school allocations to the school-based Professional Development Fund be increased to approximate the inflationary value in 2021 dollars from the 1994 dollar amounts currently used.

    These proposed increases would be:

    $1500 be increased to $2400
    $2200 be increased to $3500
    $2800 be increased to $4500

2021 Apr 13 Exec

41. That the proposed changes to the VSB/VTF Professional Development Handbook, Sections A and B be approved.

2021 Apr 27 Exec

42. That for the 2021-22 school year, that district teacher organized pro-d opportunities be eligible for Temporary Supplemental Funds when approved by the District Pro-D Committee and the application includes the names of at least 10 school-based members who are expressing interest in the opportunity.

2021 Apr 27 Exec

43. That the VESTA Executive Committee adopt the proposed revised VSB/VTF Professional Development Handbook.

2021 Oct 26 Exec
2021 Apr 27 Exec

44. That no BCTF grant be used for purposes contrary to intent and spirit of Sec 7 and 8 of BC Human Rights Code and/or Section 76 of School Act. For clarity, this applies to any usage of a BCTF grant, including release time, honorarium or speakers fees.

2021 Dec 14 Exec

45. That school/site-based Pro-D Chairs be released for a half day workshop that focuses on preparing the year-end financial report to Staff Committee.

2022 Feb 22 Exec

46. That IHTO's advocate for transparency of VSB Professional Development-related accounting figures, as well VEAES continue to advocate that funding not be moved from the Collaborative

Inquiry Fund into the Temporary Supplemental Fund.

2022 Dec 10 Gen

47. That any amendment or revision to the Joint Pro-D Committee Handbook, first receive approval from VEAES membership at the GM.

2024 Mar 11 Gen

B. Terms of Reference

1. The role of the VESTA Professional Issues Committee is to assist teachers in:
    a. continuing to improve the quality of teaching practices
    b. examining the purposes of education and of why schools exist
    c. pursuing self-directed professional development
    d. advocating for rights and responsibilities of students and teachers.

1985 May 14 Exec
2015 Oct 13 Exec

2. Professional Issues Committee responsibilities:
    a. Provide advice to the VESTA Executive Committee and Professional Development chairpersons on professional issues.
    b. Promote and support school-based PD activities that arise from an assessment of the teachers' needs and concerns.
    c. Initiate and collaboratively plan PD activities at the area or district level.
    d. Provide the membership with information about BCTF grants and services, and local funding available for PD activities.
    e. Promote control of PD activities and funding through the collective agreement to address professional development needs.
    f. Maintain regular contact with PD liaison teachers and assist them with staff Needs Assessments and PD planning.
    g. Have representation on:
        i. VTF/VSB Joint Professional Development Committee
        ii. BCTF Metro West Zone meetings
        iii. Working and Learning Conditions/Bargaining Committee (VESTA, VTF)

2014 Nov 5 Exec

3. That the terms of reference for the VTF/VSB contractual Professional Development Committee be:
    a. To advise on district plans, priorities and budgets in professional and staff development.
    b. To provide advice to schools around funding issues e.g., a general picture of what's available, an outline of current funding allocations and structures for supporting PD activities.

1995 Apr 06 Exec

C. Joint Conference Fund

1. That the ratio of VSB to VESTA contributions to the Joint Conference Fund be increased to $6 from $1 from the current $2 for $1 ratio.

1981 Jan 22 Exec

2. That our substitute teacher members have access to the Joint Conference Fund.

1985 Jun 06 Exec

3. That the VESTA contribution to the Joint VESTA/VSB Conference Fund be $20,000 annually and that the VSB increase its contribution to $40,000 beginning September 1987.

1987 May 19 PR
2015 Oct 13 Exec

4. That the school-based option be pursued regarding the disbursement of Joint Conference Fund monies.

1989 Nov 09 Exec

5. That a portion of the Joint Fund be dispersed to each of the specialist groups (such as Speech Language Pathologists, Area Counsellors and School Psychologists).

1989 Nov 09 Exec

25. Public Affairs

A. General

1. That VESTA oppose any immigration policy that discriminates on the basis of ethnicity, religion or country of origin.

2001 Nov 20 Gen

4. That the VESTA VDLC reps participate in and advocate for candidates to be endorsed who have a record of public advocacy for workers rights and enhancing public education.

2014 Sept 9 Exec

5. That VESTA support in principle the work of the sanctuary schools working group and that the VESTA Social Justice & Solidarity Committee work with the reps from the BCTF Committee for Action on Social Justice to ensure consistency with VESTA policy.

2016 Jan 12 Exec

B. Public Policy/Legislation

1. That VESTA endorse the principle of raising the levels of welfare payments.

1985 Feb 19 PR

2. That the BCTF continue the campaign to restore local bargaining and that the campaign include local and provincial components to build membership support and develop local bargaining models which address change and changing structures.

1999 Nov 16 Gen

3. That VESTA opposes the privatization of liquor distribution in B.C.

2002 Mar 11 Gen

4. That VESTA endorse the “Ride Don’t Hide” program.

2015 Jan 20 Gen

26. School Governance

A. General

1. That the method of selection of the senior teacher be the seniority on the particular school staff.
1979 May 06 Exec

B. Parents Advisory Council (PAC)

1. That the In-House Officers develop guidelines for involvement with PACs.
2003 Jan 09 Exec

2. That the In-House Table Officers prepare a kit entitled Working with Your P.A.C., for presentation to the Staff Rep Assembly in December, and that the kit include among other items,
    a. a synopsis of why VESTA supports working directly with PACs,
    b. the BCTF brochure offering workshops for parents.
2003 Nov 27 Exec

3. That IHTOs organize an informal meeting between the VESTA Executive Committee and the DPAC Executive before the end of the 2004/2005 school year.
2005 Apr 07 Exec

C. School Planning Councils (SPC)

1. That VESTA register its strongest possible objection to any participation in school planning councils that deny access to any segment of the parent population.
2002 Sep 24 SRA

2. That VESTA members not participate in school planning councils.
2002 Nov 19 SRA

3. That VESTA members be reminded that VESTA policy is to continue working with PACs but not to participate on, or attend, School Planning Councils.
2003 Sep 11 Exec

4. That the BCTF be reminded that VESTA members are not participating on School Planning Councils therefore BCTF staff should refrain from sending School Planning Council materials to Vancouver elementary schools.
2003 Sep 11 Exec

D. Staff Committee

1. That the function of WCB Health and Safety Committees be added to the list of functions of Staff Committees.
1981 May 26 PR

2. That all teaching staff must be involved in the school organization and in particular with regard to the assignments of students to classes.
1984 May 17 Exec

3. That teachers of combination classes receive more preparation time.
1984 May 17 Exec

4. That the Board establish a policy that the Staff Committee or a representative group composed of staff committee members and School Consultative Committee members make decisions about the expenditure of school raised funds.
1988 Mar 03 Exec

5. That school staff committees be actively involved in the interviewing and decision-making with regard to teachers wishing to transfer to their school.

1995 Apr 10 Exec

E. School-Based Administrators

1. General

   a. That the VESTA executive supports the use of the summer school principalship as the basis for an administrative training program together with the establishment of short-term courses for the training of potential administrators.

   1984 May 03 Exec

   b. That VESTA support candidates for elementary principal and vice-principal positions only if they have had elementary classroom experience and have worked at the school level in the past three years.

   1996 Apr 25 Exec

   c. That the supervision load for school-based Administrative Officers be at least equal to that of teachers.

   1998 May 10 PR

2. Evaluation of Principals/Vice Principals

   a. That VESTA participate in the evaluation of administrators on the following basis:

      - VESTA members' participation in the Area Superintendent's evaluation of Administrative Officers process will be by teachers completing the Teacher Questionnaire form and returning it to the Area Office.
      - VESTA will train Staff Representatives with regard to VESTA policy and Board procedures in the evaluation process.
      - The VESTA Staff Representatives will conduct a meeting with the teachers to outline VESTA policy prior to the Area Superintendent's meeting referred to below.
      - VESTA will request that the Area Superintendent conduct a formal meeting with the school staff to outline the procedures that will be followed in the evaluation of the Administration.

      1989 Jun 22 Exec

   b. That the Area Superintendent, as part of the evaluation process, should examine the minutes of Staff Committee.

   1989 Jun 22 Exec

   c. That if classroom visits by the Area Superintendent are used as part of the administrator evaluation process, teachers who are being visited should be made aware of the purpose of the visit.

   1989 Jun 22 Exec

   d. That the administrator being evaluated should receive only a compilation of the Teacher Questionnaire Survey results from the Area Superintendent and not the original questionnaires.

   1989 Jun 22 Exec

   e. That VESTA members not participate in the evaluation of administrators using an anonymous questionnaire.

   1994 Feb 15 SRA

   f. That the Teacher Opinion Questionnaire (regarding evaluation of principals) be approved.

   1996 Oct 15 SRA

3. Selection of Principals/Vice Principals (School Level)

   a. That the administrative candidate submit a brief statement of his/her philosophy to the school staff and the School Consultative Committee.

   1978 Nov 11 PR

   b. That all Vancouver elementary school staffs be involved in choosing their school administrator.

   1978 Nov 23 PR

   c. That staff members and the School Consultative Committee develop criteria for their school administrator.

   1978 Nov 23 PR

   d. That these criteria be reviewed with a representative committee of staff members and parents and the potential administrator.

   1978 Nov 23 PR

   e. That any recommendations resulting from the above procedures should be given prime consideration by the VSB in the hiring of administrators.

   1978 Nov 23 PR

27. Sections

A. General

1. That policy on VESTA sections be adopted.

1985 Apr 25 Exec

2. That recognition of the Technology Section be discontinued.

1985 Apr 25 Exec
2020 Oct 27 Exec

3. Membership
    a. That membership in a Section shall be open to any VESTA member.
    b. That Sections shall maintain a membership register.
    c. That membership fees are included in regular VESTA fees.

4. Goals and Activities

    That Sections shall establish goals and activities annually in such areas as:
    a. curriculum
    b. professional development
    c. policy advice to the VESTA Executive Committee in these areas as well as any other matters of general concern to the Section.

5. Organizational Structure
    a. That each Section shall have at least one (1) elected officer to represent the Section.
    b. That the Section shall establish a clear process for reaching decisions and recording them.
    c. That surveys of Section membership shall be presented to the Executive Committee for approval prior to distribution.

6. Annual Reports and Budget
    a. That each Section shall complete an annual report form for the Executive Committee.
    b. That the report shall include:
        i. a statement of the year's activities completed
        ii. a summary of projected goals and activities for the ensuing year
        iii. a list of the past year's officers
        iv. a list of the ensuing year's officers.
    c. Sections shall refer proposed expenditures to the VESTA office.

7. Use of VESTA Office Staff and Facilities
    a. That information to be sent should be submitted to the VESTA office well in advance.
    b. That Sections provide VESTA with a list of the members to be contacted.
    c. That meeting rooms in the VESTA office be booked through the office secretary.

8. Procedures for Formulating VESTA Policy
    a. That Sections have the responsibility to report regularly to the VESTA Executive Committee on matters of specific or general concern to the Section's membership and the Executive Committee.

1985 Apr 25 Exec

9. That each September all Section Reps be notified of the budget amount for their section.

1992 May 07 Exec

10. That Section Heads be invited to attend the September Executive Committee planning session.

1992 Jun 18 Exec

11. That VESTA establish a Gifted Education Section.

2005 May 26 Exec

12. That VESTA establish a a Learning Specialist/Resource Teachers section to replace the ESL and LATA sections.

2012 Nov 27 Exec

13. That the VESTA Executive Committee strike a new section of the Executive Committee that will focus on school design issues and liaise with the WLC/Bargaining Committee, Health and Safety Committee, and Professional Issues committee.

2015 Jan 13 Exec

B. Area Counsellors

1. That VESTA is opposed to individuals without teaching certificates being hired to fill area counsellor positions.

1990 Sep 06 Exec

2. That VESTA seek to increase the number of area counsellors, speech language pathologists, and teacher psychologists using the LIF fund.

2013 Apr 16 SRA

C. Inner City School Teachers

D. Speech Language Pathologists

1. That school-aged children are best serviced by Speech Language Pathologists working as an integral part of the public school system under the jurisdiction of the Ministry of Education.

1986 Feb 06 Exec

2. That VESTA seek to increase the number of area counsellors, speech language pathologists, and teacher psychologists using the LIF fund.

2013 Apr 16 SRA

E. Teacher-Librarians

1. That any teacher-librarian supervision of the resource centre outside of instructional hours is voluntary.

1988 May 10 PR

2. That minimum staffing for libraries and resource centres be:

Students	Teacher-Librarians	Library Aides
Under 20	0.5 (0.6 June ’90 RA)	0.5
201-400	1.0	1.0
401-750	1.5	1.5
751-1000	2.0	2.0
over 1000	2.5	2.5

plus 0.5 teacher-librarian and 0.5 aide for each full 400 students above 1000.

1989 Dec 05 Gen

3. That the VSB provide substitute teachers for non-enrolling teachers so that non-enrolling teachers can attend VSB mandated professional development workshops without interrupting programs.

1990 May 15 SRA

4. That VESTA remind members that volunteers are not to be used to do the work of absent employees.

1997 Jan 09 Exec

5. That when a teacher-librarian is absent and no Employee on Call is provided, the library resource centre be closed except during before school, lunch and/or after school times when the current practice is that supervision is done by a Staff Assistant or Supervision Aide.

1997 Jan 23 Exec

6. That VESTA urges the VSB to restore the acquisition and distribution of the first language book collections for school libraries.

1997 Oct 21 SRA

7. That teachers not send unsupervised students to the library during the teacher-librarians own prep time or while prep time for another teacher is being provided in the library.

1997 Oct 21 SRA
2002 Jun 11 SRA

8. That information be sent to Sr. Staff Reps and Teacher-Librarians in each school outlining VESTA's position of 100% teacher-librarian time and providing the necessary information that may help our schools maximize school library time.

1998 May 21 Exec

9. That, when a teacher-librarian or his/her EOC is not on duty in the library resource centre during instructional time, the circulation will be closed.

2002 June 6 Exec
2005 Feb 10 Exec

10. That the Executive invite the teacher-Librarian Section to form a subcommittee to develop guidelines for the use of libraries.

2005 Jan 13 Exec

11. That VESTA not support the ING DIRECT activity and that a letter be sent to ING DIRECT encouraging them to collect and donate money to the Vancouver Public Schools Foundation for the purchase of library books.

2005 May 26 Exec

12. That VESTA send a communication to Staff Reps with a reminder of VESTA policy that school libraries be closed when a teacher-librarian is not present.

2012 October 23 Exec

13. That Teacher-Librarians not take on library technician practicum students.

2013 Jun 18 Gen

14. That the report recommendations from the Inner City Teacher Librarian group (a subcommittee of VTLA) which will consist of:
    - Each Inner City School be staffed with a full time Teacher Librarian,
    - Teacher Librarians be assigned a specific FTE by the board rather than being included in incremental staffing numbers,
    - Increase the school based library budget for Inner City Schools from $8 per child to $25 per child, receive additional funds from the Inner City Budget much like French Immersion libraries receive funds from the Modern Languages budget,
    - and the comparison of staffing levels table

    be incorporated into VESTA's Inner City Teachers' Submission to the Re-Visioning and be presented to the VSB Task Force on December 11, 2013.

2013 Nov26 Exec

15. That Teacher-Librarian's and Resource Teachers keep track of weekly minimum diverted to prep time and that once a full day is reached, a TTOC be booked for that school to replace the affected Teacher-Librarian or Resource Teacher so that they can complete their regular duties.

2014 Nov 25 Exec

16. That the VESTA Executive Committee amend VESTA policy to include: That following the MLST closure, all district based resource lending spaces be staffed by Teacher-Librarians and that any such school-based spaces be allotted increased Teacher-Librarian FTE.

2015 Jan 13 Exec

17. That VESTA approach the VSB regarding re-establishing the SLRCCC (School Library Resource Centre Consultative Committee).

2019 Mar 12 Exec

F. Teacher Psychologists

1. That the VSB provide EOCs for psychologists when they are absent.

1978 Jun 22 Exec

2. That VESTA seek to negotiate a revised definition of a teacher psychologist to read: A school psychologist is trained to the Master's degree level or beyond in educational psychology, is qualified to provide in-depth individual educational assessments, is a certificated teacher, and is registered with the British Columbia Psychologists' Association.

1981 Oct 06 Jt Gen

3. That VESTA oppose the removal of the exemption clause in the Psychologists Regulation and that we approach the school board to sign a joint letter to the Minister of Health and the respective MLAs in support of our teacher-psychologist colleagues.

2003 Feb 06 Exec

4. That VESTA seek to increase the number of area counsellors, speech language pathologists, and teacher psychologists using the LIF fund.

2013 Apr 16 SRA

G. Technology

1. *Deleted.*

2000 Apr 06 Exec
2020 Oct 27 Exec

2. That VESTA support the use of information technology mentors in all classrooms, labs and libraries in all schools.

2001 Apr 10 SRA

3. Deleted.

2001 May 24 Exec
2020 Oct 27 Exec

H. Music Teachers

1. That VESTA provide the district with specific feedback on the report [Elementary Music Review] including:
    - The need for feedback and input at all future stages
    - Increase focus on teacher working and learning conditions
    - Input from generalist teachers at the elementary level
    - That challenges specialist qualification requirements.
    - That considers staffing implications, provision of prep and school programs and the role of staff committee.
    - Object to the reference to class size and composition language reinstatement as the cause for the loss of music spaces.

2020 Sep 15 Exec

28. Social Justice and Solidarity

A. General

1. That VESTA emails the Social Justice and Solidarity Committee meeting minutes to all social justice reps once approved by the IHTO Liaison and the Committee with a review when the website portal is functional.

2018 Jan 09 Exec

2. That all members attending future Social Justice and Solidarity meetings be offered the option to be Social Justice and Solidarity contacts.

2018 Jan 09 Exec

3. That VESTA provide the Social Justice and Solidarity Committee $5,000 from which to plan and attend Social Justice and Solidarity events and fundraisers that are approved by the Executive Committee.

2018 Sep 11 Exec

4. *Deleted.*

2018 Nov 13 Exec
2024 May 07 Exec

5. *Deleted.*

2021 Apr 13 Exec
2024 May 07 Exec

6. *Deleted.*

2021 Apr 13 Exec
2024 May 07 Exec

7. *Deleted.*

2021 Apr 13 Exec
2024 May 07 Exec

8. *Deleted.*

2021 Apr 13 Exec
2024 May 07 Exec

9. *Deleted.*

2021 Apr 13 Exec
2024 May 07 Exec

10. That VESTA join the BCTF in standing in solidarity with Muslim educators by condemning Québec's discriminatory Bill 21.

2021 Dec 14 Exec

11. *Deleted.*

2021 Dec 14 Exec
2024 May 07 Exec

B. Committee Structure and Role

1. That the 2015/2016 Executive Committee composition be changed to consolidate the social justice standing committees and their budgets (Status of Women, Anti-Poverty, Sustainability, Pride, Anti-Racism and Aboriginal Education) into one umbrella committee to address solidarity and social justice issues, and that this committee shall be called the "Social Justice and Solidarity Committee" with up to six voting representatives (chairpersons) on the Executive Committee.

2015 May 19 VESTA AGM

2. That the current structure of the Social Justice and Solidarity Committee be maintained, with the exception that the Aboriginal Education Committee be a standing committee for the school year 2016 / 2017.

2016 May 17 VESTA AGM

3. That the Social Justice and Solidarity Committee be reduced to five chairpersons and that a new chairperson be elected for the Aboriginal Committee.

2016 May 17 VESTA AGM

4. That VESTA maintain the current structure of the Social Justice and Solidarity Committee.

2017 May 16 AGM

5. That the VESTA Executive Committee recommend to the Social Justice and Solidarity Committee to provide a list of vetted anti-oppression resources and links for the VESTA website.

2021 Apr 27 Exec

C. Terms of Reference

The Social Justice and Solidarity Committee is an amalgamation of the following sub-committees: Anti-Poverty, Anti-Racism, Pride, Status of Women, Sustainability and International Solidarity.

- To work with the Social Justice contacts at each school, encourage them to pass on committee information, and keep teachers informed of social justice issues.
- To communicate with members about topics relating to social justice through the submission of articles in the VESTA News, holding open meetings, and organizing information sharing events.
- To help VESTA members make links between social justice and how it affects their classrooms, school communities, and the district as a whole.
- To liaise with and support other VESTA standing committees, the BCTF, other unions, and advise the Executive Committee on liaison with VSB advisory committee and community organizations and work together towards the end of the elimination of social injustice.
- To advise the VESTA executive committee on matters relating to social justice, including bargaining clauses to promote social justice.
- To identify resources, educational materials which relate to social justice and make them available for use by VESTA members.

2018 Oct 09 Exec

29. Social Responsibility

A. Charitable Organizations

1. That VESTA supports and endorses the Terry Fox Run.

1989 May 04 Exec

2. That VESTA endorses the United Way Appeal.

Exec

B. Environment

1. That VESTA does not support the VSB's policy on the use of pesticides, which allows spraying after elimination by natural means has been found unsuccessful.

1989 Apr 20 Exec

2. That the VSB set up a district-wide recycling program and that it be organized through a representational committee.

1990 Jan 11 Exec

3. That the VESTA objectives regarding environmental concerns include the following:
    a. To facilitate carpooling.
    b. To facilitate transfers between school boards without loss of seniority or sick leave benefits to reduce commuting and consequent air pollution.
    c. To constrain consumption of paper, envelopes, postage and courier service in VESTA, BCTF and VSB and create alternative means of effective but less polluting communication.
    d. To facilitate recycling pickup (because private companies may charge for service if quantities don't merit their free service).
    e. To establish an environment representative in each school to raise awareness, facilitate exchange of environment friendly teaching ideas generate and facilitate constructive initiatives to reduce consumption, waste and pollution.
    f. To have VESTA and the BCTF lead the way in reduction of paper consumption and in addressing other environmental concerns as a socially responsible objective for our professional organization.

1992 Sept 17 Exec

4. That VESTA actively promote the use of recycled/unbleached paper in the office, in the washrooms, with other members and throughout the VSB.

1992 Nov 05 Exec

5. That VESTA encourage members to use environmentally friendly means of getting to work - minimum one (1) day a month.

1992 Nov 05 Exec

6. That the VESTA Executive Committee support in principle the goals of Zero Waste in our workplace and meeting environments.

2013 Oct 22 Exec

7. That the VESTA Executive Committee support the use of 'Sorting Stations' (separate bins for recyclables, organics and garbage) in common school areas. Additionally, that for each classroom the current blue recyclables bin and garbage can should remain in place provided that the emptying of the garbage cans does not become part of teachers' workload.

2013 Oct 22 Exec

8. That teachers can have their own organic containers in classrooms if they wish. If an organic container is present, the member will deal with this as is currently done for blue bin recycling.

2014 Jan 14 Exec

9. That the BCTF reps to the Teachers' Pension Board work with the trustees to divest of the fossil fuel holdings.

2014 Dec 9 Gen

10. That VESTA support in principle the VSB Sustainability Action Plan as a starting point and aspirational document.

2017 Nov 28 Exec

11. That VESTA advocates for stronger resolutions from our newly re-elected School Board, hopefully with some support from our newly elected progressive provincial government regarding the VSB Sustainability Action Plan.

2017 Nov 28 Exec

12. That given that the federal government, Vancouver City Council, over 400 jurisdictions in Canada and recently the Vancouver School Board have all declared "Climate Emergency", VESTA proposes an environmentally friendly action plan designed as a guide for teachers to promote sustainability in their school setting:
    1. Garbage in garbage out
    2. Practice water & paper conservation
    3. Eliminate single use plastic asap
    4. Decrease temperature when applicable & where possible
    5. Increase natural light
    6. Promote non-fossil fuel modes of transport
    7. Demand quality purchasing of everything from school supplies, furniture to electronics, thereby enhancing longevity and reducing the amount of disposable items

2019 Oct 15 SRA

13. That VESTA continue to support the Fridays For Future movement and the Student Strike for Climate, and remind teachers that they can facilitate by not scheduling tests or field trips on Fridays.

2019 Oct 22 Exec

14. That the BCTF create a comprehensive and dynamic environmental action plan.

2021 Dec 07 Gen

C. Peace

1. *Deleted.*

1986 Nov 13 Exec
2024 May 07 Exec

2. That VESTA supports the right of individual and groups to debate openly on issues associated with the terrorist attack on New York City on September 11, 2001.

2001 Oct 18 Exec

3. That the BCTF publicly condemn the coup in Sudan and the actions of the Sudanese military (which includes the arrest of teachers); while also supporting strike action by Sudanese workers resisting the coup.

2021 Dec 07 Gen

4. That the BCTF call on the Government of Canada to take the following steps:
    - Cease all military and diplomatic cooperation with the Sudanese military, including the Rapid Support Forces, until the Sudanese state is fully sovereign and free to make economic, political, and security decisions without military influence
    - End arms sales to the Sudanese coup leaders' regional backers (United Arab Emirates, Saudi Arabia, Egypt, and Israel)
    - Support the right of workers to form trade unions and engage in strike action, as fundamental to all free societies; and

- Oppose any Western military intervention and instead call on the IMF, national governments, and commercial banks to cancel Sudan's national debts, which are contributing to the economic crisis

2021 Dec 07 Gen

D. Rights of the Child

1. That in accordance with the Human Rights Act, the VSB should ensure that all courses, programs, activities and clubs be open to all students regardless of sex.

1992 Jan 04 SRA

2. That equality rights should be guaranteed in the constitution and the declaration of the rights of the child should be enshrined in the constitution.

1992 Jan 04 SRA

3. That the Executive support the elimination of rental charges for licensed non-profit child care in public schools and the provision of equal amounts of 'free hours'.

2007 Apr 17 Exec

4. That an IHTO and a Status of Women Standing Committee member volunteer to be the liaisons with the Child Care Advocates of BC around their $10 per day Child Care plan.

2012 Oct 09 Exec

5. That VESTA endorse the Child Care Coalition's $10/Day Child Care Plan.

2013 Apr 09 Exec

E. International Solidarity

1. That VESTA reaffirm its support of the ongoing solidarity work of NANTU in our twinning projects in Namibia with a donation of $2500.

2013 Nov 05 Exec

2. That the VESTA budget 2015-2016 be amended so that "twinning" $2,500 remain with an annual donation of $500 to support the work of the Namibia National Teachers' Union, NANTU.

2015 May 19 VESTA AGM

3. That VESTA donate $1500 from the International Solidarity fund to CoDev for their ongoing work with their Latin American partners.

2020 Feb 25 Exec

4. That VESTA make a $500 donation to the Nambian Twinning Project to be used by the teachers' union.

2020 May 19 Exec

5. That the Social Justice and Solidarity Committee reach out to CoDevelopment Canada to inquire about opportunities for international solidarity work with teacher unions.

2020 May 19 Exec

6. That VESTA Partner with the Schools as Territories of Peace and Non-Sexist and Inclusive Pedagogies projects through CODEV for $500 each per year with funds to be moved from the International Solidarity Fund.

2021 Feb 09 Exec

7. That the Twinning amount of $500 be reassigned to Codev making that amount $1100.

2021 Feb 23 Exec

8. That VESTA publicly stand in solidarity with Indian farmers protesting in India and facing authoritarian anti-democratic attacks, through actions including, but not limited to writing a letter of support to the Indian embassy, communicating information on taking action to members, and articulating the impact of privatization on workers' rights.

2021 Feb 16 Gen

9. That VESTA publicly oppose all war, colonialism and imperialism by issuing statements of solidarity with all invasions and occupations including Syria, Palestine, Yemen and Ethiopia, in addition to Ukraine, and recommend the same to the BCTF Executive Committee.

2022 Mar 29 Exec

30. Special Events

A. General

1. That Staff Reps inform the VESTA office if a VESTA member on the staff is seriously ill or has been absent for an extended period.

1988 Jun 07 AGM

2. That VESTA host an after school social for members in late September or early October at the VESTA office.

1998 Jun 04 Exec

B. New Teachers Induction

1. That an induction ceremony continue to be held annually.

1962 Mar 07 Exec

2. That any executive member wishing to bring a spouse or guest to the reception so advise the president and that he/she bear the cost.

1974 Nov 04 Exec

3. That the president of the BCTF or designate, be asked to attend to administer the Code of Ethics to inductees.

1977 Oct 18 Exec

4. That the president of the Vancouver Secondary Teachers' Association be invited to the New Teachers' Induction.

2009 Jan 13 Exec

5. That the New Teachers' Induction include all VESTA members not previously inducted, including Teachers on Call, Sr. Staff Reps, or designates of schools with new members and speakers on the history of VESTA and the Code of Ethics.

1991 Oct 31 Exec

C. Retirement Dinner and Committee Recognition Event

1. That VESTA change its practice of having one year-end retirement/appreciation dinner, and host two events as follows:
   (a) a Retirement Dinner consisting of retirees plus guest, IHTOs, AE president, honorary lifetime members, and a representative from the VSTA and the BCTF; and,
   (b) a VESTA Committee Recognition event consisting of Executive Committee members, AE Executive Committee members, members appointed to standing committees, a representative from each section, members appointed as representatives to VBE committees, the BCTF Field Service staff person assigned to VESTA, and the VESTA staff.

2009 Dec 01 Exec

8. That VESTA extend an invitation for a representative from the Retired Teachers' Association to attend the annual VESTA Retirement Dinner.

2015 May 12 Exec

9. That honorary members attend the retirement dinner.

2015 Jun 09 Exec

31. Staff Representatives

A. General

1. Role of Staff Representatives

Staff Representatives - School Level

a. Communicator:
   i. Attend VESTA Staff Representative Assemblies to provide liaison between the local and the school staff.
   ii. Hold school VESTA meetings to report on local/BCTF activities and concerns.
   iii. Post, retain, and file all relevant information regarding VESTA and BCTF activities.
   iv. support the school based committee chairs so that the real needs of school staffs and VESTA committee chairs can be addressed.

b. Advocate:

   Serve as the school advocate for all VESTA members regarding:
   i. services and benefits.
   ii. VSB/VTF Collective Agreement rights and responsibilities.
   iii. grievance procedure.
   iv. VESTA and BCTF policy.
   v. meetings between members and administrators

c. Organizer/Leader:
   i. Ensure that elections for school-based positions are held annually.
   ii. Carry out duties and responsibilities associated with the position of staff representative, including those associated with emerging issues.
   iii. Translate school concerns into VESTA action and/or policy, bringing forward school concerns and/or motions to Staff Representative Assemblies.
   iv. Translate school concerns into BCTF action and/or policy, bringing forward school concerns and/or motions to VESTA's President or Local Representatives to the BCTF before the December VESTA General Meeting, so that these school concerns can be considered as VESTA recommendations to the BCTF Annual General Meeting.
   v. Ensure that democratic structures (e.g., staff committees) are in place so that staff members can be involved in decisions that affect them.
   vi. Be a member of the school staff committee.
   vii. Increase the school staff's participation in the bargaining process (e.g., setting objectives, action to support objectives).
   viii. Ensure that professional development (including self-directed and whole staff professional development) be promoted so that the real needs of school staffs and individual teachers can be addressed.
   ix. Encourage other VESTA members to attend VESTA General Meetings, VTF General Meetings, votes, or other functions organized by the VESTA or the BCTF.
   x. Mentor newer members by inviting them to VESTA or BCTF functions.
   xi. provide advice to members around Code of Ethics and other issues between members.

Staff Representatives - Local Level

a. That VESTA ensures that each school in the district elects at least one staff representative by September 30 of each year.
b. That VESTA ensure that the role and function of staff representatives be included in the VESTA policies manual.
c. That VESTA ensures that regularly scheduled Staff Representative Assemblies be held each year.
d. That, each year, VESTA provide for ongoing training of staff representatives.

Staff Representatives - Provincial Level

a. That the BCTF, when communicating with individual schools, should normally do so through the elected staff representative(s).
b. That the BCTF promote and provide a training program for staff representatives in locals.
c. That the design and planning of all School Union Representative Training (SURT) programs solicited from the BCTF by VESTA include consideration of the needs identified by VESTA.
d. That staff representatives inform and advise school staff regarding BCTF policies.

2007 Dec 11 Gen

2. That the Executive Committee annually send a letter to the staff representatives with a table showing the number of representatives that their school may elect.

1962 Jun 04 Exec

3. That the Staff Representative should, if possible, be elected by the staff of each school before June 30 of each year for the following September, but no later than September 15.

1972 May 09 Exec
1989 Jan 10 Gen

4. That at staff rep meetings, standing committee chairpersons submit a report to be included in the Staff Representative kits.

1979 Feb 22 PR

5. That Senior Staff Reps be formally requested to provide the office with class size data at the end each month, including September 30.

1993 Nov 04 Exec

6. That the first September memo to Staff Reps, (written by the 1st vice-president), request that appointment calendars be handed out at the school VESTA meeting so that VESTA meeting dates and times can be conveniently recorded and that VESTA representatives to the standing committees be elected at that meeting.

1996 Jun 20 Exec

7. That Staff Reps ask the school VESTA members to write the name and classroom of the Senior Staff Rep in their daybooks so that an EOC will know who to contact if he/she has questions or concerns.

1996 Jan 16 SRA

8. That VESTA immediately begins a process for staff reps to document all the times when any teachers are pulled from their regular assigned duties to cover unfilled absences at their schools.

2021 Sep 28 Exec

B. Staff Rep Training/Development

1. That in order to make all teachers aware of such policies and procedures as the BCTF Code of Ethics, (especially #7), the Agreement, staffing procedures and related matters, a workshop be held annually for all staff reps, principals and Staff Committee chairpersons.

1987 Jan 29 Exec

2. That a portion of the Staff Rep Training be devoted to discussion with the staff reps about making the Staff Rep Assembly more effective.

1996 Sept 19 Exec

3. That should BCTF locals choose to hold their staff representative training on days not in session each staff representative be provided with the appropriate number of teacher on call days to be used at his/her discretion.

1997 Dec 09 SRA

4. That VESTA prepare a staff rep and/or PD rep training session on right wing think-tanks and other organizations involved in public education in B.C.

1998 Jan 22 Exec

5. That First Nations workshops be incorporated on a regular basis in VESTA Staff Rep training sessions.

2003 Jun 10 Exec

6. That VESTA hold a New Staff Rep Training for ½ day each September on the afternoon coinciding with the first Staff Rep Assembly.

2013 Oct 8 Exec

7. That the Post & Fill workshop be a full day long; that an additional member from each school attend with the Staff Rep to ensure a classroom teacher and resource teacher attend from each school; and that a teacher-librarian section rep, an area counselor section rep and a teacher psychologist section rep be invited to this meeting.

2014 Feb 11 Exec

8. That as part of the Post & Fill day, there be time to discuss the changes to school based teams for resource teachers as a result of new and restored CA language.

2014 Feb 11 Exec

9. That schools with 33 or more members be entitled to send two staff reps to SURT beginning October 2020.

2019 Nov 26 Exec

C. Union Work

1. That release time of a half day be available to staff reps who request it in order to complete the BCTF Data Collection and that it be a charge to SR Training.

1998 Sep 22 SRA

2. That the budget include a new line item: Staff Rep/Union Prep Time,
    a. one prep period per week for staff reps at main schools
    b. one prep period every two weeks for staff reps at annexes
    c. one prep period per month staff reps at other elementary worksites

1989 Jan 10 Gen
2001 May 29 AGM

3. That the senior staff representative in adult education centres be provided with release time on the same basis as those in the K-7 unit.

2001 Nov 20 Exec

4. That members on union leave be reminded of the appropriate reasons and usage of banked time and that banked time not be used as compensatory time.

2002 Jun 06 Exec

5. That Staff Representative be provided with one half day release time a month for VESTA business.

2004 May 18 AGM

6. That Staff Representatives collect data on failure to fills.

2019 Dec 17 Exec

8. That the VESTA Executive Committee recommend to the SRA that each SRA or GM meeting begin with one or more of the TRC Calls to Action and that the Call to Action be discussed in conjunction with the Acknowledgement.

2021 Oct 12 Exec

9. That the Executive Committee recommend to SRA that the SRA agenda include School Concerns immediately after the adoption of the agenda and approval of the minutes, that staff reps be encouraged to send in concerns by the Thursday before the meeting and that topic of concern be placed on the agenda with the school name with the understanding that a rep from the school will begin the discussion of the item of concern.

2021 Oct 12 Exec

10. Beginning in September 2025, Staff Representative release time require one week's written notice unless agreed by the VEAES office, and that VEAES create an online form to support completion.

2025 Apr 15 SRA

32. Status of Women

A. General

1. That VESTA endorses and supports International Women's Day.

1984 Feb 23 Exec

2. That VESTA endorses the Report of the VSB Sexism Action Committee.

1986 May 08 Exec

3. That the Status of Women Committee be directed to seek the reactivation of the Board's Gender Equity Committee and examine the situation in schools regarding implementation of the goals of the gender equity policies.

1993 Sept 21 SRA

4. That the VESTA Executive Committee seek to reactivate the VSB's Gender Equity Committee.

1993 Oct 21 Exec

5. That VESTA endorse the conference for Grade 7 girls and budget a sum to support the conference.

1996 Apr 25 Exec

6. That on December 6th of each year teachers be encouraged to observe with their students a minute of silence in memory of the fourteen women murdered at Montreal Polytechnique and all women and girls who are victims of violence.

2013 Nov 26 Exec
2013 Dec 10 Gen

B. Committee Structure and Role

The VESTA Status of Women Committee was formed in 1973 to work towards combating sex discrimination in education. The committee meets at least once a month.

1. Objectives of the Status of Women Committee:
    a. to develop and promote consciousness-raising activities for Vancouver teachers on issues relevant to women (through speakers, films, discussions, etc.)
    b. to participate on VSB committees which involve eliminating sexism in the workplace.
    c. to develop educational materials to foster gender equity in the Vancouver school district.
    d. to work co-operatively with the BCTF's Status of Women Committee, contributing to and drawing support from the provincial network.
    e. to be involved in the bargaining process in issues relevant to eliminating sexism in the workplace.

2. That the following be the committee objectives for 1981-82:
    a. To increase awareness of sexual discrimination in schools.
    b. To develop each committee member's knowledge and skill of effective communication.
    c. To actively support the work of community organizations that are combating sex discriminations.
    d. To make recommendations to the Executive Committee on matters affecting the status of women.
    e. To encourage and support women's participation in decision-making bodies.
    f. To encourage the implementation and extension of non-sexist programs, curricula and materials.
    g. To continue to support victims of sexual discrimination and harassment.
    h. To develop each committee member's knowledge of collective bargaining.

1981 Oct 08 Exec

3. That the following be the committee goals for 1981-82:
    a. To submit articles to the VESTA News.
    b. To report to D. Lupini on sexual harassment of teachers and students.
    c. To present a brief to the VSB's committees III and IV on Sexism in Schools.
    d. To organize a package of non-sexist materials for presentation at conferences and workshops.
    e. To follow-up, the implementation of the Guide for Life program.
    f. To develop and expand the committee.
    g. To support the Learning Conditions Committee in their concern for part-time teachers.
    h. To present a workshop on Women in Bargaining.
    i. To investigate paid maternity leave.

    1981 Oct 08 Exec

4. That the Executive Committee adopts the yearly plan of the Status of Women Committee as follows:
    a. ask the Staff Committee chairperson of each school to send in the name of the one staff member willing to receive mail from the committee and disseminate information.
    b. help publicize the activities of other women's groups.
    c. Person's Day - Thursday, October 18 - activities with other Status of Women metro groups.
    d. attend organizational meetings for International Women's Day, March 8.

    1984 Oct 18 Exec

5. Long Range Goals:
    a. To deal effectively with multicultural and non-sexist issues.
    b. To attain VSB commitment to devote a year to the issue of sexism.
    c. Equal distribution of women and men throughout the teaching hierarchy.

    1986 Oct 28 PR

6. Immediate Goals:
    a. To offer the following workshops to Vancouver teachers and parents:
    b. Non-sexist teaching in the multicultural classroom, focussing on conflicts between home and school.
    c. An introduction to non-sexist teaching practices for teachers
    d. Sex Education - a workshop, which will help teachers, develop programs, which are sensitive to multicultural differences.
    e. To address VSB Committee III about the Sexism Action Report and to present a brief to the incoming board reviewing the VSB's own policy on sexism.
    f. Contributing regularly to VESTA News and communicating regularly with school staffs through the S/W school contacts or the VESTA staff reps.

    1986 Oct 28 PR

C. Terms of Reference

(a) To ensure that through the Status of Women contacts in each school, all teachers remain informed of women's issues and concerns and address them in a respectful manner.
(b) To ensure that each school site is free from any discrimination against or harassment of women and girls.
(c) To identify resources, educational materials and lesson ideas which promote equality for all and provide these resources to all schools.
(d) To address the issues of bullying and violence against women and work towards their elimination.
(e) To ensure the rights of women teachers are enshrined in the Collective Agreement through the bargaining process.
(f) To liaise with other VESTA and BCTF Social Justice Committees and community organizations to achieve a more equitable and sustainable society.
(g) To advise the VESTA Executive Committee on matters relating to women's issues and make recommendations for support.

2011 Apr 05 Exec

33. Strikes/Job Action

A. General

1. That VESTA not participate in any inter-district activities which involve participation of teacher(s) acting in violation of their union's job actions.

1985 Jan 29 Gen

2. That should the Board lock out part of the bargaining unit a study session of all VTF members be called during school hours.

1994 Feb 04 VTF Exec

3. That should the Board lock out the entire bargaining unit the VTF set up picket lines at the schools and other work sites.

1994 Feb 04 VTF Exec

4. That the BCTF publicly condemn any attempts by the provincial government to remove the right to strike from public sector employees and that the BCTF lobby the provincial government to maintain this right.

1994 Feb 24 Exec

5. That the decision to suspend or end a job action once undertaken shall be made a majority vote at a general meeting or meetings of the local concerned or by majority vote of the BCTF taken at meetings in locals.

1984 Jan 26 Exec
1997 Dec 09 SRA

6. For the purposes of job action all Ministry and VSB sponsored in-service, workshops and professional development is struck work. This includes:
    a. all District Learning Services facilitated activities
    b. any offering designated as "VSB ProD Opportunities" in the ProD Connections monthly newsletter, or
    c. any activity that requires registration with the VSB or District Learning Services, planned to take outside of instructional time.

2001 Dec 06 Exec

7. That the President be asked to write to the Retired Teachers' Association seeking their support in our job action.

2001 Dec 06 Exec

8. That we recommend to the BCTF that the President write to other unions asking them to regard extra-curricular and voluntary work as struck work.

2001 Dec 20 Exec

9. That we request the BCTF to advise members that they are not to recruit volunteers.

2001 Dec 20 Exec

10. That VESTA LRs support the concept of a capital strike.

2002 May 16 Exec

11. That VESTA notify all members via the VESTA News and the Strike Bulletin of the BCTF Collective Action Policy.

2014 June 12 Exec

12. That all strike bulletins and messages to the staff rep list with essential information regarding collective action get sent to the TTOC list serve.

2014 June 12 Exec

13. That VESTA encourage members to distribute VESTA or BCTF produced materials and seek advice on any new or independently produced materials.

2014 Sept 15 Exec

B. Assistance Fund

1. That donated monies left from the strike be used to meet our strike expenses.

1991 May 14 Exec

2. That we remind members of the VTF, VMREU, IUOE and CUPE 407 that the are all eligible to apply to the VTF strike relief fund.

1993 May 30 VTF Gen

3. That the VTF Strike Assistance Fund be closed at the end of the strike and the balance dispersed equally between VESTA and VSTA.

1995 Apr 06 VTF Exec

4. That the VTF Strike Assistance application forms be destroyed and that only the grant verification page be retained.

1995 Apr 06 VTF Exec

C. Back to Work Protocols

1. That VESTA go on record as opposing any suggested method of replacing time lost during the job action such as lengthening the school day or school year or relinquishing non-instructional days.

1984 Jan 17 PR

2. That VESTA opposes the unilateral cancellation of non-instructional days and days provided under the provisions of the Collective Agreement following the strike.

1993 Jun 02 VTF Exec

3. That the VTF adopt the following Return to Work arrangements:
    a. Leaves shall be handled in the following manner:
        i. Any employee on a paid leave of absence which began prior to the full-scale withdrawal of service shall be deemed to be on that leave during the strike and shall receive any salary or benefits provided in the agreement. Teachers claiming sick leave during the strike must provide a medical certificate.
        ii. Any employee who would have been entitled to begin a paid leave of absence during the full-scale withdrawal of service shall be deemed to have begun the leave on the first day back to work, such leave to continue for the term provided in the agreement.
    b. For the duration of the strike, the payment of benefit premiums shall be in accordance with the provisions of the collective agreement.
    c. There shall be no discrimination or discipline against any employee as a result of participation in strike action.
    d. The Board shall not raise a preliminary objection to any grievance on the basis that the agreement was not in place or that timelines were violated as a result of the strike.
    e. All posting, filling and transfer procedures or other forms of staffing decisions shall immediately commence in accordance with the old collective agreement.
    f. A long-term Employee on Call's service shall not be broken by strike action for the purpose of moving
    g. Employees shall be required to prepare only one report card for the remainder of the school year, to be issued at the normal year-end time. Data for such reporting shall not be required prior to the usual time schedule.
    h. Student attendance data shall be required only from the first day that employees return to work.
    i. Any dispute respecting the return to work arrangements will be dealt with by the arbitrator appointed by the Minister.
    j. All layoff notices shall be rescinded.

1993 May 30 VTF Gen

D. Full Withdrawal of Service

1. That the information from the VSB that teachers who teach in non-VSB facilities are asked to report to their home school if there is a picket line around their regular place of work, be conveyed to those teachers concerned.

1986 Oct 23 Exec

2. That if withdrawal of services takes place a letter be sent to VSB salaried members on leave who are on secondment to such bodies as the Ministry, encouraging them to remit all but $40 of their daily wages to their respective associations for each day the strike is in effect.

1991 Feb 12 VTF Exec

3. VTF Strike Policies (Excerpt from VTF Strike Handbook kept at VESTA office).

   That in the event of a strike involving a full-scale withdrawal of services:

   a. no member of the VTF participate in any extra-curricular activity
   b. all usage of school buildings shall cease unless located in a separate building receiving no care from VSB employees
   c. strike pay be paid to members who are unable to carry out strike related duties due to illness only if they do not receive sick leave pay from the VSB
   d. cellular phones be provided for the co-presidents and strike co-ordinators
   e. each picket captain become the work site contact
   f. any agreement-in-committee be ratified by the membership prior to any return to work
   g. the VTF, initially at least, picket only those operations in which the VSB is the employer
   h. the Strike Committee be empowered to make the functional decisions relating to the strike based on VTF policy including procedural guidelines.
   i. VTF members carrying out facilitator functions at non-VSB Pro D activities, serving on BCTF committees task forces and serving on arbitration board be considered on strike assignment and receive strike pay.
   j. Technological equipment such as adequate computers be obtained, with appropriate training of Strike Committee members and organization of support staff, to ensure necessary production of materials such as strike bulletins, press releases
   k. members on secondment contribute their net salaries, less the amount of strike pay paid to VTF members, to the VTF financial assistance fund
   l. a necessary qualification for coffee drivers and offer volunteers be their support for the strike
   m. travel plans made prior to the withdrawal may proceed only without the participation of VTF members
   n. teachers may participate in Pro D and other conferences only if the VSB does not fund the activity or the teacher's participation and in such cases strike pay will not be paid
   o. office and coffee volunteers be drawn first from those willing but physically unable to picket
   p. temporary office assistance be hired to help present office staff.

1992 Nov 12 VTF Exec

4. That during full withdrawal of services travel plans made prior to the withdrawal proceed only without participation of VTF members.

1993 Feb 01 VTF Exec

5. That we inform members of the VTF policy on field trips scheduled to begin during a full withdrawal of service.

1993 May 03 VTF Exec

6. That unions involved in filming in Vancouver schools be advised that picket passes will not be given during strike action.

1993 May 17 VTF Exec

7. That the Executive Committee be authorized to increase strike pay to $100 per day for local or regional rotating strikes. (Strike pay is currently $40.)

1997 Dec 09 SRA

8. That VESTA in accordance with BCTF Policy 10.L.12.1.c, VESTA Adult Education members be required to perform a three-hour solidarity shift on the picket line in order to be eligible for third party strike pay.

2014 June 3 Exec

9. That in the event there is full withdrawal of service the Executive Committee will meet daily.

2014 June 10 Exec

10. That any placement into positions that were posted would be considered a breach of the collective agreement and pursued with the grievance process.

2014 June 17 Exec

11. That VESTA contact VSB's HR and support the suspension of job offers and encourage HR to respond to principals who are disregarding the suspension and negotiate a process for all remaining unfilled spring transfer postings.

2014 June 17 Exec

12. That the VESTA Executive Committee during strike day begin at 3:30 pm.

2014 June 17 Exec

13. That the Adult Education members will not invigilate provincial exams during this strike.

2014 June 17 Exec

14. That VESTA members working under the Essential Service Order, and any other members drawing a salary, are expected to donate their salary to the union.

2014 June 23 Exec

15. That no exceptions be made to the picket line at any K-12 or adult education site, other than those teachers covered by essential services legislation.

2014 June 23 Exec

16. That VESTA advise all members that teachers not enter any school sites, use any School Board technology or web servers, or undertake any teaching activities, until the strike has ended.

2014 June 26 Exec

17. That VESTA organize sign-up for picket lines at each elementary summer school location using an online sign-up with three members per shift and a local VESTA support person.

2014 June 26 Exec

18. That for the fall strike, instead of coffee and donut drivers, zone captains deliver fruit to each shift and carry water for refilling water bottles and the extra money be re-allocated to the hardship fund, with a review by the Executive on or before September 15th.

2014 Aug 26 Exec

19. That VESTA contact unionized fruit vendors to solicit donations of fruit for distribution to members.

2014 Aug 26 Exec

20. That any member receiving salary from the employer during a full scale withdrawal of service strike will remit the full amount received to their local association.

2014 Nov 25 Exec
2014 Dec 9 Gen

E. Partial Withdrawal of Service

1. That the meeting strike guidelines be adopted:
    a. General Principle
        i. If the meeting is called and/or chaired by the Board, its officials, or its administrators
        DON'T GO

ii. If the meeting is called by VTF member teachers, consultants, staff reps, TAC chairs, VESTA/VSTA/VTF or it is a contractual committee meeting to deal with member welfare - GO

YES	NO
TAC meetings (NB administrator can't chair or control agenda but can put items on the agenda)	Administrator called staff meeting AO's meetings with Dept. Heads District Dept. Head meetings
TAC Subcommittees – Finance Timetable Pro D	
*SBT meetings (not before or after regular school day)	VSB Consultative Committee VSB Advisory Committees
Central Screening	Parent run open house, evening meeting for Grade 7s and parents (course sign-up)
Pro D Workshops Grievance related meetings Student Discipline meetings School Act Section II meetings SCC/PAC meetings Resource people e.g., psychologists – continue meetings w/out DPs and discontinue meetings called by management	No after school hours!

1993 Feb 01 VTF Exec

2. That the Supervision Strike Guidelines be adopted.
   a. General Principle
      i. If the supervision is mandated by an administrator and would take place before or after school, during lunch or recess. – NO
      ii. If member's participation "is voluntary" e.g., extra curricular – YES

YES	NO
Club sports, school dances Fine Arts performances Intramurals (elementary)	Noon hour or recess supervision in secondary schools (elementary should have none anyway) No extra mural supervision if mandated by AO No "on-call" supervision No grounds and halls supervision before and after school
IF VOLUNTARY	

1993 Feb 01 VTF Exec

3. That the Reporting Strike Guidelines – General Principles be adopted.
   a. No report cards or scheduled school-wide or whole class parent-teacher interview.

YES	NO
IEP meetings and reviews	Report Cards (any style)
Individual parent "talks" as the need arises	Parent-teacher conferences (any style) Student led conferences

1993 Feb 01 VTF Exec

b. That home/school daily communication books be considered as participating in meetings or interviews and can only continue if they can be written in instructional time and coverage is provided.

2001 Nov 08 Exec

c. That VESTA recommend to members that parent-teacher interviews not be continued after 6:00 p.m.

2002 Feb 02 Exec

d. That VESTA express to members that interviews will not take place during lockout hours and that schools be encouraged to offer all positions by seniority and advise the VSB to offer positions by seniority.

2014 June 10 Exec

e. That the VESTA Executive Committee recommends to the BCTF Executive Committee that any job interviews must take place without violating the lockout hours.

2014 June 10 Exec

F. Strike by Another Union

1. That during rotating strikes only those sites with pickets be considered picketed out.

2001 Mar 01 Exec

2. That VESTA inform Adult Education members at VESTA that all VESTA members will respect picket lines at schools during the present bargaining situation.

2014 Aug 26 Exec

3. That VESTA Adult Education members be advised to donate a to-be-determined amount of money to be re-allocated to offset any loss in pay to Adult Education members affected by the Gladstone picket.

2014 Aug 26 Exec

4. That VESTA investigate methods of ameliorating the inequity of the salaries of adult educators both at work and behind the picket lines.

2014 Sept 15 Exec

G. Strike Manual

1. That the VTF strike policy be included in the Strike Manual.

1992 Oct 15 VTF Exec

H. Strike Preparation

1. That the Action (Strike) Committee be appointed by the VTF Executive Committee prior to the first day of negotiations.

1992 Oct 15 VTF Exec

2. That the organization of picket, phone fanouts and other related duties be in place prior to the time a strike vote is taken.

1992 Oct 15 VTF Exec

3. That the VTF in-house table officers meet with other VSB unions' strike co-ordinators and the BCTF staff person to establish picket and other strike procedures relating to those unions at least one (1) month prior to any strike and that ongoing contact be maintained through one (1) contact person until successful conclusion of bargaining.

1992 Oct 15 VTF Exec

4. That the VTF establish support links with parents, ethnic communities, other unions, etc. well before strike action.

1992 Oct 15 VTF Exec

5. That the Action Committee provide pre-strike training for picket captains, zone co-ordinators, strike committee members and coffee deliverers.

1992 Oct 15 VTF Exec

6. That picket and other strike related duty rosters be computerized.

1992 Oct 15 VTF Exec

7. That the VTF office be rewired to ensure sufficient power to accommodate outlet bars for coffee urn use.

1992 Oct 15 VTF Exec

I. Voting Procedures

1. That those counting the strike action ballots would be the table officers and the elected scrutineers.

1983 Oct 06 Exec

2. That VESTA recommend to the BCTF Executive Committee that:
   - the provincial vote be counted separately by local and reported out on a provincial-wide basis.
   - and that the local by local vote count be reported in confidence to the BCTF full-time table officers
   - and that the VESTA LRs support the following amendments:
   - That procedure 44.14.2.f. be amended to read: The vote of each local will be counted centrally but separately and reported out on a province wide basis.
   - That procedure 44.14.2.i. be amended by adding: The provincial returning officer shall upon request from a local provide in confidence to the local president the result of the strike vote in that local.

2001 Oct 04 Exec

3. That when a school based vote is to be conducted, two training sessions be offered for each vote and that members from schools not represented at the training, vote at the VESTA office.

2011 Oct 18 Gen

4. That VESTA approve holding the next Labour Relations Board supervised strike vote at all elementary main school sites and any annexes that can send two people for training, as well as at the VESTA office, and that each school site's volunteers receive training.

2014 Feb 18 Gen

34. Summer School

A. General

1. That the VSB, in its summer school program, make adequate provisions for programming for children with identified learning disabilities or other special learning problems.

1977 Oct 06 Exec

2. That applications for positions for summer school principals be selected from VESTA members.

From 1981 Oct. 01 Policy Book

3. That “open area” schools not be used as summer school centres.

From 1981 Oct. 01 Policy Book

4. That VESTA adopts as criteria for the selection of summer school administrators, a minimum of five (5) years successful teaching experience.

From 1981 Oct. 01 Policy Book

5. That VESTA support the provision of summer school bursaries by the VSB.

1996 Feb 08 Exec

35. Teachers-Teaching-On-Call

A. General

1. That a handbook be prepared in co-operation with the VSAA, VSB and the Employees on Call Association for distribution to every EOC, teacher and administrator concerning the EOC program and the use of the substitute teacher on the educational team.

1971 Jun 08 Exec

2. That the VSB offer EOC an orientation and training program.

1971 Jun 08 Exec

3. That VESTA encourages and assists the EOCs to strengthen their organization.

1971 Jun 08 Exec

4. That EOCs be assigned to specific schools and staffs on a regular basis to be used to cover other teachers' absences or as helping teachers when there are no absent teachers.

1975 Apr 24 PR

5. That the VSB be encouraged to establish and operate a professional development program for EOCs.

1975 May 01 Exec

6. That substitute teachers with a valid B.C. Teaching Certificate seeking a regular teaching position, be given first consideration for available positions within the district.

1980 Dec 18 Exec

7. That every EOC should have a valid B.C. Teaching Certificate.

1980 Dec 18 Exec

8. That all EOCs be full, active members of the BCTF.

1980 Dec 18 Exec

9. That EOCs who are members of VESTA shall have access to all in-service programs on the same basis as other teachers.

1980 Dec 18 Exec

10. That Teachers should leave specific instructions at the school for the information of EOCs. This up-to-date information should include: lesson materials, text book references, daily assignments, fire drill regulations and procedures, gym schedules, specific class rules, names of neighbour teachers, bell schedule, schedule for special classes and activities (ESL and LAC, etc.), children with special problems (medical), seating plans, a school map and name tags.

1980 Dec 18 Exec

11. That teachers inform the substitute office of field trips, special programs, modified day, etc. on day of absence.

1980 Dec 18 Exec

12. That EOCs with unsatisfactory ratings be notified in writing by the VSB, Human Resources Department.

1980 Dec 18 Exec

13. That an EOC leave a prepared daybook for the following day.

1980 Dec 18 Exec

14. That EOCs leave a brief account of work covered during the assignment and a reasonable amount of marking should be done.

1980 Dec 18 Exec

15. That a substitute teacher perform only the duties of the teacher for whom he/she is substituting.

1980 Dec 18 Exec

16. That EOCs be used first for sick teachers; then for professional days and projects of the district during anticipated shortages.

1980 Dec 18 Exec

17. That an EOC should call the school assigned if called later than (8 a.m.) by the call office.

1980 Dec 18 Exec

18. That the VSB provide a phone number for EOCs to call if ill or in need of contacting the call office after hours.

1980 Dec 18 Exec

19. That each school staff should be responsible for providing EOCs with a practical written guide outlining the routine and emergency procedures followed at that school.

1980 Dec 18 Exec

20. That a member of the Executive Committee attend the monthly EOC meetings.

1981 May 21 Exec

21. That the VESTA request the VSB:
    a. to distribute the substitute handbook at the beginning of each year to all EOCs together with the current Ready Reference.
    b. that substitutes and unemployed teachers who are members VTF local be given first access to jobs teaching summer school and night school and that information regarding such jobs be made available to them.

1985 Feb 21 Exec

22. That the size of the substitute teacher group be maintained at a specified number that ensures qualified coverage for all the classes of all the absent teachers; this number to be reviewed each year.

1986 May 15 Exec

23. In order to ensure due process for Employees on Call whose qualifications do not meet the Board's requirements, or who have received a letter regarding unsatisfactory service, or who have been on the Employees on Call list for several years, that these teachers be immediately reinstated on the EOC list pending an interview and subsequent appeal procedures and that the Employees on Call of Vancouver be notified of these three (3) criteria to maintain themselves as substitute teachers in the district.

1986 Sep 11 Exec

24. That the president be advised to seek a meeting of Employees on Call to formulate a section and that the section be asked to formulate policy regarding the limitation of the EOCs list for recommendation to the VESTA executive.

1986 Sep 11 Exec

25. That the BCTF provide funding and support to locals to hold regular orientation and union awareness workshops for EOC members beginning no later that Fall 1998.

1997 Nov 27 Exec

26. That VESTA request the Vancouver Board of School Trustees to immediately reinstate the provision of employees-on-call for non-enrolling teachers.

2003 Feb 06 Exec

27. That VESTA establish a TOC Professional Development Fund of $1,000.00.

2004 Oct 07 Exec

28. That TOCs, upon application, be reimbursed for up to $100 per school year for registration in preferably BCTF, PSA or VESTA sponsored professional development activities (i.e. October PSA workshops, New Teachers' Conference, etc.).

2009 Nov 12 Exec
2026 Apr 21 Exec

29. That the EOC Section be granted Standing Committee status effective 2005 August 1
2005 May 31 AGM

30. That VESTA eliminate the practice of contract teachers calling out, selecting, or expressing a preference for particular TOCs to fill a teacher absence.
2006 Dec 12 Gen

31. That VESTA seek assurance from the Vancouver Board of Education that EOCs called out to administer the FSA are informed of this assignment before they accept the assignment.
2008 Jan 22 Gen

32. That TTOC staff reps hold three voting cards each (12 voting cards total).
2013 Jun 18 Gen

33. That VESTA senior teachers and/or teachers-in-charge always request a TTOC when the school administrator is absent.
2015 Jan 20 Gen

34. That TTOC Committee minutes be available online through the listserv.
2016 Dec 13 Exec

35. That TTOC Committee Terms of Reference be:
    a. To advise, consult and advocate for TTOCs
    b. To support communications with TTOCs
    c. To advise the VESTA Executive Committee on matters relating to TTOCs and make recommendations for support.
    d. To carry out work assigned by the executive committee.
2019 Jan 29 Exec
2021 Jan 26 Exec

36. That the Year End TTOC BBQ be combined with the Year End Appreciation dinner.
2020 Jan 28 Exec

37. That $4000 from the Committee Project budget line item be allocated for $100 Safeway gift cards and distributed to TTOCs and TTOCs with part-time contracts who are not currently qualified for CERB or EI, on a first come, first served, self-identification process.
2020 Apr 28 Exec

38. That VESTA approach VSTA and request of the VSB that a mid-contract modification be made for STAGES 3 & 2 of the Ministry of Education's Return-to-School Plan during the Covid-19 pandemic, to allow TTOCs to access their sick days, without limitations.
2020 May 19 Exec

39. That VESTA request information from the VSB on savings generated from the lack of TTOC callouts due to Covid-19, and remote working arrangements.
2020 May 19 Exec

40. That VESTA advocate that the VSB hire more permanent TTOCs.
2020 Jun 23 Exec

41. That VESTA IHTO's and Health and Safety Reps advocate for the paid Health and Safety training for TTOC's for the 2020-21 school year.
2020 Aug 27 Exec

42. That VESTA advocate for TTOCs to have access to fully functioning technology at all sites.
2020 Dec 01 Exec

43. That VESTA advocate that the VSB send a digital copy of the new salary grid to all TTOCs, every time there is an update.
2020 Dec 01 Exec

44. That VESTA request of the VSB their communication procedures for TTOCs; including how All Staff memos are being communicated to TTOCs.
2020 Dec 01 Exec

45. That VESTA advocate for annual paid Health and Safety, and Emergency Procedures training for TTOCs.
2021 Jan 26 Exec

46. That VESTA advocate for a limit on TTOC redirections to 5 per month per TTOC.
2021 Jan 26 Exec

47. That VESTA advocate that an email communication be sent by SFE when redirection is ordered to the administration of the school where the TTOC is being pulled, and copied to the TTOC.
2021 Jan 26 Exec

48. That VESTA advocates to the VSB that Administrators inform TTOCs when they arrive on site about any recent exposures in the cohort related to their job assignment and inform them of the Health & Safety protocols that were followed.
2021 May 11 Exec

49. That VESTA advocate to the VSB the TTOCs are given a choice of job assignments when being redirected, when possible.
2021 May 11 Exec

50. That VESTA inquires via the FOIPPA process about VSB's recruitment and retention efforts for TTOCs and Limited TTOCs to meet the requirements for all staff absences.
2021 Sep 28 Exec

51. That VESTA seek 5 TTOCs to develop a process to track failures to fill and TTOC deployment with release time as needed.
2022 Jan 11 Exec

52. That VEAES work with the BCTF and VSB to allow TTOCs to access sick days while on union leave.
2024 Jun 18 Exec

36. Vancouver School Board

A. General

1. That the Board take steps to provide for further research into the issue of sexism in the Vancouver school system.

1984 Nov 01 Exec

2. That the VSB be reminded of the agreement not to schedule meetings that conflict with Association meetings.

1987 Mar 26 Exec

3. That names and addresses of VTF members not be released by the VSB to any group or individual except VESTA/VSTA.

   That if the Board proceeds despite the Association's opposition that the following criteria apply to the release of teachers' names and addresses:

   a. teachers request the Board to place them on the mailing list, and
   b. the Board give the mailing list to a bonded mailing company, and
   c. the mailing be done at no cost to the Board.

1987 Oct 13 PR

4. That the new trustees be invited to a dinner with the VESTA and VSTA table officers.

1988 Dec 08 Exec

5. That VESTA support the policy of open boundaries for district programs.

1990 Nov 27 VTF Exec

6. That VESTA reminds the Superintendent, in a letter, of the agreement that the VSB not schedule meetings for dates of VESTA General Meetings.

1995 Oct 19 Exec

7. That VESTA opposes the VSB plan to charge fees to its in-school daycare programs.

1997 Mar 06 Exec

8. That VESTA advertise at each work site all VSB consultative committee, advisory committee and task force vacancies and that representatives and there be appointed by the Executive Committee.

1997 Oct 16 Exec

9. That VSB be advised that the Student Discipline Review Committee should be combined with Section 11 Appeals.

1997 Oct 23 Exec

10. That VSB employees not be charged for parking at any VSB work site.

1998 Jan 08 Exec

11. That VESTA:

    a. Support the early intervention concept contained within the proposal entitled Windows of Opportunity for Vancouver's Children and Youth: Partnering to Build for Success.
    b. Express concern for the lack of involvement of union reps involved in providing the existing services.
    c. Express concern about possible inappropriate use of volunteers.

1998 Jan 22 Exec

12. That VESTA not endorse the VSB accountability contract with the Ministry of Education.

2002 Jun 20 Exec

13. That we adopt the Advocacy for Public Education, Building Relationships, and Equity of access…Equality of opportunity outline in principle and recommend it to the Staff Rep Assembly.
2003 Oct 16 Exec

14. That VESTA recommend to the VSB that the catchment area school be maintained as the neighbourhood school, and that the VSB delay going forward with it proposed "Neighbourhood of Learning within a Network of Learning" framework until there is broad public consultation on this significant philosophical change.
2008 Jan 15 Exec

15. That VESTA continue to oppose any efforts by the VSB to initiate public/private partnerships in Vancouver schools.
2008 Jan 15 Exec

16. That VESTA support the request from the District Health & Safety Committee that the Vancouver Board of Education annually recognize and honour the National Day of Mourning.
2008 Feb 12 Exec

17. That VESTA indicate to the Board its non-acceptance of any further code of conduct for teachers.
2008 Mar 04 Exec

18. That VESTA recommend to the VSB that they extend their recycling program to include plastic, glass, aluminum and tetra packs to make good their commitment to funding full recycling.
2007 Oct 23 Exec

19. That the VBE Wellness Coordinator not participate in the BCTF Rehabilitation Committee.
2009 Apr 14 Exec

20. That we communicate to members our concern about the one-to-one meetings with members the Wellness Coordinator has been having, and advise members not to participate in them.
2009 Apr 14 Exec

21. That VESTA inform the Board that it is not appropriate to distribute information to worksites asking staff to assess the mental health of other staff, and ask that any materials that promote this assessment be withdrawn.
2009 Apr 14 Exec

22. That VESTA express its concern to the Board about the confidentiality of the work of the Wellness Coordinator including the confidentiality of the records that are kept about meetings and advice to members.
2009 Apr 14 Exec

23. That VESTA express its strong opposition to any shared Service Delivery in public education that involves contracting out services currently performed by union members and diminishing any unionized workforce.
2013 Dec 17 Exec

24. That VESTA members not speak during Attendance Management Meetings with principals.
2016 Jan 19 Gen

25. That the VESTA Rep on the Renaming Committee ensure that the process of renaming schools named after colonial figures responsible for genocide (including cultural genocide) and promoters of racial discrimination is expedited.
2020 Jun 09 Exec

26. That the VESTA Rep of the Renaming Committee advocate that diversity reflecting the contributions of Women, Black, People of Colour, and Indigenous People should be evident in the names of our schools when the consultation with the indigenous people upon whose land we reside demonstrate that they do not wish to provide a place based name.
2020 Jun 09 Exec

27. That the Executive Committee ask the Board to put out a strong statement condemning anti-Asian racism and supporting visible minorities, including Asian communities.

2020 Jun 09 Exec

28. That VESTA's feedback on the Restart Plan to the VSB prioritize reducing class size and ensuring equitable workload for members.

2020 Aug 27 Exec

29. That when a VSB elementary school is being considered for renaming, that VESTA hold a meeting with the school VESTA members to inform them of them VESTA policies regarding the naming/renaming process.

2020 Nov 10 Exec

30. That VESTA request information from the Board regarding steps taken to comply with the ministerial order regarding the availability of menstrual products in washrooms.

2020 Dec 15 Exec

31. That the [VSB] selection [of learning resources as stated in AP251] process include a new number 1.7 that takes into consideration the BC Human Rights Code and diverse representation.

2021 Apr 27 Exec

32. That VESTA recommend to VSB trustees that:

- AP 251 in the whole be reviewed and amended to reflect:
  a) the requirement of an anti-oppressive approach to curriculum, history and knowledge creation and with a decolonial lens, and
  b) the requirements of the updated Section 8 of the BC Human Rights Code.
- acknowledge that the characterization of multiple perspectives as "balanced" can perpetuate colonial, racist, ableist, sexist, heterosexist, and imperialist knowledge production and hegemony
- educate school-based administration on the role and necessity of anti-oppression and decolonial pedagogical approaches in the context of curriculum, instruction, resource selection, inquiry, student allyship and management rights.

2021 Jun 22 Exec

33. That VESTA demand that, prior to December 2021, the VBE ensure that all schools' codes of conduct contain a reference to gender identity and gender expression, as per Sec 6(a)(i) and 6(a)(ii) of *Ministerial Order 276/07* and Sections 7 and 8 of the *BC Human Rights Code*.

2021 Sep 28 Exec

34. That VESTA request of VSB Trustees and Staff that the Musqueam, Tsleil Waututh and Squamish Nations names of any VSB schools precede colonial names and be used in all VSB documents including financial reports.

2021 Sep 28 Exec

35. That VESTA encourage the VBE to:

Advocate for a provincial COVID vaccine requirement for K-12; and, in the interim, proceed with mandatory COVID vaccination for all employees (other than for those with verified medical exemptions) and any volunteers within schools.

2021 Oct 12 Exec

36. That VESTA IHTOs reach out to Trustees to express concerns regarding the Ed Plan consultations including

a) The move towards elimination of the guiding principles such as transparency and collaboration or the goal of collective leadership.
b) Lack of recognition that changes to the Collective Agreement must be done at the bargaining table, and are not subject to stakeholder input.
c) concerns regarding consultants lack of understanding and purpose of Collective Agreements

2021 Nov 09 Exec

37. That the VESTA feedback on the AP access without fear draft be as follows:
    - Include language explicitly identifying the process as connected to Sanctuary Schools practice
    - Clarify process for Adult Education
    - Clarify role and processes of Newcomer Welcome Centre and speak explicitly to the actions and protections available through the NWC
    - Clarify the role of the NWC for students born in Canada
    - Include an open-ended list of possible documents that will be accepted in 2.1
    - Commit to updating MyEd to no longer require immigration status
    - Clearly articulate that all students can access public schools and will not be withdrawn regardless of the outcome of any immigration claims or processes
    - Reword 3.0 to deprioritize the categories (TFW and asylum seeker) – no need for a valid work permit to be in place for students to be eligible.
    - Rework 5.0 to indicate that the district will not disclose immigration status to Canada Border Services Agency or policing agencies
    - Include a clear statement on confidentiality of student documents that refer to immigration status if not removed completely.
    - Positive statement about CBSA and policing agencies not being allowed in schools
    - Include outreach to community organizations and immigrant communities to share the information
    - Include an appeal or complaints process

2021 Nov 09 Exec

38. That the VESTA feedback on the AP Violent Threat Risk Assessment draft be as follows:
    - Rework language to support acknowledgment of the targeted and unequal nature of violence and threats including against marginalized communities
    - Clarify “worrisome behaviour” in a way that identifies actual risk to staff and students
    - Include greater transparency about actions taken by the district to support staff and students
    - Include reference to employee safety plans
    - Clarify connection between Safe and Caring Schools and VPD and ensure that the two do not become synonymous
    - Highlight interim measures while awaiting VRTA intervention
    - Remove age limit for consideration of student’s diverse needs in 5.1
    - Remove discretion of principal regarding police involvement in 5.2
    - Increase accountability in 6.2 for administrator decision

2021 Nov 09 Exec

39. That the VESTA feedback on the AP Public Interest Disclosure draft be as follows:
    - That the district ensure that the procedures do not infringe on collective agreement rights of teachers and our concerns with the extrajudicial nature of the complaints process
    - That VESTA seek legal advice on the ability of employees or Trustees to make anonymous “disclosures” and the process outlined in the new AP

2021 Nov 09 Exec

40. That VESTA:
    a) publicly communicate our position in support of mandatory COVID vaccination for all VSB staff and volunteers; and,
    b) publicly urge VSB trustees and management to reconsider their decision to not proceed with mandatory vaccination.

2021 Nov 09 Exec

41. That the district conduct renewed recruitment in Québec, specifically seeking to provide employment to certified teachers and pre-service teachers negatively effected by Bill 21 in that province.

2021 Dec 14 Exec

42. That VESTA take the position that preparation time and reassignment of school based staff only be implemented when all TTOCs and district staff has been deployed, and that VESTA collect data on unfilled absences and TTOC availability.

2022 Jan 11 Exec

43. That VESTA send a letter to trustees advocating for a detailed district-wide plan for functional closures.

2022 Jan 18 Gen

44. That VESTA gather feedback from teachers regarding the Revisioning MACC engagement process and that the feedback be shared with the VSB.

2022 Jan 18 Gen

45. That VESTA request progress updates on VSB equity and inclusion work at each TSPAC agenda.

2022 Feb 08 Exec

46. That VEAES demand that the VSB immediately cease all activities on the X platform.

2025 Feb 04 Exec

B. Budget

1. That the VSB make available annually, a catalogue in booklet form giving full details of all VSB funds available for school projects.

1980 May 08 Exec

2. That VESTA is opposed to the budget cuts and reduction of staff in Vancouver schools.

1984 Apr 17 PR

3. That VESTA support the position of the staff assistants in outlining the loss of services to the system through the reduction of staff assistant and other positions.

1984 Oct 18 Exec

4. That any budget submission endorsed by VESTA contain the following proviso:
   a. This submission is not intended as advice for prioritizing programs and services in order to decide where cuts can be made.
   b. This submission describes the needs of teachers and students for specific programs and services.

1993 Jan 28 Exec

5. That VESTA/VSTA members will not participate in discussions regarding which budget cuts should be approved or eliminated because we maintain that our system is grossly under-funded and cannot countenance the pitting of the needs and security of one group of members and our students against other groups.

1993 Mar 11 Jt Exec

6. That VESTA advises the VSB that any surplus money must be directed to classroom services for students.

1996 Feb 22 Exec

7. That VESTA urge the Minister of Education to undertake a comprehensive external review of the 1997/98 proposed operating budget of School District #39 (Vancouver).

1997 Apr 15 SRA

8. That VESTA initiate a comprehensive external review of both the 1996-97 finances and the 1997-98 operating budget of School District #39 (Vancouver).

1997 Apr 15 SRA

9. That VESTA urge the Board of School Trustees, School District #39 (Vancouver) to:
    a. Guarantee immediate restoration of service levels should the budget outlook improve.
    b. Provide leadership in undertaking to educate the Minister of Education and Vancouver MLAs about School District #39 (Vancouver), its unique urban nature and its resultant needs.
    c. Demand accountability from the School District's financial management team in terms of projects, and timely and complete disclosure of information before setting spending priorities.
    d. Address, honestly and co-operatively with management, the organization and public access to budget discussions, bearing in mind the sensitivity to human issues needed to bring about successful implementation of structural change.
    e. Advocate for the actual student needs of this district at every possible level and in concert with parents, the public and employee groups.
    f. Request that the VSB Superintendent of Schools ensures that there are adequate financial control systems in place and that trustees are given complete financial information when preparing the budget.
    g. Request that VSB provide all employee groups with the current fiscal year's Budgeted-to-Actual Operating Fund Update, with notes explaining all areas of variance, when future budgets are presented.
    h. Ask VSB for a separate accounting of all the reorganization costs related to the implementation of the new Student Services Delivery Model and Program Services/ Staff Development with an assessment of the net benefits (both cost and service) at the end of 1997-98.

1997 Oct 23 Exec

10. That VESTA write to the VSB requesting that the school-based ESL funding be restored in the final budget that comes out in January.

2001 Dec 06 Exec

11. That VESTA develop a public relations/political action event to publicize VESTA's position on the needs of the district and the impact of any proposed cuts.

2002 Mar 14 Exec

12. That VESTA send a memo to staff reps, all sections, and reps to advisory committees, to remind them of VESTA's policy on the VSB budget setting process and give them information on what we are planning to do.

2002 Mar 14 Exec

13. That the President write to the VSB Trustees, Secretary-Treasurer B. Ng, and Director of Finance R. Krowchuk, requesting that library resource allocations be returned to the non-flexible, targeted portion of the school-based budget.

2002 Jun 20 Exec
2003 Jun 10 Exec

14. That we request of the Secretary-Treasurer that a CES School-Based Budget Manual, including Adult Education, be produced.

2002 Jun 20 Exec

15. That in our presentations to the VSB budget meetings our focus be teachers working with students in schools.

2003 Feb 17 Gen

16. That VESTA's feedback on the VSB budget focus on:
    - Importance of public consultation opportunities and transparency of budget process;
    - Input into CEF process;
    - Expansion and promotion of Adult Ed;
    - Increased non-enrolling supports;

- The board go back to the practice of hiring TTO for make up prep;
- Prep time not come out of the non-enrolling teachers' allotted time;
- The district mentor teachers be continued.

2019 Mar 05 Gen

17. That VESTA's initial input to 2020-2021 VSB budget be to advocate for the following:
    i. That elementary anti-racism consultant teacher and district resource teacher positions be created.
    ii. That there be funds to provide release time for in-service for teachers new to using the CSL reporting format.
    iii. That there will be increases to non-enrolling staffing above the minimum ratios in the Collective Agreement.
    iv. That the Adult Education class minimum be reduced from 26 to 24.
    v. That the Board continue to promote and grow Adult Education.
    vi. That the Board maintain the same or provide greater funding for students with special needs regardless of the funding model implemented by the government.
    vii. That non-enrolling teachers be provided a TTOC on the first day of an absence.

    And that additional feedback be sought at the January 21st General Meeting.

    2020 Jan 14 Exec

18. That our preliminary input to the 2021-2022 VSB budget include advocacy for the following:

    Procedural cost-neutral recommendations:

    - That any surplus funds generated from the previous year be directed to support direct service to students. This includes restoring support lost during the pandemic, and including the provision of, if necessary, a robust remote learning option
    - That any reductions or movement of funding from programs be made as far from the classroom as possible
    - That full, public, transparent debate be held on the budget with all stakeholders, and that a full divisional budget be provided to all stakeholder groups
    - That the district disaggregates learning resources budget from school flex accounts

    Budgetary recommendations:

    - Increases to non-enrolling staffing based on student and school needs
    - Maintain all current Adult Ed programs and sites and consider growing additional programs
    - Provision of TTOC coverage for non-enrolling teachers from first day of absence
    - Increased support for early primary classes for falls entry
    - Top up school organization funding to allow for increased flexibility in upper intermediate class organizations
    - That the Indigenous Education Program be increased

    2021 Jan 19 Gen

19. That VESTA develop a mechanism for accounting for and pooling school-based remedy funds below a certain threshold, to be distributed by a joint committee.

    2022 Jan 18 Gen

20. That VESTA urge the VSB to waive parking fees for any staff working at daycares located at VSB schools, including schools within the City of Vancouver as well as the University Endowment Lands.

    2022 Jan 18 Gen

21. That our preliminary input to the 2022-2023 VSB budget include advocacy for the following:

    Procedural cost-neutral recommendations:

    - That any surplus funds generated from the previous year be directed to support direct service to students. This includes restoring support lost during the pandemic.
    - That the $1.6 million dollars in savings from last year from not providing TTOCs be allocated directly back into the budget in the form of staffing.
    - That any reductions or movement of funding from programs be made as far from the classroom as possible.

- That a full divisional budget be provided to all stakeholder groups with time for review and opportunities for feedback to Trustees well in advance of the decision-making meetings.
- That the district disaggregate learning resources budget from school flex accounts.
- That the VSB provide a comprehensive report on all outside consultant contracts including the cost and purpose of the consultation.
- That the VSB provide regular and transparent reports on what has changed (increases or decreases) to the status quo budget from year to year including identifying all areas where there has been a change in costs beyond regular inflation.
- Fully utilize the 25 hours available in the School Act for kindergarten gradual entry.
- A return of TTOC coverage for Collaborative Inquiry in professional development.

Budgetary recommendations:

- Increases to non-enrolling staffing based on student and school needs.
- Maintain all current Adult Ed programs and sites and a commitment to growing/expanding additional programs.
- Provision of TTOC coverage for all non-enrolling teachers from first day of absence.
- Provision of TTOC coverage for all absences.
- Reinstate and/or increase the Library budgets in schools as was the intent in the original purchases plan for the Destiny operating system.
- Increase in FTE and top up for school organization funding to allow for increased flexibility in upper intermediate class organizations.
- That the Indigenous Education Program be increased and that all monies allocated to the department be used for direct supports for Indigenous students across the district.
- That the VSB continue to allocate funds and time for ongoing anti-racism, anti-oppression, decolonization, and reconciliation in-service for all employees, consistent with obligations under Sec 7 and 8 of the BC Human Rights Code (in particular, the 2016 and 2021 changes to the Code). the Calls to Action of the Truth & Reconciliation Commission of Canada, the Calls to Justice of the National Inquiry Into Murdered & Missing Indigenous Girls & Women, and the UN Declaration of the Rights of Indigenous Peoples.
- To address the high case loads at VLN
- That VSB update their hot lunch program to include culturally aware/sensitive menu items like halal meat.

2022 Feb 15 Gen

22. That VESTA include the following in our submission to the VSB budget process:

    That the district cease increases to senior management and reduce the number of middle and senior management overall.

    2022 Mar 29 Exec

23. That VEAES asks the VSB to publicly disclose the amount and disposition of funds saved by re-deployment of failure to fill, including at the board finance committees.

    2024 Jan 16 SRA

C. Committees

1. That VSB policy be established only after consultation with applicable employee groups.

    1975 Feb 27 Exec

2. That the VSB consult VESTA when any agency is to be engaged to do research for staff and students.

    1975 Mar 26 Exec

3. That VESTA inform all Board committee chairpersons as to the role and responsibilities of our representatives on all joint committees.

    1975 Apr 10 Exec

4. That the VSB have only representational committees in order to obtain the views of the associations.

1978 Apr 27 PR

5. That we participate in the VSB Olympics Coordinating Committee based on the premise that schools remain open during the 2010 Olympics.

2008 Sep 09 Exec

6. That VESTA not support the name ATAC as the new name for the Bicycle Advisory Committee.

2013 Mar 5 Exec

7. That a VESTA IHTO be named as the VESTA rep until such time as we can appoint someone according to our process.

2016 Sep 28 Exec

D. Facilities

1. That VESTA oppose the charging of fees for use of school playing fields and gyms by children and youth.

2000 Apr 06 Exec

2. That VESTA adopt the position that the optimum elementary school size is 350 and that schools should not exceed 500.

2000 Nov 09 Exec

3. That VESTA recommend to the VSB that it not sell any school buildings on properties the VSB currently owns.

2008 Jan 15 Exec

4. That the VESTA IHTOs work with other union employee groups of the Board for childcare services for children aged nine months and up for all employees of the Board.

2009 Mar 03 Exec

5. That schools remain open during the Olympic activities.

2008 Sep 16 Gen

6. That VESTA urge the Trustees of the Vancouver Board of Education to rescind the implementation of pay parking at schools, announced in the 2014-2015 VBE budget.

2015 May 26 Exec
2016 May 17 VESTA AGM

7. That VESTA feedback on the LRFP focus on:
   - the importance of safe working environments,
   - our support for neighbourhood schools,
   - access to education for learners of all ages,
   - the educational implications of the government's 95% capacity utilization target, and

   That VSB owned buildings and land not be used for independent schools or sold, and

   That a communication strategy be developed to inform our allies about our position.

2016 Apr 19 SRA

8. That VESTA feedback on the Long Range Facilities Plan focus on:
   i. Importance of safe, functional well-maintained working and learning environments
   ii. Our support for neighbourhood schools
   iii. Our policy position that the optimum school size for elementary is 350 and should not exceed 500
   iv. Access to education for learners of all ages
   v. Compliance with class size and composition collective agreement language
   vi. Addressing enrollment pressure through boundary changes and review of placement for choice programs
   vii. Addressing funding issues through advocating for sustainable, predictable funding of public education from the Ministry of Education
   viii. The importance of dedicated space for art, music, non-enrolling teachers and multi-

purpose room space.

2019 Feb 26 Exec

9. That the VESTA rep for the VSB Facilities Committee seek assurance from the VSB that the proposed relocation of Hudson French Immersion program will not negatively impact Strathcona's funding as an Enhanced Services school and that feedback or the proposal focus on the importance of flexible space at Strathcona and priority of providing enrolling spaces for in catchment students.

2019 Mar 12 Exec

10. That VESTA support in principle the 8 criteria for prioritizing of schools be renamed and in renaming schools prioritizing placed based names and consultation with Musqueam, Tsleil Waututh, and Squamish Nations.

2019 Nov 12 Exec

11. That the feedback on the LRFP Strategy 2020-2030 document include that VESTA generally supports the document and especially the VSB commitment to collaborating with the Musqueam, Squamish and Tsleil-Waututh First Nations, and the educational vision that means

    1. centering the voices of Indigenous, Black and other racialized people while also considering how intersections of class, gender identity and sexual orientation, ability, immigration status, location and others produce different experiences and unequal outcomes.

    but that VESTA recommend that the BC Policy for Student Success not be included.

2020 Dec 01 Exec

12. That VESTA communicate to the Facilities Planning Committee chair and Trustees that VESTA does not support the sub-division and sale of the Carleton school site.

2020 Dec 01 Exec

13. That VESTA oppose leasing of VSB lands and buildings for longer than 25 years.

2020 Dec 01 Exec

14. That VESTA seek regular updates from the Board regarding their progress on making available single stall gender-neutral washrooms at all school locations and worksites as per VSB Policy 17 7.8.4.

2020 Dec 15 Exec

15. That VESTA oppose the disposal of the south portion of the Fleming school grounds.

2021 Apr 13 Exec

16. That the VESTA recommend to the VSB Renaming Committee that single Halkomelem names be prioritized unless otherwise advised by the Musqueam, Squamish and Tsleil-Waututh nations.

2021 Apr 27 Exec

E. Representation to VSB Committees

1. That VESTA inform its representatives to outside committees that their progress report should deal with the general kinds of curricular and other issues decided upon and should point out areas in which the association needs to establish policies.

1983 Mar 03 Exec

2. That representatives seek to ensure that there be sufficient time for the development of policy when needed.

1983 Mar 03 Exec

3. That VESTA endorses the principle that all VSB PD committees and sub-committees be totally representational.

1983 Jun 09 Exec

4. That VESTA members on VSB representational committees meet to review VESTA policy concerning representation.

1984 Oct 18 Exec

5. That members be reminded, if invited to serve on research groups or invitational committees chaired by a member of the administrative staff of the VSB, that the member inform the VESTA president of the request and the terms of reference of the committee and obtain advice on the implications and, where requested by the president, send in progress reports.

1985 Sep 05 Exec

6. That no VEAES member be appointed to a VSB working group without following VEAES' internal process.

2025 Mar 04 Exec

7. That the table officers and VSB standing committee members monitor all materials from standing committees and other representational committees and raise any items necessary before the Executive Committee.

1985 Sep 05 Exec

8. That representatives appointed to VSB committees receive a copy of the VESTA policy on representatives to VSB committees.

1985 Sep 05 Exec
1992 Jun 04 Exec

9. That priority consideration be given to Executive Committee members when making appointments to the following VSB Committees: VSB Standing Committees I-V, the Curriculum and Staff Development Consultative Committee and the Student Services Consultative Committee.

1993 Sep 16 Exec

10. That the VESTA PD Committee recommend names to fill positions of the District Professional Development Committee and the Education and Curriculum Change Advisory Committee.

1993 Sep 16 Exec

11. That VESTA objects to the VSB invitational process for the ESL Management Review and that we advise our members, particularly those who have been invited to participate, to decline participation in this process.

1994 Nov 03 Exec

12. That VESTA representatives provide minutes of meetings and make progress reports to the VESTA Executive Committee.

1984 May 17 Exec

13. That VESTA provide training for our reps so we have a consistent strategy and position(s).

1997 Oct 16 Exec

14. That VESTA approach VSTA about the possibility of a joint training session.

1997 Oct 16 Exec

15. That VESTA develop a process for correcting VSB committee minutes.

1997 Oct 16 Exec

16. That VESTA establish a resource file which would include mandates, terms of reference, operating procedures and decision-making models for VSB committees.

1997 Oct 16 Exec

17. That VESTA reps caucus with VSTA reps before VSB committee meetings to put forward a united position.

1997 Oct 16 Exec

18. That release time be provided, as needed, for VESTA reps to VSB committees.

1997 Oct 16 Exec

19. That the VESTA reps on VSB committees should inquire about the process for determining

decision-making at the VSB. Reference document: Decision Making at the VSB (1997 Dec 01)
1998 Jan 22 Exec

20. That VESTA representation on VSB committees be suspended until such time as trustees and senior management show a measurable level of compassion for providing education programs that work to meet the needs of Vancouver's students.
1998 Apr 21 Gen

21. That prior to returning to the VSB representational committees VESTA representatives attend a training session focusing on representing VESTA's position and on the processes for reporting back to the organization.
2002 Nov 28 Exec

22. That the following be the process for seeking VESTA representatives to external committees:
    a. When the Employer seeks VESTA representation on a Vancouver Board of Education advisory committee, ad hoc committee, working group, or other body with member representation, that the President or designate seek the terms of reference for that representative body.
    b. A call for VESTA representatives be disseminated to all worksites, and that this communication include the terms of reference for the representative body.
    c. Prior to the Executive Committee meeting where representatives are appointed to the representative body, applicants will be invited to a meeting at the VESTA office to receive more information about the role of VESTA representatives; where necessary, alternative arrangements may be made prior to the Executive Committee making its appointments.
    d. In appointing representatives, the Executive Committee will only consider applicants who have received the information about the role of VESTA representatives and have indicated a willingness to fulfill that role and follow VESTA policy and process.
2009 May 26 Exec

23. That where appropriate, VESTA encourage a connection between representatives on external committees and VESTA standing committees or sections.
2009 May 26 Exec

24. That VESTA appoint at least one representative to the VSB Research Committee.
2009 Nov. 12 Exec

25. *Deleted.*
2009 May 26 Exec
2020 Oct 13 Exec

26. That if a member has been trained as a VSB Advisory Committee representative within the last year and served on such a committee in the past year, then they do not need to receive committee training in the following year before being appointed by the VESTA Executive as a VESTA rep.
2013 Sep 10 Exec

27. That VESTA Representatives to the District Health & Safety, District Pro-D, Education & Curriculum Change Committee, Education Leave Committee and VSB Standing Committees I-V be members of the VESTA Executive Committee.
2015 Sep 15 Exec
2015 Sep 22 SRA

F. Shortlisting and Interviewing

Non-teaching positions

1. That VESTA have representation on committees for the short listing and interviewing superintendent, assistant superintendents, directors of instruction and administrative officers.
1981 May 07 Exec

2. That the associations (VESTA/VSTA) have equal representation on any committee where the position will affect both associations.

1981 May 07 Exec

3. In the selection of either shortlisters or interviewers the VSB should exclude those who have been used by applicants as references.

1981 May 07 Exec

4. That area assistant superintendents not give references if they know they will be on the short listing and interviewing committee or if they do, that they be ineligible for a position on the short listing and interviewing committee if they have been used as a reference.

1981 May 07 Exec

5. That is be stated that anyone applying does not contact a member on the short listing and interviewing committee for any information on the process.

1981 May 07 Exec

6. That candidates be given feedback as to why they were not shortlisted or selected after an interview.

1981 May 07 Exec

7. Representation should be changed to reflect a better balance between administrative staff and association representatives and there should always be a trustee present.

1981 May 07 Exec

8. Decision-making
    a. Shortlisting and interviewing committees should approve the final report of the committee chairperson.
    b. Association reps should understand clearly that they can make a minority report.
    c. All committees should continue the job all the way through.
    d. Decision should be made by vote.
    e. For short listing: each applicant should be rated on pre-set, published criteria.
    f. For interviewing: questions be determined ahead of time with the same initial questions asked of each candidate; supplementary questions may vary depending on candidate's initial responses. Candidate should be given an opportunity to make a statement. Each candidate to be given same length of time.
    g. Criteria should be weighed before short listing and interviewing is undertaken.

1981 May 07 Exec

9. Application forms should indicate the kind of references required, i.e. related professional background, personal background, ask for names only and state that these people will be contacted if the applicant is shortlisted. The referees will be sent a similar letter and know the areas they are expected to report on.

1981 May 07 Exec

10. That officials involved in any career preparation programs for administrators not serve on the short listing committee for vice-principal positions.

1984 Feb 16 Exec

11. That VSB Shortlisting and Interviewing Committees be comprised of representatives from the Associations and the District Parents.

1990 Mar 08 Exec

12. That when an individual's application for an administrative position with the Vancouver School Board is not supported, the shortlisting and interviewing committee will inform the individual of the reason(s) for the objection if requested.

1999 Dec 02 Exec

13. That VESTA approve the action taken by the VESTA Executive Committee to return VESTA reps to VSB committees.

2000 Mar 14 Gen

14. That where VESTA members participate on VSB selection committees the committee should develop and distribute the criteria before the deadline for application selection takes place.

2000 Apr 06 Exec

15. That when district shortlisting and interviewing committees are struck that the VESTA in-house table officers determine who will be on the committee.

2001 Jun 21 Exec

16. That the President write a letter to the Superintendent requesting two VESTA reps on the shortlisting and interviewing committee for administrative officer vacancies.

2001 Dec 20 Exec

17. That administrative officer shortlisting and interviewing representatives be open to all executive committee members and others appointed by the executive committee and that a training session be arranged for those interested members.

2002 Jan 24 Exec

18. That school staffs provide an opportunity for applicants to visit worksites and meet with the Staff Rep and other staff where vacancies occur.

2009 Apr 14 Exec

19. That VESTA needs to:

    i. explore the 'open house' concept with staffs and staff reps,
    ii. work with the Board on the concept and have this as a VTF bargaining objective, attend interviews for District positions for the sole purpose of insuring the Post and Fill process is followed and that the most senior person is offered the position.

2009 Jun 9 Exec

20. That the AGM recommend to a subsequent Vancouver Teachers' Federation (VTF) meeting that VTF representatives communicate to the Board our intentions to stop participating in interviews of VTF members, and express our expectation that the most senior for these positions shall be selected.

2009 Apr 21 Gen

21. That VESTA members on an interview committee not ask questions during interviews.

2010 Oct 19 Gen

22. That VESTA input on the Superintendent Search prioritize the following needs:
    - Valuing the input of all stakeholder groups
    - Willingness to prioritize democratic and equitable input and democratic decision-making
    - Transparency about decision-making and decision-making process, budgeting, consultation and staffing
    - Support for diverse programming with a priority on a sustainable Adult Education program
    - Ability to advocate for the needs of the district with Ministry of Education, Ministry of Finance and Municipal government
    - Strong respect and understanding of the role of Collective Agreements and a commitment to upholding negotiated worker rights.
    - Demonstrated commitment to equity, anti-oppression and decolonizing practices and organizational skills.
    - Willingness to evaluate current practice and implement change
    - Willingness to prioritize community and stakeholder needs, and reconsider district policies and procedures when they conflict with those needs

2021 Jun 15 Gen

G. VSB Structures and Organization

1. That when surveys by post-graduate students are endorsed and approved for circulation to schools by the VSB, the Board advises the students that arrangements for distribution to specific groups of VESTA members is the students' responsibility.

1986 Jan 23 Exec

2. That the VESTA Executive Committee does not approve of the VSB's Student Ethnic Survey and

asks that it not be distributed.

1986 May 15 Exec

3. That the VESTA president be requested to contact the Chairperson of the Board and the Superintendent and ask for discussion at a suitable Board committee of the establishment of policy concerning correct conduct for public statements by VSB administrative staff as discrete from their rights as individuals.

1986 Sep 11 Exec

4. That any VSB reorganization should provide greatly increased improvements in personnel practices and services.

1991 May 23 Exec

5. That VESTA favours any reorganization, which reduces the bureaucracy at the Board administration level, increases efficiency and effectiveness of services to students, teachers and schools and disburses the majority of resources to the schools.

1991 May 23 Exec

6. That we undertake implementation of the management - imposed ESL staffing changes under protest and that we continue to express concerns about the unseemly rush.

1997 Mar 06 Exec

7. That in-service that is consistent in schools, areas, across areas, and at the district level be provided on the interpretation and specific implementation of the new levels of intervention model of area learning services.

1997 Nov 18 SRA

8. That regularly scheduled school-based team meetings be held and that:
    a. area counsellors, speech language pathologists and teacher psychologists be in regular attendance, and that
    b. classroom teachers, district resource teachers and other professionals involved with a student be at meetings where that student is discussed
    c. that VSB personnel expected to provide service to the student be at the meeting
    d. these meetings occur inside school hours
    e. release time be provided for classroom teachers to attend meetings.

1997 Nov 18 SRA

9. That there be a consistent, clear policy specifically outlining the process for record keeping at all levels.

1997 Nov 18 SRA

10. That when students are identified as needing additional service then those services shall be provided by the VSB.

1997 Nov 18 SRA

11. That specific examples of the Board's ESL and special needs services reorganization nightmare be publicized in as broad, strong and authoritative a manner as possible.

1998 Feb 19 Exec

12. That in order to ensure stability of the educational program, the VSB develop a system of school organization and staffing that:
    a. meets the requirements of the collective agreement
    b. ensure that organization and staffing of schools is completed within the first 10 days of the school year, and
    c. includes staffing to ensure the replacement of non-enrolling members who are off on approved leaves
    d. and restore the hiring of prep time teachers.

1999 Jan 07 Exec

13. That the VSB develop protocols for the introduction of new programs, projects or other initiatives and that such a protocol include:

a. procedures to ensure that information is received simultaneously by all concerned
b. procedures to ensure that information is distributed to the Sr. Staff Rep, the Staff Committee Chair and the PD rep in each school concerned
c. procedures to ensure that selection procedures are clearly understood by all concerned
d. adequate advance preparation to ensure the maximum opportunity for success.

1999 Mar 25 Exec

14. That we seek to establish through the Labour/Management Task Force, the District Health & Safety Committee and the District Professional Development Committee, the funding necessary to implement at least one release period weekly to be used by the Sr. Staff Rep, Staff Committee Chair, Health & Safety Chair and Pro D Chair.

2000 May 11 Exec

15. That VESTA call on the provincial government to withdraw Bill 11: The Education Statutes Amendment Act, 2015.

2015 Apr 28 Exec

37. MyEdBC (BCeSIS)

A. BC electronic Student Information System

1. That the Executive develop a plan to oppose the implementation of BCeSIS.

   2008 Feb 19 SRA

2. That we communicate with CUPE our concerns that our members who enter attendance and marks data into the BCeSIS system are assuming the work of CUPE members.

   2008 Apr 22 Exec

3. That for 2008-2009 elementary teachers be advised to continue to take attendance in the same manner that they have previous to BCeSIS.

   2008 Jun 17 Gen

4. That VESTA develop policy regarding the use of electronic data management systems and seek opportunities to work with the school board to develop Board policies.

   2008 Sep 23 Exec

5. That VESTA members not participate in any data entry for BCeSIS.

   2008 Oct 21 Gen

6. That VESTA inform the VBE that it considers that no use agreement should be imposed on the users of BCeSIS.

   2008 Oct 21 Gen

7. That VESTA members not use MyEdBC software.

   2015 Sep 15 Exec
   2015 Sep 22 SRA

38. VESTA Employees

A. General

1. That the employees of VESTA be established as contributors to the Municipal Superannuation Fund.

1989 Sep 28 Exec

2. That we support the application of UTFE to expand their bargaining unit to include local association employees.

1994 Sep 08 Exec

3. That VESTA enters a cost sharing arrangement with other teachers' association to explore the possibilities of forming a structure to bargain with support staff.

1994 Nov 24 Exec

4. That VESTA contributes our share of the money required by the Local Employers' Group.

1997 Feb 06 Exec

5. That the policy of summer hours administration of sick leave, personal leave, overtime off, discretionary leave, vacation, be as follows:

Overtime Calculations

As overtime may be required from time to time arising from staff shortages, rushed projects, or other unusual circumstances, additional remuneration for employees who work overtime or on days off in the summer months may be necessary. Therefore, overtime will be calculated as outlined in Article 24, with the exception that a work week will average (31) hours not thirty-five (35).

Sick Leave, Personal Leave and Overtime Off

When employees seek time off as compensation for overtime worked, for sick leave or personal leave, such time during the summer-hour period will be deducted from banked accumulations at 7 hours for each complete day taken.

Vacation

Vacation days will be deducted from vacation credits on a basis of "a day for a day". A reduced day will be counted as a seven hour day and vacation credits will be reduced seven hours for every day taken during the summer-hour period.

It should be noted that this interpretation and method of reducing vacation credits does not apply during the balance of the year for employees working modified work weeks (Article 22.3). For purposes of claiming vacations in periods other than summer hours employees subject to modified work weeks are required to revert to regular hours--i.e., five days, 35-hour week--for those weeks in which vacation days are claimed.

Discretionary Leave Day

If a Discretionary Leave day is taken during summer hours, it will be deducted at seven (7) hours

2005 Mar 10 Exec

6. That VESTA adopt the Policy and Procedures draft and move forward to meet with VSTA and TFEU about finalizing the Respectful Workplace document.

2012 May 08 Exec

7. That all attachments sent electronically from the VESTA office to members be sent in

PDF format.

2015 Apr 14 Exec

8. That the Executive Committee or IHTO's approve any promotional material before it is sent to members.

2015 Apr 14 Exec

9. That all e-mail communication from the VESTA office include a subject line that references the content of the e-mail and include any relevant direction to members.

2015 Apr 14 Exec

10. That all e-mails sent from the VESTA office are "bcc" for the list of members.

2015 Apr 14 Exec

11. That the IHTO Leaves Committee initiate conversations with other locals concerning accessing sick leave and accessing other types of leave.

2023 June 20 Exec

39. VESTA Privacy Policy

A. General

1. The Vancouver Elementary School Teachers' Association (VESTA) is committed to protecting the privacy and confidentiality of our members' personal information.

2008 Apr 01 Exec

2. VESTA is committed to complying with the British Columbia Personal Information Protection Act, S.B.C. 2003, c. 63 (PIPA). This includes managing the collection, use, disclosure, storage, and ultimate disposition of our members' personal information in ways that safeguard the privacy of our members.

2008 Apr 01 Exec

B. Definitions

1. Personal Information — for the purposes of this policy means information about an individual. It does not include aggregate information which cannot be associated with a specific individual, and it does not include the name, title, business address, business e-mail address, or business telephone number of an individual. Examples of personal information include home address and phone number, social insurance number, and medical information of an individual.

2008 Apr 01 Exec

2. Privacy Officer — means the in-house elected officer with the designated responsibility for ensuring that the BCTF complies with this policy and PIPA. This will usually be one of the roles of the VESTA President.

2008 Apr 01 Exec

C. Personal Information Collected

1. VESTA collects personal information to fulfill its obligations to members and to provide a variety of services. The types of information collected may include:
   - member name
   - home address and telephone number
   - social insurance number
   - birth date
   - gender
   - home email address

2008 Apr 01 Exec

2. Additional information may be collected to fulfill our obligations to members or to provide specific services.

2008 Apr 01 Exec

3. That the BCTF collect and investigate the Medical Leave forms being used by Boards across the Province as well as local grievances on Medical forms and report on the findings of their implications on Medical Privacy to the Fall Representative Assembly in 2014.

2013 Nov 26 Exec
2013 Dec 10 Gen

D. Purposes for Collection, Use and Disclosure

1. VESTA collects and uses personal information in order to fulfill our obligations to members as set out in VESTA's by-laws, to provide specific services as required, to fulfill VESTA's role as co-bargaining agent within the Vancouver Teachers' Federation (VTF) representing elementary teachers in Vancouver, and to fulfill VESTA's role as bargaining agent for adult educators in Vancouver. The purposes for which VESTA collects and uses personal information include:
   - to identify members
   - to communicate with members
   - to confirm members' eligibility for services
   - to comply with various professional legal and regulatory requirements
   - to provide services related to the Salary Indemnity Plan, legal services, grievances, Workers' Compensation Board (WorkSafeBC) advocacy, collective agreement implementation, and pension plan advocacy and assistance
   - to provide Professional Specialist Association memberships and associated services
   - to conduct research.

   2008 Apr 01 Exec

E. Protection of Personal Information

1. VESTA is committed to protecting members' personal information from unauthorized use or disclosure. Our commitment means that:
   - VESTA will use members' personal information only for the purposes it has identified.
   - VESTA will not disclose members' personal information without permission unless required or authorized by law to do so.
   - VESTA will employ appropriate security measures to ensure only authorized individuals have access to members' personal information.
   - VESTA will keep members' personal information only as long as required.

   2008 Apr 01 Exec

2. When members' personal information is no longer required VESTA will destroy it in a confidential, secure method.

   2008 Apr 01 Exec

3. That staffing entitlements, school organizations and class size and composition print outs be shredded 3 years after the end of the school year to which they apply.

   2021 Sep 28 Exec

4. That member files be disposed of confidentially 5 years after the member is no longer active with the BCTF, except in unusual circumstances.

   2021 Sep 28 Exec
   2022 Feb 8 Exec

F. Individual Access

1. Individuals have the right to request access to their personal information under the control of VESTA. The Privacy Officer will assist them with their access requests.

   2008 Apr 01 Exec

2. Access requests must be submitted by making the request in writing. Individuals may do so by sending a signed letter to VESTA Privacy Officer, 2915 Commercial Drive, Vancouver, BC, V5N 4C8.

   2008 Apr 01 Exec

3. In certain situations, further to privacy legislation, VESTA may not be able to provide access to certain personal information that we hold about an individual. Examples of where we may not provide access include, but are not limited to, the following:
   - where provision may reveal personal information about another individual;
   - where the information is subject to solicitor-client privilege;
   - where the information was collected in relation to an investigation or a contravention of a federal or provincial law; or
   - where provision could reasonably be expected to threaten the health or safety of an individual.

   2008 Apr 01 Exec

4. If access cannot be provided, VESTA will notify the individual making the request, in writing, of the reasons for the refusal. Where access has been provided and where the information is demonstrated to be inaccurate or incomplete, VESTA will amend the information as required.

   2008 Apr 01 Exec

G. Questions or Concerns regarding VESTA's Privacy Procedures

1. An individual may direct their general questions regarding privacy at VESTA, as well as any questions or concerns regarding VESTA's compliance with this policy, by mail to VESTA Privacy Officer, 2915 Commercial Drive, Vancouver, BC, V5N 4C8.

   2008 Apr 01 Exec

2. VESTA will investigate any complaints received in writing. If a complaint is found to be justified, VESTA will take appropriate measures to resolve the complaint including, if necessary, amending its policies and procedures. An individual will be informed in writing of the outcome of the investigation regarding his or her complaint.

   2008 Apr 01 Exec

40. VESTA History

A. General

1. That the BCTF be asked to develop a framework for use by local associations which would assist them in constructing a modern history of education in their districts with respect to the relationship between PTR, class size, organizational and methodological changes over the last decade or two.

1984 Feb 23 Exec

2. That VESTA, through the Communications Committee develop a "What is VESTA" union brochure (history, purpose, rights and responsibilities, union membership, how we fit into the BCTF.

2014 Nov 25 Exec

B. Archives

1. That we send copies of the *microfilm to the Provincial Archives of British Columbia, the Vancouver Public Archives, Archives at SFU and the Labour Archives at UBC.

1988 Feb 04 Exec

2. That copies of VESTA archival documents be kept in the VESTA office.

1988 Feb 04 Exec

3. That all materials be archived digitally regardless of content and that any VTF, K-12, AE, and TFEU CA related material including member files with a connection to the CA be retained permanently;

   That other VESTA and AE files be maintained for 7 years and then be reviewed before removal.

   Further that VESTA contact the BCTF for further advice about privacy, file retention and request a copy of the TFEU standards for communications.

2016 Oct 25 Exec

   NOTE: Guy Robertson, an archivist, arranged to have the following items microfilmed for archival information: all existing minutes from 1914 to 1962, original lease for office space in the BCTF building, and the original 1969 contract with the VSB. To the best of his knowledge VESTA is the first local association to have records microfilmed. He also pointed out that microfilm is acceptable in court as authentic evidence and it is not necessary to keep original documents which have been microfilmed. In February 1988 it was agreed to have Mr. Robertson arrange for the microfilming of several old ledgers.

4. That VESTA retain print and digital copy of all local governance materials (Executive Committee, Staff Rep Assembly, General meeting, Annual General Meeting and VESTA standing committee minutes, policy and procedures manual) permanently.

2021 Oct 26 Exec

5. That VESTA retain print and digital copy of all local publications permanently.

2021 Oct 26 Exec

6. That VESTA retain print and digital copy of official bargaining documents permanently.

2021 Oct 26 Exec

C. Brief History

The teachers' associations that currently exist in Vancouver are structured differently from any other local in the province. This stems from our historical development as an association of elementary teachers.

An overview of the more significant events is as follows:

The first register of proceedings of the Teachers' Association, Vancouver, was a record of its first meeting on 1891 September 29, at 16:00 hours at Central School, where teachers had assembled at the request of the Board of Trustees to discuss matters "pertaining to the profession". At that, time teachers held a monthly meeting in each school but this was the first general meeting. At the 1891September 29 meeting it was decided unanimously that a meeting be held on the last Thursday of each month at 7:30 p.m. to "discuss methods and reading papers on teaching". Subsequent meetings were held 1891 October 29, 1891 November 26, 1892 January 28, 1892 February 25, 1892 March 31, 1892 April 28, 1892 November with 1893 January 26 being the last recorded meeting.

The founding meeting to form the Vancouver Teacher Association was held 1914 November 27.

In the 1920s, sections were very distinct, separate entities in the VTA. Those existing were:

Principals
Vice Principals
Senior High Teachers
Junior High Teachers
Manual Training Teachers
Domestic Science Teachers
Supervisors
Senior Teachers - Grades 7, 8
Intermediate Teachers - Grades 5, 6
Junior Teachers - Grades 3, 4
Primary Teachers - Grades 1, 2

In the late 1920s and early 1930s when Vancouver City was amalgamating to its present size the teachers of Vancouver formed a Greater Vancouver Teachers' Association (involving VTA, South Vancouver Teacher Association and Point Grey Teacher Association).

The GVTA was formed in 1928 with each association remaining as a section and a central executive committee elected to deal with the Vancouver School Board.

Sub groups of the VTA began to feel that their diverging interests could not be adequately represented by one organization.

The VTA had problems with its representatives giving opinions that were representative of all the various sub groups within the Association and eventually groups broke away from the VTA.

Notably, the VTA got the first contract with a school board in the province that recognized both experience and qualifications as factors - June 1929.

Vancouver Elementary Teachers' Association was formed 1930 November 18. (VETA was informally changed from VETA to VESTA on 1935 October 21).

Vancouver Secondary Teachers' Association (VSTA) was formed on 1935 June 17.

In October 1935 VESTA agreed to join the Vancouver Teacher Council on the basis that there be:

i. Four VESTA members
ii. Four VSTA members and
iii. Two Vancouver School Principals' Association members.

During the Depression, the salary negotiation team endeavoured to regain salary levels achieved in 1930.

On 1938 June 15, VESTA was incorporated under the Societies Act.

In 1939 Elementary principals and vice principals were still members of VESTA.

In 1938, September the quorum was changed in the constitution from 20% to 10%.

In 1941 December, the Vancouver School Board agreed to restore the 2½% taken from the 1930 salary scale.

On 1944 October 26, it was carried that salaries for men be slightly higher than salaries for women. Salary differentials of up to 30% had been in effect for many years; however; the principle of equal pay for equal work was applied to the Salary Schedule in future planning.

In 1947, VESTA Salary Indemnity Fund was initiated.

On 1948 May 31 a Women's Section was formed.

On 1949 June 13, VESTA received a letter from the Vancouver School Principals' Association stating that they were withdrawing from the Vancouver Teacher Council. No representatives were appointed for the 1949-50 year from VESTA and the VTC was dissolved.

On 1952 May 5, it was decided that the city be divided into four (4) zones and a representative from each zone sit on the executive.

In 1958-59, several options were discussed regarding the lack of attendance at general meetings held once a month.

On 1959 April 30, the Proportional Representative System was adopted.

On 1960 May 17, the executive moved that a public relations workshop be held in early fall.

In 1965, VESTA had 93 delegates attending the BCTF Annual General Meeting.

On 1987 November 1, the BCTF granted a charter for local association #39 (Elementary).

On 1988 January 26, The Industrial Relations Council declared the Vancouver Teachers' Federation as the bargaining agent for teachers in School District #39.

On 1989 July 31, VESTA and VSTA purchased a building at 2929 Commercial Drive and moved into newly renovated office space at #105 on February 25, 1990 and expanded into additional meeting space 1992 September 1. The address was changed to 2915 Commercial Drive on July 1, 1996. The office space was renovated during the summer of 2005.

In 1994 the NDP government introduced the Public Education Labour Relations Act, imposing provincial bargaining on all BCTF locals in the province. VESTA and several other locals sought an injunction against this move. An injunction was not granted. VESTA continues to advocate for full local bargaining to be restored.

In 1994 Adult Educators in Vancouver jointed VESTA and successfully bargained their own Collective Agreement with the Vancouver School Board.

In 2002 the Liberal government legislated away the hard-won workload language from teachers' collective agreements. This resulted in the removal of all references to caseloads, class size, class composition, and inclusion from the Collective Agreement which Vancouver teachers had previously bargained (and had gained in the place of improvement of salary and benefits).
A court challenge to this stripping of our Collective Agreement is in process.

On November 10, 2016 the Supreme Court of Canada affirmed teachers' bargaining rights and agreed with the arguments that the BCTF has been making since then Education Minister Christy Clark first stripped teachers' collective agreements in 2002. Less than four months after the BC Teachers' Federation won the landmark victory at the Supreme Court of Canada, a tentative agreement with the employer and government was reached. The agreement fully restores all the substantive collective agreement language that was unconstitutionally stripped in 2002.

D. VESTA Presidents

2022-	Jody Polukoshko
2020-22	Joanne Sutherland
2019-20	Jill Barclay
2016-19	Chloë McKnight
2014-16	Dan Graves
2012-14	Gerald Kent
2009-12	Chris Harris
2007-09	Glen Hansman (Acting Pres. Jan.-July 07)
2005-07	Mary McDermott (Leave: Dec. 2006-July 07) - deceased - 2012
2002-05	Patricia Gudlaugson
1999-02	Barbara Parrott
1997-99	Suzie Mah
1995-97	Heather Frazer
1993-95	Christina Schut
1991-93	J. Alan Crawford
1988-91	Sheila Pither
1985-88	Maureen L. MacDonald
1983-85	Susan Davis
1981-83	Kitty O'Callaghan-deceased - 2011
1978-81	J. Alan Crawford
1976-78	Steve L. Norman
1974-76	M. Al Paterson
1972-74	Allen Blakey – deceased-2021
1971-72	A. Robert Haskins
1969-71	W. Allan Garneau
1968-69	Allen Blakey – deceased-2021
1967-68	W.K. Butchart
1966-67	Gerry L. Ritchie
1965-66	Don A. Clark
1964-65	Frances M. Worledge - deceased - 2000
1963-64	S.S. Gill
1962-63	Don A. Symons
1961-62	Isobell Cull
1960-61	Norman Ornes
1959-60	Rae Bates
1958-59	M.E. (Mike) Downing
1957-58	W.H.B. Hawkes
1956-57	George A. (Al) Dew
1955-56	H.C. (Bert) Stevens
1954-55	Jacob Penner
1953-54	Cynthia Tilson
1952-53	Gordon Phillips
1951-52	L. McAlister (Miss)
1950-51	Jean Fraser
1949-50	Norval Brown
1948-49	W.M. McGill
1947-48	M.A. Batchelor (Miss)
1946-47	H.G. (Howie) McAllister
1945-46	E.V.H. Kendal (Miss)
1944-45	A. Reid (Miss)
1943-44	D.H. Van Nes
1942-43	Edith Unsworth
1941-42	W.H. Auld
1940-41	Sydney Taylor
1939-40	N. Kent (Miss)
1938-39	A.F. Robinson
1937-38	F.J. Townsend
Oct 1936-37	Owen J. Thomas
1936 to Oct.	Josephine Dauphinee
1935-36	E.V. Caspell
1934-35	F.E. Williams (Miss)
1933-34	Rufus Palmer Steeves
1930-33	C.L. Thornber

All terms Aug—July except as noted

41. Honorary Life Members

A. General

1. That names for Honorary Life Members be recommended by the Executive in early May of each year.

2006 Feb 02 Exec

2. That these recommended Honorary Life Members may be endorsed and honored at the Annual General Meeting.

2006 Feb 02 Exec

3. That Honorary Life Members may be appointed by the Executive as members of VESTA committees, sections, and/or task forces.

2006 Feb 02 Exec

4. That Honorary Life Members may be appointed by the Executive as representatives to outside groups on behalf of VESTA.

2006 Feb 02 Exec

5. When participating as members on VESTA committees, sections, and/or task forces, Honorary Life Members have equal rights and responsibilities as other members with the exceptions of voting rights and the role of chairperson.

2006 Feb 02 Exec

6. That Honorary Life Members be mailed copies of VESTA News unless requested otherwise.

2006 Feb 02 Exec

7. That Honorary Life Members be invited to the VESTA retirement dinner and the Annual General Meeting.

2006 Feb 02 Exec

8. That the VESTA Seal be used for the Adult Education bursary and Honorary Life Membership certificates.

2006 May 11 Exec

2014
Burtt Fidler
Ernest Gagnon

2012
Nancy Hawkins
Bill Hood
Mary McDermott (posthumously)

2010
Patricia Gudlaugson
M. Al Paterson

2009
Jane MacEwan
Barb Parrott

2008
Anastasia Mirras
Christina Schut

2007
Barbara Kay

2006
Susan Davis
Valerie (Val) Hamilton
Maureen MacDonald

2004
Alan Crawford
Heather Frazer
Barrie MacFadden
Les Rowe

2002
Jim Lepper
Margaret McMaster
Kitty O'Callaghan

2001
Lil Cumberbirch
Sam Fillipoff

1998
Sheila Pither

1997
Ken Grant
Don Reader

1996
Nora Grove

1993
Denis Ottewell
Steve Norman

1992
Allen Blakey

1987
Frances Worledge

1975
Dr. Tory Westermark
1971
Jean Fraser

1970
Cyril H. Shoemaker

1959
Dr. Mawdsley
Miss Leeming

1942
Josephine Dauphinee

Honorary Members

2012
George Taylor (BCTF)
Rossanne Tanner (VESTA Office Staff)

2016
Robyn Palliardi (VESTA Office Staff

42. BCTF Life Membership

A. General

1. That VESTA Executive endorses the award of a BCTF Life Membership to Shelia Pither.

2014 Feb 25 Exec

2014
Shelia Pither