



NVTA

Annual General Meeting & Social

Wednesday, May 13, 2026

4:00 p.m. – 7:00 p.m.

**LOCATION: St. Catherine's Church,
1058 Ridgewood Drive, North Vancouver**

NVTA LOGO REVEAL & CULTURAL CEREMONY

GUESTS: Chris & Tamia Overes

In this AGM Booklet you will find the meeting Agenda, the Minutes from January's General Meeting, the NVTA's Financial Statements, Motions, and a list of elected positions and declared candidates, along with candidate statements with respect to the Executive and Standing Committee Chairperson positions available for the 2026-2027 school year. Also included are reports from some of our NVTA and joint committees. Please take time to read about the endeavours of these committees, and to thank those who gave their time, energy, and expertise to explore issues and make decisions on your behalf.

Please attend this important meeting and exercise your right to vote!



NVTA ANNUAL GENERAL MEETING

May 13, 2026

4:00 pm – 5:30 pm; Social 5:30 pm

St. Catherine's Church (1058 Ridgewood Drive, North Vancouver)

AGENDA

Acknowledgment of Traditional Indigenous Lands

1. **NVTA Logo Reveal and Cultural Ceremony**
Guests: Chris and Tamia Overes (Tsleil-Waututh Artist Team)
2. **Adoption of Agenda**
3. **Adoption of Minutes** (General Meeting, January 28, 2026)
4. **Welcome & Introductions** (Vickie Vinaric, NVTA President)
5. **AUDITOR'S REPORT** (NVTA Auditor/A. Shobridge, NVTA Treasurer)
- **Audit Motions** (see over)
6. **NOMINATING & BALLOTING** (Owen Howell, Nominating & Balloting Officer)
 - a. Appointment of Scrutineers and Introduction of Candidates
 - b. Election of 2026-2027 NVTA Executive and the Nominating and Balloting Chairperson
7. **PRO D POLICY AND PROCEDURES MOTION** (see over)
8. **ACKNOWLEDGMENTS** – Vickie Vinaric, NVTA President; Tammy Daley, First NVTA Vice President and Robin Deleurme, NVTA Second Vice President

“Celebrating the Life of the Union”

9. **REPORTS:**
 - a. President's Report (Vickie Vinaric)
 - b. Committee Reports (see AGM Booklet)
10. **ADJOURNMENT**

North Vancouver Teachers' Association

240 – 233 West 7th Street, North Vancouver BC V7M 1B3
Phone: 604.988.3224 Fax: 604.980.8092 Website: nvta.ca

AUDIT MOTIONS

- 1. That the Auditor's Report for 2024-2025 be accepted.**
- 2. That the NVTA appoint Clearline as the auditor for the year 2025-2026.**

PROFESSIONAL DEVELOPMENT POLICY

- 1. That the PD Policy & Guidelines, as included in the AGM Booklet, be accepted.**



North Vancouver
Teachers' Association

NVTA General Meeting

Wednesday, January 28, 2026

4:00 pm – 6:00 pm

Presentation House Theatre,
333 Chesterfield Avenue, North Vancouver

MINUTES

Acknowledgment of Traditional Indigenous Lands: T. Daley

Schools Represented: Blueridge, Brooksbank, Canyon Heights, Capilano, Carisbrooke, Cleveland, Dorothy Lynas, Highlands, Larson, Montroyal, Queen Mary, Ridgeway, Ross Road, Sherwood Park, Westview, Carson Graham, Handsworth, Seycove, Sutherland, Windsor, Teachers Teaching on Call, Learning Services

Schools not Represented: Boundary, Braemar, Cove Cliff, Band and Strings, Eslaha7an, Eastview, Lynn Valley, Lynnmour, Norgate, Queensbury, Seymour Heights, Upper Lynn, Argyle, Mountainside

1. Adoption of Agenda

Tansey/Shobridge – That the Agenda be adopted as circulated.

CARRIED

2. Adoption of Minutes September 24, 2025

Cuisanelli/Brown – That the Minutes of September 24, 2025 General Meeting be adopted as circulated.

CARRIED

3. BCTF AGM

Howell/Kwong Emery Move that A. Shobridge, N. Gill, and S. Neufeld be appointed as scrutineers.

4. **Nominating & Balloting**

a) Elections - NVTA Delegates to the BCTF AGM 2026

Candidates:

1. Stephanie Anderson (Sutherland)
2. Deepti Banerjee (Larson)
3. Carolyn Bergstrand (Montroyal)
4. Karen Birchenall (Sutherland)
5. Edie Chang (Westview)
6. Devan Coward (Ross Road)
7. Alba Cristoffanini (Carson Graham)
8. Jill McCauley (Queen Mary)
9. Dave Murton (Sutherland)
10. Laurel Newton (Capilano)
11. Tova Rae (Dorothy Lynas)
12. Trish Summers (Mountainside)
13. Joanne Tansey (Carisbrooke)
14. Vickie Vinaric (NVTA)
15. Tara Ward (Sherwood Park)

Howell/Oak That the aforementioned members are elected as NVTA Delegates to the BCTF AGM 2026

CARRIED

5. **President's Report**

- Shout-outs to NVTA Exec, CSRs and staff reps
- 1,600 NVTA members; 51,000 teachers in BC
- Advocacy for our members as per our Collective Agreement (CA)
- NVTA meets with the BCTF regularly
- Advocacy with upper administrators, DPAC, trustees
- Advocacy within the community (MLAs, Mayor)
- OH&S SURT for JOSH reps:
 - Friday, February 6, North Shore Winter Club
 - BCTF facilitator, Nelson Dow, will attend – Incident Reporting on portal
 - Monthly meetings are mandated by WCB
- Pro D – Feb 13th - Lisa Baylis - Register on Booking Central
- BCTF mental health supports:
 - Complexity of classrooms increasing significantly over time
 - Advocating for more support with inclusion
 - Not enough LSTs, externalizing behaviours are ways of communication
 - Please explore BCTF website – “wellness tab”
 - See “Health and Wellness Program” – rehabilitation consultants, you do not need to be off work to access support
 - It is important to acknowledge that our jobs are difficult – support is there!
- Door Prize Winner: (\$100) Cheryl Day (Queen Mary)

bt/LEU-USW2009

6. Bargaining Update

Chang/Chong Emery – That the meeting move into Committee of the Whole.

CARRIED

The meeting rose from Committee of the Whole with nothing to report.

7. Adjournment

Oak/Daley That the meeting adjourn.

CARRIED

NORTH VANCOUVER TEACHERS' ASSOCIATION

Financial Statements

Year Ended July 31, 2025

NORTH VANCOUVER TEACHERS' ASSOCIATION

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Year Ended July 31, 2025

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INDEPENDENT AUDITOR'S REPORT

To the Members of North Vancouver Teachers' Association

Report on the Financial Statements

Qualified Opinion

We have audited the financial statements of North Vancouver Teachers' Association (the "Association"), which comprise the statement of financial position as at July 31, 2025, and the statements of revenues and expenditures, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at July 31, 2025, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Qualified Opinion

The North Vancouver Teachers' Association derives revenue collected on the basis of wages earned from members, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Association and we were not able to determine whether any adjustments might be necessary to membership fees, excess of revenues over expenditures for the years ended July 31, 2025 and 2024, current assets and fund balances as at July 31, 2025 and 2024. Our audit opinion on the financial statements for the year ended July 31, 2024 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Independent Auditor's Report to the Members of North Vancouver Teachers' Association (*continued*)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

NORTH VANCOUVER TEACHERS' ASSOCIATION

Statement of Financial Position

July 31, 2025

	General Fund	Building Fund	Professional Development Fund	Other Fund	2025	2024
ASSETS						
Current						
Cash	\$ 247,405	\$ -	\$ -	\$ -	\$ 247,405	\$ 163,198
Term deposits (<i>Note 3</i>)	-	-	-	109,476	109,476	229,100
Accounts receivable	69,066	-	-	-	69,066	48,473
Prepaid expenses	7,704	-	-	-	7,704	11,464
	324,175	-	-	109,476	433,651	452,235
Restricted cash	-	-	120,646	295,701	416,347	209,886
Property and equipment (<i>Note 4</i>)	-	452,630	-	-	452,630	486,447
	\$ 324,175	\$ 452,630	\$ 120,646	\$ 405,177	\$ 1,302,628	\$ 1,148,568

See notes to financial statements

NORTH VANCOUVER TEACHERS' ASSOCIATION

Statement of Financial Position

July 31, 2025

	General Fund	Building Fund	Professional Development Fund	Other Fund	2025	2024
LIABILITIES AND NET ASSETS						
Current						
Accounts payable and accrued liabilities	\$ 78,404	\$ -	\$ 3,136	\$ -	\$ 81,540	\$ 33,142
Current portion of mortgage payable <i>(Note 6)</i>	-	208,531	-	-	208,531	22,643
	78,404	208,531	3,136	-	290,071	55,785
Mortgage payable <i>(Note 6)</i>	-	-	-	-	-	208,586
Long service recognition liability <i>(Note 7)</i>	1,600	-	-	-	1,600	500
	80,004	208,531	3,136	-	291,671	264,871
Fund Balances						
Unrestricted	244,171	-	-	-	244,171	187,297
Internally Restricted	-	244,099	-	405,177	649,276	567,752
Externally restricted	-	-	117,510	-	117,510	128,648
	244,171	244,099	117,510	405,177	1,010,957	883,697
	\$ 324,175	\$ 452,630	\$ 120,646	\$ 405,177	\$ 1,302,628	\$ 1,148,568

ON BEHALF OF THE BOARD

_____ *Director*

_____ *Director*

See notes to financial statements

NORTH VANCOUVER TEACHERS' ASSOCIATION

Statement of Revenues and Expenditures

Year Ended July 31, 2025

	General Fund	Building Fund	Professional Development Fund	Other Funds	2025	2024
REVENUES						
Membership fees	\$ 879,332	\$ -	\$ -	\$ -	\$ 879,332	\$ 841,590
Professional development	-	-	215,973	-	215,973	148,856
Grants	125,172	-	-	-	125,172	114,639
Interest and other income	17,235	-	-	-	17,235	4,144
	1,021,739	-	215,973	-	1,237,712	1,109,229
EXPENDITURES						
Salaries and benefits	540,373	-	-	-	540,373	531,403
Professional development	-	-	227,111	-	227,111	110,615
Office and general	84,018	-	-	-	84,018	85,300
Committees (<i>Note 9</i>)	88,663	-	-	-	88,663	92,783
Training	68,454	-	-	-	68,454	70,554
Amortization	-	33,817	-	-	33,817	31,457
Professional fees	17,412	-	-	-	17,412	16,785
Meetings and assemblies	14,068	-	-	-	14,068	13,288
Labour council	11,981	-	-	-	11,981	6,018
Automobile allowance (<i>Note 9</i>)	7,250	-	-	-	7,250	7,500
Mortgage interest	-	7,014	-	-	7,014	7,743
Scholarships and sick leave	7,000	-	-	-	7,000	2,500
Teachers on call	3,291	-	-	-	3,291	3,483
	842,510	40,831	227,111	-	1,110,452	979,429
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES						
	\$ 179,229	\$ (40,831)	\$ (11,138)	\$ -	\$ 127,260	\$ 129,800

See notes to financial statements

NORTH VANCOUVER TEACHERS' ASSOCIATION
Statement of Changes in Fund Balances
Year Ended July 31, 2025

	General	Building Fund	Professional Development Fund	Other Funds	2025	2024
FUND BALANCES - BEGINNING OF YEAR	\$ 187,297	\$ 255,218	\$ 128,648	\$ 312,534	\$ 883,697	\$ 753,897
Excess of revenues over expenditures	179,229	(40,831)	(11,138)	-	127,260	129,800
Interfund transfers <i>(Note 5)</i>	(122,355)	29,712	-	92,643	-	-
FUND BALANCES - END OF YEAR	\$ 244,171	\$ 244,099	\$ 117,510	\$ 405,177	\$ 1,010,957	\$ 883,697

See notes to financial statements

NORTH VANCOUVER TEACHERS' ASSOCIATION

Statement of Cash Flows

Year Ended July 31, 2025

	2025	2024
OPERATING ACTIVITIES		
Cash receipts	\$ 1,217,120	\$ 1,117,797
Cash paid to suppliers, members, and employees	(1,016,364)	(997,194)
Interest paid	(7,014)	(7,743)
	<u>193,742</u>	<u>112,860</u>
Cash flow from operating activities		
INVESTING ACTIVITY		
Purchase of property and equipment	-	(19,619)
	<u>-</u>	<u>(19,619)</u>
FINANCING ACTIVITIES		
Proceeds from (purchases of) term deposits	119,624	(129,100)
Restricted cash	485	(33,839)
Repayment of debt	(22,698)	(21,970)
	<u>97,411</u>	<u>(184,909)</u>
Cash flow from (used by) financing activities		
INCREASE (DECREASE) IN CASH FLOW	291,153	(91,668)
Cash - beginning of year	<u>163,198</u>	<u>254,866</u>
CASH - END OF YEAR	\$ 454,351	\$ 163,198

See notes to financial statements

NORTH VANCOUVER TEACHERS' ASSOCIATION

Notes to Financial Statements

Year Ended July 31, 2025

1. Nature of operations

The North Vancouver Teachers' Association (the "Association") is located at 240 – 233 West 1st Street, North Vancouver, British Columbia, Canada. The Association is a not-for-profit organization and was incorporated on June 11, 2014 under the Societies Act. The Association is a non-profit organization under the Income Tax Act section 149(1)(l) and as such is exempt from income taxes.

The Association has represented teachers in North Vancouver since 1940. The Association is a local of the British Columbia Teachers' Federation and became a union of professionals in 1987. The Association provides teachers with ongoing opportunities for professional growth through formal workshops, working with colleagues, and professional reading. The Association supports various types of professional development activities for members and coordinates all professional development activities in the district along with each school's staff committee.

During the year, the Association received 71% (2024 - 76%) of its revenues from the North Vancouver School District in the form of membership fees.

2. Summary of significant accounting policies

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Fund accounting

North Vancouver Teachers' Association follows the restricted fund method of accounting for contributions.

The General Fund accounts for the Association's program delivery and administrative activities. This fund reports unrestricted resources and restricted operating grants.

The Building Fund reports the assets, liabilities, revenues and expenditures related to North Vancouver Teachers' Association's property and equipment.

The Professional Development Fund reports receipts and expenditures related to professional development activities for teachers. The Professional Development Fund provides teachers with the opportunity for continuous and lifelong learning.

Other Funds report the receipts and expenditures relating to the General Reserve and Sick Leave Reserve funds.

Any Professional Development, General Reserve or Sick Leave Reserve balances are restricted amounts not available for general operating purposes.

(continues)

NORTH VANCOUVER TEACHERS' ASSOCIATION

Notes to Financial Statements

Year Ended July 31, 2025

2. Summary of significant accounting policies (*continued*)

Revenue recognition

North Vancouver Teachers' Association follows the restricted fund method of accounting for contributions.

Restricted contributions related to general operations are recognized as revenue of the General Fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund.

Unrestricted contributions are recognized as revenue of the General Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The Association's major source of revenue is membership fees. These fees are recognized on a monthly basis when earned by the Association, in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Property and equipment

Property and equipment is stated at cost or deemed cost less accumulated amortization and is amortized over its estimated useful life on a declining balance basis at the following rates and methods:

Buildings	25 years	straight-line method
Computer equipment	30%	declining balance method
Office equipment	20%	declining balance method

Property and equipment acquired during the year but not placed into use are not amortized until they are placed into use.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Restricted cash

Restricted cash consists of two amounts held as cash at a provincial credit union.

3. Term deposits

The Association holds a term deposit with a term of 12 months, bearing interest at a rate of 3.60% per annum.

As at July 31, 2024, The Association held term deposits with terms of 12 months, bearing interest at rates of 5.15% and 6.10% per annum.

NORTH VANCOUVER TEACHERS' ASSOCIATION

Notes to Financial Statements

Year Ended July 31, 2025

4. Property and equipment

	Cost	Accumulated amortization	2025 Net book value
Buildings	\$ 692,949	\$ 261,908	\$ 431,041
Office equipment	185,627	167,956	17,671
Computer equipment	113,871	109,953	3,918
	\$ 992,447	\$ 539,817	\$ 452,630

	Cost	Accumulated amortization	2024 Net book value
Buildings	\$ 692,949	\$ 234,187	\$ 458,762
Office equipment	185,627	163,539	22,088
Computer equipment	113,871	108,274	5,597
	\$ 992,447	\$ 506,000	\$ 486,447

5. Interfund transfers

Certain amounts, as approved by the Board, are set aside in accumulated surplus for future purposes. Transfers to and from funds are an adjustment to the respective fund when approved.

	2025	2024
<u>General reserve</u>		
Fund balance – beginning of the year	\$ 286,721	\$ 155,261
Transfers in	92,643	131,460
	\$ 379,364	\$ 286,721
<u>Sick leave reserve</u>		
Fund balance – beginning and end of the year	25,813	\$ 25,813
Total other funds	\$ 405,177	\$ 312,534

During the year there was an interfund transfer for additions to property and equipment as well as mortgage payments to the Building Fund from the General Fund for \$29,712 (2024 - \$49,331). In addition, the General Fund transferred funds into the Other Fund for the general reserve. Per the Associations by-laws, all bank account balances at year-end except the chequing account and \$5,000 in the savings account were transferred to the General Reserve Fund. The transfer during the year from the General Fund to the Other Fund was \$92,643 (2024 - \$131,460).

NORTH VANCOUVER TEACHERS' ASSOCIATION

Notes to Financial Statements

Year Ended July 31, 2025

6. Mortgage

	2025	2024
Vancity mortgage of \$511,875, bearing interest at a fixed rate of 3.20% per annum, compounded semi-annually not in advance, repayable in monthly blended payments of \$2,476 secured by the office unit 240 - 233 West 1st Street, North Vancouver, British Columbia purchased on 17 August 2015 for \$685,468. Term of the mortgage is 60 months and matures in August 2025.	\$ 208,531	\$ 230,556
Amounts presented as current	(208,531)	(22,643)
	\$ -	\$ 207,913

Upon maturity in August 2025, the loan amount was fully repaid.

7. Long service recognition liability

Employees of the Association are entitled to a long service recognition payment upon retirement as an acknowledgment of their service tenure. During the year, \$nil (2024 - \$17,043) was paid out to an employee for their long service in the Association. As at July 31, 2025, an accrual of \$1,600 (2024 - \$500) is accrued as a liability in the financial statements.

8. Financial instruments

The Association initially measures its financial assets and liabilities at fair value.

The Association subsequently measures all its financial assets and financial liabilities at cost or amortized cost. Financial assets measured at amortized cost include cash, term deposits and accounts receivable. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and mortgage payable.

The Association is exposed to various risks through its financial instruments. The following analysis provides information about the Association's risk exposure and concentration as of July 31, 2025.

(a) Liquidity risk

Liquidity risk is the risk that the Association will not be able to meet its financial obligations as they come due. The Association has sufficient current assets to meet its financial obligations.

(b) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Association is subject to interest rate price risk on its fixed rate mortgage payable.

Unless otherwise noted, it is management's opinion that the Association is not exposed to other significant price risks arising from these financial instruments.

NORTH VANCOUVER TEACHERS' ASSOCIATION

Notes to Financial Statements

Year Ended July 31, 2025

9. Director payments

The Directors of the Association receive payments for various activities as approved by the Association's policies:

	<u>2025</u>	<u>2024</u>
Automobile	\$ 7,250	\$ 7,500
Executive Research and Support	<u>15,695</u>	<u>10,695</u>
	<u>\$ 22,945</u>	<u>\$ 18,195</u>

These amounts were in the normal course of business and as at July 31, 2025 no amounts were outstanding. These transactions were measured at the exchange amount.

2026-2027 POSITIONS AND DECLARED CANDIDATES
North Vancouver Teachers' Association

<u>POSITION</u>	<u>2026-2027</u>	<u>SCHOOL</u>	<u>Point Time</u>
PRESIDENT	Vickie Vinaric	NVTA Office	1.0
LOCAL REPRESENTATIVES <i>(two or three positions available)</i>	Kyle Brown	Larson	
	Edie Chang	Westview	
	Tammy Daley	NVTA Office	
	Owen Howell	Carson Graham	
ALT LOCAL REPRESENTATIVE <i>(one position available)</i>	Regan Rankin	Lynnmour	
	Christopher Zytaruk	Carson Graham	
FIRST VICE PRESIDENT	Tammy Daley	NVTA Office	1.0
SECOND VICE PRESIDENT	Dave Murton	Sutherland	1.0
SECRETARY	Trish Summers	Mountainside	
TREASURER	Andrew Shobridge	Windsor	up to 0.2
MEMBERS-AT-LARGE – Designated <i>(two-year term)</i>			
INDIGENOUS	Johanne Nielsen	Eslha7an	
RACIALIZED	Edie Chang	Westview	
2SLGBTQIA+	Kyle Brown	Larson	
FIRST FIVE YEARS	Christopher Zytaruk	Carson Graham	
MEMBERS-AT-LARGE - Non-Designated <i>(two-year term – one position available)</i>	Regan Rankin	Lynnmour	
PRO D CHAIR	Angelee Bulsara	Ross Road	0.2
SOCIAL JUSTICE CHAIR	Jennifer Kwong-Emery	Sutherland	
NOMINATION & BALLOTING OFFICER	<i>No Declared Candidate</i>		
The following members will be continuing in their second year of a two-year term.			
MEMBERS-AT-LARGE-Non-Designated	Stephanie Anderson	Sutherland	
	Bailey Oak	Larson	
	Colin Young	Cleveland	

Candidate Statements 2026

NVTA Executive Committee 2026-2027

Position: President
Candidate: Vickie Vinaric (NVTA Office)

I have been an advocate for public education for over twenty years first as a school board trustee, then as an elementary school teacher and LST and CSR at both Braemar and Sherwood Park. It has been a privilege to continue this work as the First Vice President of the NVTA from September 2024-December 2024 and then as Acting President starting in January of 2025. As the President from 2025-2065 school year, I continue to see the need to safeguard members' rights, to represent them with knowledge and to advocate strongly for increased resources to address increasingly demanding working conditions. I am committed to continuing to ensure the outstanding service that my predecessors and current table officers offer members by protecting members' rights within the Collective Agreement and advocating for them at every opportunity. It is an honor to represent North Vancouver members of the NVTA and if re-elected, I will continue to do this invaluable work on your behalf.

Position: Local Representative
Candidate: Kyle Brown (Larson)

Hello NVTA members, I'm Kyle and I've been a teacher for 11 years. For the past two years, I have served on the Executive Committee, working closely with the Table Officers to support members in a variety of projects and initiatives. This year, I am also organising a delegation of NVTA members to walk in the Vancouver Pride Parade, helping to build visibility and connection for our union. I have also been the Chief Staff Rep at Larson Elementary for the past three years, supporting colleagues and advocating for fair, collaborative solutions at the school level.

As I continue to grow my involvement in union work, I am seeking your support for my candidacy as Local Representative and Member at Large (2SLGBTQIA+). These roles would allow me to learn more about how the union operates while continuing to support and represent members. I'm committed to listening, representing diverse voices, and contributing positively and collaboratively to the work of the NVTA.

Position: Local Representative
Candidate: Edie Chang (Westview)

Union/Local Involvement: Racialized Member-at-Large, Social Justice Chair, Political Action Contact (2022 to present), NVTA Local Negotiating Team, BCTF Local Bargaining Committee, BCTF Bargaining Conference Delegate, BCTF Summer Leadership Conference Delegate, BCTF Metro West Zones meeting attendee, BCTF AGM Delegate, BCTF Delegate to the BC Federation of Labor Conferences, BCTF Public Education Conference attendee, NVTA Representative to the Vancouver District Labor Council.

School Involvement: Chief Staff Representative (Norgate), Staff Representative (Westview)

I am writing to seek your support as I run for the position of Local Representative with the NVTA. I have a strong interest in the work of the BCTF, both as a union and as a political organization. My passion for union work centres on advocating for BIPOC teachers, promoting diversity, equity, and inclusion, and

supporting members who feel their voices are not being heard. I take my role on the executive committee seriously and recognize that my votes at AGMs and Representative Assemblies reflect the perspectives of the members I represent, not just my own. I am committed to advocating for and representing teachers at both the local and provincial levels. I look forward to continuing the work I have begun with the NVTAs, while further developing my understanding through the knowledge and experiences gained at local conferences and AGMs. It would be an honour to continue serving as a member of the executive committee.

Position: Local Representative
Candidate: Tammy Daley (NVTAs Office)

Union/Local Involvement: NVTAs First Vice President, NVTAs Local Representative, NVTAs EC Secretary, NVTAs Professional Development Chair, NVTAs Local Negotiating Team, NVTAs Local Bargaining Committee, NVTAs Local Professional Development Steering Committee, NVTAs PD Conference Planning Committee, BCTF Bargaining Conference Delegate, BCTF Summer Leadership Conference Delegate, BCTF AGM Delegate

School Involvement: Chief Staff Representative (Upper Lynn), Professional Development Representative (Upper Lynn), Professional Development Representative (Sherwood Park).

I am requesting your support as I seek the nomination for Local Representative. As your current Local Representative, I enjoy representing you at the BCTF Representative Assembly meetings and standing up for important NVTAs issues and concerns. Attending the Annual General Meeting, Representative Assembly meetings, and Summer Leadership Conferences have given me more understanding of the way our union works and gives me the opportunity to share important information from the BCTF to our NVTAs members. I would like to formally represent our Local association and serve as your spokesperson at the BCTF. Thank you for your consideration.

Position: Local Representative
Candidate: Owen Howell (Carson Graham)

Union/Local Involvement: NVTAs LR, 2017-present; NVTAs Nominating and Balloting Officer, 11 years; BCTF AGM Delegation Chair, 2019, 2022-6; Staff Committee Chair, seven years; Secondary School Teacher in North Vancouver, 29 years.

It has been my privilege to serve the membership of the NVTAs in a number of different capacities since 2006. Through those experiences, I have gained valuable perspectives and developed skills that I would like to continue putting to use on behalf of North Vancouver teachers. I am committed to advocating for solutions to members' concerns, to support members' interests wherever I am able and to lend thoughtful consideration to issues and decisions facing the Association to the best of my abilities. Advocating for the physical safety, mental health and empowerment of members, and supporting solutions that do not adversely affect member workload, work-life balance or our professional autonomy continue to be important priorities for the coming school year.

I am excited for the opportunity to continue to serve on the Executive Committee and to represent the NVTAs membership at BCTF Representative Assemblies for another term of service. To that end, I am seeking your support for my candidacy as Local Representative.

Position: Alternate Local Representative

Candidate: Regan Rankin (Lynnmour)

I am pleased to put my name forward for the position of Alternate Local Representative to the BCTF on the North Vancouver Teachers' Association Executive Committee.

I am currently the Chief Staff Representative at Lynnmour Elementary School, and previously served as a staff representative while teaching in Vancouver. These roles have provided me with meaningful experience supporting colleagues, addressing workplace concerns, and fostering collaborative and responsive school environments.

Since 2013, I have served on the executive of the Teachers of Inclusive Education of BC (a BCTF PSA), and for the past five years, I have held the role of Vice President. Through this work, and through extensive experience working alongside the BCTF, I have developed a strong understanding of provincial structures, processes, and advocacy efforts. I have also worked as a BCTF facilitator, leading workshops across British Columbia, and was seconded to co-develop two workshops that are currently in use.

At the district level, I currently represent the NVTAs on several committees, including Safe and Caring Schools, Inclusion, and SNSC. These roles have strengthened my ability to navigate complex issues, collaborate with diverse stakeholders, mobilize support, and contribute to strategic advocacy initiatives.

With over 25 years of experience in education, I am a passionate advocate for public education and for the students and educators within it. My work has focused particularly on inclusive education, and I believe it is important that the NVTAs has representation with a strong background in this area. I am committed to being a strong advocate for, and to representing and supporting, the unique and often complex challenges faced by teachers in non-enrolling roles and positions such as counsellors, LSTs, and others working in support of diverse learners.

I would value the opportunity to serve as Alternate Local Representative to the BCTF. I hope to bring a knowledgeable and thoughtful voice to the complexities teachers face, particularly in the area of inclusion, and to support ongoing collaborative efforts to address these challenges.

Thank you for your consideration.

Position: Alternate Local Representative

Candidate: Christopher Zytaruk (Carson Graham)

I have been working in the district for four years as both a TTOC and a classroom teacher. This experience has given me a broad perspective on the needs of our members across many of our schools and helps me connect with colleagues in a range of roles.

I am currently one of the staff reps at Carson Graham Secondary School. Whether in my classroom at Carson or TTOCing across the district, I enjoy supporting colleagues and helping ensure our collective agreement is upheld. One of my favourite parts of this role is supporting new members—sharing information about our union and helping them better understand their rights and benefits of our profession. I care about making sure members feel informed, welcomed, supported, and treated fairly.

As a newer teacher, I've also served on the NVTAs Executive as Member-at-Large (designated member in their first five years). In that role, I've worked to deepen my understanding of our union and our

collective agreement. I've had the opportunity to participate on the bargaining team during our most recent round of local bargaining and to support TTOCs through joint committee work with the district.

Attending the British Columbia Teachers' Federation AGM in 2025 gave me new insight into how our union operates at the provincial level. I'm committed to continuing to grow my understanding of BCTF processes so I can better support and advocate for the members around me. I'm excited about the opportunity to contribute at the Representative Assembly and bring forward the voices of NVTA members. Through this work with our provincial body, I see real opportunity to shape meaningful changes that benefit our colleagues and strengthen our profession.

I value being approachable, knowledgeable, and supportive for the well-being of those around me. I would greatly appreciate the opportunity to represent my colleagues in this role.

Thank you for your consideration.

Position: First Vice President
Candidate: Tammy Daley (NVTA Office)

Union/Local Involvement: NVTA First Vice President, NVTA Local Representative, NVTA EC Secretary, NVTA Professional Development Chair, NVTA Local Negotiating Team, NVTA Local Bargaining Committee, NVTA Local Professional Development Steering Committee, NVTA PD Conference Planning Committee, BCTF Bargaining Conference Delegate, BCTF Summer Leadership Conference Delegate, BCTF AGM Delegate

School Involvement: Chief Staff Representative (Upper Lynn), Professional Development Representative (Upper Lynn), Professional Development Representative (Sherwood Park).

I am requesting your support as I seek the nomination for First Vice President. As your current First Vice President, I enjoy supporting and advocating for you in the local office and at the BCTF. I have learned a lot about our Collective Agreement and working with the School District to support members. I would like to continue to build on by knowledge in this way. Thank you for your consideration.

Position: Second Vice President
Candidate: Dave Murton (Sutherland)

My name is Dave Murton, and I am running for the position of Second Vice President of the North Vancouver Teachers' Association.

Having served in the role of 1st VP of the NVTA in the past from July 2022 - July 2024 as well as from February - June 2025, I feel would be able to step in and immediately help the current executive.

I will have a good understanding of what many of the current challenges are and would be a strong and effective advocate for the teachers of North Vancouver.

In terms of other experience with the NVTA, I served as the Chief Staff Representative at Balmoral Junior Secondary from 2009-2011. Over the past decade I have done three terms as Member at Large and one term as Alternate Local Representative on the NVTA executive. I have attended several BCTF Annual General Meetings. I was chair of the Handsworth Staff Committee from 2019 -2022. I also chaired the NVTA Representative Assemblies for the 2019- 2020 school year.

I have decades of positive experiences with students, colleagues, parents, and administrators. I feel the many years of positive relationship building amongst various stakeholders would serve me well if elected as your 2nd Vice President.

If elected, I can assure you that I will most definitely be a conscientious, empathetic, and hardworking table officer.

Thank you for considering me as a candidate for Second Vice President of the NVTa.

Position: Secretary
Candidate: Trish Summers

As a long-standing Executive member and President of the Specialist Association of Gifted Educators in BC (SAGE-BC), I have been involved extensively with BCTF over the years and have had a strong voice in meetings with the Ministry of Education focused on issues that are currently affecting our teachers. As a previous classroom teacher, with many other district-level NVSD positions that followed, I feel I can bring a broad lens to the table that will help to support my colleagues. Through my strong connections with both elementary and secondary staffs, I feel I have a solid understanding of the specific issues and concerns that our teachers face. As our classrooms continue to grow more increasingly diverse and complex, it is extremely important to have a strong advocate for our NVTa members. I served as Secretary for our NVTa for the past two school years and would like to continue in this role.

Position: Treasurer
Candidate: Andrew Shobridge (Windsor Secondary School)

I am writing to ask for your support for my candidacy for Treasurer of the North Vancouver Teachers' Association. I have currently served on the NVTa executive as Treasurer for the past 7 years, and would like an opportunity to continue in this role.

I have been a CSR at Windsor Secondary, have participated in various district committee's on behalf of the NVTa over the years, and attended the BCTF AGM's as a NVTa representative twice. I feel my experience of being a Teacher and NVTa member for over 27 years can help support the excellent work already being done by the NVTa Executive. I would be honoured to represent you on the NVTa Executive as treasurer for the 2026 - 2027 school year.

Position: Member-at-Large: Indigenous
Candidate: Johanne Nielsen (Eslaha7an)

Johanne du Óvúqvaýáitxvλanugva. Haítzaqvnugva. Gáyáqlanugva t̄xs Wágłisł̄a. Gvúkvłánugva la t̄xas Sł̄wxwú7mesh du səlilwətał.

My name is Johanne Nielsen, my ancestral name is Óvúqvaýáitxv. I am a member of the Haítzaqv (Heiltsuk) First Nation. My family comes from Wágłisł̄a (Bella Bella). I'm privileged to live on Squamish and Tsleil-Waututh territories. My current role is a District Indigenous Literacy Support Teacher. I am assigned to several Elementary schools to provide direct support services to Indigenous students. I also support District Learning Services in providing authentic Indigenous Education resources. I hold a UBC master's degree in Education for Indigenous Education. I have served on the Executive Committee as a member-at-large designated by an Indigenous member for 2 years. Advancing Truth and Reconciliation

in our district is my utmost priority. I work on behalf of my grandparents, who were Residential School Survivors, and I work on behalf of Indigenous community members, who still live amid colonialism, and I work for the future generations yet to come.

Giáxsiħas qáqáwátaqvsnħa – I thank you for your listening to me

Position: Member-at-Large: Racialized
Candidate: Edie Chang (Westview)

Union/Local Involvement: CSR, Staff Rep, Racialized Member at Large, Political Action Representative, Social Justice Chair, running and organizing the NVTAs BIPOC Teacher's Discussion Group. I have participated in the BCTF AGMS, Summer Conferences and Zones Meetings. I have also been part of the BCTF delegation to the BC Federation of Labor Convention in 2022 AND 2024. I was elected to be a part of the NVTAs bargaining committee this past bargaining round. As a Political Action Rep, I have participated in the BC Public Education Conference.

I am writing to ask for support as I seek the Local Representative position with the NVTAs. I have a deep interest in the workings of the BCTF, both as a union and as a political entity. My passions in union work lie in advocating for BIPOC teachers, in diversity, equity and inclusion, and advocating for members who feel their voices are not being heard. I also understand my role as a union representative and the teachers in my local that my vote represents. I look forward to continuing the work I have started with the NVTAs and learning and growing from all the knowledge I have been given when attending local conferences and the AGMs. It would be an honour to continue to work as a member of your executive committee.

Position: Member-at-Large: 2SLGBTQIA+
Candidate: Kyle Brown

Candidate Statement: See statement under Local Representative

Position: Member-at-Large: First Five Years
Candidate: Christopher Zytaruk

Over the past two years, I have had the opportunity to serve on the NVTAs Executive in this role, and I'm hoping to continue that work. I value being able to support colleagues, help answer questions, and contribute in ways that make a difference for our members.

I'm motivated by a genuine desire to help my colleagues and to continue growing my own understanding of our profession and our union. I believe that the more we learn and share knowledge with one another, the stronger we are and the more supported we can be in our roles as teachers. I'm committed to supporting our members and continuing to build my knowledge so I can better advocate and support the members around me.

I would appreciate the opportunity to serve another term on our executive and continue to find ways to support our members best.

Thank you for your consideration.

Position: Member-at-Large (two-year term*, one position available)
Candidate: Regan Rankin

Candidate Statement: See statement under Local Representative

Position: Professional Development Chairperson
Candidate: Angelee Bulsara (NVTA Office)

Union/Local Involvement: NVTA Professional Development Chair, NVTA Local Bargaining Committee, NVTA Local Professional Development Steering Committee, NVTA PD Conference Planning Committee, BCTF Summer Leadership Conference Delegate, BCTF AGM Delegate

School Involvement: Chief Staff Representative (Ross Road), Professional Development Representative (Ross Road)

I am requesting your support as I seek to be re-elected as your NVTA Professional Development Chairperson. During my three years as PD Chairperson, I have been proactive in organizing PD activities for members and implementing policy changes that allow for members to access more PD opportunities. In the coming year, I would like to continue to support members in accessing valuable PD opportunities. I hope you will support my nomination.

Position: Social Justice Chairperson
Candidate: Jennifer Kwong-Emery (Sutherland)

I am seeking your vote for re-election as Social Justice Chair. This year, I have led Social Justice meetings, attended BIPOC gatherings, and worked to support both our Peer Queers Group and Indigenous networking meetings. I also launched a Social Justice newsletter that was distributed to Social Justice Chairs across the district, providing resources and fostering collaboration.

Having served on the NVTA Executive for the past several years, I have developed a strong understanding of the issues and priorities across our district. In addition, I have served as your Alternate Local Representative, attending zone meetings and Representative Assemblies where I have listened to and advocated for the concerns of reps from across BC. If re-elected, I will continue to organize and facilitate Social Justice initiatives, collaborate closely with fellow Executive members, and support our local membership in addressing the many social justice issues facing our schools and communities.

NVTA Committee Chairs

Position: Nominating & Balloting Chairperson (January 2027 – December 2027)
Candidate: No Declared Candidate

** Members-at-Large continuing in their second year of a two-year term: Stephanie Anderson, Bailey Oak, Colin Young*



2026-2027

Professional Development

Policy & Guidelines

Professional development is a process of ongoing growth through involvement in programs, services and activities designed to enable teachers, both individually and collectively, to enhance professional practice. The BCTF and the NVTA advocate individual ownership and professional autonomy by professional teachers.

Professional development may include: workshops, conferences, lectures, staff retreats, teacher inquiry projects, self-directed PD, course work, visits to other classrooms, reading professional journals/books, presenting workshops, mentoring, serving as a sponsor teacher; and collaborating with colleagues.

ROLE OF ELECTED MEMBERS OF THE PD NETWORK

Each North Vancouver educator involved with professional development is an advocate for PD. The PD Contacts, Chairperson and Steering Committee members are specially charged as advocates, evaluators, communicators and mentors for the PD network. The following are meant as guidelines for each PD rep's role.

Role of the PD Contact

Each school's NVTA staff committee shall elect its PD contact at the beginning of the school year and report the name to the NVTA.

The role of the PD contact shall be to:

- attend the annual School PD Training sponsored by the NVTA and BCTF;
- attend NVTA PD contacts' meetings or find a replacement;
- assemble a school-based committee to facilitate PD activities for staff;
- support members in understanding the NVTA PD Policy;
- provide members access to a PD record form prior to each PD day and ensure the form is approved by Staff Committee prior to each PD day;
- inform any member whose PD activity has not been approved by Staff Committee;
- liaise between the staff committee and NVTA PD;
- provide feedback regarding PD services at school and district levels;
- meet with the Staff Committee to ratify the PD Record Sheet;
- submit staff PD record forms to the NVTA office by June 30 of each school year.

Role of the Steering Committee

The Professional Development Steering Committee shall consist of the Chairperson and six elected members. The members shall be elected by the PD school contacts at the first meeting of every year and submitted to the NVTA Executive Committee for ratification. The Steering Committee shall be made up of three elementary and three secondary representatives.

The role of the Steering Committee shall be to:

- make recommendations concerning policy;
- set the goals and priorities for the year, including suggestions for PD activities;
- approve the annual budget;
- make recommendations to PD Contacts about District-wide PD dates;
- review Special Grant applications and allocate Special Grant funds;

Role of the PD Chairperson

The NVTA elects its PD Chair at its Spring AGM.

The role of the PD Chair shall be to:

- organize the annual School PD Training sponsored by the NVTA and BCTF;
- chair the steering and the district-wide PD committees;
- co-chair the Joint Education Planning and Implementation Committee;
- establish a budget for PD funds annually;
- ensure that Guidelines for the distribution of PD funds up-to-date;
- maintain PD expense records and ensure that NVTA PD Policy & Guidelines are followed;
- process PD expense claims that are submitted by the members;
- keep PD financial records, ensuring PD Guidelines are followed;
- collaborate with the Steering Committee, the NVTA Treasurer and the NVTA Executive regarding financial matters;
- facilitate organization of school-based PD activities as requested by PD contacts;
- liaise and attend meetings on behalf of the NVTA PD committee, with groups such as PD contacts, the steering committee, NVTA Executive committee (including the Executive's PD liaison), the NVTA Rep Assembly, any NVTA general meeting, JEPIC and the BCTF zone meetings;
- facilitate coordination of the biannual NVTA PD conference;
- facilitate NVTA PD activities and training deemed relevant by NVTA members (which could include mini-conferences, or workshops after school or on PD days);
- liaise with community partners regarding potential PD opportunities;
- communicate with PD contacts and others via updates at meetings, bulletins, emails and current information on the NVTA website;
- prepare an annual PD report for the Executive Committee and the NVTA AGM;
- establish the agenda for PD Contact and Steering Committee meetings;
- send out email reminders in advance of meeting dates;
- keep a record of attendance at PD contacts meetings to be used for meeting minutes;
- ensure meeting minutes are recorded and formatted for records;
- maintain current records of PD related processes.

ALLOCATION OF NVTA PD FUNDS

The NVTA PD fund receives Category 5+ Step 10 x 1.5 from the School Board each year (*as per clause F.20.2 of the Collective Agreement*). This NVTA PD fund is used exclusively for PD activities, not for office supplies or release time for the PD Chair.

The annual PD budget includes funds for:

- the PD conference held on odd-numbered years;
- Individuals;
- Groups;
- Local Specialists' Associations;
- Special Grants;
- Local Events.

Any monies not used in one year are rolled over into the following year's PD fund.

NVTA PD money is available to each NVTA member currently paying NVTA dues, including part-time teachers, TTOCs, teachers on paid leave and teachers on unpaid maternity or parental leave. The following PD guidelines shall apply to every NVTA member.

INDIVIDUAL ALLOTMENTS

On an annual basis, each eligible member may receive up to **\$600 maximum initial reimbursement** which could include the cost of and one (1) TTOC day.

If funds are available, top-up will be distributed to eligible members after June 1 to reimburse up to a **maximum total individual allotment of \$1,000**.

Procedural Practice for Reimbursement of Funds for PD Activities

When planning a PD activity which will require reimbursement from the PD fund, members should keep the following in mind:

Professional Development Publication (Trial basis for 2025-2026 school year):

For purchase of a professional development publication for self-directed PD, a special form must be completed to indicate how the resource will be used in your professional practice. The PD Steering Committee will review all applications to approve or deny requests. Student materials or student subscriptions are ineligible for reimbursement. No top-up will be provided.

Retreats:

For schools undertaking a staff retreat or event (school event with overnight included) the funding cap shall be \$200 per member, which will come out of each individual allotment.

For retreats where at least 50% +1 or at least 15 teachers are attending, one (1) TTOC day will be available for planning purposes to the NVTA member coordinating the retreat.

Budget Allocation

The last day of the funding period is the deadline for applying for Pro-D activities that take place within that funding period, with the exception of the Spring Funding Period.

- Fall funding – September to January 31 (deadline January 31)
 - Including activities that take place in July or August before the start of the school year
- Winter funding - February 1 to April 30 (deadline April 30)
- Spring funding – May 1 to June 30 (deadline June 1)
 - Please send paperwork for activities taking place within this funding period by **June 1** to allow for enough time to process cheques
- Top-up funding will be distributed after June 1

The last day of the funding period is the deadline for applying for Pro-D activities that take place within that funding period, with the exception of the Spring Funding Period (deadline is June 1, see above). Any forms received after the funding period deadline will be dealt with during Top-Up Funding after June 15.

Of the annual PD funds available for individuals, 70 percent can be accessed during the Fall Funding Period; 15 percent can be accessed during the Winter Funding Period; and 15 percent can be accessed during the Spring Funding Period. Any money not used in a Funding Period will be rolled into the next funding period and then into Top-Up Funding.

Funding: First Come, First Served

Funds will be allocated on a first come, first served basis per Funding Period until the funds are used up. Not every member is guaranteed \$600 for PD funding. Members can submit forms at any time prior to a PD event to request funds and at that time funding (if available) will be allocated to the member. Requests that include all forms, documentation and receipts for payment will be paid when approved. Once all the funds for the Funding Period have been allocated to members, any further requests (even within the Funding Period) will wait until Top-Up for possible payment. Top-up up to \$1,000 might be possible, if funds are available.

Members who are reimbursed for an expense, but do not attend the event, must notify the PD Chair. Repayment of funds may be required.

Top-Up Funding

Top-Up will be done for all members after June 1 with any remaining funds. Members eligible for top-up of their Individual Allotment will receive a maximum total reimbursement of \$1,000. Top-Up funding will be distributed in the following priority order:

- 1) To unpaid or partially paid (less than \$600 paid because of Funding Period budget shortfall) applications submitted on time;
- 2) To late applications;
- 3) And equally distributed to any members needing top up.

Individual Forms

Teachers access PD funds directly from the NVTA in the school year in which the event occurs. Forms will only be accepted between September and June for the school year.

Forms can be submitted by email, through the milkrun or dropped off at the NVTA office.

Members can submit forms at anytime prior to an event to determine availability of funding. Forms must be accompanied by documentation outlining the activity such as a brochure. A web link is not sufficient. This is required prior to approval of the activity.

NVTA PD bookkeeping must use generally accepted accounting procedures. Reimbursements will only be given for approved expenses with receipts, forms and documentation signed by the member.

Requests that include TTOC coverage must be submitted to the PD Contact **Chairperson** prior to the event date. The form should be submitted to the NVTA office three weeks prior to the leave. If a member does not have prior approval for TTOC release time or there are no PD funds left for the Funding Period, the member will be responsible for the TTOC cost and for any outstanding PD expenses.

GROUP ALLOTMENT

Groups of teachers at a school or with a common interest can apply once per school year for funding from the Group Allotment, up to \$1,500 per group, for **outside** guest speakers. Schools are encouraged to collaborate to combine funds. For groups organizing a multi-school event, one (1) TTOC day will be available to the NVTA member coordinating the event for planning purposes.

The following criteria must be met:

For school groups:

- i. At least fifty percent + one of the teachers at the school or 15, whichever is less, teachers must plan to attend the event.
- ii. Staff committee must approve the plan.
- iii. The PD contact must apply on behalf of the school.

For other groups:

- i. The group must comprise of at least 15 teachers.
- ii. The event must be held on a District-based PD day or after school so that it is accessible to all.
- iii. One contact person must be designated for the group and will be responsible for applying on behalf of the group.

Guest speakers will be paid directly, not through schools or individuals.

For guest speakers who are paid an honorarium, no additional funds will be provided for gifts for the presenter. For guest speakers who are not paid an honorarium, the NVTA may provide a thank you gift card, if required.

A maximum of \$300** can be used for food in the event of an outside guest speaker, if available in the allotment amount. PD contact must provide receipts and will be reimbursed directly.

**** Schools with over 50 NVTA members can access up to \$500 for food in the event of an outside guest speaker, if available in the allotment amount.**

Group Forms

Contact people must submit a Group Form to the NVTA prior to the event. Following that, Guest Speakers must invoice the NVTA directly.

Money will be allocated on a first come first served basis until funds have been exhausted.

Forms can be submitted by email, through the milkrun or dropped off at the NVTA office.

SPECIAL GRANTS FUND

A special fund will be set up for application for special PD activities where total costs exceed \$1,000. This fund shall only be used for specific conferences or professional development workshops which have a higher than average cost. Applications will be considered in the order in which they are received. Criteria for granting funds shall be set by the PD Steering Committee in the spring for the upcoming school year. Should changes to criteria be made, these will be presented to the PD contacts for feedback at the next meeting. The maximum grant for any individual shall be One Thousand Five Hundred Dollars (\$1,500) and/or two (2) TTOC days can also be accessed through Special Grants.

The Steering Committee will meet in October, December, February and April to review applications. Applicants are encouraged to apply in advance of their activity.

Special Grant Form

Forms will only be accepted between September and June for the school year. The PD Steering Committee will review Special Grant applications four times a year. The Steering Committee will meet in October, December, ~~February~~ **March** and April to review applications. Applications received after May 1 will be considered by the PD Steering Committee on a case-by-case basis. All documentation must be received prior to consideration by the Steering Committee.

Applicants are encouraged to apply in advance of their activity. Special Grants can be applied for at any point during the school year. Dates of activity do not need to correspond with the application request dates - Oct., Dec., March and April. Applicants are not guaranteed to be approved by the PD Steering Committee, and funds may be exhausted at some point in the school year. Activities done during July or August can be submitted for reimbursement in the upcoming school year.

Forms can be submitted by email, through the milkrun or dropped off at the NVTa office.

ALLOWABLE EXPENSES (FOR ALL REQUESTS)

1. Teacher initiated (not Board initiated) activities, which could be used to enhance professional practice by an individual or staff may include: workshops, conferences, lectures, staff retreats, teacher inquiry projects, self-directed PD, non-credit courses, PSA membership, visits to other classrooms, presenting workshops, mentoring, collaborating with colleagues, and guest speakers.
2. Release time for a TTOC. TTOC fees may be incurred for a member to be released from their regular work to attend any approved PD activity.
3. PD funds shall only be used to buy materials when they are an integral component of a specific PD activity; that is, if materials are required for the course itself or to implement the approach. Materials may not include student resources, school supplies or equipment, including computers.
4. Professional Development Publication ~~(trial basis for 2025-2026 school year)~~. If an individual allotment is being used to purchase a professional development publication for self-directed PD, a description of how the resource will be used as PD must be provided. Please include what the resource is with a link, and how it will be used in your professional practice. The PD Steering Committee will review all applications to approve or deny requests. Student materials or student subscriptions are ineligible for reimbursement. No top-up will be provided for professional development publications.
5. PD funds will not be used to finance locally developed or new provincial program implementation, specific board initiatives or enhancement projects.
6. PD funds will not be used to cover PD provided by SD44 administrators or JEPIC activities.
7. PD funds will not be used for: any activity including students, such as field trips; Class 4 driver's license; or long distance phone bills.
8. PD funds will cover travel expenses such as:
 - accommodation, up to a maximum of \$200/night;
 - meals, only when overnight accommodation is required, receipt required and paid at maximum as per BCTF per diem;
 - mileage, in excess of 30 km/return as per BCTF rate;
 - parking, with receipt;
 - and other expenses with receipt such as transit or ferry.
9. Cheques reissued may have a cheque cancellation fee applied.

APPEAL PROCEDURE

1. A member may appeal a decision to the PD Chairperson who will consult with the Steering Committee.
2. If the appeal cannot be resolved satisfactorily by the Steering Committee, the member may appeal the decision, in writing, to the NVTA Executive Committee.
3. The Executive PD liaison shall bring the appeal to an NVTA Executive meeting where it shall be given final decision using the NVTA PD Policy and Guidelines.

Presented: May 13, 2026

NVTA Committee Reports 2025-2026

Executive Committee Report (respectfully submitted by Vickie Vinaric, President)

The Executive Committee met at least monthly to discuss NVTA governance and hosted monthly Representative Assemblies to exchange information with Staff Representatives. Members of the NVTA Executive also represented the NVTA at BCTF Zones meetings, BCTF Leadership Institutes, BCTF Women in Leadership, BCTF Social Justice Conference and the BCTF Political Action Conference as well as at the VDLC and BC Fed. The Local Representatives also represented the NVTA membership at the BCTF Rep Assemblies.

We sat on NVTA/NVSD joint committees to lend NVTA perspective, to ensure collective agreement rights are upheld throughout the school district, supported school unions reps, represented members throughout the school district and continually advocated for teachers' working conditions both locally and through the BCTF arbitration process.

We held two School Union Representative Training sessions (SURTs) for Chief Staff Reps and one SURT for Occupational Health and Safety Reps who represent the NVTA on school-based Joint Occupational Health and Safety Committees (JOSHs). We hoped this would be a good starting point for raising advocacy and awareness on consistent reporting of violent incidents in schools.

We lobbied the BC government for increased investments in public education spending to meet the increasing demands and complexities of our school environments. We supported the BCTF Bargaining Team with input from our local and organized our local's provincial ratification voting process which contributed to a ratified collective agreement for 2025-2029. We also advocated for increasing supports within NVSD to help teachers meet students' diverse needs. We continue to advocate for reasonable work expectations, fair and reasonable management and an emphasis on teacher wellbeing.

In addition, the Executive Committee continues the work on diversifying voices and supports for union members. This year, we applied for and received grants from the BCTF for Social Justice Initiatives, Political Action initiatives, TTOC appreciation and union involvement and Indigenous Educators' mentorship. We also provide scholarships to one graduating student from each high school, as well as one graduating Indigenous Student.

Finally, we are pleased to announce that a new logo was chosen from our Indigenous artists' call out process and will become the new logo for the NVTA.

Finance Committee Report (respectfully submitted by Andrew Shobridge, Treasurer)

As a professional union, the NVTA has many responsibilities. The budget is a detailed representation of these responsibilities. Before being adopted, the budget is discussed by the Finance Committee, the Executive Committee, the Representative Assembly, and then finally adopted at the first General Meeting of the school year. Throughout the year, monthly financial reports are prepared by the bookkeeper and presented by the Treasurer to the NVTA Executive.

Goals of the NVTA Finance Committee this year included:

- seeking membership endorsement of the budget
- following standard, conservative financial planning procedures
- maintaining a strong Reserve Fund, controlled by the Representative Assembly, that can cover emergent expenses
- providing release days for training Staff Representatives
- pay off the mortgage on the NVTA office.
- Reduce membership dues

In determining the proposed budget, the Reserve Fund will continue to have a balance of at least \$100,000, as is recommended by the NVTA Constitution. This will allow the NVTA to remain a financially strong union with the ability to respond immediately to the needs of its members. Currently, the Reserve Fund has a healthy balance of over \$200,000.

At the end of the last school year, the Finance Committee reviewed the audited statements and determined we were able to pay off the mortgage as well as reduce membership dues from 0.80% to 0.75% of salary. The mortgage was paid off in August 2025 and membership dues were reduced as of September 2025.

In preparing a budget for next year (2026-2027), the NVTA Treasurer, the NVTA Finance Committee and the Executive Committee will review this year's budget and financial statements and will, throughout the next few months, create a fiscally conservative budget that will allow the Association to continue to provide a level of services and resources expected by our membership. Financial resources must be allocated appropriately to do the work of our Table Officers and Executive, standing committees, staff representatives and NVTA office staff. Membership input will determine the final budget, which will be adopted at the first NVTA General Meeting of the 2026-2027 school year.

NVTA Delegation to the 2026 BCTF AGM Report (respectfully submitted by Owen Howell, Delegation Chairperson)

NVTA Delegation: Stephanie Anderson, Deepti Banerjee, Carolyn Bergstrand, Karen Birchenall, Edie Chang, Devan Coward, Alba Cristoffanini, Tammy Daley, Robin Deleurme, Owen Howell, Jill McCauley, David Murton, Laurel Newton, Tova Rae, Trish Summers, Joanne Tansey, Vickie Vinaric and Tara Ward. The NVTA delegation to the BCTF AGM consisted of our three Local Representatives and the fifteen delegates elected at the NVTA's General Meeting on January 28th. The delegation met as a committee on three occasions in February and March before presenting to the March 11th NVTA Representative Assembly.

The 2026 BCTF AGM sat for four days, from March 14th through March 17th. An essential task of the AGM is to elect the BCTF Executive for the coming year. Elected to the BCTF Executive Committee from this year's AGM are: Carole Gordon (President), Robin Tosezak (First Vice-President), Winona Waldron (Second Vice-President), Brenda Celesta (Member-at-Large, Aboriginal), Jatinder Bir (Member-at-Large, Member of Colour), Frano Marsic (Member-at-Large, 2SLGBTQIA+), Alexandra Adhikary (Member-at-Large), Chris Perrier-Everly (Member-at-Large) and Shawn Holland (Member-at-Large). These Executive Committee members will be joining the following members who are completing the second year of their Member-at-Large 2-years terms: Shannon Bowsfield, Adrienne Demers, Mary Lawrence, and David Peterson.

Delegates at the Annual General Meeting debated, considered and passed many motions relating to Education Policy, the Finances of the Federation, Health and Safety of Teachers and Students, the Ministry of Education and Child Welfare, Political Action, the Governance of the BCTF and Social Justice. I encourage all members to login to the BCTF website and view the “2026 AGM Decisions” and “2026 AGM Minutes” documents, accessed through the “Governance” link in “Services and Information” to see the specific motions that were debated and decided upon.

Among the decisions made this year was to keep the 2025-26 BCTF fee for members the same as it has been this year and without significant changes to how revenue from that fee is allocated within the BCTF. Our delegates worked very hard to represent the voices of North Vancouver teachers, offering many hours of thoughtful care, deliberation and patience throughout both the AGM and the preparatory meetings that preceded it. On behalf of our members, I offer a sincere and heartfelt thank you to the delegates, who gave up part of their Spring Break to attend this essential governance event.

Occupational Health & Safety Committee Report (respectfully submitted by Tammy Daley, First Vice President)

The District Joint Occupational Health and Safety Committee met 5 times this year. The committee consists of the District OH & S Manager, Nelson Dow, along with representative from the NVTa, CUPE and NOVA. This year we reviewed the reported incidents and hazards and close calls that had been logged over the previous months and we discussed prevention strategies. As a team, we continue to work to create a culture of reporting and to support all our employees who have been injured at work. Violence in the workplace continues to be a top concern of the committee. Some time was spent on discussing the role of the school-based Joint Occupational Health and Safety Committees and the need for administrators to be proactive in supporting WorkSafe training for staff who are on these committees.

This year every school received AED's and naloxone kits. We began the process of creating Thinking Safety, Every Day stickers for all employees to refer to when arriving at the worksite. Some topics we have spent time discussing are violence in the workplace, WSBC claims, ISWI's, and slips, trips, and falls.

This was the first year in a long time that the NVTa offered an OH & S SURT on “The Role and Function of the OH & S Rep” provided by the BCTF. The afternoon session was facilitated by Nelson Dow and walked OH & S members through the online portal and the incident reporting process. We look forward to being able to offer more training opportunities for our reps.

Professional Development Report (respectfully submitted by Angelee Bulsara, PD Chairperson)

This year, North Vancouver teachers accessed Professional Development events on the five Professional Development days. In the fall, many teachers took advantage of the October PSA Day and attended them in person. Demand for PD funds was again high, especially for Group Funds and Special Grants. The PD Steering Committee met multiple times to review many applications for a variety of activities. There was a wide-variety of workshops offered to members at on the District-Wide Professional days in February and May. We welcomed Lisa Baylis, author of *Self Compassion for Educators* in February. To complement this speaker, an NVTa book club ran from December to May. In May, author, David A. Robertson spoke to our members about his book *All the Little Monsters: How I Learned to Live with Anxiety*. Robertson also presented a workshop about the Power of Graphic Novels in

the classroom. Additionally, several PD workshops were held at both Argyle in February and Carson Graham in May to provide members with numerous options on district-wide days.

This year, the NVTA applied for two grants from the BCTF for two Teacher Inquiry Program groups. Teachers from both elementary and secondary participated in ongoing, teacher-driven inquiry on executive functioning.

The NVTA received over \$217,000 from the School District for professional development this year and many members accessed their Individual Allotment, which increased to \$600 per member this year. Members were also able to access a TTOC day through their Individual Allotment. The NVTA continues to value professional development that provides teachers time and resources to examine and strengthen our professional practice so to better meet the needs of our students, while maintaining the high quality of education that we are proud to offer in our North Vancouver schools.

Representative Assembly Report (respectfully submitted by Tammy Daley, First Vice President)

The Rep Assemblies (RAs) are a monthly meeting for Chief Staff Reps (CSRs) and Staff Reps where we gather to learn about the work of the NVTA during the previous month and share concerns that are brought forward by staffs, as well as receive information on district- and province-wide initiatives and issues. The monthly Wednesday meetings were held at Sutherland Secondary library. Various committees shared updates at this meeting and this year most months there was a Provincial bargaining update. Our BCTF bargaining committee negotiated and ratified a new Collective Agreement for the province.

We also had much communication and dialogue about the construction of the new school, Cloverley, and its' much-anticipated opening.

Teachers continue to communicate about classroom conditions and violence in the classroom. Schools brought motions to the assembly each month regarding reporting, ELL concerns, class size and composition, LST concerns, interoffice mail concerns, assessment screeners, concerns from TTOC's regarding the district's call out system and the lack of amount of work for TTOC's continue to be raised at our meetings. Many more issues were brought up for discussion.

The NVTA Table Officers took the RA motions to the NVSD Senior Executive and shared the concerns directly with them.

Many other issues were raised at our monthly meeting and healthy and respectful debate occurred.

Social Justice Committee Report (respectfully submitted by Jenny Kwong-Emery, Social Justice Chair)

By the end of the school year, the Social Justice Committee will have held three meetings, hosted at Sutherland Secondary School and attended by school representatives. During each meeting, representatives shared updates on their individual initiatives and collaborated with one another on projects to be undertaken throughout the year.

A committee newsletter was also launched. While it was initially intended to be distributed monthly, time constraints resulted in publication occurring approximately every three months.

Under the broader Social Justice umbrella, the following initiatives have taken place:

- Peer Queers met consistently for monthly social gatherings.
- The BIPOC discussion group held meetings focused on increasing the participation of marginalized members in union conversations and activities.
- The Indigenous Representative organized three social events for NVTA and CUPE members to connect, build relationships, and share culture.
- The major Social Justice initiative for this year is participation in the Squamish Nation Youth Powwow, taking place July 10th, 11th, and 12th. Volunteer recruitment from across the NVTA membership will be essential to support this event following the conclusion of the school year.
- Social Justice representatives have also supported the promotion and organization of the Queer Prom.