

## Decisions of the 2026 Annual General Meeting

### Bargaining

#### Resolution 109—Policy 3.G.14—1.

That Policy 3.G.14—1. be amended as follows:

That bargaining be a component of *the* Summer Leadership Conferences and, in particular, that the Summer Leadership Conference prior to each new round of bargaining, *and during any round of bargaining*, hold discussions and provide training on the objective-setting process ~~and~~ or related matters *such as bargaining strategy and bargaining-centred political action*.

### Constitution and By-Laws

#### Recommendation 2—By-law 5.1(a)

That By-law 5.1(a) be amended as follows:

There shall be an Executive Committee, which shall consist of a President, First Vice-President, Second Vice-President, an Immediate Past President (when applicable), and ten Members-at-Large, elected in such a manner as to ensure that at least three Member-at-Large vacancies are filled at each Annual General Meeting. One Member-at-Large position shall be designated to be held by a Member of Colour, one shall be designated to be held by an Aboriginal member, ~~and~~ one shall be designated to be held by a 2SLGBTQ+ member, *and one shall be designated to be held by a disabled member/member with a disability*. The designated positions shall have the same term and role as the non-designated positions. The Executive Committee positions are elected by the Annual General Meeting and shall take office on the following July 1. Each member of the Executive Committee shall be a member in good standing entitled to vote, in accordance with By-law 1.1. An Executive Committee member may be removed from office under the provisions of By-law 1.7, By-law 5.21, or By-law 7.

#### Recommendation 3—By-law 5.1

That By-law 5.1 be amended by adding a new item (h) as follows with subsequent items renumbered accordingly:

*The Member-at-Large position designated to be held by a disabled member/member with a disability is open to the election of a member who identifies as a disabled person/person with a disability.*

### Education Policy

#### Recommendation 4—Policy 9.K.

That Policy 9.K. of the *Members' Guide* be replaced with the following:

*Policy 9.K.01*

*That the Federation support a vision for arts education (dance, drama, music, and visual arts), recognizing the role of arts education in fostering creativity, critical thinking, cultural awareness, and emotional expression.*

*Policy 9.K.03*

*That the Federation advocate to the provincial government to:*

- 1. provide adequate funding for universal, sustainable, accessible, and quality arts education province-wide.*
- 2. uphold arts education as curricular rather than extra-curricular within the educational framework.*
- 3. ensure the continuity and sustainability of arts programs with specialist teachers.*
- 4. value arts education to the same extent as other academic subjects.*
- 5. support the implementation of arts programs by ensuring access to appropriate facilities, educational support materials, resources, and information equitably across the arts.*
- 6. recognize the role of the arts in supporting students' emotional well-being, social skills, and critical thinking.*
- 7. ensure accessibility and accommodation for students with disabilities and diverse abilities and provide support for students with diverse learning needs and individual education plans to participate fully in arts programs.*
- 8. commit to equity and cultural diversity across arts education.*
- 9. guarantee that all students, regardless of socioeconomic status, have access to materials, instruments, and resources necessary for participation.*

*Policy 9.K.05*

*That the Federation support the decolonization and Indigenization of arts education practices and instructional spaces in all schools in the province. The aim of this work would be to advance truth and reconciliation, to encourage a connection with Aboriginal Knowledge Keepers, and include understanding of cultural protocol related to Aboriginal practices.*

*Policy 9.K.07*

*That the Federation continue to help implement relevant studies and initiatives that strengthen arts education in BC, including, but not limited to:*

- 1. providing ongoing training and professional development for arts educators.*
- 2. encouraging participation in workshops, conferences, or partnerships with contemporary and traditional Indigenous visual and performing artists to improve pedagogy and best practices.*

*Policy 9.K.09*

*That the Federation advocate for health and safety guidelines for arts education governing:*

- 1. the use of potentially hazardous materials, equipment, or environments.*
- 2. appropriate care and use of supplies and equipment specific to the arts in order to prevent injury.*
- 3. training in maintenance of facilities and equipment for teaching and support staff.*

**Recommendation 5—Foundation Skills Assessment procedure**

That Procedures 9.A.10, 9.A.34, 9.A.36, 9.A.50, and 9.A.58 be replaced with a new Foundation Skills Assessment Procedure 9.A.10 as follows:

*The Federation encourages and supports locals to conduct Foundation Skills Assessment (FSA) campaigns to:*

1. *increase awareness of the Federation's policy on the FSA through various direct to parent, community, and public communication and lobbying avenues.*
2. *encourage and support members to not participate in the administration and marking of the FSA.*
3. *encourage and support all parents' right to withdraw children from the FSA.*
4. *support, through materials and grants, co-ordinated local advocacy campaigns against the FSA.*
5. *encourage respectful dialogue with families and communities about the FSA, district mandated assessments, and alternative options for meaningful student assessment.*

## **Elections**

President—Carole Gordon

First Vice-President—Robin TosczaK

Second Vice-President—Winona Waldron

Member-at-Large, 2SLGBTQ+—Frano Marsic

Member-at-Large, Aboriginal—Brenda Celesta

Member-at-Large, Member of Colour—Jatinder Bir

Members-at-Large—Alexandra Adhikary, Shawn Holland, Chris Perrier-Evely

(Shannon Bowsfield, Adrienne Demers, Mary Lawrence, and David Peterson are completing the second year of their two-year terms)

## **Finance**

### **Recommendation 7—Procedure 10.B.18—1.**

That Procedure 10.B.18—1. be amended as follows:

That for the 20256–267 membership year, the fee for those who are members under By-law 1.1(a) shall be 1.690% of the actual salary of the member, allocated as follows:

1.259% to the General Operating Fund

0.310% to the Collective Bargaining Defence Fund

0.066% to the Public Education Defence Fund

0.028% to the Provincial Bargaining Fund

0.027% to the W.R. Long Memorial International Solidarity Fund

Except that the fee for voting members who are teachers teaching on call shall be 1.590%.

### **Recommendation 8—Procedure 10.B.18—2.–4.**

That Procedure 10.B.18—2.–4. be amended as follows:

2. That for the 20256–267 membership year, the fee for affiliate members, under By-law 1.2, be \$100.

3. That for the 20256–267 membership year, the fee for associate members under By-law 1.3 shall be \$100.

4. That for the 20256–267 membership year, a member who is on leave of absence either without pay or on deferred salary leave, remains a voting member, without payment of fees.

### **Recommendation 9—Auditor**

That the Federation appoint the audit firm KPMG as its auditor for the fiscal year ending June 30, 2026.

## Health, Welfare, and Safety of Teachers

### Recommendation 10—Salary Indemnity Plan Regulations 14.1, 15.1, and 23.1

That Salary Indemnity Plan Regulations 14.1, 15.1, and 23.1 be amended as follows:

- 14.1 For a claimant to remain eligible to receive benefits, any return to normal employment duties on a part-time basis must be recommended by a physician *or registered professional* and approved by the administrative agent.
- 15.1 For a claimant to remain eligible to receive benefits, any remunerative employment other than the claimant's normal employment duties must be recommended by a physician *or registered professional* and approved by the administrative agent.
- 23.1 For a claimant to remain eligible to receive benefits, any remunerative employment must be recommended by a physician *or registered professional* and approved by the administrative agent.

### Recommendation 11—Salary Indemnity Plan Regulation 19.1

That Salary Indemnity Plan Regulation 19.1 be amended as follows:

Subject to Regulation ~~7.7~~ 7.2, the benefit shall be 65% of the first ~~\$40,000~~ \$50,000 of gross annual salary, 50% of the next ~~\$40,000~~ \$50,000 of gross annual salary, and 40% of the balance. Notwithstanding Regulation ~~7.7~~ 7.2, the basic benefit shall never be less than 50% of gross annual salary.

### Recommendation 12—Salary Indemnity Plan Regulation 11.4

That Salary Indemnity Plan Regulation 11.4 be amended as follows:

The benefit shall be ~~50%~~ 55% of salary *up to the maximum annual insurance earnings (MIE) for that year under the Employment Insurance Act, SC 1996, c 23, plus where needed, an additional amount to bring the total benefit to 50% of salary* ~~with the basic benefit never less than Employment Insurance benefits~~. Notwithstanding ~~7.7~~ 7.2, the basic benefit shall never be less than the benefit which would have been provided by the Employment Insurance Corporation.

### Resolution 113—Policy 13.D.71

That the Federation review progress on Policy 13.D.71 through consultation with members and re-open discussion with the BC Public School Employers' Association and WorkSafeBC as needed.

*The following motion was referred to the Executive Committee with the power to act:*

### Resolution 114—Benefits of members on Salary Indemnity Plan

That the Federation recalculate and adjust the benefits of members who are currently on Salary Indemnity Plan/long-term disability claims that involve an offset of WorkSafeBC benefits using the updated Procedure 13.C.02—19.4(b) passed at the 2025 Annual General Meeting.

## Leadership Report

### Recommendation 1—Leadership Priorities

That the following be the 2026–27 Leadership Priorities:

1. Continuing to support decolonization both within and outside of our structures and advocate for Indigenous Peoples' struggles for justice around the world.
2. Reclaiming professional dignity to reconnect to joy, purpose, and worker solidarity.
3. Asserting trust in teachers as experts in education.

4. Enhancing local and member political organizing capacity toward electing progressive school trustees and mobilizing on working conditions especially in preparation for bargaining.
5. Responding to immediate member needs related to excessive workload, violence in classrooms, and the influence of the far right.
6. Enhancing support and protection for members experiencing marginalization and applying a decolonizing and anti-oppression lens to practices and accountability processes.

## **Legal Services/Contract Enforcement**

### **Resolution 115—Lunchtime supervision capacity**

That the Federation investigate district supervision practices with an eye to teacher workload, focusing specifically on lunchtime supervision capacity in all schools, and report back to the 2026 Spring Representative Assembly.

### **Resolution 116—Unreasonable administrative directives**

That the Federation develop provincial guidelines for challenging unreasonable administrative directives, including guaranteed union representation and timelines for employer responses.

## **Membership**

### **Recommendation 13—Procedure 20.D.02**

That Procedure 20.D.02 be deleted.

### **Recommendation 14—Procedure 20.E.04**

That Procedure 20.E.04 be deleted.

## **Ministry of Education and Child Care**

### **Resolution 119—Artificial intelligence guidelines**

That the Federation advocate for clear provincial guidelines on the use of artificial intelligence (AI) in education by:

1. communicating with the Ministry of Education and Child Care that AI tools shall not be used to mandate, replace, or standardize teachers' professional autonomy.
2. asserting that any district adoption of AI technologies must involve meaningful teacher consultation, uphold Aboriginal ways of knowing and being, prioritize student critical thinking, and ensure AI use remains optional for all educators.

### **Resolution 120—Mandatory disclosure requirements**

That the Federation lobby the Ministry of Education and Child Care to create mandatory disclosure requirements for districts to provide locals with timely class-size, class-composition, staffing, and budget-impact data, with penalties for non-compliance.

### **Resolution 121—Flexible practicum placements**

That the Federation lobby the Ministry of Education and Child Care, Ministry of Post-Secondary Education and Future Skills, and the BC Teachers' Council for the inclusion of additional flexible practicum placements in non-traditional and/or non-enrolling educational settings—including publicly funded programs supporting marginalized youth, Indigenous education programs, inclusive

learning environments, adult education, and not private schools—within teacher education programs across BC.

### **Resolution 122—Inclusive education standards**

That the Federation lobby the Ministry of Education and Child Care for province-wide minimum standards for inclusive education supports—such as education assistant staffing ratios, caseload caps for specialists, and assessment timelines.

## **New Business**

### **Resolution 302—Bill C-254**

That the Federation support the petition launched by the Manitoba Teachers' Society calling on the government of Canada to support and advance Bill C-254. The proposed legislation would amend *The Criminal Code* of Canada to create an offense for willfully promoting hatred against Indigenous Peoples by condoning, denying, or justifying the Indian residential school systems.

## **Public Affairs**

### **Resolution 139—Boycott, Divestment, Sanctions campaign**

That the Federation:

1. recognize the longstanding international movement of Boycott, Divestment, Sanctions (BDS) initiated by Palestinian civil society and trade unions, as a non-violent framework for advancing human rights, peace, and equality in Israel and Palestine, and publicly announce the commitment of the Federation to being guided by its core principles when considering its own advocacy, purchasing, and investment decisions.
2. support the use of targeted BDS as one set of tools to hold governments and corporations accountable for violations of international law and human rights, consistent with the Federation's purposes of advancing equity, anti-racism, peace, and global solidarity in the face of the harm done to students, teachers, and the education system in the occupied Palestinian territories.
3. develop and present, no later than the 2027 Annual General Meeting, an ethical procurement and investment review policy that evaluates how Federation funds, purchases, and investments align with the principles of the BDS movement, based on the Federation's own values, policies, and independent judgment.
4. encourage the Executive to form a committee to review current investments and purchasing practices under this policy and bring recommendations to the Executive Committee and membership.
5. develop and disseminate workshops and educational materials to support member learning about the global mass movement for BDS strategies and their use in advancing human rights in Palestine and the world.

## **Publications of the BCTF**

### **Resolution 148—*Teacher* magazine content**

That the *Teacher* magazine include substantive content on class consciousness, labour issues, and the labour movement, as well as issues relating to our contract.

## Research

### Resolution 150—School counsellors

That the Federation research the degree to which the promise for “a counsellor for every school” has been filled by teacher-counsellors and to what degree that has impacted other staffing and programs, with a final report to be published on a public dashboard no later than October 2026.

## Standing Rules of Order

### Resolution 152—Standing Rule of Order 2.3

That Standing Rule of Order 2.3 be amended as follows:

The proposed agenda shall *include scheduled time immediately after the report from the President provide opportunities* for delegates to ask questions concerning the reports of the *President, Representative Assembly, the Executive Committee, or any other BCTF committee or task force. This provision does not preclude additional time for questions to be scheduled elsewhere on the agenda.*

## Teacher Education

### Resolution 155—Policy 47.B.01—5.a.

That Policy 47.B.01—5.a. be amended as follows:

In order to facilitate the preservation of ~~Aboriginal~~ *Indigenous* language and culture, *that additional pathways to full certification and TQS recognition at Category 6 be made available, endorsed certificates be granted including recognizing fluency in an to Aboriginal Indigenous language as equivalent to coursework and culture teachers.*