

VESTA WEEKLY

TOPICS WORTH TALKING ABOUT! PLEASE READ AND DISCUSS WITH YOUR COLLEAGUES



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Honouring VESTA Members Is Part Of How We Celebrate The End Of The Year



This year, we are finally able to invite our retirees to celebrate the next phase of their lives with us. Thank you to all of you who sent your RSVP in quickly. If you have not yet received your invitation or confirmation, please be patient, as the Board has not yet provided us with the list of 2022 retirees. If you have submitted your retirement notice to the Board, please email lori@vesta.ca and let us know whether you would prefer to attend a dinner with a guest at the Royal Vancouver Yacht Club, or a gift card for a dinner on your own time.

We will also be holding our annual appreciation event for members who stepped up into VESTA roles with the district or the union. Members who were appointed reps to VSB committees, members of VESTA committees, and Staff Representatives are invited to join the VESTA Executive on Thursday, June 16 at 4 pm Trout Lake Community Centre for a drop-in social event with snacks and our thanks for your contribution to VESTA's important work! There will be no formal agenda at this casual event. Please RSVP to lori@vesta.ca if you plan to attend.

CSL Tech failure

VESTA is aware, and has been advocating with the district for an appropriate response to the problems with the CSL software for this round of reporting, and expressing the concern and the frustration caused by the instability of this tool.

VESTA has asked for an extension on reporting timelines, and the Board has indicated that the timelines are set by each school, and that it's up to admin to determine or extend deadlines. We understand that this has been communicated to school-based Administrators. It's VESTA's position that there ought to be a lot of flexibility given the ongoing inaccessibility of the software, and that if the district is going to mandate the use of a standard tool, that tool ought to be accessible, maintained, and available.

As with most matters that are at the discretion of the Principal, Staff Committee is the mechanism to provide advice or feedback. Please let the VESTA office know if you are unsuccessful in achieving flexibility in the face of this systemic challenge after having brought the matter through your Staff Committee.

Post And Fill Process

In recent rounds of bargaining, we have removed teachers' participation in the actual school- and district- based interviews. There was no discussion nor agreement in bargaining to remove teacher participation from other aspects of the post and fill process. You can see that one of the responsibilities of Staff Committee is the interview committee, along with finance, timetabling and staffing, and professional development committees. We have not relinquished our role in advising the principal on matters connected to the interview, nor to decisions regarding school organization and staffing. We are hearing that some administrators are taking this position. Please let us know if you are experiencing challenges at your school site.

Other FAQs:

In Post and Fill, teachers can apply for and turn down offers of assignment. During layoff and recall, there is a limit to turndown for teachers on the recall list, but this does not apply during the regular Spring Transfer process. Teachers who have been surplused or who have put a vacate card in may be placed by the District after June 15th. Teachers who are placed may continue to apply for positions in subsequent rounds of the STP.

Decreasing your FTE through the posting process is always an option if you are denied a reduction in FTE at your worksite. Teachers can increase their FTE through posting, or, if they have been full time before, may submit a request to increase prior to March 31.

There are no hard timelines in the Collective Agreement for when interviews or offers must take place when a school or the district has posted a position. It is always VESTA's position that the shortlisting and interview process should happen as expeditiously as possible in order to ensure that jobs are available to all members. We have received many concerns here at the office from members who have not received calls regarding their applications. This can sometimes be simply due to an applicant being lower seniority than other applicants. While we do not have access to information at the VESTA office regarding who has applied for which posting, we can forward questions about dubiously slow processes to the district.

Speak Up: Responding To Everyday Bigotry.

We're sharing [a new resource from the Southern Poverty Law Centre](#) that includes examples and responses to the kinds of racism, ableism, homophobia and heterosexism that occur in our everyday lives. Although much of the oppression experienced by our students and colleagues is institutional, this article provides important suggestions on how to interrupt and call out or call in harmful comments, behaviour and thinking. What we like about this resource is that it's indexed for individuals or situations, such as "what do I do about my own bias?" "What can I do at work?" or "What can I do about joking in-laws". Stopping oppression in its' tracks, and questioning our own biases are important first steps in creating safe, inclusive and just families, classrooms and schools.

Justice For Chelsea Poorman

VESTA condemns the Vancouver Police Department's mishandling of Chelsea Poorman's disappearance and death as well as their continued lack of transparent communication with Poorman's family. The VPD's inaction surrounding the case are a clear result of systemic racism and show continued inaction to enact the recommendations issued by the 2018 National Inquiry into Missing and Murdered Indigenous Women and Girls.

[For more information surrounding this case](#)

[To read a summary of the 2018 National Inquiry into Missing and Murdered Indigenous Women and Girls](#)

Together, Let's Move #ForwardWithPride

In Canada and around the world, 2SLGBTQI people are facing a rising tide of hatred, discrimination and violence. Canada's unions are marking the 2022 Pride season by standing in solidarity with 2SLGBTQI communities and against these growing attacks on human rights related to sexual orientation, gender identity, expression and sex characteristics.

Canada's unions are calling on the federal government to ratify the International Labour Organization's Convention No. 190 (ILO C-190) and affirm the right to a world of work free from harassment and violence. The government must also implement a federal LGBTQ2S+ action plan that addresses a range of action areas including health care, mental health, poverty reduction, justice reform and international assistance, among others. This should be backed by funding for 2SLGBTQI organizations providing essential services and supporting 2SLGBTQI people across the country.

VSB Wellness Consultation

Thank you to all who participated in VESTA's outreach on the VSB Wellness program. Our response ([read it here](#)) submitted to the district has created many opportunities for discussion and momentum. Through the following discussions, district staff have started thinking about ways to change the program and have raised some suggestions. We are hoping to follow up on this discussion at next week's Staff Rep Assembly, please come prepared to provide additional feedback on what an improved wellness program might look like!



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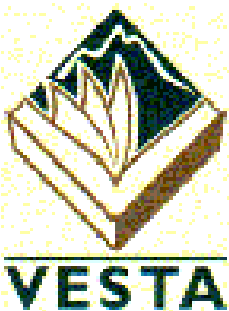
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Virtual EI Workshop For TTOC's - June 16th

EI Workshop for TTOC's

Thursday, June 16, 2022
from 4 - 6 pm

Join Zoom Meeting

[https://us02web.zoom.us/j/81463994846?
pwd=VVhTSVpld0RhbXFDQW1CQ3hwWkowdz09](https://us02web.zoom.us/j/81463994846?pwd=VVhTSVpld0RhbXFDQW1CQ3hwWkowdz09)

Please RSVP by email to karine@vesta.ca to register for this workshop.

Dates to Remember

Staff Rep Assembly

Tuesday, June 14, 2022

Join Zoom Meeting

<https://us02web.zoom.us/j/84415822115>

Meeting ID: 844 1582 2115

Passcode: 391392

Dial by your location

+1 778 907 2071 Canada



Teachers Teaching On Call Committee Meeting

Wednesday, June 15, 2022

Join Zoom Meeting

<https://us06web.zoom.us/j/85644577999>

Meeting ID: 856 4457 7999

Passcode: 947275

Dial by your location

+1 778 907 2071 Canada

VESTA

The Vancouver Elementary School Teachers' Association is the union representing elementary teachers and adult educators working in public schools in Vancouver.