

VEAES WEEKLY

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



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Memorandum of Agreement Ratification Vote

In terms of the ratification vote that we will be taking, your Staff Reps have been provided information on the Memorandum of Agreement (MOA) that we will be voting on. If ratified, the language from the MOA becomes a part of our new Collective Agreement (CA). It is important to read and understand the proposed language and how it impacts your work. Information can be found on the [BCTF website](#).

Voting will be happening in person, at your site and also at the VEAES office from Nov.28th-Nov.30th. TTOCs, itinerant staff, and part time members can vote at a site that they are working at on polling days or come to the VEAES office to cast their ballot. Staff Reps will be putting up posters with the specific times that polling will happen at your site.

Members may also come to the VEAES office to cast their ballot from Nov 28th-30th, 8:00 am - 4:00 pm. This is intended to facilitate voting for all members, but particularly members on leave, itinerant members, and TTOCs. Any questions or concerns around your accessibility to voting? Please call the VEAES office, 604-873-8378.

Thank you to all members who answered the call from the last VEAES Weekly and picked up their site's ballot boxes and voting packages from the VEAES office this past week. We appreciate the time you took to help your Staff Rep and ensure our members have the ability to vote at their work site.

Results from the vote will be announced by the BCTF as a province-wide percentage on the evening of November 30th. Please watch for information from the BCTF and VEAES in the hours and days after the vote.

Returning Ballot Boxes to the VEAES Office

We want to remind Staff Reps that when your polling station closes on Wednesday, Nov 30th, please cover the slot on top of the box with masking tape and sign your name. **Please return your ballot box and your updated membership list, any extra ballots, your Voter Sign in sheet, and the affidavit envelope to the VEAES office as soon as possible on November 30th.**

We need all ballot boxes back on November 30th so we can conduct our count. Our results are due into the BCTF a few hours after voting closes, and VEAES EC will be at the office doing the count. Please don't be the person we have to track down in order for your colleagues' votes to count! Any VEAES member on staff can drop off the ballot boxes and voting documents, it does not have to be the Staff Rep. If you live closer to the VEAES office, consider helping out your Staff Rep on Wednesday by delivering the box to the Office at 2915 Commercial Drive.

Failures to Fill

We have been hearing from sites about the ongoing issues related to staffing shortages and the impact on services to students and teacher workload. This has been an ongoing issue in our district and we have been calling on the VSB to make improvements to their recruitment and retention plan as it has not been effective for some time. We are continuing to see services to students lost and teachers reassigned to cover absences. The union has a grievance going to arbitration around Failures to Fill when no TTOC is available and we will keep members posted as we move through that process.

In terms of what you can do at your site, hold a VEAES meeting and discuss your site-specific issues with your colleagues and decide on some recommendations. One example is to make a recommendation through Staff Committee that if there is a failure to fill, administration is the first to cover to avoid loss of service to students. If admin chooses not to follow the recommendation, they need to provide their reason and it should be recorded in the minutes, according to [Article A.5.5.iii.d.](#) in our Collective Agreement.

Non-enrolling teachers and staff reps should not be participating in arranging schedules to cover failures to fill. This is the duty of the administrator. If you are directed to cover a class, you should follow their direction, talk to your Staff Rep, and make sure to fill in the [Failure to fill form](#) and submit to vanessa@veaes.ca. The more data we get from sites really helps when dealing with these issues with Senior Management.

SSW Practicum Students

We have heard about how so many sites are struggling with lack of SSW support and the impact that it has on members and students. The good news is that there are SSW students that are at the practicum stage of their program. Hopefully this means that we will be getting more SSWs into our district.

At our last Staff Rep Assembly, we heard reports from many different sites that teachers are not being asked or notified by their administrator about having a practicum student in their room prior to the student arriving with their SSW sponsor. We have clarified with Senior Management, and they are in agreement that the process should include a discussion with the teacher before the practicum students arrives in the classroom, and the agreement of the teacher. If that is not what is happening at your site, please email vanessa@veaes.ca.

IEP Meetings Scheduled Between Recess and Lunch

We are still hearing that administration at some sites is insisting that no IEP meetings can happen between recess and lunch. When VEAES brought this to Senior Management, they said that there is no hard and fast rule about all meetings needing to happen at those times. They heard our feedback regarding workload and how it needs to be balanced. Some meetings may occur at those times and some may occur during that time period between recess and lunch, using supervision aides to provide coverage.

If you are being directed to only book these meetings outside of school hours, you can bring a recommendation through your Staff Committee to include the time between recess and lunch. Please let the VEAES office know if your administrator does not follow the recommendation of your Staff Committee or is still insisting that no IEP meetings can happen during school hours.

VEAES Bursary

This is your final reminder of the deadline for applications for the \$1,000 Bursary of a child of a VEAES member is coming up on December 1st, 2022. The draw will happen at the December 5th General Meeting. The criteria for application is that the child be a public secondary school graduate and be attending a post-secondary institution during the 2022-2023 school year. Proof of registration must be attached to application. You can find the application form on the [VEAES website](https://www.veaes.ca), and please submit to hitomi@vesta.ca

The image shows a screenshot of the 'Bursary for a Child of a VEAES Member Application Form'. The form includes fields for: Name of VEAES Member, Home Address, Postal Code, School Location, Telephone #, Home, and Fax; Name of Applicant (Child), Public Secondary School Attended by Child, Name of High School, School District, Year of Graduation, and Location; and Number of FTEs (Full-time Equivalent) for the 2022-2023 school year. The form also includes a section for 'Application Number' and 'Date of Application'.

VSB "Shadow a Student" Initiative

We have heard that the VSB has asked administrators to "shadow a student" including attending classes with them. VEAES has articulated our concerns with this initiative, including the impact on students and teachers. The Board has not responded to our concerns, and it was our request that they reconsider the impact of such an effort, especially in times of teacher shortage and failures to fill. It is our position that teachers participating in such an endeavour ought to be voluntary, however, our same advice as always applies – if you are directed by your Administrator, ask for a Staff Rep, comply with the directions and determine with your Rep whether a grievance can be filed.

VEAES Aboriginal Education Committee - Drum Making Workshop

A drum is a medicine used as the heartbeat of Mother Earth.

This hands-on workshop teaches participants how to make a traditional First Nations drum. Raw hide from deer skin and cedar tree wood will be combined to connect you with the natural elements of this instrument building process.

One has to be in a sacred space within them and have good intentions in order to bring a drum to life. Since drum making is considered a sacred event, there will be cedar brushing prior to the workshop. Jennifer Sebastian will guide and share a way of keeping the sacredness alive and the teachings of the drum are delivered in a fun and creative way.

If you are interested in learning how to make a drum, please sign up and will be on a first come first serve basis. There are **8 spots** for members who identify as First Nations, Inuit or Metis, and **5 spots** for non-Indigenous members. Although participatory please note frames will be pre-cut and no carving is involved. No previous drum making experience is necessary.

After the workshop, you will go home with a 14-inch drum made with deer hide, a song and instructions on how to keep your drum in good condition.

Date: December 8, 2022

Time: 4:00 – 8:00 pm (approximately)

Location: xpey' Elementary School, 1950 E Hastings St,

Cost: at no cost to member

Registration: Email jennifer@veaes.ca and marjorie@veaes.ca by December 6, 2022



Dates to Remember

Social Justice & Solidarity Committee Meeting

November 29, 2022 @ 4:00 PM
VEAES Office
2915 Commercial Drive
Vancouver, BC V5N 4C8

General Meeting/ Staff Rep Assembly

General Meeting to adopt BCTF AGM resolutions
December 5, 2022 @ 4:00 PM
VEAES Office
2915 Commercial Drive
Vancouver, BC V5N 4C8

Teachers Teaching on Call Committee Meeting

December 7, 2022 @ 4 pm
Join Zoom Meeting
<https://us06web.zoom.us/j/88381640716>
Meeting ID: 883 8164 0716
Passcode: 686314
Dial by your location
+1 778 907 2071 Canada

Health & Safety Committee Meeting

December 7, 2022 @ 4:00 PM
Join Zoom Meeting
<https://us06web.zoom.us/j/89494357897>
Meeting ID: 894 9435 7897
Passcode: 391392
Dial by your location
+1 778 907 2071 Canada

Aboriginal Education Committee Drum Making Workshop

Date: Thursday, December 8, 2022
Time: 4:00 – 8:00 pm (approximately)
Location: Xpey' Elementary School (1950 E Hastings St)
Cost: at no cost to member



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VEAES

The Vancouver Elementary and Adult Educators' Society is the union representing elementary teachers and adult educators working in public schools in Vancouver.