

VEAES WEEKLY

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



Table of CONTENTS

VEAES School Visits and Upcoming Training - Page 2

BCTF Annual General Meeting March 18-21, 2023 - Page 2

Policing in Schools BCTF Research Project - Page 3

Attend the Annual Women's Memorial March (MMIWGT2S+), February 14th, 2023 - Page 3

Douglas / Trudeau / Livingstone / Moberly - Page 4

VTF Extended Health Plan Vote - Page 4

Health & Safety Reporting - Page 5

Jan. 4 recognized as National Ribbon Skirt Day by Act of Parliament - Page 5

Retroactive Pay - Page 6

VEAES School Visits and Upcoming Training

As part of our annual training and support for VEAES Staff Reps, we will be conducting our usual Staff Union Rep Training on February 1st and 2nd, please watch your inbox for information about registration. In addition to this, VEAES table officers and Executive Committee members will be conducting school visits this Spring to hear from members and to provide updated information on the current context of our work.

Aside from that, the In-House Table Officers are keen to be invited to schools for lunchtime, before or after school meetings to talk with staff of individual schools for communication, information sharing, connection, or specific issues. If you would like to invite a VEAES IHTO to your school, please ask your Staff Rep to email karine@veaes.ca, who will coordinate your meeting with one of your elected representatives.

BCTF Annual General Meeting March 18-21, 2023

VEAES members are invited to put their names forward to be elected as delegates to attend the AGM. The BCTF AGM elects your provincial Executive Committee, sets the membership fee, manages the Short Term Disability Plan and sets policy for our public and internal direction. It is a wonderful networking opportunity to meet delegates from across the province, and to hear and participate in lively debates about issues related to our profession and social justice. Elected delegates will receive training and preparation for the meeting on March 2 and 6, for which they will be released from their class duties.

If you have questions about attending, please contact any of the Local Reps: samuel@veaes.ca, alexandra@veaes.ca, chloe@veaes.ca, keeley@veaes.ca.

Interested candidates can fill out this [nomination form](#). Deadline for submitting your nomination is January 11. Elections will take place at the January 17 General Meeting, held at Tupper Secondary School.



Policing in Schools BCTF Research Project

BCTF members, including Vancouver Elementary teachers participated in the creation, research and publication of a report on the impact of policing on BIPOC teachers. The report can be found [here](#) and reflects the BCTF's response to a significant lack of existing research focused on the experiences of Indigenous, Black teachers and teachers of Colour in Canada.

Thank you so much to VEAES members who participated in this important research. The report was finalized in December and is being released to the wider educational and research communities in the coming weeks. This groundbreaking project centered voices of members using a decolonized model of research and the results support the positions VEAES has taken on the SLO program in schools.

The themes from the report include the requirement to view policing in its' historical context and understanding that the past impacts the present, including contributing to the lack of safety that many members (and students) feel in schools; that student needs within a chronically underfunded public education system cannot be met by funding School Liaison Officers; and that grounding in community and connection to families are key ways that schools embody care and meet student needs.

As you know, the current Board of Trustees has voted to re-envision the SLO program for restoration in fall 2023. We will continue to work with partner groups to ensure that Board process is followed and that the member and student safety continues to be forefront in those discussions.

Attend the Annual Women's Memorial March (MMIWGT2S+), February 14th, 2023

Join VEAES' delegation in this important act of solidarity and decolonization.

VEAES will be releasing up to 10 members to attend this year's Annual Women's Memorial March (MMIWGT2S+). Please email (eric@veaes.ca) if you would like to join VEAES' delegation. The march begins at 11AM at the corner of Main & Hastings and more information will be shared with participants as the date approaches.

If you would like to make a donation to support the march, please visit the [Downtown Eastside Women's Centre page here](#).

Douglas / Trudeau / Livingstone / Moberly

Please join us in our solidarity with teachers at Douglas Elementary who learned over winter break that their school had been flooded due to frozen sprinkler lines. Those teachers have not yet had the opportunity to enter the school and collect their belongings and resources, and have not yet learned whether their teaching materials are salvageable.

A huge shout out as well to our colleagues at Moberly, Trudeau, and Livingstone Elementary Schools, who are hosting those displaced teachers while the assessment and remediation takes place at Douglas. VEAES is working closely with the Board to ensure that teacher workload, health and safety, and autonomy are respected, and that both host and temporary staff find ways to welcome their students back to classes.

It will be essential that the district steps up to ensure that teachers have the resources and support they need to weather this traumatic and devastating event. While we know that no one needs the extra pressure and stress of a disaster such as this, the ongoing workload, underfunding, and teacher shortage has exacerbated the context in which those affected are moving forward.

VTF Extended Health Plan Vote

As you know, Vancouver teachers have our own, locally negotiated Extended Health Benefits (EHB) medical and dental Plan. In many ways, the local plan is superior to the provincial plan that the majority of locals have access to. Each time there are improvements to the provincial plan, VEAES and VSTA members are asked to vote to retain the local plan or join the provincial one.

There are benefits to each, for certain. However, it is extremely important that members are making an informed decision about the benefits plan, not only for the current time of their lives, but with consideration for their own and their family's future needs.

It's easy to compare dollar amounts across the two plans, but moving to the provincial plan will have significant impacts on restricted access to coverage for all medications, overall deductibles, and the requirement to use lowest cost alternative treatments. VTF will be creating and distributing information with comparisons between the two EHB plans and explanation of some of the more complex aspects in the new year. You can see a chart that compares the two plans [here](#) but it will be important to attend the upcoming meeting to learn more. Watch this space for further information!

Health & Safety Reporting

Here is your New Year Reminder that the 6A Form, created by Worksafe, must be completed for each instance of violence, injury or threats in the workplace. While the form is created by Worksafe, it is used internally by management, District Health and Safety, and your school based Health and Safety Committee. (Filling out the form is not the same as making a Worksafe claim, which can be done by calling 1.888.WORKERS.) When you complete a 6A form, you need to ensure it gets to the places necessary to trigger an investigation and for continued aggregation and advocacy!

After filling in your 6A form, remember to send a copy to these three people/places: your administrator, hsreports@vsb.bc.ca, and marjorie@veaes.ca. By sending it to hsreports@vsb.bc.ca it comes to the attention of the District Health & Safety Committee, where we have representatives to raise our members' concerns. What we have found is that the information we are getting from members is not matching the data provided at the District Health & Safety Committee meetings.

You can find a lot of information on the VSB hub by clicking on Health & Safety and then Forms & Incident reporting. This is great to familiarize yourself with as it outlines the steps that the administrator must take when a 6A form is filed. It also gives information about the WorkSafe 7A form, which is for when a worker requires first aid because of a violent incident.

It includes other forms, including the aggressive/serious behaviour log for tracking student behaviour. Important to document as much as possible. This helps when advocating for more supports.

Jan. 4 recognized as National Ribbon Skirt Day by Act of Parliament

Canada is marking the first National Ribbon Skirt Day on Jan. 4 – an event inspired by a young girl who was shamed for wearing one to school several years ago.

Isabella Kulak, a member of the Cote First Nation in Saskatchewan, wore a ribbon skirt to her rural Saskatchewan school in December 2020 when she was 10 years old. The colourful skirts are worn by Indigenous women for ceremonies and events. When Kulak wore hers as part of a school formal day, her family said that a staff member told her the outfit wasn't considered formal enough. The school division later apologized, but her story sparked an online movement of Indigenous women sharing photos of themselves wearing ribbon skirts as a way to honour their identity. Kulak and her family said they want people to wear something that shows they are proud of who they are and where they come from, whether it is a ribbon skirt or other regalia.

Let's honour the young Isabella Kulak for her courage and tenacity.

Retroactive Pay

VEAES has been in contact with the Board regarding the retroactive pay that members received on December 30. We wanted to provide some clarity on the process and how that pay was determined. It appears that the VSB has followed appropriate steps in calculating the retroactive pay, but if you have concerns about the amount you received, after reviewing your pay advice, please notify your Staff Rep.

The retroactive increase for this year was effective July 1 to November 30. It applies to our salary and the 2% SIP allowance that teachers receive on our pay. The \$427 flat increase was added to the annual salary and then the percentage was applied to the combined yearly increase. That number reflects members' new salary increase. You can look at the [updated salary grid here](#).

Deductions and taxes will be calculated based on that new total. Only allowances that are linked to salary will be included in retroactive pay, for VEAES members, this means Positions of Special Responsibility outlined in B.22 of the Collective Agreement, such as Consultants, Area Counsellors, Teacher Psychologists, Speech Language Pathologists and Team Leaders at some of our Provincial and Inter-Ministerial programs such as Children's Hospital.

The daily rate in lieu of benefits for TTOCs is not impacted by salary rates.

Members **who retired** after July 1, 2022, and before the date of ratification will receive a pro-rated retroactive payment for salary, calculated from July 1, 2022 to their retirement date.

Members **who resigned** after July 1, 2022, and were not employed by a school district on the date of ratification, will not receive retroactive salary.

Members **who were hired** after July 1, 2022, will receive a pro-rated retroactive payment of salary, calculated from their date of hire to the date of ratification.



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Dates to Remember

Adult Ed Special General Meeting – New Collective Agreement

Saturday, January 7, 2023 from 4-6 pm

Join Zoom Meeting

<https://us06web.zoom.us/j/89769776897>

Meeting ID: 897 6977 6897

Passcode: 360980

Dial by your location

+1 778 907 2071 Canada

Executive

Committee Meeting

January 10, 2023 @ 4:00 PM

VEAES Office

2915 Commercial Drive

Vancouver, BC V5N 4C8

Aboriginal Education Committee Meeting

January 12, 2023 @ 4:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/81339640153>

Meeting ID: 813 3964 0153

Passcode: 562808

Dial by your location

+1 778 907 2071 Canada



VEAES

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