

VEAES WEEKLY

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



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TRC Call to Action

The Truth and Reconciliation Commission of Canada Call to Action #47 states:

"We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts."

The Doctrine of Discovery was set out in a series of declarations by popes in the 15th century. These declarations (known as "papal bulls") provided religious authority for Christian empires to invade and subjugate non-Christian lands, peoples and sovereign nations, impose Christianity on these populations, and claim their resources. The Doctrine of Discovery remains an important legal concept in Canada today even though it was written hundreds of years ago. Both French and English colonial powers, in what would later be known as Canada, used the Doctrine of Discovery to claim Indigenous lands and force their cultural and religious beliefs on Indigenous peoples. Once Canada was created, the Doctrine of Discovery influenced the imposition of national, colonial laws on Indigenous peoples. This is specifically because it denies the validity of longstanding systems of Indigenous governance and sovereignty.

As colonial settlement spread over the territory that became Canada, many Indigenous peoples entered treaty relationships defining how they would share the land with the newcomers. Influenced by the absolute claims to power and authority expressed by the Doctrine, Canadian law interpreted these agreements as surrendering title and control, despite these concepts being largely alien to Indigenous cultures. The Canadian government has also claimed title and control over unceded Indigenous lands, such as here in BC. This was demonstrated in the 2014 Supreme Court of Canada ruling in *Tsilhqot'in Nation v. British Columbia*. The ruling found that the Tsilhqot'in had indeed demonstrated their Aboriginal title to their land. This meant that they had "an exclusive right to use or occupy the land for the nation's collective benefit." However, the ruling also said that Aboriginal title could be defied by the Crown (either the provincial or federal governments) if it could simply justify such action.

The racist assumption of superiority and dominance embodied in the Doctrine of Discovery underpins many aspects of Canada's colonial history, including the Indian Act, the reserve system, the Indian residential school tragedy, and the Sixties Scoop. With this reality in mind, if a religious body a world away can publicly decry the Doctrine of Discovery and the notion of colonial imposition, as the Catholic church just did in their official repudiation, so too can our government at home.

VSB Budget Process

The 2023-2024 budget process continues, with the most recent meeting taking place last night at the Board. Your VEAES representatives raised issues of concern including the allocation of savings from failures to fill back into staffing and student support, sustainable Adult Education, the problematic nature of underestimating enrolment, and the ongoing need for a provision of food in schools.

We had allies there, especially among DPAC, where parents made the following points:

“We have been given some fencing, and they tell us it’s enough to make an enclosure. We keep trying to make it work, but it’s not enough, so we start using the side of the building ... We’re stuck in a model that says do more with less, its impacting educators, students, staff, the problem is that people are asked to deliver, but the resources are not serving the highest level of what education is, and that’s that we deliver proper, full, robust programming.

“If business is driving our politicians to make decisions, that undermines public education. Education needs all of us at a table to have real conversations... take it seriously and value what people bring to the table and to start having those tough conversations about what we need to do, how to make the whole thing better. We are competing in education for a piece of the pie in a model of economics that is no longer serving us... our budget is driving education rather than education driving the budget.

Friends of the School Library group also made a very supportive presentation including concerns about the use of management salaries and teacher workload, Teacher Librarian time, lack of full time Teacher-Librarians in Elementary schools, and the importance of increasing school budgets, as well as the key role Libraries play in literacy and learning.

National Day of Mourning

April 28 marks the National Day of Mourning to remember workers who were killed or injured at work. This year’s Day of Mourning theme is “Know your rights; Use the tools; Defend our wins.” You can learn more about the theme in this [letter from the Canadian Labour Congress](#). More information about the Day of Mourning, including commemoration events across the province and resources, are available on the [Day of Mourning BC website](#).

Salary Grids for July 1, 2023

The Consumer Price Index for the previous year has been calculated, and teachers will receive a 6.75% increase and those at the top of the grid will receive an additional 0.3% increase.

For Vancouver teachers, our salary as of July 1, 2023 will be as below. You can find the salary grids for each district on the BCTF website [here](#).

Remember that there are only two times during the year when teachers can apply for salary category change, and those are January 31 and September 30.

| Step | Cat 4 | Cat 5 | Cat 6/PA | Cat 6/M |
|------|-----------|-----------|------------|------------|
| 0 | | | | |
| 1 | \$ 59,394 | \$ 65,176 | \$ 70,519 | \$ 71,550 |
| 2 | \$ 62,202 | \$ 68,264 | \$ 73,907 | \$ 74,938 |
| 3 | \$ 65,009 | \$ 71,355 | \$ 77,295 | \$ 78,324 |
| 4 | \$ 67,817 | \$ 74,443 | \$ 80,683 | \$ 81,713 |
| 5 | \$ 70,625 | \$ 77,531 | \$ 84,069 | \$ 85,100 |
| 6 | \$ 73,430 | \$ 80,621 | \$ 87,457 | \$ 88,488 |
| 7 | \$ 76,238 | \$ 83,709 | \$ 90,846 | \$ 91,875 |
| 8 | \$ 79,046 | \$ 86,798 | \$ 94,233 | \$ 95,263 |
| 9 | \$ 85,358 | \$ 89,887 | \$ 97,621 | \$ 98,651 |
| 10 | | \$ 96,957 | \$ 104,826 | \$ 106,217 |

New Teachers' Zoom Gathering on May 2

The next New Teachers' Zoom Gathering will take place on May 2, from 3:30 to 4:30 p.m. Come connect with other teachers in their first five years of teaching from across the province. The gathering will include breakout rooms with opportunities for discussion and a presentation on professional autonomy. Click [here](#) for more information and to get the Zoom link.



Upcoming BCTF Summits Offer a New Way to Connect and Build Community

This spring, the BCTF is hosting summits for teachers from across the province who are part of various equity-deserving groups to come together explicitly to build robust relationships with each other and within our union. These two-day events will take place on Fridays and Saturdays.

On May 19–20, we are hosting the first Disability Justice Summit where we encourage teachers who belong to the disability community to come together in Vancouver. On June 8–9, we are hosting the first LGBTQ2S+ Summit where we encourage teachers who belong to the queer community to apply to come together in Vancouver.

We will have facilitated discussion and team-building activities with an emphasis on connection, creativity, community building, and joy. There will also be delicious food and fun. Applications will open soon on the [News and Opportunities](#) webpage.

Freeskool Activist School

Freeskool is a free festival of workshops for activists new and old. It's a chance to gather, share food, and learn from each other. No matter what age, education, or skill level, you're bound to learn something new at Freeskool!

This special May Day edition is an opportunity for all of us to learn about how to defend our labour rights and the rights of Mother Earth! There are no jobs on a dead planet and no livelihoods without the upholding of Indigenous ways of life! What unites us is the desire to change the world for the better and to liberate ourselves and the Earth from corporate, colonial extraction.

Freeskool will feature words, stories and workshops from fascinating and inspiring individuals within grassroots movements and underscore the need for organizing our communities to uphold justice in the workplace and our environment. Organizing for a better world starts with getting together and learning from each other.

Freeskool strives to maintain an anti-oppressive space and we ask our volunteers to be allies in this effort. Please help us work towards a constructive, caring, thoughtful and fun environment for everyone to learn together!

More Info: linktr.ee/revolution.freeskool

Questions & Comments: vanfreeskool@gmail.com



Spring Transfer Timelines

| | |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| May 31 - before 4:30 pm | Deadline to submit Retirement letter to HR requesting ERIP (Early Retirement Incentive Plan) |
| June 1 (or earlier) | Employees informed in writing of transfer due to surplus; Copies of surplus letters must be submitted to HR |
| June 6 - June 12 | Spring Transfer Period # 1 – All continuing and temporary vacancies |
| June 13 onwards | Interviews and offers for continuing positions only <ul style="list-style-type: none">• Interviews and offers for temporary positions may only proceed upon approval from HR (may be used for placements) |
| June 14 | HR will begin placement of all unassigned continuing contract employees (unassigned Priority Group C employees) |
| June 20 - 26 | Spring Transfer Period # 2 – All continuing and temporary vacancies |
| June 27 onwards | Interviews and offers for continuing positions only <ul style="list-style-type: none">• Interviews and offers for temporary positions may only proceed upon approval from HR (may be used for placements) |
| August 15 – 21 | Summer Posting Period |
| August 22 onwards | Interviews and offers for Summer Posting Period continuing positions only <ul style="list-style-type: none">• Interviews and offers for temporary positions may only proceed upon approval from HR (may be used for placements) |
| September 5 – 11 | 2023-2024 Posting Period 1 |

Reminder – There is no specific timeline in the Collective Agreement for requesting a decrease in FTE. The current agreement regarding requests to decrease FTE will be considered on a case-by-case basis.

BIPOC Affinity News -- Yoga in the Park

Teachers from the BIPOC affinity group got together to have a relaxing and fun afternoon. We were together in nature and in the sunshine.

We had an outdoor restorative yoga class at Clark Park (two blocks away from the VEAES office); and we also had dinner along the Drive.

We are grateful for having the opportunity to practice and share together. We are also grateful to our amazing yoga teacher, Bernadette Pacanna, and to Karine Ng and Marjorie Dumont, who helped us to be organized. We felt honoured to be part of this group!



may we be happy

may we be healthy

may we be safe...

may we be organized



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Dates to Remember

**Executive
Committee Meeting**
Apr 25, 2023
4 pm @ the VEAES Office

**Social Justice & Solidarity
Committee Meeting**
May 2nd, 2023
4 pm @ the VEAES Office

**Working & Learning
Conditions/Bargaining
Committee Meeting**
May 2nd, 2023
4 pm @ the VEAES Office



VEAES

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