

VEAES WEEKLY

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



Back row (left to right): Jody Polukoshko, Natasha Burditt, Xander Graham, Danielle Durant, Ramatoulaye Balde, Erick Proulx, Khaled Shawwash **Middle row**: Greg Canning, Bernadette Milton, Jennifer Sebastian, Chloe McKnight, Marjorie Dumont, Madalene Wong, Elaing Ong, Karine Ng, Japleen Gill **Front row**: Deborah Tin Tun, Vanessa Lefebvre **Missing**: Ariella Menashy



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VEAES 2024 Annual General Meeting

by: Jody Polukoshko

VEAES held our Annual General Meeting last night where we ratified our local bargaining objectives, carried our budget, and elected our 2024-2025 Executive Committee.

Local Bargaining

The AGM ratified VEAES' local bargaining objectives, which flowed from the local bargaining survey and experience from local grievances and member support. Since we negotiate as the VTF (jointly with VSTA), we'll be working with VSTA to call a VTF meeting to jointly set the objectives we'll bring to the table with the VSB in the fall.

2024-2025 Budget

The AGM also carried the proposed budget for the 2024-2025 year and approved the audited statements from the 2022-2023 year, which reflected a clean financial position coming through the sale and purchase of office space. There will be no change to the member fee, which will remain at 0.88% for contract teachers and 0.71% for TTOCs.

Election (**red** indicates new to the role):

President - C'tan, **Marjorie Dumont**

Vice Presidents - **Greg Canning**, **Xander Graham**, Vanessa Lefebvre (Grievance Officer), Karine Ng, Eric Proulx

Secretary Treasurer - **Jody Polukoshko**

Local Representatives to the BCTF* - Natasha Burditt, **Bernadette Milton**, **Khaled Shawwash**

**VEAES allocates one LR position to an Adult Educator. VEAES AE will hold their own AGM to elect their Executive Committee including their VEAES LR and their Sublocal President, who also is a member of the VEAES EC.*

Members at Large - Japleen Gill, **Chloe McKnight**, **Ariella Menashy**, Deborah Tin Tun

Member at Large Racialized - Ramatoulaye Balde

Social Justice and Solidarity Chairs - Elaine Ong, Madalene Wong

Health and Safety Chair - Danielle Durant

Aboriginal Education Chair - Jennifer Sebastian

Vacant positions: Member at Large Indigenous, TTOC Chair, 3 Social Justice and Solidarity Chairs, WLC/B Chair, Communications Chair, Professional Issues Chair

Please note that the VEAES Executive Committee meetings are open to all members, and agendas and minutes can be found on the VEAES website portal. In addition to the elected positions above, the Executive Committee also includes Section Representatives for Area Counsellors, Gifted Education, Learning Assistance Teachers, Psychologists, Speech-Language Pathologists, Teacher-Librarians, and Technology. These section rep roles have voice but no vote on the EC and are elected by the members of their constituent groups.

By-law III.3.b. provides for the Executive Committee to fill any vacancies between Annual General Meetings. The VEAES Executive is a great place to learn more about your profession, your rights, and to work with a pretty great group of people. If you are interested in putting your name forward, please [complete the CV](#) and submit it to any of the In House Table Officers.

Thank you to our outgoing Executive Committee Members from 2023-2024: Samuel Couture (LR), Maria-Teresa Foster (SJ&S chair), Kevin McPherson (TTOC chair), Darren Tereposky (VP), and Marcus Zheng (MAL).

Thank you to all members who attended to participate in these important decisions!

Winner Winner CoDev Dinner

by: Jody Polukoshko

All AGM attendees were invited to enter their names in a draw for one of ten seats at the CoDevelopment Canada annual fundraiser on June 1st. The following members were our lucky winners, and will be receiving an email from VEAES to confirm attendance.

Angela Ma Brown, Charlotta Prigent, Christian Hendren, Kevin Hatch, Lee, Emmanuelle Schick, Patricia Gudlaugson, Sheldon Franken, Sylvia Jackson, Xander Graham

Agreement with VSB on Increasing FTE

by: Jody Polukoshko

After much discussion connected to the challenges of Recruitment and Retention, we have reached agreement with VSTA and the VSB yesterday that removes barriers for part-time continuing members to increase their FTE at their current school.

Some administrators have been claiming that denials to increase are being “blocked by the union”, but this isn’t true. What is true is that there has been a long-standing disagreement between the Board and the Union, where the Board believes part time continuing members can only increase at their school if they have previously been full time, and the Union thinks any part time continuing member who requests an increase should be eligible. This agreement moves practice to the Union’s interpretation until June 2025.

Here are the key features of the agreement:

If unassigned FTE is available at a school, any member who holds a part-time, continuing assignment, may request an increase from that unassigned FTE at that school.

- Members may request to increase into the unassigned FTE *whether or not they submitted their request to increase prior to March 31*
- Members may request to increase into the unassigned FTE *whether or not they have previously been 1.0 FTE*
- If there are two or more members who wish to increase into available FTE, and they have relatively equal qualifications as per the Collective Agreement, seniority shall be the deciding factor for both /all teachers requesting the increase.

The agreement includes the following limitations:

- The employee must possess the qualifications and/or experience for the additional FTE
- Increases cannot cause the surplus of another member, so in order to access this FTE, the time needs to be available for posting at the same school.

The agreement is in effect until June 30, 2025 (for this and next round of Spring Transfer) and complements the agreement allowing FTE under 0.2 to be picked up by continuing members at a school, which came into effect again in September 2023 until June 30, 2025 as well.

This agreement allows part-time continuing members at your worksite to “pick up” any FTE that is less than 0.2 FTE, and therefore can’t be posted.

VEAES' Failure to Fill Tool Goes Province-Wide

by: Eric Proulx

Keep the Reports Coming!

Last week, VEAES presented at the BCTF Political Action training day on the topic of the VEAES Failure to Fill tool and its usefulness in garnering media attention to the failure to fill crisis in our district. With the BCTF's support, the tool has been shared with our counterparts across the province, so that this problem can be quantified in other districts as well. In a bargaining year, data quantifying this issue will be critical in informing the public of the dire state of staffing in schools across our province.

Back home here at VEAES, as of May 15th, we have received 1978 reports of failure to fill events. Here's a breakdown of some of what has been reported:

- 1503 instances where resource time was lost
- 448 instances where prep time was lost
- 305 instances libraries were closed
- 197 instances ELL classes were cancelled
- 75 instances District Literacy Teacher service was lost
- 67 instances of TTOCs being redeployed

For those interested in some friendly competition, here are the top 3 reporting schools!

In 3rd place, with 65 reports, Oppenheimer Elementary!

In 2nd place, with 108 reports, Selkirk Elementary!

And in 1st place with a whopping 144 reports... Norma Rose Point School!

As we approach summer break, please continue to report failure to fills when they occur at your site! VEAES reps continuously use up to date figures when advocating with the board or VSB trustees. VEAES is so appreciative of everyone who has taken the time this year to report failure to fills, and to share the tool with their colleagues. As a collective, we have been able to quantify a problem we have all known has existed for years.

Lori Liang Retirement Celebration

Our beloved Lori Liang, VEAES Administrative Staff member, is retiring at the end of this month. She has been the face of VEAES for 23 years and we think few members have not had the pleasure of interacting with her on the phones or at the front of our office. We'll be hosting a send off and appreciation event for Lori on Thursday May 30th at the VEAES Office. Please join us to help celebrate Lori's support and care for our organization and our members.

[Link to RSVP](#)

Early Retirement Incentive Plan

by: Jody Polukoshko

Our Collective Agreement provides for an Early Retirement Incentive Plan (ERIP) for members who choose to retire prior to age 65.

To qualify, you must:

- Work until June 30 of the year you retire and be retiring with a pension
- Provide notice to the VSB prior to May 31
- Be between 55 and 64 years of age, inclusive, in the year they retire
- Be on continuing appointment
- Have a minimum of 10 years FTE service with the VSB
- Have been in active service for the previous 4 years, with a maximum of one year leave. This does not include leaves due to disability

ERIP is calculated as follows:

[Your annual salary] minus [Category 5 step 3] if you are full time and 55 years old. The percentage of that difference decreases with age by 10% per year.

Age	Pay Grades				Payout Percentage
	4PC	5PB	5PA	6PM	
55	25,602	25,602	33,471	34,862	100%
56	23,042	23,042	30,124	31,376	90%
57	20,482	20,482	26,777	27,890	80%
58	17,921	17,921	23,430	24,403	70%
59	15,361	15,361	20,083	20,917	60%
60	12,801	12,801	16,736	17,431	50%
61	10,241	10,241	13,388	13,945	40%
62	7,681	7,681	10,041	10,459	30%
63	5,120	5,120	6,694	6,972	20%
64	5,120	5,120	6,694	6,972	20%

*these amounts will be prorated for part time employees, averaged over the last 5 years

The Moose Hide Campaign

by: Marjorie Dumont, C'tan



MOOSE HIDE
CAMPAIGN
CAMPAGNE
MOOSE HIDE



The Moose Hide Campaign is May 16. The campaign is a grassroots movement of Indigenous and non-Indigenous men and boys working to end violence towards women and children in communities across Canada. To learn more about the story of the Moose Hide Campaign and hear from the co-founders Paul Lacerte and daughter Raven. The moose hide is a symbol of taking a stand against violence and undoing the effects of Residential Schools.

“When I envision the future of the campaign, I think about 1 million people fasting together on the same day, with the collective intention, and desire to end violence towards women and children. I see people from all backgrounds, ages and gender and all of us standing together for something that is really important.” Raven Lacerte

<https://education.moosehidecampaign.ca/>

On behalf of all Indigenous teachers and students we ask you to take the time to learn about the Moose Hide Campaign and pick one thing you can do to contribute to Paul Lacerte and his daughter, Raven’s goal of ending the violence. We thank you for your time and commitment.

Reminders for Spring Transfer and some Advice

by: Jody Polukoshko

Reminders and neighbourliness advice for members as we prepare for Spring Transfer:

- Surplus notices must be provided in writing prior to June 1
- Hold VEAES meetings to discuss matters among members before making any recommendations to the Principal through Staff Committee Meetings
- Members on medical leaves of other ESA protected leaves such as Maternity / Pregnancy have the right to return to the same or comparable position at the end of their leave
- Don't be pressured to reduce your FTE to accommodate a staffing irregularity. Your FTE connects to your income, your pension and your seniority, and there is no guarantee that you will be able to increase at the end of the year again
- Don't offer unsolicited advice to colleagues about their retirement timelines or assignments
- Continuing staff who are part time at >1 school can request to consolidate their FTE at one school if the time is available. Talk to your Staff Rep if this is you.
- Staff opinion doesn't trump Professional Autonomy (using certain resources, scope and sequence, use of assessment tools, etc.) Be collegial, but your colleagues can't vote away your Autonomy
- Be mindful to create postings that are desirable and manageable! That also goes for class casting.
- You don't need to have submitted a vacate card in order to apply for postings. If you vacate, you can't apply for your own job in Spring Transfer
- Applying for postings or going to interviews doesn't require you to accept any!
- You can only apply and accept one continuing assignment per year
- If offered, you have 24 hours to accept – If you know your answer before the 24 hours, let the school know so they can proceed to the next offer in a timely fashion
- June 17 Board can begin placing unassigned Category C employees

Keep these things in mind and be respectful of colleagues – this time of year can be stressful for many, and a little empathy and support can go a long way.

VEAES Job Share Meet and Greet

by: Darren Tereposky

A small group of teachers gathered on Wednesday to meet others who are interested in applying for 1.0 jobs as a team working 60/40 or 50/50 in the upcoming Spring Transfer.

As many could not make it to the meeting, please reach out to the Union if you are still interested in connecting with other teachers who are interested in apply for positions as a job share team. In particular, there are intermediate teachers, and teachers who are in category E/F looking for partners. Send an email to darren@veaes.ca for more information.

In memoriam: Jane MacEwan

by: Jody Polukoshko

This fall has claimed another of the giants on whose shoulders our union today stands. Jane MacEwan, long time VEAES activist and Primary Teacher at Lord Roberts Annex Elementary, passed away on December 7th.

Jane was instrumental in VEAES for decades. For many of us, she was a strong guiding voice that mentored us into union work, always reminding us of the reasons why organizing was important.

Jane was deeply involved in the development of the social justice, and particularly, the Status of Women programs at the BCTF and at VEAES, and worked hard to create a union that embodied members in more than just their workplace.

She understood that our work as trade unionists was about wages and working conditions, but she consistently recognized the positionality of teachers, our identities, and the context of the work.

Jane worked across the province with other folks struggling for a union that represented and reflected our teachers, working hard to ensure that we approached our members with compassion, principles, ethics, and equity. Jane was always open to new learning, to changing her mind, and to recognizing and lifting up the perspectives and voices of new activists. While feminism brought Jane to the work in many ways, she embraced the opportunity to work in intersectional ways, and fought for recognition of equity and diverse needs at the bargaining table, her classroom, and the Executive Committee.

After her retirement, Jane continued to volunteer at the Learning Centre at Carnegie Community Centre in the Downtown Eastside, supporting their literacy programming, traveling extensively with her partner, Phil, and maintaining strong friendships with teaching colleagues and fellow union activists.

Jane represented VEAES at the BCTF as a Local Rep for many years, and bargained many of our local collective agreements, participating on the VEAES Grievance Committee until her retirement. Jane was never afraid to be a dissenting voice, to slow us down, to consider things differently, or to approach the work by centering love and care. Jane spoke truth to power throughout her career as a VEAES member, and inspired so many of us to do the same. She was truly one of the architects of VEAES' reputation as thorough, feisty, ethical, and strong. She will be deeply missed.

Her Celebration of Life will be held on May 26, 2024 at the University Golf Club 1- 4 pm



May 31 Reminders

by: Jody Polukoshko

May 31 is a deadline for some important things

- If you are on leave, you must have paid your TRB dues (\$95) directly to the [Teacher Regulation Branch](#)
- Any teacher evaluations must be completed no later than May 31 of that school year
- Apply for the Early Retirement Incentive Plan (see page 5!)
- Application for change of salary category, retroactive to May 1st (form from VSB must be submitted to [Employee Services](#) by May 31st, proof from TQS submitted when ready)

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Dates to Remember

TTOC Appreciation Social

May 22, 2024 @ 4 pm
@ the VEAES Office

Social Justice & Solidarity

Committee Meeting

May 28, 2024 @ 4 pm
@ VEAES Office



VEAES Member Portal

To access the portal, go to the [VEAES website](#). On the menu, scroll down to [Member Portal Log In](#). When you click on it, there will be a prompt for you to register. After much consideration, we have chosen to use members' VSB employee numbers as the username, as it allows us to verify members. So, you will have to have your VSB employee number ready in order to register for the portal.

Once you are registered and verified, you can access the portal menu, which is located on the left sidebar, under Member Portal. We encourage all members to sign up. If you have any issues with your registration, please email lori@veaes.ca

VEAES

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