



VEAES WEEKLY

TOPICS WORTH TALKING ABOUT

**PLEASE READ AND DISCUSS
WITH YOUR COLLEAGUES**

What's inside

- 2..... Leading Forward: Welcoming the 2025-2026
VEAES Executive Committee (EC)**
- 3..... FSA Campaign**
- 4..... Failure to Fill
VEAES Mentorship Funds**
- 5..... VEAES Executive Committee Vacancies
TTOC Conversion from a Temporary to a Continuing
Contract**
- 6..... Heat Stress
From Honduras to Canada: Workers' Rights and
Global Solidarity**
- 7..... National Day for Truth and Reconciliation is
September 30**

Leading Forward:

Welcoming the 2025-2026 VEAES Executive Committee (EC)

By Marjorie Dumont, C'tan

We are pleased to share that the Executive Committee convened on Tuesday, September 9. We raise our hands in honour and respect to those who have stepped forward to serve in this vital leadership role. Your commitment to taking on this responsibility is both valued and commendable.

As we enter a bargaining year, the Executive Committee will play a crucial role in navigating the challenges and opportunities that lie ahead. In addition to fulfilling their ongoing responsibilities, members of the EC will provide strategic leadership and support throughout the bargaining process.

Working in close collaboration with the In-House Table Officers, the Executive Committee will offer valuable insights and direction. Pulling together, they will focus on streamlining VEAES activities and establishing key priorities that will shape our path forward. Thank you for your commitment and dedication. We look forward to a productive and successful term.

2025-2026 VEAES Executive Committee

Marjorie Dumont, C'tan (LP)

Rob McGowan (Adult Ed sub-local LP)

Franciose Raunet (VP)

Vanessa Lefebvre (VP)

Xander Graham (VP)

Greg Canning (VP)

Jody Polukoshko (Secretary-Treasurer)

Bernadette Milton (LR and SJ&S)

Khaled Shawwash (LR)

Deanna Brady (LR and SJ&S)

Japleen Gill (MAL)

Deborah Tin Tun (MAL)

Jennifer Sebastian (Aboriginal Education)

Karine Ng (Communications)

Danielle Durant (H&S)

Genevieve Larose-Farmer (PIC)

Elaine Ong (SJ&S)

Madalene Wong (SJ&S)

Khaled Shawwash (SJ&S)

Elsa Medina (WLC/B and SJ&S)

Jody Polukoshko (WLC/B)



FSA Campaign

By IHTO

Despite our deep concerns and best efforts to prevent it, the Ministry of Education and the District are continuing to require the Foundational Skills Assessment (FSA) for grade 4 and 7 students. This year the FSA is scheduled to be administered between October 1 and November 10.

We have made it publicly well-known that this test does not inform instruction, assessment, or evaluation. As well, we refute the claim that FSAs lead to more supports for students, as we have not seen any tangible proof in our schools. As a result, VEAES is prepared to support the campaign to inform parents and guardians of their right to withdraw their children from participating in the assessments. Our previous campaigns have been very successful. Despite the best efforts of the District to increase participation last year, the number of students taking the test only increased by 5% for grade 4s and 8% for grade 7s from the previous year.

We have received an updated protocol from the BCTF and there will be some changes to the procedures for the campaign this year. Staff Reps, please check your email carefully for instructions, and make sure to attend next week's SRA (**Tuesday, September 16 @ 4 pm**) in order to receive all the necessary information and materials. You can find FSA information for parents and translated opt-out forms on the BCTF website [here](#).

Please do not print or copy these at your school site this year. VEAES will coordinate the campaign according to the protocol agreement between the BCPSEA and the BCTF, and we will print the materials here at the office and provide them to Staff Reps for distribution at your school sites. Stay tuned for more updates.

Also, remember that our Grade 4 & 7 colleagues receive a great deal of pressure over the administration of these tests. Please support them however you can at your worksite. Remember, teachers continue to be the most trusted source of information for parents and guardians about their child's education. You may speak directly to parents about your concerns with the FSA, but there are protocols that limit such communication with students. Your efforts at school sites and your relationship with parents have made the FSA opt-out campaign quite effective in our district. We look forward to another successful campaign this year!

Failure to Fill

By IHTOs

Last year, Failures to Fill continued to impact our workload and our students' learning. We have a [failure to fill form](#) to help collate the information and assist teachers in documenting and reporting the impact of the teacher shortage in Vancouver schools. Please scan the QR code below to report a Failure to Fill.



VEAES Mentorship Funds

By IHTO

In the 2019 round of bargaining, a one-time fund of \$12 million was provided to locals to support mentorship in their districts. For the 2025-2026 school year, VEAES's allocation of that funding will continue to allow all members—including K-7 and Adult Educators, TTOCs, District and itinerant staff—to access funds for release time for collaborative mentorship sessions.

You can use release time in many different ways, including to observe in another teacher's classroom; work in a self-identified mentor/peer partnership; and/or collaborate with an experienced teacher or an early-career peer. The Committee meets once at the end of each month to approve applications. We will hand out the QR code to apply for Mentorship Funds at next week's SRA/GM, as well as publishing it in a future VEAES Weekly. Keep your eyes open for more information!

Possible topics for mentorship might include (but are not limited to):

- Learning to use assessment or reporting software
- Integrating the First Peoples' Principles of Learning across the curriculum
- Effective classroom routines
- Planning with intention
- Designing cross-curricular units or activities
- Implementing student special interest projects
- Role of the case-manager for students with learning disabilities/special needs
- Creative strategies for less motivated students
- Setting priorities for you and your students
- Making the best use of SSA/SSB support

VEAES Executive Committee Vacancies

By IHTO

Are you a teacher-on-call who is passionate about making improvements to the well-being of VSB teachers and students? Are you a VEAES member who is interested in becoming more involved with the union and its work to support you and your colleagues? If so, consider putting your name forward to fill one of the currently vacant positions on the VEAES Executive Committee.

We are currently looking for:

- **Teachers-On-Call Standing Committee Chairperson** – seeking a TOC member who is interested in bringing the needs and concerns of teachers on call to the VEAES executive
- **Bargaining Committee Chairperson** – because this is a bargaining year, the important work of the Working & Learning Conditions/Bargaining Committee will be vital to the EC. This committee has two co-chairs; the Bargaining chair is supported in the work by Elsa Medina, the amazing chairperson of the Working & Learning Conditions committee
- **Members-at-Large** – we are currently seeking three more members-at-large; two of the positions are designated for members who identify as a person of colour or as having First Nations, Inuit, or Métis ancestry.

All of these positions play a key role on the VEAES executive committee, where members can help make decisions that have direct impacts on all teachers and students in our district. The commitment for either position is to attend two EC meetings a month (dinner is provided!), as well as the monthly Staff Rep Assembly and General Meetings. To learn more, please contact francoise@veaes.ca and fill out the nomination form found that can be found [here](#) on the VEAES website.

TTOC Conversion from a Temporary to a Continuing Contract

By IHTO

A reminder to our colleagues who are accepting temporary contracts that your time under contract will lead to conversion to a continuing contract.

Article C.20.2. f. Conversion of Temporary to Continuing Contracts An employee whose certification and qualifications meet the Board's stated requirements shall be granted a continuing contract under the following conditions:

- i. The employee has more than one (1) aggregate year of service under temporary contract.
- ii. The employee has received a maximum of two (2) full-time temporary assignments in the course of one (1) school year.

If you do not want to convert to a continuing contract, it is important to track your aggregate days of service prior to accepting a temporary contract. Tracking your aggregate days is not easy; if you are concerned about conversion, you can request your aggregate days by emailing: employeeservices@vsb.bc.ca.

If you do end up converting, know that it is at the FTE of the temporary contract that you are in upon conversion. If it is a part time FTE, you have the ability to relinquish your continuing contract through the process outlined in the [LOU on pg 200 of the Collective Agreement](#). If you convert at a 1.0 FTE, you have no ability to relinquish that contract through the LOU process.

Heat Stress

By Greg Canning

Many Vancouver schools do not have air conditioning and south facing classrooms can get very warm in September, May and June. Did you know our bodies naturally maintain a temperature between 36°C and 38°C? Sweating cools our bodies down, but if you work in a hot environment this might not be enough. If your body heats up faster than it can cool itself, you experience heat stress. This can lead to serious heat disorders and potential injury.

When working in very hot conditions our bodies heat up and lose fluids and salt through sweat. As workers dehydrate, they are less able to cool themselves down. Workers in a hot environment should be aware of these warning signs of heat stress:

- Excessive sweating
- Dizziness
- Nausea

If you are working in a classroom with extreme heat or experience any of the symptoms listed above raise the matter with your school's Joint Occupational Health and Safety (JOHS) committee and report it on the OurHealth platform at ourhealth.vsb.bc.ca.



**SPECIAL GUESTS FROM AMAZON FULFILLMENT
CENTER AND FUERZA MIGRANTE**

CODEVELOPMENT CANADA PRESENTS
**FROM HONDURAS TO CANADA
WORKERS' RIGHTS AND INTERNATIONAL SOLIDARITY**

2 OCTOBER 2025 - 7PM

Russian Hall, 600 Campbell Avenue, Vancouver

FREE PUBLIC EVENT REGISTER NOW!



If the world is globalized, so is the resistance!
Come learn how unions in Canada are building a
better world and how grassroots strategies are
winning real gains for workers.

 **VOICES OF JUSTICE: LISTEN FROM THE BEST ON HOW TO ORGANIZE!**

National Day for Truth and Reconciliation



September 30

A message from the Vancouver Elementary and Adult Educators' Society

**IMPORTANT
DATE**

**September 16
GM/SRA
@ 4:00 pm / Tupper**

Week 2

2025-26



**VEAES
MEMBER PORTAL**

**Marjorie Dumont
President**
marjorie@veaes.ca

**Xander Graham
Vice President**
xander@veaes.ca

**Vanessa Lefebvre
Vice President**
vanessa@veaes.ca

**Françoise Raunet
Vice President**
francoise@veaes.ca

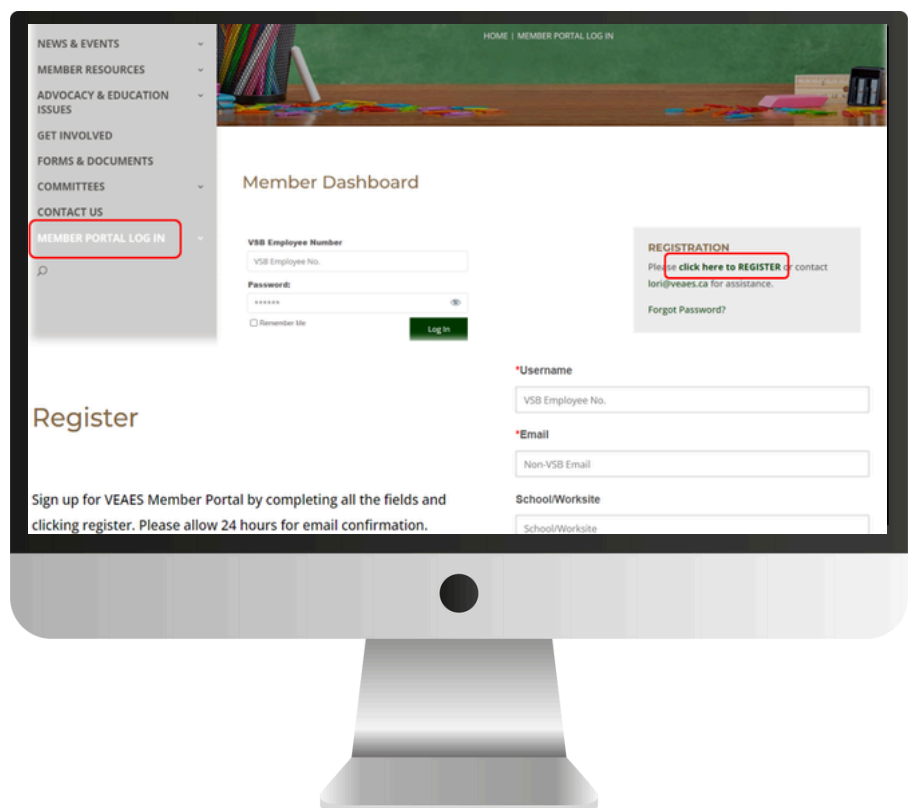
**Greg Canning
Vice President**
greg@veaes.ca

**Rob McGowan
Adult Ed President**
rob@veaes.ca

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 support@veaes.ca.

Click image below to register.



VEAES

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

Thank you all/ ċ-iθamə cən