



VEAES WEEKLY

TOPICS WORTH
TALKING ABOUT

PLEASE READ AND DISCUSS
WITH YOUR COLLEAGUES



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National Day for Truth and Reconciliation



© Andy Everson

September 30

A message from the Vancouver Elementary and Adult Educators' Society

National Day for Truth and Reconciliation 2025

by Xander Graham

Every year, September 30th marks the National Day for Truth and Reconciliation. This year, that date falls on this upcoming Tuesday. The day is an opportunity to honour the survivors of the heinous, colonial residential school system, as well as those young ones that never returned from these places of violence. While these ideas and commemorations are necessary year-round, September 30th offers the chance to attend events, gather with community, and hold space for the tragic history, as well as the immense resilience, of those touched by this colonial project. Reconciliation only happens through effort, care, and action, and we encourage all to continue taking part in this essential process of learning, care, and support.

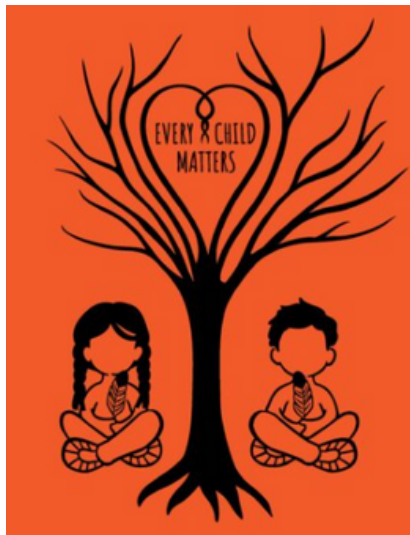


Image from orangeshirtsociety.org

The Orange Shirt Society was formed in 2015 to create awareness of the intergenerational impacts of Residential schools, and promoting the vital notion that Every Child Matters. The Society, built on the legacy of Phyllis Webstad's traumatic experiences at Residential School. Phyllis' story has become a catalyst for understanding as we push for reconciliation, decolonization, and equity in our communities. The Orange Shirt Day Society maintains a Reconciliation Hub featuring resources, teacher materials, and speaker lists, all of which can be connected with to better lay a foundation for our classrooms to understand what an equitable and decolonial path forward looks like. The Hub can be accessed [here](#).

The National Centre for Truth and Reconciliation maintains a database of more than 300 English-language, and 100 French-language, educational resources in order to to connect and engage with this very real, and continuously impactful, part of the colonial and contemporary Canadian context. These resources are available through the NCTR's Education page [here](#). Further educational resources are available via the Province of British Columbia, [here](#), and The University of British Columbia, [here](#).

VEAES recognizes the need to continue ongoing and consistent conversations about the reconciliation process, and it is to this end that at each VEAES General Meeting, a member shares descriptions and updates regarding a given Truth and Reconciliation Commission Call to Action. These TRC Calls to Action provide a framework for reconciliation, as well as the distinct responsibilities inherent to the Canadian government and society at large.



Image from orangeshirtsociety.org

Truth and Reconciliation Events on September 30th

Intergenerational March for Orange Shirt Day

UBC's Faculties of Land and Food Systems and Forestry are hosting an Intergenerational March on Orange Shirt Day to show their commitment to the Indigenous Strategic Plan. The event welcomes the UBC community and families to learn, reflect, and support Indigenous communities through educational activities that encourage ongoing conversations about Canada's history.

Location: UBC Vancouver, 1956 Main Hall

Time: 11:45 am - 3:00 pm



Image from <https://forestry.ubc.ca/events/2025-intergenerational-march-to-commemorate-orange-shirt-day/>

Arts Umbrella

The day includes a welcome breakfast with a traditional blessing, a children's book reading by Joseph A. Dandurand, and a family weaving art project led by Aleen Sparrow. Proceeds from ticket sales (\$10 suggested donation) and limited-edition orange shirts designed by James Harry (Nexw'kalus) will support the Urban Native Youth Association, All My Relations Indigenous Society, and the Indian Residential School Survivors Society.

Location: Arts Umbrella, Granville Island

Time: 9:00 am - 1:00 pm

Cost: \$10

Ticket Link: <https://arts-umbrella.tickit.ca/events/31274>



Image from museumofvancouver.ca

The Great Salish Heist Screening

"A feature-length Indigenous-led comedy-thriller that combines humor and suspense to explore themes of cultural reclamation and resistance against colonial oppression and institutions."

— museumofvancouver.ca

Location: Museum of Vancouver

Time: 1:00 - 2:30 pm

Tickets: Free RSVP, entry by donation

Remembering the Children: National Day for Truth and Reconciliation

According to the National Centre for Truth and Reconciliation (nctr.ca), "Supported by Canadian Heritage, Remembering the Children will share the powerful truths of residential school Survivors and pay moving tribute to the children who never made it home."

Location: Online

Time: 12:00 – 1:30 pm (video available afterwards)

Link: <https://www.aptnnews.ca/ourstories/rememberingthechildren/>



Image from nctr.ca

Hastings Community Centre Orange Shirt Day Event

This is a free event with drumming, Earth art, music, Indigenous speakers, tea, dancing, ice cream, and more.

Location: Templeton Indigenous Welcome Garden, 700 Templeton Drive

Time: 2:00 to 5:00 pm



Image from Hastings Community Centre and Templeton Park Pool Facebook page

Reporting Workplace Injuries

by Karine Ng

The reporting process for injuries sustained at work can be onerous and daunting, but it is a crucial step in order for the incidents to be documented officially. Immediately following the injury, administrators must be informed and an entry should be made in the First Aid Log at the site. Administrators are required to fill out WCB Form 7.

We advise members to seek medical attention as soon as possible. At the time of the injury, it may not be apparent whether you will need to take time off work, or know what the extent of the injury or impact is. Let your medical professional know that this is a work-related injury, and request that they file a Physicians First Report (Form 8) to WCB.

There are also two more steps that members should take:

The first is to file an incident report via [VSB OurHealth dashboard](#). This report goes to the employer, and contributes to a larger set of data that reflects all incidents across the district. VEAES reps can see this data, which informs us of the trends and frequencies of the various types of injuries. The information helps us analyze and advocate around health and safety issues that affect members. Please note that the OurHealth reporting tool replaces the former 6A form, which is no longer in use. It may seem that the reports “go nowhere”, but they do get captured and create a paper trail, so VEAES can follow up with the employer if need be.

The second important step is to file a [WorkSafe claim](#). If you use Teleclaim (1-888-WORKERS), ask for a copy of the report. A WCB claims officer will contact you at a later date. Keep a copy of all forms completed, log dates and subject of appointments and conversations with the employer, WCB and all medical practitioners.

WorkSafe BC is an external body to whom the VSB pays insurance premiums. In return, it provides compensation in cases where employees need to take time off work to recover from work-related injuries -- your doctor may ask you for a WCB claim number. WorkSafe BC also collects and analyzes the data to evaluate employers' (i.e. VSB) compliance with health and safety regulations.

It is crucial that members report all injuries, even minor ones and near misses. If you are unsure how to do that, you can seek support from your site-based staff rep, Health and Safety rep, or reach out to the VEAES office. Site-based H&S reps attending the upcoming October SURT will receive discrete and up-to-date training in order to better support colleagues. We look forward to seeing you then!

BCTF Bargaining Update

by BCTF

This past Friday, Sept 19, the BCTF posted a new Provincial bargaining update featuring important information about the conversations between Employer and Federation negotiators. VEAES members can access these updates by signing in [here](#), and scrolling down to access the most current updates. Bargaining updates will continue to be posted at the above link as they become available.

Prep Recovery

by Karine Ng

Many schools have adopted the practice of scheduling prep time in the middle of the week (Tuesday to Thursday), in order to minimize the frequency of missed preps due to statutory holidays or Pro-D days that tend to take place on Mondays and Fridays. Because the National Day of Truth and Reconciliation falls on a Tuesday this year, preps missed on that day should be made by an EOC in the following week. Prep time is fully funded through our collective agreement, and the employer has the duty to comply with it.

Both enrolling and non-enrolling teachers are entitled to prep recovery. A resource teacher or a teacher librarian should have their missed preps made up by an EOC. If your administrator tells you to make it up by taking it out of your schedule (i.e. cancel service to students), you can share this information with them, and if need be, seek support from your staff rep. If it is not resolved at the school site, please contact the VEAES office.

BCGEU Job Action

by Xander Graham



BCGEU continues to take part in important job action as they fight for livable wages, a fair classification system for admin, better benefits, and for flexible schedules that fit the lives of workers. We encourage VEAES members to be aware of locations where BCGEU is picketing, and to show solidarity to those workers if and where it is at all possible. The effort of striking BCGEU members made a huge impact during our last contract negotiations, and we want to show our support for their tangible and hard-hitting efforts once again. Picket line locations and schedules are changing consistently, but the schedule for job action locations can be viewed [here](#). Solidarity with the workers!

BCTF New Teacher Conference

by BCTF

The BC Teachers' Federation is excited to announce the launch of the BCTF 2025–26 New Teachers' Conference (NTC): *Unexpected Generosity*. This conference is a place for new teachers to connect with their early career colleagues across British Columbia and co-develop their teaching practices. It is designed for teachers in their first five years of teaching, student teachers, TTOCs, and those who are coming back to teaching after moving or being away from the classroom. **There will be two dates for the event, depending on location, being February 7th 2026 in Vancouver, and May 9th, 2026 in Kelowna.**

Interested members can add their email to the “Notify Me” list, [found here](#), to be updated when more information, including about registration, is announced.

Adult Education Update

by Rob McGowan, President Adult Education sub-local of VEAES

Adult ed is back on the beat and the term is off to a great start. We are running the program at capacity and have long waiting lists for entry that only improved hiring practices would alleviate. If you want to join our merry division or EOC list, drop me a note or apply through everyone's favourite website - makeafuture.ca. (You can't go through OAM due to our separate CA issues.) I can explain how we operate & what options are available for interested parties.

In terms of Bargaining, we resume that madness in October with three dates. We had a couple of sessions back in June, at which the Board brought eight members (whose combined salary equalled \$1.35 million) to negotiate with our sub-local that numbers 40 people at most. Some progress on local issues was made, but the frustration being felt at the Provincial level is seeping down to our level as well. Still, we press on, looking to retain our individuality as a unique division within the VSB rather than follow their apparent plan of folding us into VLN. We are going to make them look us in the eyes for everything they want to try to do.

Finally, I'm sorry I look like an under-slept vampire on the BCTF calendar. I didn't choose the photo & I no longer have the hair. It was a cruel, cruel summer. I regret nothing.

VSBCalendar Committee

by Xander Graham



VEAES continues to seek 1 member to sit as representative on the VSBCalendar Committee. It is an important opportunity to consider and advocate for equity and representation of calendar dates and how those chosen dates interact with membership and the district as a whole. By putting your name forward, you agree to the following commitments:

- Receive a brief VEAES rep training
- Attend all committee meetings
- Provide a brief report to the Executive after each meeting
- Seek advice from the Executive and/or general membership as needed

Interested members are encouraged to submit a CV application, found [here](#) on the VEAES website, so that they might be appointed by an upcoming meeting of the VEAES Executive Committee. We thank members for their consideration, and look forward to applications by those interested in taking part in this committee!

FSA Update

by Vanessa Lefebvre and Xander Graham

At the September 9th VEAES Executive Committee meeting, a motion was passed to continue our work regarding the pushback against the Foundational Skills Assessment (FSA), a program of arbitrary and unhelpful assessment that both VEAES and the BCTF vehemently oppose. The motion reads as thus:

That VEAES reiterate that teachers should not be administering the FSA unless directed by admin, and if directed, to request the direction in writing and forward to VEAES, and that VEAES support teachers to distribute opt-out forms and not volunteer to administer

While administrators may not always immediately put their direction into writing, it's good to practice both having this conversation with them and to aim for direction in writing. While administrators do not **have** to provide direction in writing, if members can have them agree to provide it, then it is always more helpful to advocate around the written word; it is never a bad thing for administrators to remember that their directions are recorded and can be referred to with specifics. It is imperative that we, as educators and as a union, push back against growing intrusions upon our professional autonomy, and against the colonial tools that the government insists upon enforcing. Tools like the FSA manage to harm and disrupt rather than provide any meaningful supports to our students and classrooms.

We have not always been forced to look for direction in writing, but as the district continues to ramp-up their efforts to disrupt and derail our equity-focused FSA campaigns, it is all the more important to look to the years where FSA opt-out rates were at their greatest, with Vancouver featuring some of the highest in the province. With such high rates comes a great impetus for administrators to be overseeing FSA administration, as opposed to classroom teachers.

When the FSA data is insufficient in a district, due to opt-outs, the Ministry is forced to supplement with report card data; data that is assessed within the proper standards and autonomy of our classrooms. As shown through the VSB's Annual Report on the Framework for Enhancing Student Learning presented in September 2022 (pg. 11), "Due to low participation rate of students completing the FSA (**44-47 percent**), an analysis of report card data (final marks) in mathematics for grades 4 and 7 is more informative."

Ultimately, teachers may still find themselves in the position to be directed to administer the FSA. This does not mean that there are not mechanisms or methods through which we can continue to advocate for the rights of students, and for the proper assessment of our classroom communities. We thank you for your efforts to pushback on these arbitrary and standardized activities, and for the stewardship you provide to your classrooms.

VSBC Joint Pro-D Update

by Geneviève Larose-Farmer

The Joint Pro-D Committee met on Sept. 15th and voted that the 8114 fund can be used to pay for the 2025 PSA conference fees. This means that site-based pro-d committees can use both accounts (8114 and 8120) to provide funds to members for the Oct Pro-D. The hope is that this will give sites more flexibility and encourage more members to engage in dynamic pro-d opportunities on that day. Please note that pro-d funds cannot be used to pay for membership fees. For more information on the October 24th PSA Day conferences, you can visit psaday.ca. More funds (up to \$ 1000 per member per school year) can also be accessed through the Temporary Supplemental fund. Applications for the Temporary Supplemental Fund can be accessed [here](#). The Joint Pro-D Committee will reconvene on October 5th to review the applications made via the pro-d app. To avoid delays, we recommend that you submit your application in advance and let your administrator know because site-based approval is required before the Joint Pro-D Committee can review any application.

Sept 30th, 2025 Deadline: TQS Category Upgrade and Parenthood Leave

by Vanessa Lefebvre and Karine Ng



TQS Category Upgrade

Members who consider that they have completed requirements for reclassification of salary category must not only make a TQS request, but must also apply to the Board. There are 3 times in the year that you can apply to ensure you get retroactive payment and September 30th is the next deadline. You need to submit the Change of Salary Category form by September 30th in order for it to be retroactive to September 1st. Even if you are still waiting for your TQS request to process, it is important to submit this application before September 30th. If the VSB does not receive the form prior to September 30th, the salary adjustment shall be effective the first day of the month following the filing of a successful application.

To complete the application, you will need to submit your TQS change of category validation when you receive it. It does not go automatically to the VSB. The procedure for change of salary category is Article B.25.4 (pg 55 in your Collective Agreement). The VSB has provided a detailed document that outlines the steps necessary to fill out the VSB Change of Category form. If you cannot locate the documents on the Employee Services Sharepoint, you can obtain a copy of the entire packaged which includes the application form through your school's Admin Assistant, or by emailing humanresources@vsb.bc.ca.

Parenthood Leave (Without Pay)

Request for leaves commencing January 1 or February 1 must be submitted by September 30. You can request by emailing leaves@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!

World Teachers' Day

October 5, 2025

A counsellor in every school and an education assistant
in every primary classroom: Invest in our students



BCTF

**BCTF**

Provincial PSA Day

Friday, October 24, 2025

www.psaday.ca

Professional Development
organized and delivered
by teachers, for teachers.

There's something
for everyone!



Ways for Teachers to Access PSA Memberships

There are many ways for teachers to access a PSA membership:

1. Purchase a PSA membership directly from the BCTF.
2. Participate in a PSA conference.
3. Participate in an induction ceremony or welcome event at their Local.
4. Participate in a BCTF workshop or SURT for TTOCs or new teachers.
5. Upload a resource to TeachBC.

Purchase a PSA membership directly from the BCTF.

The easiest way to handle this is to have the member purchase their PSA membership directly from the [BCTF Shopify store](#), and then reimburse the member for the purchase if your Pro-D language supports this.

Some locals prefer to avoid having the member pay up front and have previously submitted paper forms along with a cheque for payment of the fees. The Federation is phasing out paper forms, but the Shopify page does not allow for a Local to make direct purchases on someone else's behalf. If a local wishes to purchase PSA memberships directly for their members, please contact psa-coordinator@bctf.ca for the appropriate forms and instructions.

Participate in a PSA conference.

Many PSAs either provide a PSA membership as part of conference attendance or provide the option of purchasing one during the registration process. Most PSAs hold their conference on the October PSA day, but they may hold additional conferences later in the year or hold their main conference at an alternate time. Links to PSA websites and conference registration sites can be found at www.PSAday.ca.

Participate in a Local induction ceremony or welcome event.

The BCTF provides a free PSA membership to each new inductee who attends a Local induction ceremony or welcome event. Previously, these were done via paper form. The process has been streamlined, however. Now, Locals collect the first name, last name, and email address of the inductee, and the Local president has access to an [upload process](#) that will then automatically email each member on the list with a code. The member uses the code at the BCTF Shopify store to sign up for a free PSA membership. Inquiries regarding the process can be made to psa-coordinator@bctf.ca.

Participate in a BCTF workshop or SURT for TTOCs or new teachers.

Local organizers for BCTF Workshops or SURTs that are asked to provide an excel sheet containing the first and last names of attending members and an email address. Members will be emailed a code for the BCTF Shopify store that can be used to sign up for a free PSA membership.



RESISTANCE & HOPE

ART, ACTIVISM
& ALLYSHIP



ABORIGINAL EDUCATION ASSOCIATION PSA CONFERENCE

Friday, October 24 2025
Langley School of Fine Arts

Keynote Speaker
Charlie Angus

Cultural Hands-On Workshops
Classroom Resources
Allyship
Decolonization
Métis History
and more...

Registration \$149

Conference Fee & PSA Annual Membership included



Registration Opens
Friday September 5th 2025

<https://www.aeaconference.ca/>



**IMPORTANT
DATE**

**September 26-27
Executive Planning**



2025-26



**VEAES
MEMBER PORTAL**

**Marjorie Dumont
President**
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**Xander Graham
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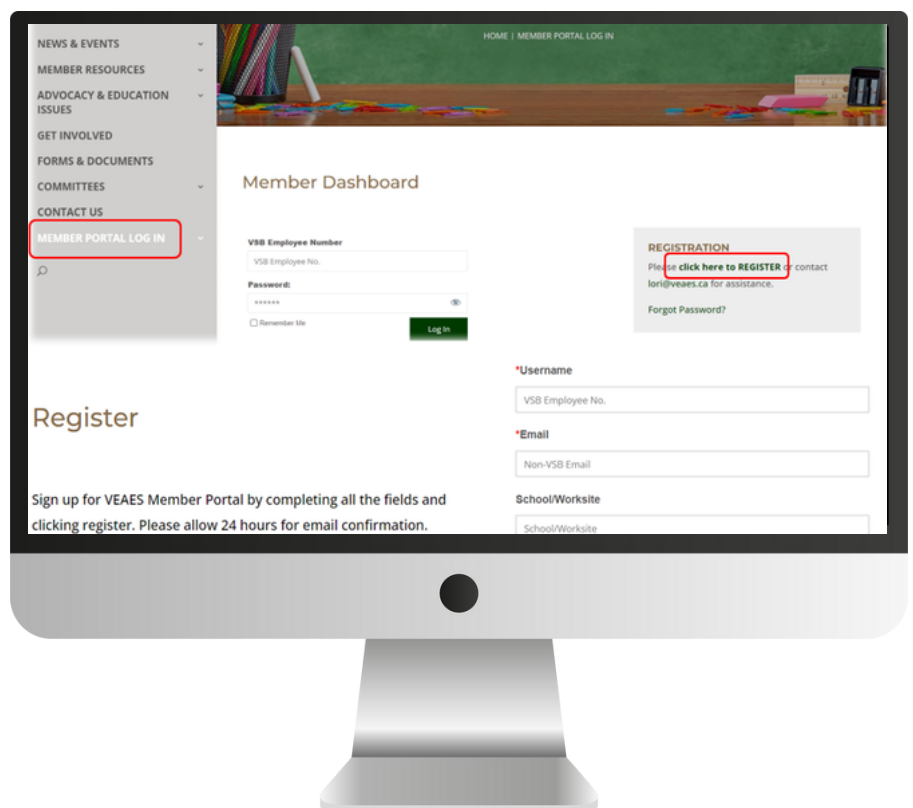
**Greg Canning
Vice President**
greg@veaes.ca

**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