



VEAES WEEKLY

TOPICS WORTH TALKING ABOUT

**PLEASE READ AND DISCUSS
WITH YOUR COLLEAGUES**

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Red For BCED

From the BCTF

On November 17, the BCTF Provincial Bargaining Team will be back at the table negotiating with the BC Public School Employers' Association. As bargaining has reached a more intense phase, it's time to get together with your colleagues at schools and show your solidarity with each other and the team.

We're encouraging all members to **wear red on Monday, November 17**, and share pictures on social media or with the Provincial Bargaining Team. You can use the hashtag **#RedForBCED** on your preferred platform or send an email directly to the team at bargaininginfo@bctf.ca.

Wearing red all together shows our employer and the government that teachers expect a fair deal that addresses our working conditions and the recruitment and retention crisis. The government needs to come to the table with more funding so the two sides can reach an agreement.

By wearing red on November 17, we can also show our solidarity with the Alberta Teachers' Association who were legislated back to work by the United Conservative Party. Danielle Smith's Conservative government shamefully invoked the Notwithstanding Clause of the Charter of Rights and Freedoms which is not only a blatant attack on teachers' bargaining rights but threatens to erode the rights of all unionized workers.

Here in BC, we know what it's like to have government attack our rights. November 10 marked the 9th anniversary of our Supreme Court of Canada win that restored our unconstitutionally stripped working conditions from our collective agreements.

All Canadians must take a stand against this kind of government overreach and infringement on our rights.

So, on Monday, November 17, wear red to show solidarity with our Provincial Bargaining Team, our colleagues in Alberta, and for our determination to get a fair deal!



Reminder: BCTF Women's Institute Applications Due Nov 17th

By Françoise Raunet

This is a reminder that VEAES is able to send one delegate to the BCTF Women's Institute at Vancouver's Coast Coal Harbour Hotel from February 19th-21st, 2026. All costs, including hotel, TTOC leave coverage, and additional child care expenses, will be covered by the BCTF. VEAES members with equity-deserving gender identities, including cis and trans women, and non-binary and gender non-conforming people who are comfortable in a space that centres the experiences of women, **need to submit applications by November 17th** in order to be nominated by the VEAES EC in time. In addition, delegates must meet the following criteria:

- has not attended a Women's Institute in the past five years
- is available and committed to attending all three days in February 2026.

If you are interested, please complete [this CV](#) and forward it to francoise@veaes.ca ASAP.

Adult educator virtual meet-up

From the BCTF

The first BCTF adult educator virtual meet-up is coming up soon. Join the Adult Education Advisory Committee to share your experiences, concerns, and ideas, and to connect with other adult educators from around BC. This is your opportunity to help frame adult education within the BCTF and the province.

[Register for the first meeting](#) taking place on **Tuesday, November 18, 2025, from 4:30 to 5:30 p.m.**

[Register for the second meeting](#) taking place on **Wednesday, February 25, 2026, from 4:30 to 5:30 p.m.**

Call for teacher participation in BC Black history resource curation and development

From the BCTF

The BCTF is seeking 16 members with a range of grade-level teaching experience to review Canadian Black history teaching resources. This team of teachers will work collaboratively to share, review, and curate a collection of Black Canadian history teaching resources for inclusion in the TeachBC classroom resources database. This project will be hybrid, including one virtual meeting and two days of in-person meetings at the BCTF building in Vancouver, BC, on the traditional territory of the Musqueam, Squamish, and Tsleil-Waututh peoples. The in-person meetings will be held on January 30 and 31, 2026. For more information and to apply, visit the [online posting](#).

The application deadline is November 21, 2025, at 5:00 p.m.

L'École Polytechnique Memorial

By Elaine Ong

By Each year, VEAES Social Justice and Solidarity Committee hosts a memorial gathering on **December 6th** at Thornton Park to remember the 14 women who were murdered at L'École Polytechnique in Montreal in 1989 in a senseless act of misogynistic violence.

December 6th is on Saturday this year, and we will be meeting at 11 AM. If you are interested in joining us, please RSVP to elaine@veaes.ca The memorial will be about 30-45 minutes. We are also hoping that you can join us for coffee after the memorial. Please dress for the weather.

Using Remedy Hours

By Françoise Raunet

As of the end of October, teachers whose classes are not in compliance with class size and composition language should start to see accumulated remedy minutes on their pay advice. VEAES strongly recommends using this remedy as soon as possible. For one, many TTOCs this year are reporting less work than usual, and two, it is important to use it up in the school year that it was earned. There are different ways that you and your colleagues could strategize around using your remedy. For example, you and your colleagues could combine your remedy to create a full- or half-day role for a TTOC. Your principal can assist you in this process. The TTOC that comes in to provide the remedy can be used in a variety of ways as well: you could team teach (do you have any big lessons coming up that could use an extra set of hands?); you could use them to work with your whole class while you do one-to-one assessments; they could provide resource support; or they could also teach your class while you get some extra prep time. It's helpful to TTOCs when the job on SFE has some information so they know what to expect; consider adding a note explaining the role when you create the job. As always, if you have any questions or concerns about remedy, or anything else, please don't hesitate to get in touch with the VEAES office.

TRB Certification Upkeep

By Xander Graham

While you're working, the VSB automatically deducts your Teacher Regulation Branch (TRB) dues from your salary. With that said, if you are on unpaid leave and not receiving a paycheck, you're responsible for paying the dues directly. Your typical April 30 pay-advice will show your deduction for your TRB dues. If, on the other hand, you are not receiving a paycheck during this period, you are responsible for paying your annual TRB dues. If you update any of your contact details, it's important to inform the TRB to avoid any issues with your certification, as this could affect your ability to work in public schools. This can be accomplished [here](#).

Failing to pay or neglecting to authorize the 5-year criminal record check could result in your certificate being cancelled. A cancelled certificate can take an extended period of time to reinstate, so to prevent any disruption to your employment and avoid loss of income, please ensure your TRB dues are paid while on leave. Additionally, many members have reported their TRB correspondence being directed to their Junk Mail folders. Please be aware, and keep an eye out for any and all TRB-related messaging.

BCGEU Bargaining Deal Sets the Bar for Teachers

By Xander Graham

The BC General Employees' Union (BCGEU) has reached a tentative four-year agreement with the provincial government after eight weeks of job action. The settlement provides annual wage increases of about three percent, targeted adjustments for the lowest-paid workers, and important gains on job protections, grievance timelines, and extended benefits. This outcome shows once again that when workers are organized and prepared to act collectively, meaningful progress is possible.

The BCGEU's success sends a clear message across the public sector. It demonstrates that strong job action can move the government to make real improvements. Teachers know this lesson well. The BCTF's historic win at the Supreme Court of Canada in 2016, which restored class size and composition language after years of struggle, showed the power of persistence and solidarity in defending and improving our working and learning conditions. These victories remind us that significant gains are rarely handed over willingly, rather they are won through unity, pressure, and sometimes necessarily, job action.

As the BCTF continues with provincial bargaining, the BCGEU's deal establishes a benchmark to build upon for fair wages and working conditions. With affordability challenges growing and classroom demands skyrocketing, teachers deserve an agreement that truly reflects the value of our work and the needs of our classrooms.

If the government is unwilling to meet that standard at the table, teachers must be prepared to demonstrate the same strength and determination that have brought past successes. Standing together will be essential to achieving the improvements our students and profession deserve, whether that solidarity is found in our classrooms, our hearts, or the picket-line.

Education Leaves

By Xander Graham

As we begin to approach the end of the calendar year, we would like to remind teachers about the application deadlines for education leave requests for the upcoming school year. If you are planning to take an education leave for one full school year, your application must be submitted by December 15th of the preceding year. For those seeking education leave of less than one school year but more than 10 days, please note that applications must be received at least three months prior to the start of the leave. If the leave requested totals 10 days or less, the application must be submitted at least four weeks before the leave begins. Applicants are also encouraged to demonstrate the following in their request:

- the relevancy of the proposed plan of study or research to their current or anticipated assignments
- a willingness to share information and to contribute to professional growth within the school, district and community
- current system needs

Members can further support their leaves process by familiarizing themselves with the VEAES Understanding Leaves document, accessible [here](#).

TTOC Experience Transfer

By Xander Graham

If you work as a teacher teaching on call (TTOC), you will accumulate your experience credit in your TTOC silo. If you also work in a contract, temporary, or continuing position, you will also earn experience credit in your contract silo. You can move your TTOC experience credit into your contract silo two times a year. You must make the request to move the experience credit by June 30 to be effective by August 31, or by November 15 to be effective by December 31. To learn more about how to move your TTOC credit to your contract silo, when it is best to move your TTOC credit, or when to keep your TTOC credit in your TTOC silo, please see the following infographics.

Understanding Article C.4

Teacher Teaching on Call Employment

If you work as a Teacher Teaching on Call, you will earn experience credit under Article C.4 and LOU 11. This experience accumulates in your TTOC silo.



If you also work in a contract, temporary or continuing, part time or full time, you will earn experience credit according to your local collective agreement provisions. This experience accumulates in your contract silo.



Experience in your contract silo is governed by your local collective agreement (CA) provisions.

You will find these provisions in the B section of your CA.

NOVEMBER 15 | JUNE 30

Under LOU 11, you can move your TTOC experience credit into your Contract silo two times a year: **November 15** and **June 30**.

This is important because it will allow the two amounts of experience credit to be combined towards moving to the next step on the salary grid.



Experience Credit is always moved from the TTOC silo to the Contract silo in one-month increments. If you request the transfer, all full months of experience will be moved to your contract silo.

Fractions of experience less than 17 days will remain in your TTOC silo to be combined with future days.

Before you decide about moving your TTOC experience, you should find out how much credit you have in each silo. It should be provided on your pay statements. If not, contact your District to request that information.

Requests to move experience made by November 15 will be effective December 31 and request made by June 30 will be effective August 31.

You must make the request using the agreed upon form available from your school district, prior to the deadline. Once the form is submitted, the decision to transfer your experience credit is final.

Considerations for the decision to move TTOC experience credit



Between the two silos, you have one year or more of experience.

Move the credit. It will move you to the next step.

You should also move your TTOC credit to your contract silo if you have a continuing contract or a long-term temporary contract so that your TTOC credit is in your contract silo as you accumulate more contract experience towards the next step on the salary grid.

Consider your expected future work to decide:



Likely to get more contract work?

Are you:

OR



Likely to get mostly TTOC work?

Consider moving the credit. With a bit more contract credit, you will move to next step.

Consider NOT moving the credit. Keep accruing in the TTOC silo and work towards the next step with TTOC work.

If you only work as a TTOC, then don't move your experience credit, simply keep accruing it in your TTOC silo. When you reach 170 days, you will move to the next step on the salary grid.



IMPORTANT: Once you move to the next step on the salary grid, through experience credit in either silo, that new salary step will apply to all your work. Be sure to double check that your new placement on the salary grid is applied to all your work.

Note: If you subsequently move to another district, experience gained through Article C.4 as a TTOC may or may not be recognized for placement on the salary grid in the new district. For more information, contact your local or refer to the BCTF website for information on Moving Districts.

Update on Proposed Closure of Carleton Elementary School

By Xander Graham

At the VSB Facilities meeting this last November 5th, the board gave updates on their recklessly swift and deeply concerning proposal to close Carleton Elementary School in the Joyce-Collingwood area of Vancouver. The board is currently “consulting” on declaring the Carleton site surplus so that the school building and the land it occupies can be sold or repurposed, despite the surrounding neighbourhood experiencing significant residential growth and a surge in new families. VEAES stands in firm opposition to this move because of the serious and lasting negative consequences that the move would have for students, families, and the wider community.

This proposed closure would reduce access to local public education in an area that needs it most. Carleton Elementary is one of the few remaining large school sites in its neighbourhood, one which is rapidly densifying with new housing developments and increasing numbers of children. If the school is closed and the land sold, many students will face longer commutes, families will be saddled with limited child-care options, and the community will lose of a vital neighbourhood hub. The argument that the site is “surplus” does not stand up to scrutiny. The site remains essential for future educational use, particularly given the city’s growth projections and the need to preserve publicly owned land for children and families.

The sale of public-school property also sets a dangerous precedent. Schools are central to the fabric of healthy, supportive communities. Once a school site is sold, it is lost to the public forever. Disposing of Carleton would undermine local planning objectives, reduce educational capacity in a growing region, and weaken the long-term foundation for accessible public education.

For these reasons, VEAES calls on the VSB to halt the closure process for Carleton Elementary. We urge trustees and senior management to engage meaningfully with parents, staff, and community members, and to plan for Carleton’s continued use as a school and child-care site. Decisions about public education infrastructure must be transparent, evidence-based, and rooted in the public interest. VEAES will continue to monitor the process, advocate for our students and schools, and stand with the community in the effort to save Carleton. Together, we can ensure that public education and public lands remain in public hands.

Gaza Soup Kitchen Contributions

By Xander Graham

At a recent VEAES Executive Committee meeting, a motion was proposed, debated, and passed that VEAES donate \$50 a week for 20 weeks to the Gaza Soup Kitchen, specifically for the Al-Nusairat location. This motion aligns with and was supported by existing VEAES policy, specifically articles 10.A.16 regarding charitable donations to anti-oppression organizations, and 10.A.17 regarding efforts to mitigate the ongoing starvation. Members can view the VEAES Policy Handbook [here](#).

Gaza Soup Kitchen is charitable initiative that began by feeding 150 families a day in April 2024 and quickly grew to serving 3,000 people daily. Operating amidst unimaginable scarcity and risk, the GSK team works to prepare and serve hot, nourishing meals to those in need. Currently, across 10 active kitchen sites, the team prepares simple vegetarian meals, like rice, pasta, and khubeza (a wild foraged green), often with severely limited supplies that depend on ongoing donations. Members are encouraged to visit the Gaza Soup Kitchen website, available [here](#), in order to learn more about the organization, and how they can engage with their efforts.

IMPORTANT DATES

2025-26

veaes.ca

Executive Committee Meeting
on **November 18** at the
VEAES Office at **4:00 pm**

VEAES MEMBER PORTAL

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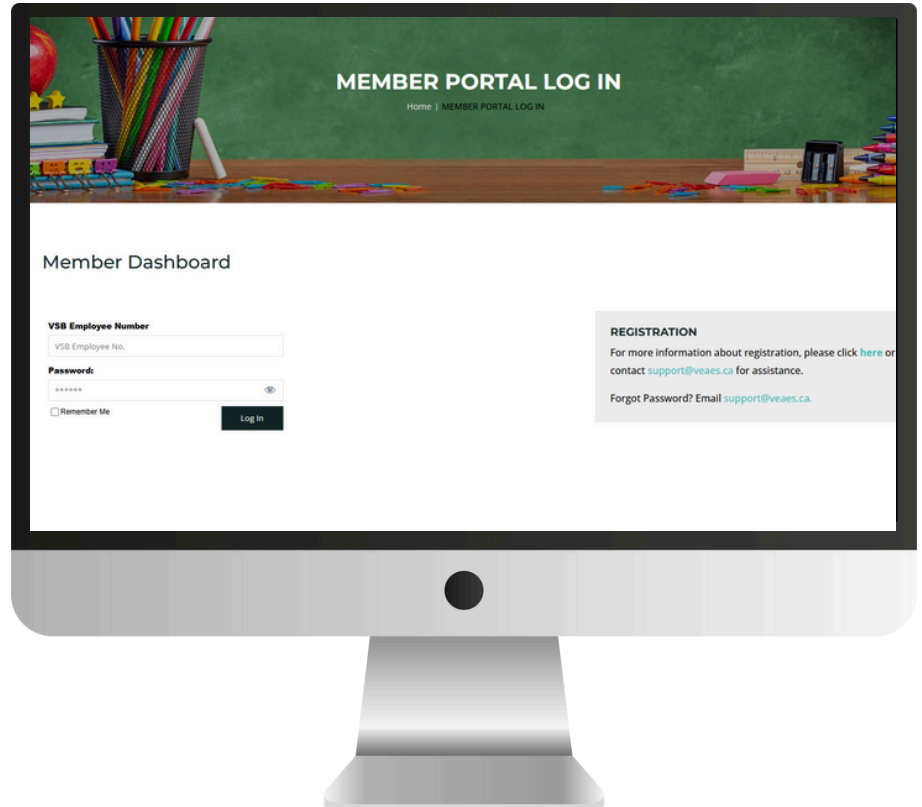
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To access the portal, go to the VEAES website. On the menu, scroll down to "Member Portal Log In". After much consideration, we have chosen to use members' VSB employee numbers as the username, as it allows us to verify members. So, you will have to have your VSB employee number ready in order to login to the portal.

To receive your temporary password, please email support@veaes.ca. Support staff will send you your temporary password and you can reset it under "My Account" then "Profile Details."



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/ é·iθamə cən