

VEAES

news

**Vancouver Elementary
and
Adult Educators' Society**



VEAES gives thanks and recognizes that this meeting takes place on the stolen, unceded joint territory of the xʷməθkʷəy̓əm (Musqueam), Səlilwətał (Tsleil Waututh), and Skwxwú7mesh (Squamish) Nations.

**ELECT YOUR
2026-2027
EXECUTIVE COMMITTEE**

VEAES AGM

MAY 12, 2026 at 4 PM

**Van Dusen Botanical Garden
5251 Oak St. Vancouver
BMO Hall and
Peggy Gunn Hall AB**

SOCIAL TO FOLLOW

TABLE OF CONTENTS

| | |
|-----------|------------------------------|
| 02 | AGM AGENDA |
| 03 | PRESIDENT'S MESSAGE |
| 05 | FINANCIAL DOCUMENTS |
| 08 | 2026-2027 EC NOMINEES |

AGM AGENDA

4:00 PM

Chairperson(s): Glen Hansman

1. Acknowledgement

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2. Truth and Reconciliation Commission Witness Ceremony - Genevieve Larose

3. Guest Speaker: TBA

4. Adoption of Agenda

5. Approval of Minutes, May 13, 2025

6. VEAES's President Report

7. Finance Report - Secretary Treasurer

8. EC Financial Recommendations:

a) That the Achieve CPA Chartered Accountants be retained as the auditor for 2026 / 2027.

b) That the audited financial statements for the years ending July 2025 be approved.

c) That the staffing allocation for the VEAES office in 2026 / 2027 be:

- PRESIDENT..... (11 MONTHS)
- VICE-PRESIDENT (11 MONTHS)
- VICE-PRESIDENT / GRIEVANCE OFFICER..... (10.5 MONTHS)
- VICE-PRESIDENT (10.5 MONTHS)
- VICE-PRESIDENT (10.5 MONTHS)
- ADULT EDUCATORS SUB-LOCAL PRESIDENT (UP TO 0.25 FTE)

d) That the fee for the contract members be 0.88%.

e) That the fee for the TTOCs be 0.71%.

f) That the 2026 / 2027 budget in the amount of \$1,827,450.

9. Election of Executive Committees & Alternate Local Reps for 2026-2027

Please refer to the VEAES NEWS for nominees list.

10. Honourary Life Membership

11. Recognition of Executive Committee Members

12. Announcements

13. Adjournment



| Social following the AGM |





PRESIDENT'S MESSAGE

MARJORIE DUMONT, C'TAN

*náćemat tə šx^wq^weləwən ct
We Are of One Heart and Mind*

Many know the late Shane Pointe as Uncle Shane. He was a respected Knowledge Keeper, and ceremonial speaker, and a proud member of the Pointe Family of the Snuneymuxw and Musqueam Nations.

Known for his powerful teaching of náćemat—We Are One—Uncle Shane reminded us of our shared responsibility and the importance of caring for one another. His teachings of ‘good medicine’ encouraged kindness, self-care, and a deep connection to the land.

Inspired by Uncle Shane’s call to pull together, we affirm a simple truth: we are one-bound by a shared responsibility and a deep commitment to care for one another.

We raise our hands in honour and respect to the collective dedication, care, and impact each of you brings to this shared union work. To the staff reps, we offer you our deepest gratitude for the care, commitment, and quiet strength you bring to supporting your colleagues each day. Your willingness to listen, to advocate, and to stand alongside staff in both challenging and celebratory moments does not go unnoticed—it is meaningful, impactful, and deeply appreciated. To the VEAES committee chairs and members, we are grateful for your continued commitment, your voices, and the care you bring to this important work. And to the Executive Committee members, thank you for the many hours you dedicate to meeting, for your sustained effort, and for the thoughtful guidance you provide in advancing the work of the Union.

We recognize that members are facing many of the same challenges highlighted in last year’s Canadian Teachers’ Federation (CTF) study, which paints a concerning picture of working and learning conditions in the public education system. The findings point to five key issues: untenable working conditions, increasingly large and complex class sizes, rising incidents of violence and aggression in schools, increased workload combined with insufficient prep time, and a lack of adequate support from the Ministry.

Members continue to experience growing workload pressures as they are asked to do more with fewer resources. We want to acknowledge and thank you for your continued advocacy for the supports students need. This responsibility should not rest solely with members; it must be shared with the employer in a meaningful way.

Workplace violence remains a serious and ongoing concern that has been raised with the Board on multiple occasions. We continue to encourage all members to report incidents through the Health and Safety platform, OurHealth, to help ensure proper tracking, accountability, and follow-up. Members are also reminded to access supports available through the BCTF Health and Wellness Program and the VSB Employee and Family Assistance Program.

On the topic of wellness, VEAES continues to have significant concerns about the rollout of the VSB's attendance management program that they claim is designed as a "wellness initiative". The idea that teachers who take time off to take care of their health need to be "caught" and "managed" is highly problematic. Making people feel more stressed and pressured, when the job is already demanding enough, will not improve employee health and feelings of overall wellness at all. Teachers want to know that their Employer respects their professionalism and supports their right to keep their medical information private. If they have been feeling unwell, the last thing they want is to be called into a meeting with their admin to discuss their health. VEAES reminds members that they are not required to share any personal health information with their Employer, and that this right is protected by law.

Despite this and other ongoing system changes, such as kindergarten screening and updates to the reporting tool, that continue to add complexity, members continue to show up and do their best. This commitment in the face of challenging conditions comes at a time when BCTF members just voted to ratify a new four-year collective agreement in March 2026 that offered little to address the challenges. Despite ratification, VEAES members will not see significant changes in the immediate term, as most of the meaningful improvements are not expected to take effect until 2027.

This week, on April 29th/30th, the SURT will be divided into sessions on Post & Fill and comparing the local and provincial Extended Health Benefits plans. Reps will be responsible for presenting staffing information at their sites and informing members that the VEAES General Meeting passed a motion to recommend remaining on our local Extended Health Benefit (EHB) plan. The EHB vote will be held on May 6 and May 7, 2026 (after the preparation of this newsletter); therefore, the results are not yet available and will be communicated in a future update.

The Adult Educators are in the final stages of local bargaining. The team consists of Rob McGowan (LP, Adult Educators' sub-local), Xander Graham (VEAES Grievance Officer/VP), Keeley Ryan (Adult Educator member) and Allan Haley (Adult Educator member).

We look forward to receiving further updates as discussions progress, and we remain fully supportive throughout this process. We extend our best wishes to all parties for a constructive and successful round of bargaining, and trust that a fair and positive outcome can be achieved through continued cooperation and good faith engagement. In closing, we are deeply grateful to each of you for the trust you've placed in the In-House Table Officers this year. Your strength, resilience, and commitment continue to inspire. Even in the face of challenges, you have shown what it means to support one another, grow together, and lead with purpose. Inspired by Shane's call to pull together, and as we move forward, we encourage you to carry that same spirit with you—continue to lift each other up, embrace new opportunities, and take pride in all that you have accomplished. We are honoured to stand alongside you and look forward to our journey together.

In solidarity.

2026-2027

EXECUTIVE COMMITTEE NOMINEES



MARJORIE DUMONT, C'TAN

Nominee for: President (11 months @ 1.0 FTE)

The protocol of introducing oneself to others is vital to my cultural teachings and so, I share this with you. Dini ze, ts'ake ze, skiy ze, (Male chiefs, Female chiefs and their children) Hadih, So'endzin. (Greetings/hello, how are you?) jeen Tabi honzoo. (This is a beautiful day) C'tan sozi (My name is C'tan, also known as Marjorie Dumont) Sne Ts'ake ze Wila'at endzin (My mother's name is Wila'at also known as Sue Alfred) Sbeb tsitni'in Dini ze Wah tah ghet endzin (My late father's name was Wah tah ghet, also known as Henry Alfred). N'iwh Dini ze' Na'Moks endzin (My house chief's name is Na'Moks, also known as John Ridsdale). I belong to the Tsayu (Beaver) clan. My late father's clan is Laksilyu (Small frog). I am from the Wet'suwet'en First Nation and my roots are also Gitksan.

I would like to acknowledge I am a visitor on the ancestral, unceded/stolen territory of the SkWa-wu7mesh, Saiilwata?/Selilwitulh and xwma0kwayam nations. I feel deeply grateful and honoured to live and work on their sacred yintah, which they have cared for since time immemorial.

I am humbled and honored to once again step forward as a candidate for the role of President. I raise my hands to you in sincere respect and appreciation for the confidence you have shown me during my time serving as your Local President in the past two years. It is because of your support that I am here, and I carry that with heartfelt thanks.

Your stories continue to move and motivate me, strengthening my commitment to push for meaningful change within the public education system. I also want to recognize and honour the efforts each of you is making to advance the work of decolonizing our workplaces and our union.

Over the past year, I have learned so much—not only from the VEAES members, but also from the dedicated VEAES staff who support this work behind the scenes. Their knowledge, care, and commitment have shaped me in meaningful ways. It has also been personally challenging couple of years, and I am deeply grateful for the compassion and understanding you have shown me throughout. That support has strengthened my resolve to give back in every way I can—by working to improve your conditions, reduce workplace challenges, and ensure that your safety and well-being remain at the center of all we do.

(continued)

My lived experiences, along with the teachings of my parents, grandparents, and Elders, have guided me into the leader I am today. They have taught me the importance of listening deeply, creating space for every voice to be heard, and approaching challenges with care and accountability. I strive to think and act collectively—to lift others up with respect, and to honour the knowledge, experiences, and strengths that each person brings to the table.

I also acknowledge the realities you face each day in your work. The increasing demands—overwhelming workloads, the growing mental health needs of both students and educators, the introduction of new initiatives like Kindergarten literacy screeners, and the continued loss of vital programs—are placing immense pressure on you. Added to this are the expectations tied to wellness initiatives, attendance management programs, and ongoing pressure from the government to administer FSAs. Despite all of this, you continue to show up with care, commitment, and professionalism. I raise my hands to each of you in deep respect and gratitude—for the way you support your students, your colleagues, and your school communities every single day.

As we continue to navigate these challenging times, I respectfully ask for your support in allowing me to move forward in serving as your Local President with VEAES. I believe the perspective I bring as a Wet'suwet'en leader—ground in community, responsibility, and respect—offers an important voice at the table. I remain committed to walking alongside you, advocating with integrity, and ensuring that our collective strength continues to guide the work ahead.



FRANÇOISE RAUNET

Nominee for: Vice President (11 months @ 1.0 FTE)

This past year in the VEAES office has been a real eye-opener. I have held a wide variety of different roles in our district over the past 25 years—SSW, resource teacher, classroom teacher, district support teacher—and yet this year has shone a light through cracks in the public education system that I never even knew existed. Classroom teachers are facing an enormous amount of pressure from all fronts these days, and the job has never felt more challenging.

At times it seems like the solution to every societal problem is to "build teacher capacity", but teachers have already taken on more than they can reasonably manage. We need to find new ways of supporting schools that don't rely on teachers having to do more.

Working for the union feels like one small thing that I can do to try and help fix things. I've been inspired by so many people this year, people with a wide variety of diverse perspectives who have challenged my thinking in different ways. More than ever, I find myself committed to building solidarity by including all voices and working to educate new folks on workers' rights, our collective agreement, and the power of collective action.

In a world where wealthy industrialist warmongers hire bot farms to polarize the proletariat online, worker solidarity is of vital importance. With so many big problems to tackle, if we don't stand together we serve nothing but the status quo. I hope that I am re-elected and have an opportunity to serve as a VEAES Vice-President for another year, but even if I'm not, I will be forever grateful to have had this opportunity. Workers unite!



XANDER GRAHAM

Nominee for: Vice-President/Grievance Officer
(10.5 months @ 1.0 FTE)

I am deeply grateful for the opportunity I have had to contribute to VEAES as Vice-President for the past two years. Supporting VEAES members in the realms of their working concerns, professional development, community engagement, and the grievance process have all been responsibilities that I am immensely proud to have taken on and engaged with during my elected tenure. From running our Staff Representative Assemblies to chairing committee

meetings; from on-site school support to collective bargaining, supporting workers in our district means wearing many hats, and I continue to strive to do so with an equity-focused and intersectional lens.

This past year, I took over the role of VEAES' Grievance Officer and have enjoyed the challenge of supporting and guiding member grievances through the structures that can best defend our collective agreement rights. Through this grievance process we are able to emphasise a necessity for deep accountability of the system we work within, as well as strong empowerment for the VEAES members who work within it. This unique role has allowed me to support the working experiences and enshrined rights of teachers in a tangible and meaningful way, and I hope to continue this advocacy in ways that protect, support, and fight for the Collective Agreement rights that our working experience is based on.

Solidarity exists most foundationally when we stand together, finding connection in our shared working experience. I thank you for your support, and look forward to working for, and with, VEAES members during this upcoming school year.

KHALED SHAWWASH

Nominee for: Vice-President
(10.5 months @ 1.0 FTE)

My name is Khaled (he/him) and I am a grade 4 teacher who lives and works on the stolen lands of the x^wməθk^wəyəm (Musqueam), səliwətəł (Tsleil-Waututh), and Sḵw̓x̓w̓ú7mesh (Squamish) Nations. It is the greatest privilege to be running for Vice-President for the 2026/2027 school year.

Having taught for almost 7 years and been active in union work (both VEAES and BCTF) for almost 3 years, I have a strong understanding of the challenges educators continue to face. It is my goal not only to support members, but to advocate for improvements for all of us.



As VP, I will do my utmost to help lead our local in addressing the issues we are experiencing. The diversity of my teaching and union experience has helped equip me for this very role. Over my career, I have been a:

- classroom teacher (grades 3-6)
- TTOC and remedy teacher
- VEAES EC member and local representative to the BCTF
- staff union representative
- member of the VEAES Social Justice & Solidarity Committee
- VEAES GM/SRA chair
- member at large for the Anti-Oppression Educators Collective

In addition to the understanding of the challenges our members face, I have had first-hand experience in working within VEAES and BCTF structures and applying the collective agreement. I have also developed a close working relationship with VEAES EC members and built connections with teachers and union representatives across the province. This foundation will help with my integration into working as a full-time table officer and will help me advocate for issues as effectively as possible.

The experience I will be bringing is coupled with a firm commitment to addressing social justice issues. I apply a decolonizing and intersectional feminist lens across all aspects of my work; supporting and uplifting members with marginalized identities will always be a core part of what I do. Since the beginning of my work in VEAES, I have advocated for social justice issues--that will not stop if I become VP.

I hope to have your support in this election. It would be an incredible honour to serve, support, and uplift you as your Vice-President for the upcoming school year. Thank you for all that you do.



BERNADETTE MILTON
Nominee for: Vice-President
(10.5 months @ 1.0 FTE)

I am an Indigenous person who grew up with traditional laws and who has practiced the cultural way of living and contributed to my leadership roles as a teacher and as a Gitksan member. I believe in walking and talking with honesty and working hard towards building relationships to build a community.

Most of all, the importance of being accepted as a leader in any role or position that I take space in education as a teacher who has learned how to adapt to the changing world views of students and new teachers. I also believe in lifting people up when they succeed in all that they do, when advocating for students and community members who help build local schools to be a safe and secure place.

During my roles as a Staff Representative and Local Representative, I have advocated for colleagues like teaching staff in discussions with administrators, including attending meetings on behalf of who are BCTF members.

I have also connected union members to the local office for updates and listened to concerns to make some motions that promote mutual respect that align with the collective agreement. I have attended some meetings where conversations were hard; hard conversations are meant to teach us as teachers information needed to better identify potential issues, that are in the past and working towards the present.

Through the roles and positions I have done these past few years, I have attended meetings with a team that has continuously advocated for teachers' working conditions, to help with the stress levels, driven by the need for high energy, constant engagement, and managing diverse student needs. I would like to continue to be on a team which advocates for teachers and students. My passion is to be a voice for those who need to be heard, and where teachers and students are taking up space feel like they belong and their identity is accepted.

I hold my hand out to those who have attended the AGM this year, which was held in March 2026. The team was amazing, the courage it took to speak when presenting resolutions was sincere, and an honour to listen to, and the reasoning was very well thought out and presented with respect. Thank you.



JODY POLUKOSHKO

Nominee for: Secretary Treasurer

Managing the financial health and sustainability of our union is a key role in the work of VEAES. In order for us as an institution to uphold our policies and procedures as well as to continue to fight to defend and implement the collective agreement. Prioritizing members and ensuring that the opportunity to work together to advance the rights of VEAES members, the fight for working people,

and solidarity among labour unions. I'm proud of the changes I've made in the transparency and accessibility of the VEAES budget over the past three years and I look forward to continuing to steward our finances into the future in a sustainable and ethical way.



DEANNA BRADY

Nominee for: Local Rep to the BCTF

My name is Deanna Brady (she/they), and I am in my second year of teaching, teaching grade 6/7. As a new teacher, the union has provided me with a space to put my frustrations with the short comings of public education into action. It has given me a space to advocate for my students and colleagues on a district and provincial level.

My main priorities that I bring to BCTF meetings, and hope to continue to bring, are the needs of members and students with disabilities, neurodiversities, and exceptionalities, as well as other members that are not sufficiently represented such as my Black, Indigenous, and other racialized colleagues and students. My goal is to always apply an intersectional lens when conducting union business, and uplifting the voices of my Indigenous colleagues.

Additionally, I try to consistently apply Indigenous Ways of Knowing and Being when engaging with union business, as well as my day-to-day life. I don't shy away from asking questions and expressing my opinions. I value teamwork immensely, and enjoy learning from the perspectives and insights of more experienced and knowledgeable members. I hope to continue this work, with the goal to decolonize our union spaces and make them more equitable and accessible. Lastly, I hope to implement changes that make teaching a more sustainable career, and improve the working conditions for ourselves and for our students.



SARAH ADAMS

Nominee for: Member-at-Large, Person of Colour

I am honoured to let my name stand for the position of Member at Large, Person of Colour.

I have taught for 20 years in both district and neighbourhood programs. Throughout my career, I have worked as a classroom teacher in Grades K–6, a Teacher-Librarian, prep teacher, resource teacher, and TTOC.

These diverse experiences have given me a broad understanding of our schools, the many roles educators hold, and the different needs of members across our district. I have also had the opportunity to serve as a Senior Staff Rep and to sit on numerous school-based committees. These experiences have strengthened my understanding of advocacy, collaboration, and the importance of bringing people together to support shared goals.

They have also shown me the value of thoughtful leadership and inclusive representation within our schools and union.



KEVIN MCPHERSON

Nominee for: Member-at-Large

Throughout my career, I've worked as a TTOC, taking on short and long-term assignments at many different schools. I have previously served on the Executive Committee as the TTOC Committee Chair, but I am now looking for a different role.

Being an on-call teacher gives me a broad view of district-wide challenges and how they impact schools and classrooms. To next year's EC, I would bring a knowledge of VEAES policy and procedure, thoughtful deliberation, and the belief that our union is only as strong as our member engagement.



ANNIE SIMARD

Nominee for: Member-at-Large

I would be honoured to serve as a Member at Large on the VEAES Executive Committee. After more than 20 years of teaching in Vancouver, I feel a strong responsibility to contribute to shaping the conditions in which we work so that all members can thrive.

Attending the BCTF AGM was a turning point for me, highlighting how important it is for members like me to step forward. I approach this work as a listener and collaborator, committed to sharing knowledge and creating space for others.

My teaching is grounded in a social justice lens, with an awareness of how systems affect both students and colleagues and how inequities surface in our classrooms and workplaces. I bring a thoughtful, justice-oriented perspective, along with a deep commitment to listening and ongoing learning about the systemic challenges many members face. I hope to help build a union where more people feel seen, supported, and represented, and to advocate for meaningful, lasting change.



ELAINE ONG

Nominee for: Working Learning Conditions & Bargaining Chair

I am a strong advocate for equity among members. In my role as WLCB chair this year, I have learned a lot about the inner working of policies and procedure. I would like to continue to increase my knowledge and support members by bringing a

social justice lens when dealing with working and learning issues. Thank you for your support.



DANIELLE DURANT

Nominee for: Healthy and Safety Chair

Health and Safety is an aspect of our work that greatly interests me. Our sector has some significant challenges that need to be addressed. Our working conditions are more challenging than ever and violence in schools is on the rise. I would like to

continue to represent VEAES members at both District Health & Safety and Emergency Management Committees, to continue to share the important issues and challenges our members face on a daily basis. I have learned a lot since I began to participate in these committees since September 2019 and would like to continue learning in this role.



MADALENE WONG

Nominee for: Social Justice & Solidarity Chair

Social justice has always been a passion of mine, and I'm eager to continue learning, sharing my perspectives, and collaborating with like-minded educators to make our schools more inclusive and equitable spaces. It's been a wonderful experience

serving as a Social Justice & Solidarity Committee chair these past few years. I've truly enjoyed engaging with members, hearing your stories and ideas, and gaining a deeper understanding of union work. This past year, the SJ&S Committee hosted great events and built meaningful connections with passionate current and retired members, and I'm looking forward to keep the momentum going!

We did not receive nominations for the following positions prior to publication. If you are interested, please consider nominating yourself from the floor at the AGM on May 12th.

Vacant

Nominee for: Local Rep to BCTF

Vacant

Nominee for: Local Rep to BCTF

Vacant

Nominee for: Aboriginal Education Committee Chair

Vacant

Nominee for: Communications Chair

Vacant

Nominee for: Professional Issues Committee Chair

Vacant

Nominee for: TTOC Committee Chair

