

The banner features the Vancouver Elementary and Adult Educators' Society logo on the left. The text 'VEAES WEEKLY' is prominently displayed in the center. To the right, there are several icons: a purple speech bubble with a lightbulb, a purple ballot box labeled 'VOTE', a purple calendar with a yellow 'ANNUAL MEETING' callout, and a group of colorful figures sitting in a circle. Below the main title, the text 'TOPICS WORTH TALKING ABOUT' is written in a bold, sans-serif font, followed by 'PLEASE READ AND DISCUSS WITH YOUR COLLEAGUES' in a smaller font.

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# School Organization Concerns

By IHTOs

If you or your colleagues have any concerns, questions, or curiosities about the proposed school organization at your site, do not hesitate to reach out the VEAES office. We have received a flood of calls and emails, and we are trying our best to get to everyone. However, please continue to call or email the VEAES office. It is important for your union to be informed about what is going on in the district. If possible, try to get your staff rep to consolidate your school's concerns into one email or phone call to VEAES so that the IHTOs can respond as efficiently and effectively as possible. Something reported to us might be a quirk of a singular site or maybe part of a wider trend we need to investigate.

One thing to note is, contrary to what is being reported by members at many schools, VEAES has no policy preventing members from taking on a new role if they haven't taught in that position before. So, for example, there is no reason why someone who has been teaching a prep subject to students in grades K-7 couldn't move into an enrolling classroom position. Apparently, some administrators are telling VEAES members' that their recommendations are being rejected by Employee Services because of teachers not having the "required qualifications". The only time that qualifications may be a factor in elementary schools is when placing people into Resource Teacher or Teacher Librarian roles.

As always, VEAES encourages members to discuss possible school organizations at a VEAES meeting and bring teachers' recommendations to administrators for their consideration, preferably at a Staff Committee Meeting so that their response can be noted in the minutes. Although the Collective Agreement gives administrators the right to organize and staff schools under "management rights", the VSB tells us that P/VPs appreciate collaboration with teaching staff and having their input.

Please note that VEAES has policy on the qualifications of Resource teachers. The following is specific to resource teacher qualifications

S.1.

That VESTA recommend to the VSB that it:

- a. adopt a policy that a minimum of three (3) years' classroom teaching experience be a prerequisite for teachers new to Resource, LAC, or ESL positions.
- b. provide release time for mentoring and orientation of teachers new to their specialist roles and for classroom teachers who are receiving students identified as having special needs, if requested by the teacher.
- c. ensure elementary resource teachers (ESL, LAC, Special Ed) have specialist training, or that teachers are provided with comprehensive training by VSB, in at least one of these fields when assuming role of a resource teacher

VEAES wants resource teachers to have specialist training; however, if a teacher is willingly assuming the role of a resource teacher for the first time, we want them to be supported and trained by the VSB.

# Retroactive Pay for Teachers on May 15, 2026

By Marjorie Dumont, C'tan

On May 15th, teachers will be receiving their retroactive pay dating back to July 1, 2025.

The Board will process retroactive pay related to the new collective agreement. As a result, some members will receive up to three separate deposits:

1. Teachers who were, or are, on continuing or temporary contracts
2. Teachers teaching on call, and
3. Summer Learning teachers (Summer 2025)

For ease of calculation, it was deemed simpler to separate the different pay groups. For example, if you are a contract teacher during the regular school year and taught summer school in July of last year you will receive two pay outs. One for your time during the regular school year and the other for your time as a summer school teacher. The pay increase as of July 1, 2025, was 3%.

If you have any questions or are experiencing any difficulties, please contact VSB at [payrollandbenefits@vsb.bc.ca](mailto:payrollandbenefits@vsb.bc.ca)

## EHB Vote Results

By Greg Canning

The VEAES and VSTA membership (collectively known as the VTF—or Vancouver Teachers' Federation) have voted to remain on the Extended Health Benefits plan. The results of the vote are as follows:

**Turnout:** 1912 (46.6%) of 4104 electors voted in this ballot.

**Note:** 1912 (46.6%) of 4104 weighted votes were cast in this ballot.

**Extended Health Plan preference:**

Option Stay in local benefits plan Votes 1352 (70.7%)

Move to provincial benefits plan 560 (29.3%)

### VOTER SUMMARY

Total Weight Voted 1912

The VEAES IHTOs want to thank all the staff reps for their support in keeping the membership informed about the vote. The discussions at the SURT training and during the Townhall were informative and well received. Many of us learned a little more about our own local EHB plan and the differences between the local and provincial plans. The membership has determined that our current plan is superior, and we will remain on it until the next opportunity following provincial bargaining. Thank you staff reps for all that you do.

# VEAES 2026 Annual General Meeting

By VEAES Office

VEAES proudly hosted our Annual General Meeting on Tuesday, May 12, where we officially approved our budget and elected the 2026–2027 Executive Committee. Here's to an exciting year ahead!

## 2026-2027 Budget

The Annual General Meeting also presented the proposed budget for the 2026–2027 fiscal year and approved the audited financial statements for 2025–2026. These statements indicated a stable financial standing, bolstered by the sale and acquisition of office property.

Membership fees will remain unchanged, holding steady at 0.88% for contract teachers and 0.71% for TTOCs.

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

The 2026 VEAES AGM also featured our annual elections for the VEAES Executive Committee. Thank you to all those who put their names forward, and please find your newly elected VEAES 2026-2027 Executive Committee below!

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

**Vice Presidents** - Xander Graham (Grievance Officer), **Bernadette Milton**, Françoise Raunet, **Khaled Shawwash**

**Secretary Treasurer** - Jody Polukoshko

**Local Representatives to the BCTF** – **Shani Danzig**, **Lee (they/them)**, **Annie Simard**

**Member-at-Large** - **Kevin McPherson**

**Member-at-Large** (Designated Position for a Person of Colour) - **Sarah Adams**

**Aboriginal Education Chair** - Jennifer Sebastian

**Working & Learning Conditions / Bargaining Chair** - Elaine Ong

**Health and Safety Chair** - Danielle Durant

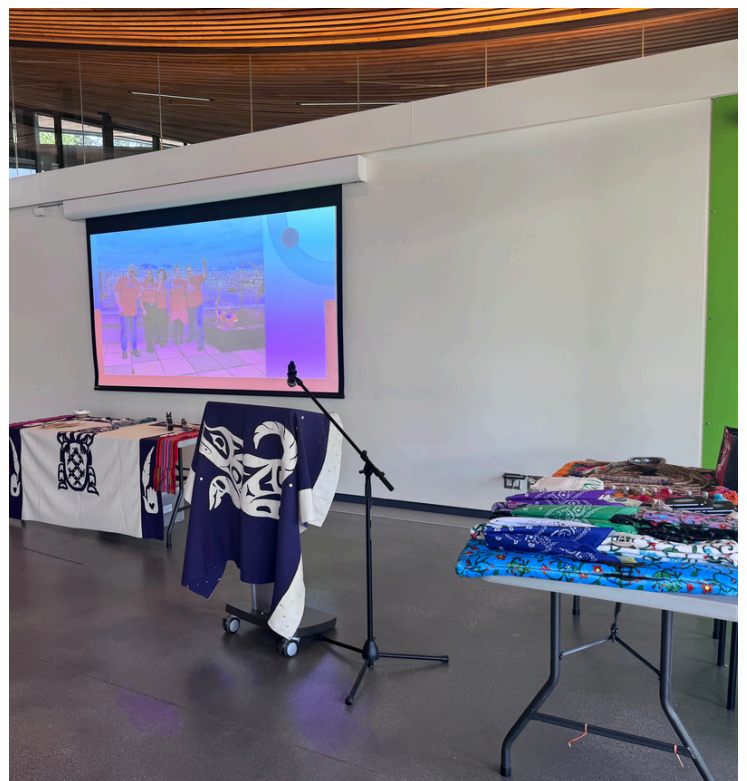
**Social Justice and Solidarity Chair** - Madalene Wong

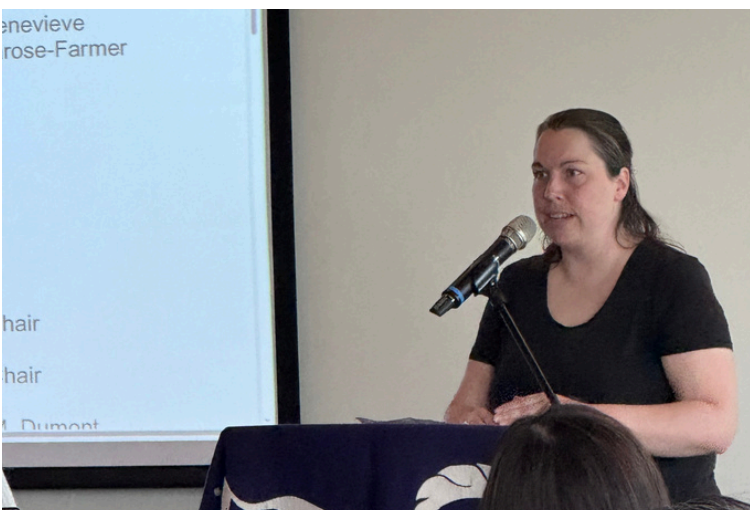
**Vacant positions:** Member-at-Large (Designated First Nations, Inuit or Metis), Member-at-Large (Undesignated), Professional Issues Committee Chair, TTOC Committee Chair, (2) Social Justice and Solidarity Committee Chairs, Communications Committee Chair.

All members are welcome to attend VEAES Executive Committee meetings. Agendas and minutes are accessible through the member portal on our website. Alongside the elected positions, the Executive Committee includes Section Representatives for various specialized roles—such as Area Counsellors, Gifted Education, Learning Assistance, Speech-Language Pathology, Teacher-Librarians, and Technology. These representatives, elected by their respective groups, have the right to speak at meetings but do not hold voting privileges.

According to By-law III.3.b., the Executive Committee has the authority to appoint members to fill any vacancies that arise between Annual General Meetings. Serving on the VEAES Executive offers a valuable opportunity to deepen your understanding of the profession, engage in advocacy, and collaborate with a dedicated team. If you're interested in joining, please complete the CV form and submit it to any of the In-House Table Officers.

We raise our hands in honour and respect for the work of the Executive Committee, and extend our sincere thanks to the outgoing Executive Committee members for 2025–2026: Deanna Brady, Greg Canning, Genevieve Larose-Farmer, Japleen Gill, Vanessa Lefebvre, Elsa Medina, Karine Ng, Deborah Tin Tun.







# Nakba Day

By VEAES Office

This May 15th, Palestinians will commemorate the 78th anniversary of Nakba Day. The Nakba, which means “catastrophe” in Arabic, was the expulsion and dispossession of 750,000 Palestinians and the destruction of over 500 of their villages. Palestinian refugees –of which there are over 7 million, with many living and working in our communities—are still denied their internationally recognized right to return. Here is a [United Nations article](#) on Nakba Day.

Palestinian perspectives and histories are often not heard or misunderstood (for example, did you know that Palestinians have always been religiously diverse, whether Muslim, Jewish, Christian, Atheist, etc.?). This topic is something that students have been and will continue to engage with, whether in their communities or on social media. Additionally, motions were passed to acknowledge and commit to addressing anti-Palestinian racism, and to lobby the Ministry to include the Nakba in the curriculum at the 2025 BCTF Spring RA and the 2024 BCTF AGM respectively.

Here are some great, elementary friendly resources for different age groups. As with any resource, take a look first to see how it best integrates into your curriculum!

## A) *Homeland: My Father Dreams of Palestine* by Hannah Moushabeck

- *Hannah Moushabeck is a queer Palestinian author and this is one of her most popular books. A free eBook version can be found on Get Epic! A free read-aloud can also be found online.*
- *Suitable for Kindergarten and up.*

## B) *Teaching Tatreez* by Khaled Shawwash

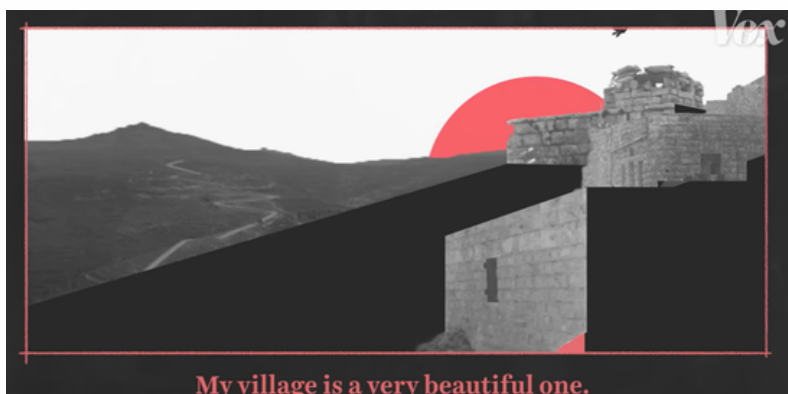
- *The lesson plan can be found on the website of the [Canadian Centre for Policy Alternatives](#).*
- *Suitable for grades 4 and up.*

## C) *ReThinking Schools: Teaching Palestine (primary and intermediate)*

- *A [great resource](#) with a whole variety of lesson plans.*

## D) *Resources for Educators to Learn More*

- [Video by Vox](#) on the Nakba.
- [Anti-Palestinian racism](#) infographic by Visualizing Palestine.
- [United Nations Gaza genocide article](#).



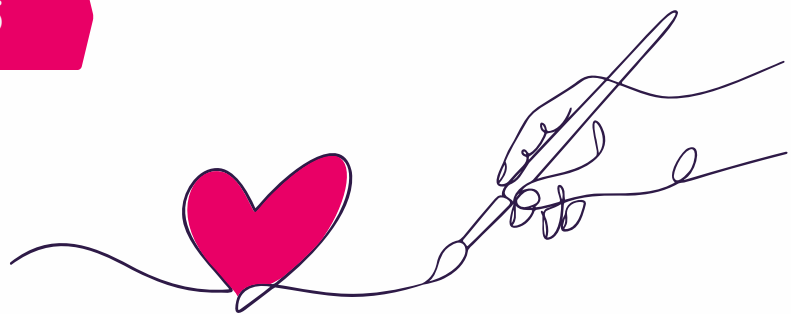
# The International Day Against Homophobia, Transphobia, and Biphobia

By Xander Graham

Next week, on May 17th, 2026, is the annually observed International Day Against Homophobia, Transphobia, and Biphobia (IDAHOBIT), a collective-action movement that reaffirms the essential commitment to the rights, dignity, safety, and freedom of 2SLGBTQIA+ people worldwide. Since 2005, the movement has worked to draw attention to the ongoing violence, harm, and discrimination faced by 2SLGBTQIA+ communities, emphasizing the value of working for action at all levels, from grassroots community organizing all the way up to major international institutions.

The theme for IDAHOBIT 2026 is **At the Heart of Democracy**, a core motif that serves as “... a powerful reminder that the soil of truly democratic societies must be rich in meaningful equity and justice for all, fostering the flourishing of the entire community.” As we continue to see the rise of right-wing, authoritarian, and fascist organizations and regimes across the world, it is essential to remember that change starts in our classrooms and in our schools, and that education is a crucial pathway to disrupt exclusionary legislation and hateful beliefs. The decentralized nature of IDAHOBIT means that anyone (yourself, your school, and your community included) can organize an event that reflects their own lived context, and that contributes to the cumulative global movement. Data and visuals related to IDAHOBIT, of which many have distinct and vital curricular and ethical connections, can be found [here](#). For ideas as to how to get involved, both at the school level and for your community in general, follow the link found [here](#).

#IDAHOBIT2026



## At the heart of democracy

MAY 17

IDAHOBIT • A Worldwide Celebration of Sexual and Gender Diversities • [may17.org](http://may17.org)



# Sikh Heritage Month

By Marjorie Dumont, C'tan

Sikh Heritage Month is an important opportunity to celebrate the rich history, resilience, and contributions of the Sikh community in Canada. It is also a time for learning, reflection, and meaningful conversations about identity, inclusion, and justice. This month reminds us of the values of equality, service, and compassion that are central to Sikh teachings and continue to strengthen communities across the country.

We extend our heartfelt thanks to the teachers and educators who took the time to learn, unlearn, and engage deeply with Sikh Heritage Month. Your willingness to ask questions, challenge assumptions, and create inclusive classrooms helps students feel seen, respected, and valued. By teaching stories such as the Komagata Maru Incident, educators help students better understand the difficult history of exclusion and discrimination faced by South Asian communities in Canada, while also highlighting the resilience and determination that helped shape a more inclusive nation.

Your efforts make a lasting difference, and they help ensure that Sikh history and contributions are recognized not only during Sikh Heritage Month, but throughout the year.

## Resources to Consider:

VPL Reading List

<https://vpl.bibliocommons.com/v2/list/display/1574508819/2285141119>

Canadian Museum for Human Rights--Story of Komagata

<https://humanrights.ca/story/story-komagata-maru>

Sikh Heritage Month Act

[https://laws-lois.justice.gc.ca/eng/annualstatutes/2019\\_5/page-1.html](https://laws-lois.justice.gc.ca/eng/annualstatutes/2019_5/page-1.html)

From Sikh Heritage BC

Posters: <https://www.sikhheritagebc.ca/shbc-posters>

Books: <https://www.sikhheritagebc.ca/texts>

"Did you Know" page: <https://www.sikhheritagebc.ca/did-you-know>

Lesson Plans:

<https://www.sikhheritagebc.ca/resources#:~:text=Learn%20More-,SHBC%20Lesson%20Plans,-1984%20Sikh%20Genocide>



If there are any celebrations, cultural observances, or opportunities to honour cultures that we may have missed, please feel free to email us at [support@veaes.ca](mailto:support@veaes.ca).

## Pro-D Chairs Workshop Invitation

By Genevieve Larose (Kerrisdale), VEAES Professional Issues Committee Chair

Pro-D Chairs are invited to join us for a collaborative morning (AM) workshop at the **VEAES office on Wednesday, May 27**. This session is designed to build confidence and capacity in managing **site-based Pro-D funds (8114 and 8120)** while connecting with colleagues about common challenges and best practices.

Up to **10 Pro-D Chairs** will be selected to attend and will receive **a half-day of release time**. Participants will engage in professional discussions focusing on effective fund management, strategies for efficient and equitable allocation, and ideas to support strong professional learning in schools.

**Lunch will be provided.**

If you are interested, please email [hitomi@veaes.ca](mailto:hitomi@veaes.ca).

**2025-26**

 [veaes.ca](http://veaes.ca)

# VEAES MEMBER PORTAL

**Marjorie Dumont**  
**President**

[marjorie@veaes.ca](mailto:marjorie@veaes.ca)

**Xander Graham**  
**Vice President**

[xander@veaes.ca](mailto:xander@veaes.ca)

**Vanessa Lefebvre**  
**Vice President**

[vanessa@veaes.ca](mailto:vanessa@veaes.ca)

**Françoise Raunet**  
**Vice President**

[francoise@veaes.ca](mailto:francoise@veaes.ca)

**Greg Canning**  
**Vice President**

[greg@veaes.ca](mailto:greg@veaes.ca)

**Rob McGowan**  
**Adult Ed President**

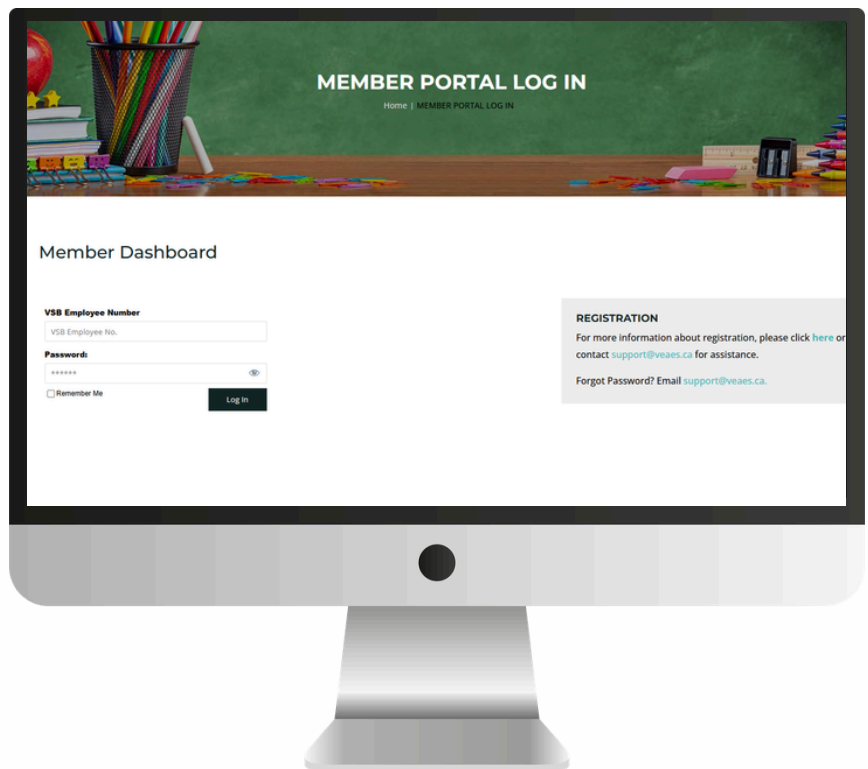
[rob@veaes.ca](mailto:rob@veaes.ca)

To access the portal, go to the [VEAES website](#). From the menu, scroll down and select [Member Portal Log In](#).

When you become a VEAES member, your Member Portal profile is created for you. After careful consideration, we have chosen to use members' VSB employee numbers as the usernames, as this allows us to verify members. You will need your VSB employee number ready in order to login to the portal.

To set your password, click [here](#).

If you have any questions, please contact [support@veaes.ca](mailto:support@veaes.ca).



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## 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

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