



VEAES WEEKLY



TOPICS WORTH TALKING ABOUT

PLEASE READ AND DISCUSS
WITH YOUR COLLEAGUES

What's inside

2... Social Media Reminder

Enter to Win: CoDev's Fundraiser Dinner, Saturday June 6

3... Trustee Suzie Mah Motions Defeated at VSB

May is Canadian Jewish Heritage Month!

4... Reference Letters

Additional Attendees to the BCTF Summer Leadership Conference

5... Applying for Positions in OAM

Spring Transfer Timeline Reminder

6... 2026-2027 Staffing Issues

Retroactive Pay

7... Workshop Opportunity: Fighting Antisemitism with a Critical Lens

8... Migrant Worker Centre Benefit

9... Attendance Management Program

Social Media Reminder

By VEAES Office

We understand that this can be a frustrating time with school organization, cutbacks and surpluses. The union is here to support you and is responsible for talking, and advocating, to the employer on your behalf.



This is a friendly reminder to be thoughtful about the way you visibly discuss your working conditions online. Employees should also avoid criticizing the employer in public forums. Such commentary could be interpreted as failing to uphold the “duty of fidelity,” the legal obligation to act in good faith towards the employer. If you really feel a need to raise awareness of the many issues in public education, we recommend that you stick to talking about the lack of government funding and other province-wide issues, rather than criticism of our Employer. Please refer to [VSB Administrative Procedure \(AP\) 403](#) for further guidance on the appropriate use of social media.

Enter to Win: CoDev’s Fundraiser Dinner, Saturday June 6

By Kevin McPherson

CoDevelopment Canada (CoDev)’s Annual Solidarity and Fundraising Dinner is on Saturday, June 6, 2026. VEAES has continued its long-standing support of CoDev’s decades of international solidarity work by purchasing tickets for this fundraising dinner. This over 300-person event features guest speakers, food, a silent auction, and international solidarity awards. [Click here](#) or scan the QR code on the poster to enter your name for the draw.

CoDev was founded in 1985 by activists who wanted to do more than send financial aid to Latin American countries. The organization aims to link unions and civil society organizations in Canada to like-minded organizations in Latin America, with the goal of creating a more equitable world.

CODEV
ANNUAL SOLIDARITY
AND
FUNDRAISING DINNER

codev | 40 YEARS
Solidarity, now more than ever

**SAT
6 JUNE**

Maritime Labour Centre
1880 Triumph Street, Vancouver

codev.org/events-1/2026-dinner

ENTER TO WIN
"CODEV ANNUAL
SOLIDARITY AND
FUNDRAISING DINNER"

forms.office.com/r/Und9VcTW2p?origin=lprLin

DOORS AT 5 PM / DINNER AT 6 PM

Trustee Suzie Mah Motions Defeated at VSB

By Sarah Adams

We want to acknowledge and express our appreciation for the motions brought forward by Trustee Suzie Mah (COPE) at the Special Board Meeting on April 20. These motions reflected a strong commitment to supporting students, families, and the broader school community, and we are grateful for her continued advocacy and willingness to bring forward important issues for discussion. Although two of the six motions were carried, we were disappointed about these four motions that were defeated:

- Stopping the elimination of the District-wide librarian mentor position (For: A. Chien (ABC), P. Faridkot (ABC), S. Mah (COPE), J. Reddy (OneCity) Against: L. Chan-Pedley (Green), J. Fraser (Green), V. Jung (Ind., prev. ABC), C. Richardson (Ind.);
- Reinstating teacher positions for visually-impacted and hospital/homebound students (For: P. Faridkot, S. Mah, J. Reddy Against: A. Chien, L. Chan-Pedley, J. Fraser, V. Jung, C. Richardson);
- Replace resource teachers from the first day of teacher absence (For: S. Mah, J. Reddy Against: A. Chien, L. Chan-Pedley, P. Faridkot, J. Fraser, V. Jung, C. Richardson) ;
- Reallocate administrative office budgets to support resource teachers and inclusive education (For: S. Mah, J. Reddy Against: A. Chien, L. Chan-Pedley, P. Faridkot, J. Fraser, V. Jung, C. Richardson)

While we respect the democratic process and the perspectives of all trustees involved, we are deeply disappointed with this outcome. We believe the intent behind these motions aligned with the needs and concerns that many educators continue to raise.

At a time when schools are facing significant challenges, decisions like these matter. We remain hopeful that ongoing dialogue will continue and that future opportunities will allow for meaningful progress on the issues raised.

We appreciate Trustee Mah's efforts and commitment to bringing these matters forward, and we remain engaged in supporting positive outcomes for students and school communities moving ahead.

May is Canadian Jewish Heritage Month!

By Marjorie Dumont & Françoise Raunet

Canada is home to about 350,000 people of Jewish heritage, and every May marks Canadian Jewish Heritage Month. This is a time to celebrate, recognise, and learn more about Jewish culture, faith, and history. Jewish Canadians—like Leonard Cohen, William Shatner, and Seth Rogan, among many others—have played important roles in our country's history and have contributed a great deal to Canada's cultural, social, and political fabric. The month of May holds special significance for many Jewish communities; it often coincides with the holiday of Shavuot, which celebrates the spring harvest and commemorates the gift of the Torah—the central sacred text of Judaism. If you are interested in learning more, check out resources from [UBC](#), the [Jewish Museum & Archives of BC](#), or the [National Film Board of Canada](#)

Reference Letters

By Xander Graham

As we head into the last big stretch towards the end of the school year, we would like to extend a friendly reminder that VEAES has policy that we do not write letters of reference for secondary mini schools or private schools. The additional workload can be significant, especially for our upper intermediate colleagues also engaging with articulation and other transitional processes.

We find it's helpful to remind parents and students that the report cards are accurate, up-to-date reflections of our students' work, and that there are pre-existing avenues in place where teachers of mini schools can contact Elementary teachers if they have questions. It's really important that this policy be followed consistently, as it's significantly easier for us to decline this request when we know it's being done consistently across the district, and that it will not result in an unequal playing field. There is solidarity to be found in our support for colleagues through this action, and BCTF Code of Ethics #8 states that: "The member acts in a manner not prejudicial to job actions or other collective strategies of their professional union". This speaks to the aforementioned solidarity in everyday moments as well as in more formal collective actions.

Here is our related policy:

11.A.7. That teachers do not write letters of reference for students to be included with mini-school applications. (2018 Feb 20 SRA)

11.A.8. That teachers do not write letters of reference for students applying to private school. (2018 Feb 20 SRA)

Additional Attendees to the BCTF Summer Leadership Conference

Excerpt from BCTF

The BCTF Summer Leadership Conference aims to develop local leadership while focusing on BCTF priorities. To foster broader membership engagement, the following members who have not previously attended as additional attendees are invited to apply:

- ten attendees who are members in their first five years of teaching.
- twenty attendees who are members who identify as Aboriginal or Indigenous, Black, or people of colour.

Successful applicants must commit to being available to attend the 2026 BCTF Summer Leadership Conference in Vancouver, BC, at the University of British Columbia from the evening of August 25 until August 28, 2026. Visit the [online posting](#) for more information and application details. The deadline to apply is **May 29, 2026, at 5:00 p.m.**

Applying for Positions in OAM

By VEAES Office

In recent years, VEAES has filed a number of grievances when we feel that the district has not followed the post and fill language in Article E.21. Sometimes, a member with less seniority is the successful candidate over a member with more seniority. Other times, it's a member from a lower category band getting the position over a member that is in a higher category band. As a result of these grievances, we want to offer the following advice to members, which will help make the grievance process move more quickly and will increase the chance of success in a grievance:

- Always save a copy of the job posting, your CV & cover letter. If you just input your information into the OAM fields, we cannot retrieve that information and that has prevented some of our grievances from moving forward.
- Staff Reps or designates – alert the VEAES office ASAP if you feel that the position was not offered to the most senior candidate. The sooner we get the information, the better chance we can resolve it in a more timely manner.
- Interview committees – as teachers, we generally do not sit on interview committees, because evaluating our colleagues is not in line with our Code of Ethics. However, helping administrators create postings so that candidates get an accurate idea of the job they are applying for, as well as monitoring the shortlisting and interview process, can be effective ways to gain transparency and uphold accountability.

Spring Transfer Timeline Reminder

By Xander Graham

This is the second year in a row that the VTF (Vancouver Teachers Federation) has signed a Letter of Understanding with the Board regarding the Spring Transfer Timelines. Under the updated timeline the District is again compressing the usual seven-day posting period into three days, with two days for interviews, before offering jobs to members. Members should be aware of these changes, and they should be prepared to clear their schedules for interviews should they be short listed for jobs that they apply for. During the Spring Transfer Process (STP), there will be 5 rounds of postings, beginning in the last week of May (the week of May 25th).

The goal with these changes is for everyone to know their assignment by the end of the school year. If most of the C candidates settle into new assignments in the first three or four rounds, then our E and F candidates may get continuing work should there still be vacancies in the final round. We are hoping this will help retain those teachers and keep them in our district before they find continuing work elsewhere. Due to the transition to the new Staffing Plus software, there are likely to be delays in the posting process at some schools. Please contact the VEAES office if you encounter greater-than-usual challenges.

2026-2027 Staffing Issues

By Françoise Raunet

The new Staffing Plus software means that the SOA forms that were used previously have been replaced by a new form. As a result, there was a delay in getting the school organization recommendations out to schools this year, and as result, many schools received their staffing organizations from the Board with a very short window for feedback and revisions. VEAES is aware of issues with the process at many different school sites, and we want members to know that we understand the frustration and stress this can cause. We continue to communicate our concerns with how the VSB is interpreting necessary qualifications and experience for teaching roles in elementary schools, and to advocate for fair and transparent decisions regarding teaching assignments for next year.

We have heard that some members are being asked to accept a decrease in FTE in order to avoid being surplussed. We highly recommend that, before doing so, members reach out to the office to discuss it with someone. Lowering your FTE is permanent, so this would become your new continuing FTE if you accept, which has implications for your pension, etc. Also, accepting a decrease in FTE does not protect one from surplus in subsequent years. If you are surplussed, you can't be surplussed again for the next three school years (this year PLUS 2 years). Please continue to reach out to the office to let us know if your school is encountering significant issues with the staffing recommendations and/or surplussing. We are keeping track of examples to guide our advocacy to the Board.

Finally, for those who have been wondering about the administrator transfers for the 2026-2027 school year, we just heard from the Board that they will be shared with employees next Tuesday, May 22nd.

Retroactive Pay

By Françoise Raunet

Teachers may have noticed that the May 15th 2026 pay advice included the retroactive pay owed to BCTF members as a result of the successful ratification of the new Collective Agreement (CA). As you are probably aware, the new CA included a 3% salary increase. As a result, school districts were required to retroactively give teachers the pay increase that they should have been receiving since July 1st 2025. This retroactive pay was separated into two amounts on your paycheque by year; 2025 (July to December) and 2026 (January to March 15). Furthermore, for ease of calculation, the board further separated pay into different pay groups: contract teachers, TTOCs, and Summer Learning teachers.

If you would like to check your own pay advice, you can log in to your [PeopleSoft account](#) (User ID is your VSB email address, including the @vsb.bc.ca stem), select "Payroll" and click on the ">" on the right of the screen in order to see your paycheques. If you notice any discrepancies, please contact the VSB at payrollandbenefits@vsb.bc.ca, and additionally—but separately—email team@veaes.ca so that the VEAES office can track to see if there are any larger district-wide trends.

Workshop Opportunity: Fighting Antisemitism with a Critical Lens

By Françoise Raunet

The current wars in western Asia, the rise of white nationalism, as well as the Israeli occupation of Palestine and the ongoing genocide in the Gaza Strip, have contributed to a disturbing increase in antisemitism globally. Discrimination and attacks on Jewish people are on the rise, along with other forms of white supremacy and bigotry. This is a real and pressing problem that teachers must work to combat, yet many are hesitant to address it head-on due to fear of “bringing politics into the classroom.” In January 2026, VEAES hosted a very well-attended workshop on addressing Anti-Palestinian racism in schools and classrooms. Now we are hosting a workshop on antisemitism to further equip members with the information, tools, and confidence to navigate challenging conversations around current events and anti-racism with their students. Independent Jewish Voices (IJV) describes themselves as an organization of Jews across Canada who fight for peace and justice in Israel-Palestine and an end to all forms of antisemitism, Islamophobia, racism, and oppression. Their workshop will address themes like:

- Where did antisemitism emerge from, and what are its symptoms?
- How can equity-seeking groups unite to fight bigotry and oppression?
- Is criticizing the State of Israel and its policies and actions antisemitic?
- How should we deal with antisemitism when it occurs in schools?

VEAES is glad to be able to bring this timely and relevant workshop to our members, as these tough conversations are already emerging in our classrooms and communities. We recognize that participants may hold varied and deeply felt perspectives on the conflict between Israel and Palestine. This workshop is an educational space, and we ask all participants to engage with respect, openness, and a willingness to listen. While individuals are welcome to share their perspectives, this must not come at the expense of others’ ability to learn. Disrespectful behaviour or attempts to shut down discussion will not be tolerated. Our goal is to create a space where everyone can engage thoughtfully and safely. Light snacks and refreshments will be provided.



Wednesday, June 3rd, 4 pm – 6 pm



**VEAES Office, #410 - 2238 Yukon St.,
Vancouver**



Migrant Worker Centre Benefit

By VEAES Office, on behalf of Left Coast Labour Chorus



The Left Coast Labour Chorus is putting on a benefit concert for the Migrants Workers Centre. The concert is called 'We Welcome You All!' and will take place on **Sunday, June 14 from 2:00 to 4:00pm at the 411 Seniors Centre: 3502 Fraser St. Vancouver.**

All of the profits from this concert will go towards the Migrant Workers Centre. Guest speakers are Irene Mendez and Byron Cruz.

Tickets are Adults \$25, Kids \$10 and kids under 5 are free.

Please see the QR code below for tickets.



Presented by: Left Coast Labour Chorus

We Welcome You All!

June 14 2026 2-4pm

411 Seniors Centre: 3502 Fraser St.

Vancouver

Left Coast Labour Chorus with

Guests: Gillian Hobbs,

Gram Partisans, Edwin & Friends.

Refreshments, famous raffle baskets!

fund raiser for Migrant Workers Centre BC

**SCAN FOR TICKETS: adults:\$25
kids:\$10 kids under 5: free**



Attendance Management Program

By VEAES Office

The VSB's last attempt to initiate an Attendance Management Program in 2016 failed, and their decision to bring it back this time appears to be part of a province-wide plan led by BCPSEA. Fortunately, VEAES learned from the last time and already has policy on this program. We are filing a grievance on discrimination, intimidation, and the overreach of management rights.

Medical Privacy rights are very well protected in law and arbitration. Your employer is not entitled to know your diagnosis, prognosis, or treatment, except for in a very limited number of circumstances. Further, medical leaves are not the responsibility of your school administrator. The only place where medical documentation is to be submitted is to the District leaves department, where they are subject to the protection of privacy legislation.

VEAES ADVICE:

- You do not have to disclose your diagnosis, prognosis, or treatment to your employer except in rare circumstances.
- You never have to disclose medical information to your school administrator except for first aid and medical treatment on site (i.e. allergies)
- VEAES policy is that teachers invited to a meeting under the Attendance Management Program bring a Staff Rep to take notes, and that:
 - Neither member in attendance should speak in the meeting
- vEAES Staff Reps may meet with the school Administrator to advise them about VEAES's policy, and to let them know that members have been advised not to provide medical information to school administrators in these meetings.

Our Collective Agreement provides 15 days per calendar year of sick leave. The idea that members using our earned sick leave is a burden on the system and/or has a negative impact on student learning is both discrimination and poor logic.

We know that many members are frustrated by the aspersions cast on teachers' work ethic and integrity, the downplaying of our increasingly demanding workload and its implications on our health, and also that members are concerned about the impact of 'presenteeism' on school communities.

Please keep in mind that your sick leave is an earned entitlement, and it is there for your wellbeing. There has been no change to your rights to access your sick leave, or to your protection from discrimination for medical conditions and illness. Please continue to access your sick leave when you are too unwell to work. VEAES will continue to work at the district and provincial level to respond to the unjust application of this program on all members.

**IMPORTANT
DATE**



Social Justice Solidarity Committee Meeting - Wed, May 27
WLCB & Communication Committee Meeting - Thu, May 28
Both meetings are held at VEAES office start @ 4:00 PM

2025-26

veaes.ca

VEAES MEMBER PORTAL

**Marjorie Dumont
President**

marjorie@veaes.ca

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

**Xander Graham
Vice President**

xander@veaes.ca

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.

**Vanessa Lefebvre
Vice President**

vanessa@veaes.ca

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

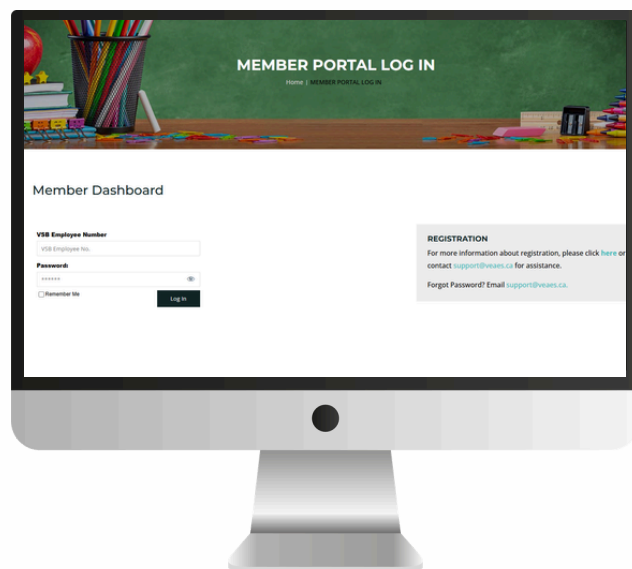
**Françoise Raunet
Vice President**

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If you have any questions, please contact support@veaes.ca.

**Greg Canning
Vice President**

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**Rob McGowan
Adult Ed President**

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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*