



VEAES WEEKLY



TOPICS WORTH TALKING ABOUT

PLEASE READ AND DISCUSS
WITH YOUR COLLEAGUES

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Lifting Each Other Up, Pulling Together in Respect and Appreciation

By Marjorie Dumont, C'tan

As another school year comes to a close, time seems to have passed by all too quickly. On behalf of the VEAES Executive Committee, In-House Table Officers and staff, we would like to extend our sincere gratitude to each and everyone one of you for the incredible work you do in your schools and sites every day.

We know that your contributions extend far beyond the walls of your classrooms. The care, dedication, and commitment you demonstrate through ongoing communication with parents, families, and the broader community are invaluable. Your efforts help create supportive environments where students can thrive.

This year brought a new set of challenges that many of us have not experienced in years. The increase in the number of schools affected by surplus due to declining student enrolment and a reduction in international students had a significant impact across the district. Non-enrolling positions like resource teachers, teacher-librarians, P.E. prep teachers, and music teachers and some of our most vulnerable students were among those affected the most.

Throughout this difficult process, the VEAES office was inundated with calls from members seeking support, guidance, and answers. We hope that we were able to provide assistance during what was an incredibly stressful and uncertain time. Moving to a new school or site is never easy. It requires courage, resilience, and strength to navigate such significant professional and personal changes. To all those who were impacted, we wish you success, stability, and peace in your new positions for the 2026-27 school year.

The union continues its advocacy on several important issues. We are actively providing feedback regarding the new reporting tool, the district-wide Kindergarten screener, program cuts, and the VSB attendance management program. We are also entering the second year of the Letter of Understanding regarding the ERIP timelines and changes to the Spring Transfer Process. In addition, the agreement concerning unused remedy time has once again been signed.

Thank you to all members who took the time to provide feedback and share their experiences. Your input is essential and strengthens our advocacy efforts as we work on your behalf. Your voices help guide our decisions and ensure that we are representing the concerns and priorities of our membership.

It is with great joy that we announce the Adult Educators' Bargaining Team has successfully completed negotiations, and the Memorandum of Understanding (MOA) has been approved by the Adult Educators. We extend our sincere thanks and appreciation to the bargaining team- Rob McGowan (President, Adult Education) Xander Graham (Vice-President, VEAES), Keely Ryan (VEAES member), and Allan Haley (VEAES member)-for their dedication, perseverance, and hard work in reaching this agreement. The bargaining team would also like to express their gratitude to Vanessa Lefebvre for her guidance and support during the early stages of the bargaining process. This achievement reflects the collective effort and commitment of everyone involved, and we thank all the adult educators for their engagement and support throughout this process.

Through every challenge this year has presented, you have remained steadfast in your commitment to students. You have continued to advocate for their needs while demonstrating professionalism, compassion, and dedication. We are immensely proud of the work you do and the difference you make every day.

On behalf of the VEAES Executive Committee, In-House Table Officers, and staff, thank you for your commitment, your resilience, and your unwavering support of students and colleagues. We wish you a restful, well-deserved summer break and look forward to continuing our work together in the coming year.

In solidarity,

néca?mat tə šx^wq^weləwən ct — We are of one heart and one mind
We have good hearts and will work together to do the right thing.
(quotes from the Musqueam people)

VEAES Feedback Survey Regarding Pride Issues

By Xander Graham

Last week, the VEAES Office published a survey for membership relating to a significant number of discrepancies, roadblocks, and pushbacks in the way that Pride is being supported across VSB schools. This has resulted in the need for our advocacy at the school level, the district level, and the inclusion of the grievance process as well. We are hoping to survey membership to best understand just how widespread and extensive these issues are. We very much appreciate your input, as first hand member responses will provide the clearest understanding of just how prevalent these often-harmful issues are this year. Additionally, we understand that these systemic issues are often wide-ranging, both in extent and timeline, and we encourage those members who have experienced such issues in years prior to this school year to also complete the survey, and to indicate when the problems may have begun. Please find the survey [here](#), and if you have any further follow-up information, or wish to provide further perspective, you can direct your e-mails to xander@veaes.ca. Thank you for all you do!

TTOC Availability Forms

By VEAES IHTOs

Reminder to our TTOC members to check your VSB email for the 2026-2027 TTOC Availability Form. This form must be returned either by email to absences@vsb.bc.ca or by blue bag to Employee Services-SFE no later than July 31, 2026. We strongly encourage members to send it via email, as the Employer still does not provide confirmation to TTOCs that they have received their form. Sending it by email gives you proof of receipt, in the event that your availability is not updated by the Board come September. Please check, before the first day of school, that you can access SFE to ensure that your availability has been updated.

Congratulations to all VEAES Members Retiring in 2026!

By VEAES IHTOs

On Monday, we had the distinct pleasure of dining with some of the wonderful VEAES members who are taking their well-earned retirement in 2026. These folks have spent decades guiding, supporting, and inspiring generations of children with patience, care, and dedication. They have weathered the storms of report card seasons, rescued the caps to countless glue sticks, and, most importantly, guided their students to become thoughtful, creative, kind, and principled members of society. We hope retirement brings them all the things they deserve: slow mornings, long lunches, and the sweet, sweet joy of taking a pee break whenever they want. We'll miss their wisdom, humour, support, and guidance, but we're cheering them on every step of the way. With only a tiny bit of envy, we wish them all the very best in this next exciting chapter of their lives.

President's Speech to VEAES Retirees

By Marjorie Dumont, C'tan

Unfortunately, VEAES President Marjorie Dumont was ill and unable to attend the retirement dinner. She asked Vice-President Françoise Raunet to read the speech on her behalf.

We raise our hands in honour and respect to you all today as we celebrate and thank some truly remarkable individuals – our retired teachers! You are not just teachers; you are mentors, guides, friends, and holders of a legacy that spans years.

Today, we say thank you, noh naykyowlya. This is a journey to celebrate and recognize a legacy. A legacy written not just in lesson plans or report cards, but in the lives you have touched—in students who walked into your classrooms one way and walked out believing in their own potential. How do we thank someone who spent years shaping young minds, inspiring hearts, and – let's be honest – surviving the chaos of the Halloween parade or student-teacher volleyball?

As we reflect on your careers, it's impossible not to see the deep connections between your work and the Seven Sacred Teachings – love, courage, humility respect, truth, honesty and wisdom.

You brought love into your classrooms every single day. Not the mushy, sentimental kind, but the tough, unwavering, “I will not let you give up” kind of love. It took courage to walk into those classrooms every singly day, knowing that at any moment you might be asked, “Is Pluto still a planet?” You faced change, challenge, and an ever-evolving world of education with grace and grit.

You never sought the spotlight. You were content knowing that your greatest achievements would grow quietly in the hearts and futures of your students. You showed your students what it means to listen, to learn from others, and to treat people with dignity—even when

they called you “mom” or “dad” by accident in front of the whole class. You taught truth, even when it was difficult. You taught about the world, about history, science, literature, and life – not from a textbook, but with integrity. You encouraged students to seek truth, to think critically, and to speak honestly – though sometimes you probably wished they didn’t speak quite so honestly during parent-teacher interviews!

You were models of honesty, showing students the value of responsibility, even when they forgot their homework for the third time in a row and told you their printer “caught fire” (we have all heard the excuses). You taught them that mistakes are okay – as long as they own up to them and learn from them. And perhaps most of all, you imparted wisdom. Not just the kind that helps students pass tests, but the wisdom to live well. To be curious. To be themselves. That kind of wisdom lives on, far beyond the classroom walls.

You have taught through curriculum changes, tech upgrades, new reporting tools every few years (seems like it), surprise observations, fire drills, snow days (not many but enough to cause chaos) and fads – so many fads. You have endured debates about whether pineapple belongs on pizza and what really happened in the last chapter when a student “forgot” to read it. And yet, you gave your best each and every day.

And to your students--oh your students--you were more than teachers. You were guides, role models, secret comedians, unofficial counsellors, and occasionally, human lie detectors.

Teachers play a vital role not only in educating students but also in strengthening and advancing the teaching profession itself. Every one of you has contributed to that work in some way. Some have dedicated countless hours to union service—often behind the scenes, giving their time, energy, and expertise to advocate for colleagues and protect the profession we care so deeply about. Many of you have held many different union roles—from serving as reps to the BCTF in a variety of capacities, as chair to VEAES’ committees, and as members of the Executive Committee, to working full-time in the office as released local vice presidents for many years. Thank you all so much for your advocacy, support, leadership, and deep belief in the value of our profession.

Also, here tonight we have VEAES Honorary Life Members--your commitment to our union and to public education did not end when you retired. Many of you have been away from the classroom for years, even decades, and yet your presence here reminds us that our work is part of something much larger and longer.

It is through working alongside people like you in VEAES that I have learned how to be the union activist I am today. I have had the privilege of learning from some of the very best, and I continue to learn from all of you. Your leadership, wisdom, and unwavering commitment have shown me what it means to stand up for one another, to speak with courage, and to build a stronger future for educators and students alike. On behalf of all of us, thank you—for the paths you cleared, for the standards you set, and for continuing to stand with us. It is truly a privilege to celebrate alongside you tonight.

Through your involvement with VEAES, you have gone far beyond the walls of your classrooms. You have advocated for colleagues, championed professional excellence, and supported initiatives that strengthen public education. Your work reflects a profound

belief that strong schools are built on strong professional communities and that meaningful change happens when educators have a voice in the decisions that affect teaching and learning.

Too often, the hours spent in meetings, on committees, at bargaining tables, or supporting members in difficult moments go unseen. Yet those efforts matter deeply. They have made our association stronger, our profession more respected, and our schools better places to work and learn. For that, I am profoundly grateful. Thank you for your dedication, your mentorship, and your belief in the power of collective action. The impact of your work reaches far beyond what any of us can measure, and it has inspired me—and so many others—to carry that work forward.

Now, as you trade lesson plans for leisure, staff meetings for morning coffees, and recess duty for actual naps—know this: your impact doesn't retire with you. Your wisdom, your example, and your love will continue through every life you've touched.

As you step into this next journey, please know that your legacy lives on in every teacher who now benefits from the protections and progress you helped secure. The work you did at the school level—whether in staff committee, union meetings or simply standing up for what was right—has not gone unnoticed. Your willingness to share your experiences and struggles gave us the clarity and strength to advocate for better working conditions, not just for teachers, but for the students whose learning environments are directly shaped by them. You've built more than classrooms—you've helped build a movement grounded in fairness, solidarity, and hope. From all of us: thank you for your courage, your commitment, and your unwavering belief in the power of collective action.

Noh naykyowlha – on behalf of the VEAES team and staff, your presence has honoured us greatly, or simply put, thank you for everything. May your days ahead be filled with joy, peace and perhaps finally, a quiet room. Congratulations!





Veas Retirees 2026

HEATHER ALLISON

CHRISTOPHER ARCHER

BRIGITTE ATTALI-NETHERTON

CARL ATTERTON

STEVEN BARTLETT

JANET BATSOULAS

CRAIG BAULCOMB

CHARMIAN BLAND

KENNETH BUIS

MARNIE CANDIDO

GREGORY CANNING

DIANA CANTOR

LAURIE CASSIE

OLIVIA DEVEREAUX

MARY ANNE FERNANDEZ

MELANIE FINCH-COWIE

MANUELA FRIESEN

ALEETA GRANT

PAMELA GRAY

BARBARA GUTKOWSKI

TERRI HAINES

PAUL HAYNES

CHARLENE JANES

SHEILA JUNG

LYNNE KENNEDY

STEVEN KIRBY

SHEILA KUZMISKI

LILLIAN KWON

DANITA KWONG

ELAINE LAFONTAINE

MEREDITH LAND

BIRGID LEHMANN

LOUISE LEUNG

JEANNIE LEW

JANET LIRENMAN

TANIA MACINTYRE

JULIE MANN

MARIA MARAGOS

LORRI MARSH

MARTHA MATSUDA

LAURA MCCLENAHAN

BARBARA MCDOUGALL

ALISON D MCKEND

WINONA MONTGOMERY

MARIA MORAIS

PATRICIA MUSSELLE

JACQUIE NIELSON

COLLEEN O'GORMAN

BARBARA PARKIN

DANA PETERSON

DANIEL PONTALTI*

GRACIA RAMAZZINI

SUSAN ROBERTS

SEAN SMITH

HEATHER SPENCER

E JANE SPENCER

VINCENT TAM

LOUISE TAYLOR

YVONNE TOOMER

MANJIT TORRANCE

BERNADETTE TOWNSEND

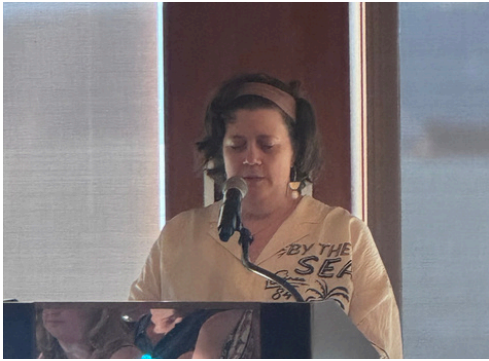
CAROLE VOSBURG

PETER DONALD WATT

JO ANN WHITHAM

GILLIAN WILSON-HAFFENDEN

SHIRLEY ZUKOWSKI





Age 60+? You may be able to save on the long-term portion of the Salary Indemnity Plan fee

By BCTF

The Salary Indemnity Plan regulations allow some members to apply to withdraw from the long-term portion of SIP and save 1.46% of salary, which is the current long-term portion of the SIP fee. Withdrawal is not automatic and is based on age and contributory service.

Information about how to apply to withdraw from SIP (long-term) may be found under the heading “Steps to withdraw from the long-term portion” on the [Salary Indemnity Plan webpage](#).

Write for Teacher Magazine!

By BCTF

If you have a story to tell, or a lesson idea to share, reach out to teachermag@bctf.ca to learn more about submissions. Teacher magazine accepts a variety of submissions, including union and labour stories, lesson ideas, pedagogical articles, student art, book or resource reviews, and more. Submissions are due by July 15 for the September/October edition.

The BCTF are also currently accepting short write-ups about a colleague who inspires you. You can send in a few sentences about something your colleague has done for their students, their school community, other teachers and school staff, their union, or perhaps their personal triumph. Photos are also welcome.

VEAES Summer Hours

By Xander Graham

Congratulations, we're almost at the end of the school year! As a note to members, this week is the last week for typical office hours here at VEAES. Beginning June 29, we will be switching over to condensed VEAES office summer hours. The VEAES office will be open from 9:00 am to 3:00 pm during the following periods: June 29 to July 10 and August 24 to September 4.

We will have reduced staff and In-House Table Officers (IHTOs) available during those times. Look out for an upcoming schedule, to be posted on the VEAES website, that will let you know which IHTOs are available to connect with during the period for which the office is closed (July 11 – August 23).

Staff Reps and members, please look for the school opening package from VEAES in September, which will include information about the year ahead, a welcome letter for all members, and information update forms.

Changes to Limited TTOCs for Next School Year

By VEAES IHTOs

The Limited TTOC List was created 2019 to supplement the regular TTOC roster to address the teacher shortage in the district and the staggering levels of failures to fill. Limited TTOCs do not have to be available 50% of all workdays like regular TTOCs but do need to work a minimum of 5 days.

Every year the VSB and VEAES sign a Letter of Understanding (LOU) to renew the program. The LOU governs the rights and responsibilities of Limited TTOCs. For this upcoming year, the VSB recognizes that we are no longer experiencing a teacher shortage districtwide. Instead, there are only a few specific areas of shortage, namely counseling, French Immersion, and some specific Secondary subjects like Home Economics and Technical Studies.

There are two specific changes for Limited TTOCs next year. First, the VSB requires the minimum of 5 days worked to be on Fridays between October and May. The board stated those Fridays are the days with the highest absenteeism. Next school year, if you are a Limited TTOC having trouble meeting this requirement due to a lack of work available on those Fridays, please contact the SFE office.

The second change is that Limited TTOCs cannot be requested by administrators to fill job assignments. Limited TTOCs will only be able to acquire jobs through SFE job shopping after 6 pm in the evening, through SFE job shopping in the mornings, and through the automated call system. These changes will dramatically affect the acquisition of job assignments for Limited TTOCs. However, the new LOU is meant to ensure there is adequate work for those entering the profession while at the same time preventing failures to fill.

TTOC work is always precarious in terms of job availability, especially now that we are moving out of a teacher shortage. Regular TTOCs and Limited TTOCs should be prepared for a lack of assignments, especially in September.

New resource from the Canadian Anti-Hate Network

By BCTF

The Canadian Anti-Hate Network recently released a second edition of the resource *Confronting and Preventing Hate in Canadian Schools*. This free toolkit is designed to help educators and school communities recognize, address, and prevent hate, discrimination, and extremism in schools. Please find the toolkit available [here](#).

August Posting Period

By Xander Graham

A reminder to members that there will be another Post & Fill period taking place over the summer break. Postings will be open from August 24 – August 26. From August 27 onwards, interviews and offers for the Summer Posting Period will take place. As an adjacent reminder, VEAES also recommends that when submitting an application for a posting, members should use an external document for your CV, rather than the text box option on OAM. This allows for transparency and recall if the process being followed requires further investigation.

2025-26

 veaes.ca

VEAES MEMBER PORTAL

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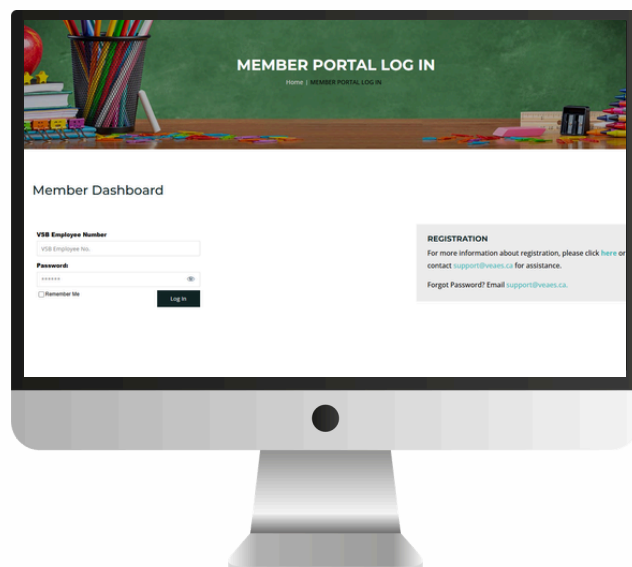
rob@veaes.ca

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.



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*