

STRONGER TOGETHER

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veaes weekly

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TOPICS WORTH TALKING ABOUT

PLEASE READ AND DISCUSS
WITH YOUR COLLEAGUES

Would Your Staff Like a School Visit from VEAES?

By IHTOs

How are things going these days at your worksite? Are there any issues that you would like to bring to the attention of your union? Do you have any questions about your workplace rights, working conditions, or our collective agreement? If you would like a visit from VEAES In-House Table Officers, please reach out to: marjorie@veaes.ca, francoise@veaes.ca, xander@veaes.ca, bernadette@veaes.ca, or khaled@veaes.ca.

Reporting Workplace Injuries to WorkSafeBC

By Françoise Raunet



Although the VSB tells us that reports of workplace injury submitted through OurHealth get forwarded to WorkSafeBC, members have reported to VEAES that this never happened in their cases. When they sought medical assistance for an injury they sustained at work, they discovered that a WorkSafe claim had never been started, so they couldn't get their claim number.

As a result, it is very important that members report the injury to WorkSafeBC as well as via the District's OurHealth system. We have heard that there are some principals who have been discouraging employees from reporting incidents. Please know that when an act of violence occurs, the intent of the act is irrelevant; what matters is the act itself and whether it meets the definition of violence below:

> *"violence" means the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that the worker is at risk of injury.*

Another thing to note is that the VSB's **Incident & Hazard Reporting** page clearly says that a near miss can be reported as a hazardous workplace condition. So, please do not let anyone tell you that you cannot report them.

What to do following a workplace injury, violent incident, or near miss:

1. Report the injury to your First Aid Attendant ASAP and seek any necessary first aid.

2. Complete the OurHealth report to let the VSB know the details of what occurred. You can report things like:

    - Injury or near miss
    - Occupational Disease/Exposure
    - Air Quality or Noise Issue
    - Workplace **Bullying/Harassment** (All OurHealth submission for Bullying and/or Harassment go to Labour Relations)
    - Workplace Violence (Check out the VSB's **Workplace Violence and Behaviour Reporting document** and see the VSB's **Harm by Others** Page)

3. **Report the Injury to WorkSafeBC** using either the online form or by calling the Teleclaim team (1-888-WORKERS / 1-888-967-5377). Make sure you keep a record of your claim number.
   - What you'll need to report your injury:
     i. Your contact information and the contact information of your employer(s).
     ii. Your Personal Health Number, if you have one.
     iii. The date you were injured, how it happened, and where it happened.
     iv. If you've received medical care, the details of your first visit, including the clinic or hospital name, your doctor or practitioner's name, and what treatment you received.
     v. If you missed time from work, your earnings from the past 12 weeks—they will also require your Social Insurance Number (SIN) for tax reporting purposes.

4. Contact the VEAES office for support if you need halp with anything. Bernadette Milton, bernadette@veaes.ca, has the Health & Safety portfolio, but if she is not available, any of the other IHTOs should be able to assist.

VEAES Reps to VSB Committees

By Françoise Raunet



We are still looking for VEAES members who would be interested in acting as reps to the following VSB Committees:

- **Policy & Governance** – this committee makes sure that the VSB Policy handbook is up-to-date; it reviews existing policies and makes policy recommendations to the Board of Trustees
- **Advocacy** – this committee reviews the VSB's advocacy needs and helps to identify effective tactics for advocacy (to other levels of government and community partners) on behalf of the District, students, teachers, and public education in general
- **Facilities Planning** – reviews and provides recommendations regarding facilities matters, such as capital planning, the Long Range Facilities Plan, student enrolment, etc.
- **Finance & Personnel Committee** – helps the Board to be fiscally responsible and reviews and monitors human resources management strategy to ensure that plans and intiatives will enable the VSB to meet its strategic objectives
- **Framework for Enhancing Student Learning (FESL) Advisory** – provides system-level review and feedback on the implementation of the FESL in the VSB
- **Diversity Advisory Committee** – provides focused input on equity, anti-racism and inclusion initiatives and issues

If you are interested in representing VEAES on one of these committees, please fill out this **CV** and send the completed copy to francoise@veaes.ca. All committee appointments need to be officially nominated by the VEAES EC, which is why we require a CV application. If you have a colleague that you think may be interested, please encourage them to apply as well!

Adult Ed Sick Leave Provisions

By Françoise Raunet

Last week we looked at the sick leave provisions in the VTF/VSB Collective Agreement, but VEAES members who work in adult education in fact work under a **different collective agreement**. Here is what the Adult Ed CA has to say about taking time off to recover when one is unwell.

- Your bi-weekly pay statement should display your accumulated sick leave balance
- Each hour worked = 0.079 hours of sick leave earned
- Each hour absent due to illness = 1.0 hour of sick leave deducted
- At the start of each term, based on your current contracted assignments, you will receive your maximum possible sick leave (in "advance")
- If you did not work for and receive salary from the VSB in any given term, you are not considered to have worked for the Board, so you will not accrue any sick leave balance
- At the end of each term, all unused sick leave accumulates and carries over to the next term for your future use
- If you have been absent for ten (10) consecutive days you will need to present a certificate from a medical professional indicating why the absence was necessary
- If you are absent due to illness for more hours than you have saved in your sick leave bank, then you will have to pay the Board back—they will deduct the unearned hours from the ones they give you at the start of the next term.
- If you do not receive enough hours at the start of the next term to pay back the unearned sick leave you took, then the Board may recover the amount by deducting it from your payroll; however if they are going to do this, they must notify you first.
- If an employee resigns and is re-hired as an employee with the Board within two (20 years of their resignation, they shall immediately be credited with the balance of sick leave remaining when they resigned
- If you have been on sick leave, the Associate Superintendent may approve a partial return to a reduced assignment; if you wish to continue a reduced assignment in subsequent terms, it will be subject to medical advice from your physician and the approval of the superintendent
- Sick leave of more than one (1) year will be posted as continuing hours
- If you return from sick leave of more than one year, you have the right to return to a comparable position (for which you are qualified) at the worksite from which you took sick leave
- If you return in the middle of a term, you will be placed in a temporary assignment by the Board
- If you are appointed to the VSB from a district that offers reciprocity regarding the portability of sick leave (i.e. they would allow VSB employees moving there to port their sick leave from here to there); then the VSB will allow you to port your sick leave with you
- Employees who become adult educators from other VSB bargaining units (members of VSTA, IOUE or CUPE) can bring up to the equivalent of thirty (30) earned unused sick leave days with them; likewise, if they move from adult ed to another VSB employee union, they can take up to thirty (30) days with them

BCTF Teacher Magazine Nov/Dec Issue—Classroom Violence

By Françoise Raunet and Anonymous

In **this month's issue of Teacher magazine,** an anonymous Kindergarten teacher shares their experience with classroom violence, in a story that will feel sadly all-too familiar to many VEAES members. One passage that especially stood out says:

> *The biggest epiphany I had, and why I have written this article, is to tell all teachers that if you are injured from your working conditions, that is not burnout. I did not burn out. I was not exhausted — was excited. I had tackled many complex classes, and I had the skills and mindset to do it again. What changed was the daily level of violence. The shock of the lack of support to address this violence added to the injury. That wasn't my fault. I wasn't to blame. I did my job, but I was mentally injured at my workplace because of underfunded social systems.*
>
> *When a teacher injures themselves physically, it doesn't take much to prove it, a doctor's word is taken. But if we are mentally injured, somehow it falls on us to prove that the injury meets a certain threshold.*

I think this captures a lot of the workload pressure that teachers are currently experiencing. While the Ministry of Education and the VSB—through initiatives like K-3 literacy screening and the 2023 reporting policy, seem to be micromanaging curriculum delivery—teachers feel increasingly alone and unsupported when addressing challenging student behaviour.



Survey on VEAES Member Roles & Responsibilities

By Françoise Raunet

Members should have received an email from VEAES this week (Nov 9th) titled "Short Staffing Survey – Please Complete!" We are asking all VEAES members to please look for the email and follow the link to complete the brief questionnaire. We are trying to ascertain how members in similar roles at different sites may be feeling workload pressures. We are also hoping to update our member database with specific information, so that we can communicate more directly with, for example, Resource/Primary/Gr 7/Kindergarten/etc. teachers. Let your colleagues know that they should look for the email as well. Thanks!

Workshop Opportunity: Fighting Antisemitism with a Critical Lens

By IHTOs

On Thursday, December 10th at 4:30 PM, Independent Jewish Voices will be offering a workshop on combating antisemitism and preventing discrimination at the VEAES office. Independent Jewish Voices is a social justice organization of Canadian Jews who fight for peace and justice in Israel-Palestine, and organize against all forms of antisemitism, Islamophobia, racism and oppression. **Click here to register** for the workshop.

Celebrating Resource Teachers

By Bernadette Milton



Your time as a Resource Teacher is valued and deeply appreciated. Through your work in developing and supporting Individual Education Plans (IEPs), coordinating student support services, participating in School-Based Team meetings, and advocating for inclusive learning environments, you make a meaningful difference in the lives of students every day.

Getting to know each student's learning journey is not always easy, but it is at the heart of creating an inclusive and caring school community. As students' needs change, educators continuously adjust their support with patience, understanding, and encouragement, helping every child build confidence and reach their full potential.

Completing paperwork, updating forms, and ensuring that students receive the services and supports they need is a significant responsibility. It takes time, attention to detail, and ongoing dedication to make sure every student's needs are understood and met. Behind every form and plan is a commitment to helping students thrive, and that work does not go unnoticed.

Collaboration with classroom teachers, educational assistants, support staff, and families is essential to student success. Resource Teachers play a critical role in fostering these partnerships, coordinating supports, and ensuring that all members of the student's educational team work together to meet individual learning needs. Your ability to bring people together around a shared goal is invaluable and greatly appreciated.

Effective in-class service and pull-out scheduling supports student success by providing opportunities to understand each student's needs, interests, and motivations, helping educators create engaging and meaningful learning experiences.

Your dedication, expertise, and commitment help ensure that students receive the support they need to thrive academically, socially, and emotionally. Thank you for the care, collaboration, and professionalism you bring to your role. Your contributions strengthen our schools and create opportunities for student success. 💙

Getting to Know Your Collective Agreement: Intermittent Absences

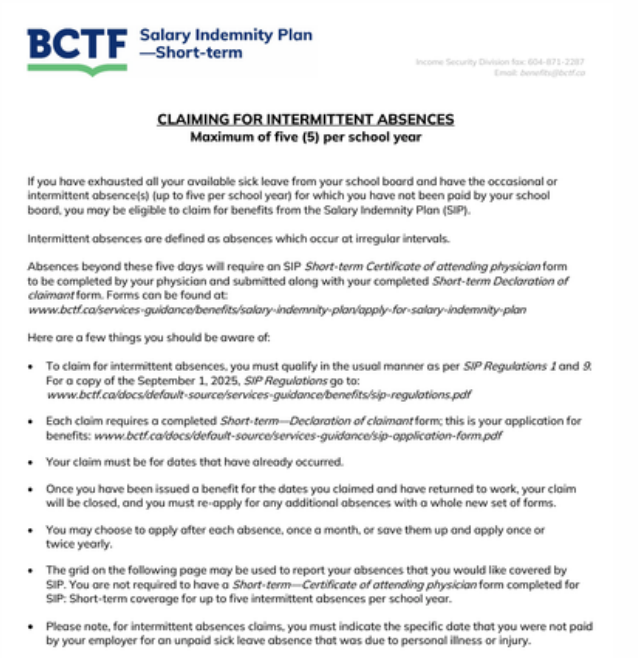
By IHTOs

Teachers should know that if you have exhausted all your available sick leave and have the occasional or intermittent absence(s) (up to five per school year) for which you have not been paid, you may be eligible to claim for benefits from the Salary Indemnity Plan (SIP). Intermittent absences are defined as absences which occur at irregular intervals. You can apply for up to five days of intermittent absences through SIP without providing a doctor's note. However, absences beyond these five days will require medical documentation.



Here are a few things you should be aware of:

- To claim for **intermittent absences**, you must qualify in the usual manner and **apply for Salary Indemnity Plan**
- Your claim must be **for dates that have already occurred**.
- Once you have been issued a benefit for the dates you claimed and have returned to work, your claim will be closed, and you must re-apply for any additional absences with a whole new set of forms.
- You may choose to apply after each absence, once a month, or save them up and apply once or twice yearly.
- Coverage is for up to five intermittent absences per school year.
- Please note, for intermittent absences claims, you must indicate a **specific** medical condition and/or treatment for **each specific date** (e.g., "off for illness/injury in June" is too generic and will not be accepted).



BCTF Salary Indemnity Plan —Short-term

CLAIMING FOR INTERMITTENT ABSENCES
Maximum of five (5) per school year

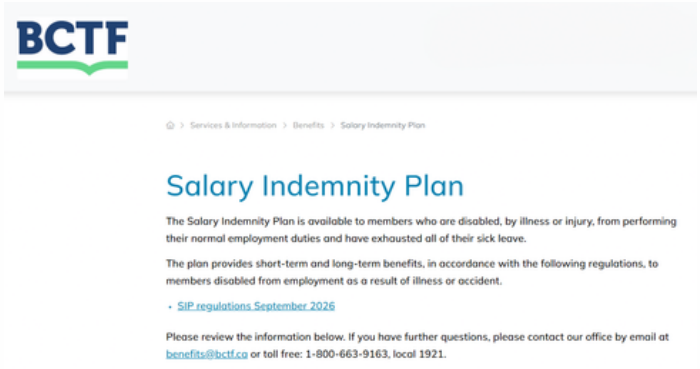
If you have exhausted all your available sick leave from your school board and have the occasional or intermittent absence(s) (up to five per school year) for which you have not been paid by your school board, you may be eligible to claim for benefits from the Salary Indemnity Plan (SIP).

Intermittent absences are defined as absences which occur at irregular intervals.

Absences beyond these five days will require an SIP *Short-term Certificate of attending physician* form to be completed by your physician and submitted along with your completed *Short-term Declaration of claimant* form. Forms can be found at:
www.bctf.ca/services-guidance/benefits/salary-indemnity-plan/apply-for-salary-indemnity-plan

Here are a few things you should be aware of:

- To claim for intermittent absences, you must qualify in the usual manner as per *SIP Regulations 1* and *9*. For a copy of the September 1, 2025, *SIP Regulations* go to:
  www.bctf.ca/docs/default-source/services-guidance/benefits/sip-regulations.pdf
- Each claim requires a completed *Short-term—Declaration of claimant* form; this is your application for benefits: *www.bctf.ca/docs/default-source/services-guidance/sip-application-form.pdf*
- Your claim must be for dates that have already occurred.
- Once you have been issued a benefit for the dates you claimed and have returned to work, your claim will be closed, and you must re-apply for any additional absences with a whole new set of forms.
- You may choose to apply after each absence, once a month, or save them up and apply once or twice yearly.
- The grid on the following page may be used to report your absences that you would like covered by SIP. You are not required to have a *Short-term—Certificate of attending physician* form completed for SIP: Short-term coverage for up to five intermittent absences per school year.
- Please note, for intermittent absences claims, you must indicate the specific date that you were not paid by your employer for an unpaid sick leave absence that was due to personal illness or injury.



BCTF

Services & Information > Benefits > Salary Indemnity Plan

Salary Indemnity Plan

The Salary Indemnity Plan is available to members who are disabled, by illness or injury, from performing their normal employment duties and have exhausted all of their sick leave.

The plan provides short-term and long-term benefits, in accordance with the following regulations, to members disabled from employment as a result of illness or accident.

- SIP regulations September 2026

Please review the information below. If you have further questions, please contact our office by email at benefits@bctf.ca or toll free: 1-800-663-9163, local 1921.

Teachers who apply to the BCTF for intermittent absences SIP benefits also need to submit the following documents to complete their application.

- A **Void Cheque or Direct Deposit Form** from their financial institution and,
- A copy of their most-recent **Teachers' Pension Plan Benefit Statement (2023)**

Starling Minds - Online Mental Health Therapy

Excerpt from BCTF

Starling Minds is a digital program that helps you better manage stress, anxiety, burnout, and depression. Through guided activities and evidence-based strategies, it supports healthier habits and improved well-being.

Need support?

- Refer yourself or someone else by completing a referral form.
- Call **1-800-663-9163** and ask to speak with the **Health and Wellness Program**.

Available Resources

✅ The Check-Up

- Track your progress.
- Receive personalized recommendations to support your wellness journey.

✅ Training and Exercises

- Develop new skills and create positive change.
- Learn strategies to improve well-being and build healthy habits.

✅ Community and Webinars

- Connect with others in a supportive environment.
- Share experiences and learn from peers and wellness professionals.

Why It Matters

Teaching is rewarding, but it can also be demanding. Taking time to support your mental health is an important part of maintaining personal and professional well-being. Resources like Starling Minds provide practical tools and support when you need them.

"He who has health has hope; and he who has hope has everything."
– Thomas Carlyle

Remember: Seeking support is a sign of strength. Small steps toward wellness can make a big difference. 💙



Call for nominations: Award for Outstanding Contribution to Public Education

By BCTF

The newly created Award for Outstanding Contribution to Public Education* recognizes individuals or organizations that are not current or former voting members of the BCTF who have made an outstanding contribution to, and impact on, public education.

To be eligible, nominees shall have demonstrated contributions:

a. over a significant period of time.
b. of provincial significance.
c. through leadership, advocacy, partnership, community service, research, or other activities that have impacted and strengthened public education in BC.

Individuals or organizations may be nominated by any voting member or by a local of the BCTF. The criteria, nomination process, and timelines shall be shared annually with members, local presidents, local representatives, and provincial specialist association presidents. Nominations will be accepted only through the process and in the manner communicated.

Nomination packages shall consist of:

a. a summary outlining the basis for the nomination and demonstrating how the nominee meets the award criteria, not exceeding three pages in length.
b. no more than three supporting letters.

Nomination packages that exceed these limits will not be considered.

The Executive Committee shall determine the recipient or recipients of the award and report their decision for the award to be presented at the Annual General Meeting.

The Executive Committee may determine that the award will be presented to one or more recipients, or that it will not be presented in a given year.

Unsuccessful nominations shall be retained and automatically reconsidered for the two succeeding years, unless withdrawn by the nominator.

**A new procedure for this award was adopted at the October 2026 Executive Committee meeting.*

Deadline: February 5, 2027

Complete the **nomination form** and send it by email to the attention of Amber Mitchell, Executive Director amitchell@bctf.ca.

You will receive a confirmation email that your nomination has been received.

Increase to Temporary Supplemental and Collaborative Inquiry Funding Maximums

By Khaled Shawwash

At our last meeting, the Joint District Pro-D Committee agreed to increase the funding maximums for VEAES members from $1,000 to $1,200 for temporary supplemental and from $200 to $250 for collaborative inquiry. If you are looking to attend a pro-d workshop/conference, have already accessed your school's funds, but still need more funds to cover the cost, you are encouraged to apply for temporary supplemental funds. If you and your colleagues are looking to start a collaborative inquiry group, you can apply for collaborative inquiry funding to cover the cost of professional resources related to the inquiry project. Links to apply for funding or learn more can be found below:

Funding Application: **Home page - Online Professional Development Application**

Temp Supp/Collab Inquiry Info: **Professional Development FAQs**

2026-27

veaes.ca

Marjorie Dumont
President
marjorie@veaes.ca

Françoise Raunet
Vice President
francoise@veaes.ca

Xander Graham
Vice President
xander@veaes.ca

Khaled Shawwash
Vice President
khaled@veaes.ca

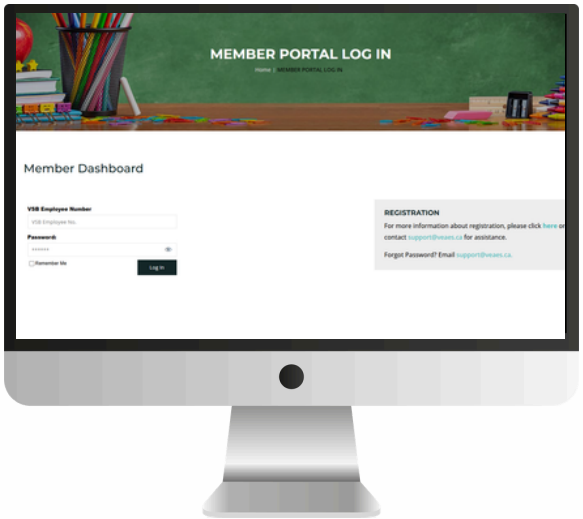
Bernadette Milton
Vice President
bernadette@veaes.ca

Rob McGowan
Adult Ed President
rob@veaes.ca

IMPORTANT DATE

November 17 | 4:00 pm
EC meeting at the VEAES office

VEAES MEMBER PORTAL



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/ ć·iθəmə cən