

EarlyON Meeting Summary

Items found in red in this document show changes to information as of today's date. We will continue to provide updates, once further information is available.

EarlyON Educators

EarlyON programs: The government has indicated that these programs can re-open in a face-to face setting. **The Employer has informed members that the first 3 weeks will be connecting with families while working from home. They will work on plans for a safe transition back to the worksite.**

The government has also indicated that there should be some type of pre-registration to ensure there are not too many families there at one time. This is clearly a change for our programs which have typically run in a drop-in format.

Your program manager has been in regular touch with us. We have been exchanging information as it comes available.

We were copied on an email sent to all of you with the Provincial Government's Guidelines for the re-opening of centres. This was likely sent to your TDSB email accounts.

The Board is still waiting for direction from the City, guided by Toronto Public Health as to their expectations for the re-opening of centres in the City of Toronto.

It is clear from the document the government expects EarlyON educators to be involved in the discussions on how re-opening will occur.

The directions from the province closely resemble those provided to childcares. Our local has been working with our 3 childcare bargaining units to ensure their re-opening protocols were firmly based on Toronto Public Health Guidelines. There have been no issues in any of our childcares. The first one opened about 6 weeks ago and has close to 150 school age children attending.

At this point, we cannot say exactly when your Centres will be open to families. **The employer has indicated the earliest would be October 5th.**

~~It is our expectation you will start work the day after Labour Day. Whether you will be working from home initially or reporting to your worksite is unknown at this time.~~ **You will start back to work on September 8th and work remotely from home until plans are completed for a safe reopening of the centre.**

We do know that you will need to participate in the mandatory Covid training provided to all TDSB staff (including supply workers). As well, training in the specific protocols under which the program will run this year will need to happen. We are also aware you will need time to

vet the toys and equipment and make other adjustments to your centres to comply with Toronto Public Health Guidelines.

Masks will be required. Exceptions for staff would need to run through the Disability Claims Administration office.

Supply Work

We have received many questions related to supply work. We will be insisting the CA be followed and that supply workers be assigned to cover the centres of Parenting Workers who are absent. **The employer has informed us supply workers have been called to fill vacancies until they are filled through the posting process.**

The Employer has indicated they do not believe they are obligated to provide paid training for Supply workers. We disagree and have filed a grievance related to that.

Despite that, we would encourage supply workers, to take a look on Key to Learn for opportunities to start developing skills in on-line teaching.

Returning to Work

We have had a number of calls from members **who have concerns regarding returning to work.** Some people have medical conditions that require accommodation, others may be caring for a family member who has a health condition that puts them at greater risk for

contracting COVID and still others may have childcare issues that need to be considered by the board.

There is no one answer to any of these situations. The board must look at each situation on an individual basis. Whether or not such accommodations will be accepted and/or whether or not such leave requests will be paid will depend on the individual circumstances.

The employer has sent a survey to all staff asking them to indicate their ability to return to work at this time. These surveys were sent to all members at their TDSB email accounts. Please look for the survey, complete it and encourage others to do the same.

Questions:

In total we received 101 questions from Parenting Workers:

It is clear you want clear written protocols from the Employer on a number of issues which we have grouped under specific headings.

We will not engage in speculating what the answer might be. We will provide information as to what we do know to be true as of today's date.

Questions:

- 1) I'm wondering how any decisions regarding programming for the fall will affect supply parent workers.

As mentioned above the Union expects the Employer to follow the Collective Agreement and replace absent parenting workers with supply workers. How supply workers are assigned throughout the school board is currently being discussed. It is part of the discussion as to how work will be organized for those whose work involves working in many different schools.

Will the Union be asking for CLEAR AND CONCISE written guidelines for our program implementation on all aspects of this pandemic plan? **Yes.** Following this meeting we will be sharing the list of questions you have submitted and will be asking for written responses from Employer.

Again, for the purposes of today's call, we have grouped questions under various headings. While how our childcare workers have dealt with similar issues may be informative, we don't want to assume the same will apply.

We will take any additional questions via the chat at the end of the section dealing with submitted questions.

Programming:

- Will we be able to program outdoors for as long as possible? Will Principals receive guidance and support for us to access school Kindergarten yard space?

The document from the government sent yesterday suggests maximizing outdoor activities. It also stipulates no indoor singing...we know in the childcare sector they have set up outdoor time to include time for singing. Masks are not required outside providing social distancing is maintained. We have added the question regarding coordinating for use of outdoor spaces to the protocols needed section.

Will we have use of the gym, library? The board is still reviewing how these spaces will be used when schools reopen.

What materials/toys are acceptable for use in the centre? The government guidelines sent yesterday give a pretty good indication as to the criteria to use in determining what toys will be available. Toys that are easily cleaned after use by a child are recommended.

Washroom and hand washing schedule or self regulate? The board is placing a strong emphasis on teaching the importance of handwashing for students. It is likely you will likewise need to incorporate the importance of proper manner and frequency of handwashing into your programming.

Stuck in room to limit walking contact like kids? You can expect there will be guidelines to limit the flow of people in and out of the office etc.

What are program expectations? Are they amended or is it same as before w/ just enhanced cleaning? We will ask

Food:

Will food delivery continue? We will ask

Will we be able to provide snack or accommodate families bringing their own food (with no sharing)? We will ask

I assume Healthy Lunch programs will stay on the back burner for now, is that correct? We will ask

Can siblings come to eat with younger siblings? As of now it appears children will be eating their lunches in their own classrooms.

Screening:

- Will there be a screening process for all? Adults and children alike? If so, who will be the “responsible person” consistently providing this screening and where will it take place?

Board screening process for entering schools is through the answering of TPH questionnaire. This is in place for all staff, parents and parents on behalf of children who enter the school on a daily basis. The board is working on an app for this purpose ...otherwise at this point it sounds

like a written questionnaire will be submitted daily.
Temperature checks are not currently contemplated by the board.

I understand that people entering school premises will have to fill out a form with all of their contact info in the event of a positive Covid 19 test. Will this be true for our families? (see above)

Symptoms of COVID

- With adults and children displaying symptoms of illness (and/or staff)... who will be facilitating this communication ... Us, Management or Principal? The TDSB has established clear protocols related to staff, children and participants in programs who are symptomatic. We will ask for clarification as to the roles each person has in this respect.

What if a child or adult in the program shows signs of illness, but insist they are ok?

If a Family (adult or child) comes down with Covid (as confirmed by their doctor) and communicates to us as staff HOW will this information be handled within the school and as per our program? If a need to contact families directly when, where and how will this happen? **As of now, contact tracing is the responsibility of public health. Prior to the shutdown public health would**

provide a written communication to let people know if they may have been exposed to the virus and what they should do as a result.

As a staff person ... if we have symptoms how will we be expected to communicate this information to all - adults, office, Principal etc? The board protocol will spell out how and to whom you need to report your absences.

Will our allowable sick days and personal time leave support time taken for testing as needed?

Should you be required by Public Health to stay home or to take a covid test, it would be our expectation that this time would be paid.

Staff who exhibit any COVID symptoms are required to stay home.

Who sends parent and child home if w symptom? Parent worker or a principal? Will clarify...messaging first and foremost will be don't come to the centre if you or your child is ill.

What record is needed from parent worker for purposes of contact tracing will clarify

Cleaning Protocols

- Will there be allowances in daily hours of operation vs paid staff time to allow for proper cleaning protocols to be implemented? [We will ask](#)
- Will we be given more than 1 day to reorganize rooms to accommodate changes to program delivery - materials - toys, books, loose parts, infant toys etc. Will be given designated and confirmable cleaning time each day and/or between cohorts? [We will ask](#)

Cleaning of materials. Toys. Books. Loose parts. A reduction of materials? Cleaning time between families? [We will ask](#)

[Public Health will likely be issuing guidelines as to cleaning practices. The board will then be expected to develop written protocols in that respect.](#)

Health and Safety:

- Who will be required for wear masks? All adults I'd assume and children based on age and stage issues as per adult (parental) choice? As staff, will cloth masks be allowed and what other PPE will be provided? [Board will provide masks but as of now, there is no requirement to wear the board provided masks. Face shields are also available, gloves etc also available to staff as needed. For classrooms with no soap and water access will sanitizer be mandatory? Will clarify](#)

- As per accommodation for adults who can't wear masks how do we handle this as per protocol with clear guidelines and consistency amongst all of our Early ON CFC sites? It is our understanding staff requiring an exemption to wearing a mask will need to go through the Disability Claims Office.

- Will handwashing be mandatory upon arrival and departure from programs and will we be empowered and supported to enforce this? Policy/Protocol clearly communicated with posters and written directive plus proper tools for such ... soap, paper towel, etc.

We will clarify but the board has indicated handwashing is a high priority. It is our understanding that caretakers will ensure soap, paper towel etc are readily available

Stock of hand sanitizer and PPE. Provided by Board or our own? How do we get trained on PPE?

PPE will be provided by they board. Training on the use of PPE will be provided by board.

- Will there be a limit of adults and children in the room as per social distancing requirements?

Will clarify, we expect public health will make recommendations in this regard.

Limit of number of parents/children in room? Determined by size of room? (see above)

How to cohort in room? Will clarify

Will adults be allowed to park strollers and access their personal belongings / bring into the room as before? Will ask

I share my space with a before and after program, will that continue? Will ask

How do I deal with paper that must be filed and may have been touched by others?

We have asked the Board to develop a protocol regarding the handling of paper which would apply to all staff.

Role of principal, union health and safety committee, POs? Who will provide what support when needed. Will clarify.

Pre-registration

- Will families have to preregister and/or will there be time limits on how long they can stay at the program? Will ask

How will it open? Pre-registration and cohorting of families? Will ask

Visitors? Or one parent per child? Do they need to register? Will ask

Role of school principal? Will ask

Other questions from the chat:

The following questions have been sent to the Employer for a response:

EarlyOn – Parenting Workers Meeting

Will we be getting CLEAR AND CONCISE written guidelines for our program implementation on all aspects of this pandemic plan?

Would the board do a survey of families to see how many families will feel comfortable coming to programs during COVID.

Screening

Everyone must fill out the public health questionnaire including staff.

- Will this be electronic submission?
- If an answer given is YES for any of the questions, who will this go to automatically?
- Assuming it's on paper, are we responsible for submitting this and to whom?
- If the answer is YES, are we then to deny access to the program?

With regards to the form sometimes I have adults who don't speak English and don't have someone to translate so how would they be able to fill out the form

Training

How would a supply worker document time spent in mandatory/compliance training?

Symptoms

There are employees who have well documented health conditions such as allergies, migraines, chronic coughs. Will they be allowed to report to work even though the symptom might resemble that of COVID? For those of us who have allergies/asthma, we cough and sniffle all day.... What is the protocol for this group? **The screening questionnaire asks if you have new or worsening symptoms. The employer has indicated that an employee who has seasonal allergies could answer no to this question as it is not a new symptom.**

Who provides evidence to the TDSB if Public Health requires a Parent Worker to stay at home?^[P]_[SEP]

If we are a supply worker how will we be informed of COVID presence in a school we work at?

If there is an outbreak in our school, will we have to quarantine for 2 weeks?

With adults and children displaying symptoms of illness (and/or staff)... who will be facilitating this communication ... Us, Management or Principal?

Who sends parent and child home if they show symptoms? Parent worker or a principal?

What record is needed from parent worker for purposes of contact tracing

Health & Safety

So to clarify, medical masks need to be provided in the MOE document, there is a price difference. Will we be receiving LEVEL 3 masks?

Will we be given face shields or just masks? Will gloves be provided? Provisions for wiping high touch surfaces. Diapering areas.

Can we use a face shield in lieu of a mask?

What about other adults in the programs re masks ?

For classrooms with no soap and water access will sanitizer be mandatory?

As per accommodation for adults who can't wear masks how do we handle this as per protocol with clear guidelines and consistency amongst all of our Early ON CFC sites?

Will handwashing be mandatory upon arrival and departure from programs and will we be empowered and

supported to enforce this? Policy/Protocol clearly communicated with posters and written directive plus proper tools for such ... soap, paper towel, etc.

Stock of hand sanitizer and PPE. Provided by Board or our own? How do we get trained on PPE?

Will there be a limit of adults and children in the room as per social distancing requirements? Determined by size of room?

I share my space with a before and after program, will that continue?

Role of principal, union health and safety committee, POs? Who will provide what support when needed.

Other Boards have suggested that Face Shields may be mandatory come Sept ..What is the TDSB position re face shields?

Will PPE and training related to PPE be provided to supply workers. How does a supply worker acquire the needed PPE?

If an adult arrives with no mask will they be allowed in and if it's a medical exception issue who handles it

Given the recent guidelines from MOE, will there be consideration that we are a SINGLE employee running a centre. We do not have other staff to support the cleaning and now enhanced guidelines. For example, we do not have a front desk person as do other EarlyON centres.

What kind of masks will adults attending the school be required to wear?

Will children attending have to wear face masks?

Will we have masks available for those who arrive without it?

Will anything be done about ventilation in classrooms? I have a class where the windows barely open and it gets really hot (suffocating especially with masks)

When we wear a mask will we still need to maintain social distance?

What about the children that read lips they can't see your lips **Can clear masks be provided?**

Any thoughts about fire drills/lock downs?

Do children have to wear masks?

Will we be allowed to wear our own choice of mask? ie cloth washable ones

Who will monitor that proper cleaning and procedures are being followed school wide? Pre-covid I never had inspections in my room.

Shared space: an after four program comes into my room later in the day. Is this to continue? If yes, how can I be sure the room/ toys are being cleaned as needed for my return the next day?

Cleaning

Many of our toys are now wood. are they considered acceptable, even though they are difficult to clean? Will we be restricted to plastic toys?

How will cleaning happen? Handwashing will happen at the same sink of cleaning toys? ^[P]_[SEP]

Will we have time during our scheduled hours in order to clean toys as each child has finished playing with it as recommended by the ministry?

We have to accommodate mixed/ different age group, i wonder what sanitizing will look like?

Are PWs required to clean the washroom that their families use even if it a washroom outside of their room?

Will wipes be available in washrooms for uses before and after use?

My room does not have a washroom so parents use school washroom. should they be given exclusive use to one washroom in the school?

Will there be allowances in daily hours of operation vs paid staff time to allow for proper cleaning protocols to be implemented?

Will we be given more than 1 day to reorganize rooms to accommodate changes to program delivery - materials - toys, books, loose parts, infant toys etc. Will be given

designated and confirmable cleaning time each day and/or between cohorts?

Cleaning of materials. Toys. Books. Loose parts. A reduction of materials? Cleaning time between families?

Childcares often have toy sanitizing equipment available. Will the board be purchasing such equipment?

Exposure to Covid

If we are a supply worker how will we be informed of COVID presence in a school we work at?

Administration

Pre-registration

Will families have to preregister and/or will there be time limits on how long they can stay at the program?

How will it open? Pre-registration and cohorting of families?

Visitors? Or one parent per child? Do they need to register?

How will new families register if they walk off the street?

Who handles this at school doors?

Are we expected to do outreach?

Will families have a time limit for use in the program

How are the parents to know about registering?

How will all this startup info and ongoing to new families be communicated?

Can one caregiver bring more than one child that is in their care? we are so different from childcare. adults with children, different families all the time.

Programming

How could we best support families who do not feel comfortable coming in to programs

I wonder how will we support children with special needs in our program

Will there be money for more equipment to be used outdoors? currently we have little or none

Maybe we can change what constitutes a “field trip”. Eg: the local park doesn’t constitute a field trip.

In many cases schools have not allowed us use of kindergarten resources outside. Realistically in the school I was in for many years my outdoor time was very limited when shared with the kindergarten

How can we be engaged in conversations with our supervisors on best ways to reopen (as per Ministry Guideline) When will this happen?

If someone in our program becomes ill with COVID can we, in any way, be held liable?

How is all the data being collected - re covid symptoms, forms, their daily check in? How are expected to do this, cleaning and running a program in the allotted time.

With the chatter about use of classrooms for making class sizes smaller ... will they be allowed to use our allocated rooms and thereby bump us out? Could we be faced with not having a room to operate in?

I think the other thing about EarlyON is that we are located in priority neighbourhoods. That is the point of EarlyON. Poorer neighbourhoods also have the highest rates of COVID so we all feel that special consideration is required for the safety of all.

How about the use of children's books by families

What happens to programs that have little or no attendance? if the number of families attending the program is low will they close the program or will we go back to supporting families from home?

Will we be able to program outdoors for as long as possible? Will Principals receive guidance and support for us to access school Kindergarten yard space?

Will we have use of the gym, library?

What materials/toys are acceptable for use in the centre?

What are program expectations? Are they amended or is it same as before w/ just enhanced cleaning?

Conclusion

The Union will keep you informed of any additional information we receive.

Also be sure to check your TDSB email regularly for notices from the Employer.

If you have further questions or concerns, please contact your steward coordinator:

If you work in the East: Miguel Lima

In the North: Phyllis Boosalis

In the South: Lisa Skeete

In the West: Hellen Yousufzai.

Thank you for participating in today's call!

Enjoy the rest of your summer!

Stay Safe and Stay in touch!