

ILE/AH Zoom meeting August 17th, 2020

This information was presented on the Unit B-ILE/AH Zoom meeting of August 17th, 2020.

As mentioned on the call all the information is subject to change and, if it does, we will revise the information posted.

In this document, we have indicated in red information which has been updated since August 17th.

ILE/AH

The TDSB staff and Trustees have been working throughout the summer to find a way to open schools keeping in mind the Health and Safety of staff and students.

The plan for this year's program for International Languages and African Heritage Elementary has been approved by the Trustees.

ILE/AH will operate in an on-line format only starting September. **the week of October 5th.**

WHY will classes be offered on-line only?

There are 2 reasons for this: after school and Saturday programs often mix students together from various day school classes. Public Health has indicated the board should limit the interaction of students between classrooms.

Also, there is not enough time between the end of day school classes and the start of the After 4 program for caretakers to do the level of cleaning that needs to take place. Therefore, the ILE/AH Instructors will be asked to deliver their classes remotely from home.

Training

We know that many of you have not had an opportunity to participate in training related to on-line learning.

The Employer has indicated they will provide 5 hours of paid training related to on-line learning specific to the ILE/AH program for those on Seniority List A.

The Employer has not agreed to pay for training for those on Seniority List B.

The Union believes that both Seniority List A and B Instructors should be provided training on paid time. We have filed a grievance related to this.

In the meantime, we suggest members take a look at Key to Learn for training related to on-line learning. **The Employer has set up on-line learning opportunities specific to the ILE/AH program. Please sign up now!**

~~The Symposium for ILE is now available on Key to Learn and is scheduled for September 12th. Please register as soon as possible.~~

We know the thought of providing your classes on-line is intimidating for many of us. It is different.

But learning a new skill can also be stimulating.

Over the summer we had 106 ILE/AH Instructors provide language classes to students.

We have asked two of our stewards who delivered classes on-line over the summer to share a bit of their experience...We have asked each of them in 3 minutes to present a challenge they had over the summer and how they overcame the challenge.

Valentina Rakhmati

Shelly Xu

Supply Workers:

Many questions **re supply work**. We will be insisting the CA be followed and that supply instructors be assigned to cover the classes of absent instructors.

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.

Access to Technology

If you do not have access to a computer at home during the time of your class would normally run, please let your steward coordinator know.

Local 4400 will also be sending tips for setting up a home work station in order to avoid injury.

Questions from ILE/AH Instructors:

- 1) The after four program usually starts within 15 minutes of the end of the school day. Parents will not have time to pick up their children and have them back home for the start of the ILE/AH class. How will this be handled?

This is a great point. ~~At present the Trustees are still discussing what time the elementary school day will end. There is a proposal to end the day earlier than usual.~~ We have brought this concern to the attention of the employer and will let you know how the issue will be addressed.

- 2) Will the class size still need to be 23?

The government has not changed the funding model for ILE. Therefore for the employer to get full funding for the program, they have to have an average of 23 students enrolled across the board. So, for example, one class could have 24 another 22, the TDSB would still have full funding based on an average of 23 enrolled.

3) I teach a multi-level class. How can that work on-line?

Over the summer the employer agreed to make best efforts to run single level classes or to limit the classes to no more than 2 levels. We understand that did not happen in all cases, but it would continue to be our recommendation.

4) Students lack learning materials at home such as books for reading and exercises books for writing, construction paper for artwork based on my online teaching experience. Is it possible to have materials delivered to parents in September before the program starts?

We will raise this suggestion with the Employer.

5) Will we be provided with laptops/internet, or deal for internet subscription and printing paper/cost if incurred

If you do not have computer access at home, when your class is scheduled, please bring this to the attention of your PO and steward coordinator. The Employer has lent computers to some workers who did not have access at home.

In the summer the employer took the position there is no need to provide paper to Instructors as the courses are on-line and printing should not be necessary.

The Union believes the Employer should reimburse Employees for any incremental costs they incur as part of working from home. In the Spring the government told school boards not to reimburse employees for internet expenses.

The Union will be meeting with the Employer regarding the issuing of T2200 forms. A T2200 form allows Employees to claim tax deductions if they are required to work from home.

6) As I know our program of International Languages will be online. Speaking to our parents, most of them of Jk and Gr 1 doubt their children will attend classes online for 2.5 hours. How is it possible to deliver a class for 2.5 hours if the small children have to change their activities every 5 or 15 min?

You are quite right, the length of time a child can actively engage in on-line learning is very age dependent. The government has sent out guidelines to school boards related to that. On-line learning is made up of both "live" screen time, small group work, individual feedback and providing activities students can do between classes. Children are not expected to be on the screen for 2.5 hours.

7) When I block my personal telephone number parents will not pick up the phone. What can I do?

Blocking your personal phone number is important to protect your privacy. If the phone is not picked up when you call, please leave a message saying who you are and letting the parent know when you will be calling back.

8) Do I have to do a demonstration to keep my job? No.

Members on Seniority List A own their positions. Article V.3 of the Collective Agreement says the Employer must provide training when the requirements of the job change.

Other Questions from the Chat????

IL-E/AH QUESTIONS:

1. We will have Saturday classes? **Yes**
2. How will be the registration for the children?
3. In some schools there are 4 classes of the same language. How it will work? if there are just 40 students registered for that Language. What will happen with the other Instructors if the required number is 23 to open a class?
4. We don't have access to the parents, also don't have access to reach them, how to contact them to support them for registration. There are some parents who will find challenges with the registration form. In previous years we could help them complete the forms. What about those students?
5. For the International Language Program for the summer, I used a personal computer that my family has at home. However, it is uncertain whether I will have access to this computer for the fall. Will there be a stipend or credit of some sort towards technology?^[P]_[SEP]
6. We are going to teach only kids from the school that we are sign in? Or it will work different like summer program were the students sign up and the PO divide the class?
7. As usual there is a fee of \$20.00 for materials to enroll in the IL-E Program. For this coming year the fee will be the same?
8. If there are not enough students to register, will more teachers lose their jobs?
9. We will continue teaching multi-level classes?

Do we have starting date in September? The starting date will likely be the week of October 5th. Due to the late start up of schools, the department wants to leave a longer period for registration.

10. Will be teaching new positions available? How will that work? Vacancies for the coming year will be posted starting September 5th.
11. Will we be reimbursed for training that we already did during the summer? Or does the 5 hours paid training that you mentioned in the beginning is only for future training? Or Will we be only reimbursed for training through Key to Learn?
12. How it will work for supply staff when they have to supply on line class?
13. If the supply teacher won't have any job during remote learning, will they keep their positions?
14. Can we teach the students from last year without register? That will be easy to keep our class with enough number.
15. The classes will be online for the whole school year? It will not be changed in any moment during the school year?
16. Face to face lesson delivering will continue 30 minutes long as in the summer?
17. What about the teachers that deliver the lessons to children that don't show themselves in the camera? Could teachers be out of camera as well?
18. Can the teachers that don't want to deliver online classes, have this school year as Sabbatical School Year?

19. Are we allow to have more than one group of classes, as we did in the Summer, if we get enough students for it?^[P]_[SEP]
20. I heard that for the summer program the instructors were provided the lesson plans. Will that happen for the next school year? How will the planning work because there will be more work online than regular school? Will the program topics be the same?
21. When and how will we know the number of students enrolled in our classes?
22. I taught the language from march to June via google meet. It was success but some parents a sitting with their children in this situation what can ILE instructor avoid it, also I didn't evaluate the students over the remote learning so, we have to do the evaluation?
23. If a class is close, would be open for the next year?

Conclusion

ILE/AH will be offering classes on-line only starting September.

Members who teach these classes will receive training. Those who wish to start training now should look at available training in on-line learning through Key to Learn.

The Union will keep you informed of any additional information we receive. We will also be posting a Summary of today's meeting with the answers to your questions on our website.

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!