

October 23, TOC Shortage Meeting @ Holy Family Elementary School, 7-9pm

Present: Kate White, Scott Kent, Melanie Davenua and John (Selkirk School Council members), Mary Cameron (YG Dept Ed DM), _____(ADM Schools), Trevor Ratcliff Superintendent Area 1, Lori Choquette School Council Liaison

HFES Council attendees: Lisa Christensen (LC), Carrie Gillis (CG)

Brief Background on HFES (CG)

- HFES operating at 15-25% deficit every day.
- Teachers under resourced – need Dept of Ed to support them in offering less, but expectation is continue and be creative.
- LATs are being used as subs – only 2 days of regular programming since Aug 22nd
- EAs are not available for higher needs kids – 1-2 days not able to come to school.
- During pandemic, dept was getting creative with getting consultants to school for crisis days – every day is crisis day now, don't have the same resources.
- Messaging from leg – schools are thriving but they're not.

Brief Background on Selkirk Elementary School (Melanie and John)

- Seeing a lot of the same at Selkirk, same feelings from staff.
- Seeing administration redeployed to classrooms.
- Stability not there, kids acting out more, 2 major incidents of violence, library got trashed.
- Hard “no” from dept. week before when staff had no one to fall back on.
- Comms between dept and educators has changed – need an HR person to help.

(LC)

- Goldenhorn, Hidden Valley and us facing similar issues, similar sized schools; Selkirk's issues point to the fact that this is happening across schools of larger size too.

Historical Context, TOC shortage (Ted Hupe)

- Started to see TOC shortages in 2019/2020 year; increased in 2021. People attributed to COVID, but shortage was already there. In 2021/2022 shortage more pronounced.
- This year, way more apparent. Only covering 50% of required needs of absences. Rest has to be covered internally. LATs covering, counsellors covering, TOCs. LATs, French programming, phys ed, music programs altered. Long term effects on kids/ teachers.
- Affecting all administrators across the territory.
- How do we cope when cold and flu season starts?
- # of absences as important as who is absent. Admin team goes down – trouble!
- Ted was TOC in 1991; rate of pay was attractive enough to live on; subs have been exploited for 33 years. Not given any benefits. Meant to be AOC position, but there's no

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way to work your way into the system. In old days, your day of service as a TOC translated to an EA position over time, then a teacher's position.

- People leaving the profession after 5 years now. Wage increase for TOCs a while ago, but still needs to go up. 2018 part of bargaining unit. 2021 got increases for them. Cannot live on a TOC wage. Even if increase in next round, not going to translate into enough TOC #s. Going to get worse before gets better. 30 years of neglect. Everybody has role to play. SFU enrollment in teaching program down 50%. Wage differential. Competing with all sorts of things. Plus housing costs.
- Had meetings with Dept of Ed – need to give prospective people career laddering. Overall 120 TOCs in Whitehorse, only 40 are active every day – 13 schools in Whitehorse – everyone gets 3. 30 for rurals.
- Day to day, will need to lean on each other.

Dept of Education – Update on Solutions (Trevor Ratcliff)

- Post and pray approach not successful; aware there is shortage.
- HR will be doing job fare next week – government wide.
- Going to be another social media campaign to attract more TOCs.
- Last week made suggestion at Selkirk that schools do their own job fares to attract someone who can do 2 days per week – dept. would support by coming out. Administrators/staff need to showcase their school community.
 - Mel: school council can spearhead with HR.
- Next Saturday on 4th, TOC meet and greet at Selkirk, YEAP and Dept of Ed.
- Onboarding: TOCs won't have to reapply each year.
- Streamline process with recruitment system.

Comments/Brainstorm on Potential Solutions

Kate White: possible to set up a fare at the University as well?

CG: could someone forward job description to us?

YG: social media – help get the word out?

Kate White: could we have designated supply teachers – same benefits as permanent position. Work in same schools. Also, what about Yukon grant kids – home at xmas – other times, ask them to work? What about relationship with RCMP to speed up application processing for TOCs. Opportunities for new Canadians

CG: why not create full time positions, if there are so many TOC shortages?

John: AOCs with YG that could possibly do this stuff

LC: need things to implement now, like AOCs, asking Dept of Ed staff who are interested in teaching.

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YG: want administrators to reach out and call ADM – happy to help problem solve and support. Want admin/staff getting mental health supports they need. If its administrators, call the superintendent. Look to COVID education recovery plan – operational contingencies – when staff shortages, mitigations.

John – metrics to measure to see how we're doing. Make decisions based on data.

Ted – need to clarify school closing versus online. If we do close, we need an alternative.

CG: do we know why TOCs aren't answering calls? Do a survey?

Scott - Compensation piece: BC gold standard for TOCs in the country. March is when CBA agreement renegotiated: rebuffed in 2021 – tried to get benefits included.

YG: look to public service commission to redeploy AOCs and YG staff; Selkirk Job Fare + Employment Central job fare; YG will create a package to send to councils.

Other ideas: returning university students (count for practicum); YNTEP program people.

Scott -would a reverse trade show work? All schools in the room.

Ted-what about a training component that can give people more confidence to walk into a school. Meeting with TOCs in cities and rural areas on Nov 4th to connect with them. They're members of YAEPs – offer PD to TOCs

LC: what about offering them YG learn courses?

Lori: YYSCB conference on November 3rd and 4th.