



March 25, 2024,

Via Email to TDSB Trustees

Trustee Services
Toronto District School Board Administrative Office
5050 Yonge Street
Toronto, ON M2N 5H8

Dear TDSB Trustees,

I am writing to you in my capacity as President of the OSSTF Toronto Teachers Bargaining Unit, which represents over 5000 contract secondary, adult day school, and continuing education teachers in the Toronto District School Board (TDSB).

In the TDSB, there are five adult day school sites that serve approximately 12,000 adult learners. These learners earn credits towards their Ontario High School Diploma or gain job-related training in specialty programs such as Practical Nursing and Personal Support Worker. Our Bargaining Unit represents the over 300 adult day school teachers who serve adult learners every single day. Though they hold the same qualifications as their adolescent day school counterparts, their work is precarious, and for many of these teachers, their job security, benefits, and compensation are less than those of their peers in adolescent day school programs.

As you are likely aware, the Ministry of Education does not fully fund adult education. However, despite this, the TDSB has been steadfast in its commitment over the years to provide programming for adults. I know that this year, as part of its options to balance the budget, the TDSB is proposing efficiencies for programs that are not fully funded, including adult education. This is why I am writing to you today.

The proposed restructuring of adult day schools will likely result in cuts to programming and teacher layoffs. The March 19, 2024, report to FBEC is clear that there will be fewer adult day school sites. Appendix A indicates that “Program and process changes will result in fewer unfunded staff” (emphasis added). The lack of details that have been provided to trustees about the proposed restructuring is somewhat alarming. For trustees to make a fully informed decision, they must know the details of the proposed changes. There can be no doubt that students’ access to adult education programming will be affected.

It is important for trustees to be aware that, though there may be collective agreement provisions that apply to adult day school teachers who are declared surplus to their sites, these protections are not as robust as those that exist for regular day school teachers. For example, no recall provisions exist for adult day school teachers. There is also no process currently in place for adult day school teachers to move easily into other adult day schools that may have vacancies. Moreover, there is no ability for surplus adult day school teachers to automatically fill adolescent day school positions.

Adult day schools serve some of the most vulnerable of the TDSB's student population, most of whom come from marginalized and racialized communities. The programs provide vital education to newcomers trying to establish themselves in the country and important second chances for those whose life circumstances prevented them from completing their education. Many adult day school students are simultaneously raising children, working multiple jobs, and require programming that cannot be delivered online, which means the schools need to be geographically accessible. The five adult day schools are located where they are precisely to make the programs accessible. The closure of even one would place the program out of reach for countless students.

We need these schools and their programs now more than ever, as more and more people are falling through the cracks of our crumbling social safety net. These programs and their schools provide opportunities and hope for so many. We can't lose them.

Please do not hesitate to contact me should you have any questions or wish to discuss further.

Sincerely,

A handwritten signature in black ink, appearing to read "Michelle Teixeira". The signature is fluid and cursive, with a large loop at the end.

Michelle Teixeira
President, OSSTF Toronto Teachers' Bargaining Unit

cc: Colleen Russell-Rawlins, Director, TDSB