



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Our Mission:

"In SGDSB we are learners. Everything we do is designed to help all students succeed and make a difference. We build positive places for learning and working... together".

Our Vision:

"Inspiring our students to succeed and make a difference".

Our Motto:

"Small schools make a difference".

Our Values:

"Character, Citizenship, Collaboration, Communication, Creativity and Critical Thinking".

Special Board Meeting 2021/01

A G E N D A

Monday, June 7, 2021 – 6:30 p.m.

Videoconference & Teleconference

Microsoft Teams meeting - [Click here to join the meeting](#)
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 228 056 647#

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

VC Sites: Closed. Skype and Teleconference available due to COVID-19 Pandemic.

Recorder: G. Christianson

PART I: Special Board Meeting

Section (A): – (open to public): 6:30 p.m.

1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Cormier, Dr. Paul						Nesbitt, Jason					
Groulx, Michael						Pelletier, Allison					
Major, Christine						Pristanski, Kal					
Mannisto, Mark						Couture, Erin (Student)					
McIntyre, Margaret						Schwantz, Sydney (Student)					
McRae, Pauline (Pinky)											

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>					
Bishop, Charlie: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Maron, Alex: <i>Superintendent of Business</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Paris, Marc: <i>Manager of Plant Services/Transportation</i>					
Grecica, Jason: <i>Team Lead – Business Services</i>					
Nault, Denis: <i>Manager of Human Resources</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Renaud, Deana: <i>Mental Health Manager</i>					
Ebrahim, Mahejabeen: <i>Human Rights and Equity Advisor</i>					
Christianson, GerriLynn: <i>Executive Assistant & Communications</i>					

PART I: Special Board Meeting

Section (A): – (open to public): 6:30 p.m.

2.0 Special Board Meeting Call to Order

✓ **That**, the Superior-Greenstone DSB Special Board Meeting on Monday, June 7, 2021 be called to order at _____ p.m.

3.0 Approval of Agenda

✓ **That**, the agenda for the Superior-Greenstone DSB 01-2021 Special Board Meeting, June 7, 2021 be accepted and approved.

4.0 Disclosures of Interest re: Open Session

5.0 Reports from the Superintendents of Education

Superintendent of Education: Charlie Bishop
Superintendent of Education: Will Goodman
Education Chair: Allison Pelletier

5.1 Special Board Report No. 49: 2021-2022 Secondary Staffing (Final)

(Attached – W. Goodman)

✓ **That**, the Superior-Greenstone DSB having received Special Board Report No. 49: 2021-2022 Secondary Staffing, approves the Secondary staffing as presented.

5.2 Special Board Report No. 50: 2021-2022 Proposed Educational Support Staff (ESS)

(Attached – W. Goodman)

5.3 Special Board Report No. 51: 2021-2022 Proposed Educational Assistant Staffing

(Attached – W. Goodman)

6.0 Adjournment

6.1 ✓ **That**, the Superior-Greenstone DSB Special Board Meeting 01-2021 on Monday, June 7, 2021 adjourn at _____, p.m.

<u>2021 - Board Meetings</u>		
Virtual Meeting - Time 6:30 p.m.		
Monday, June 21, 2021	Monday, July 19, 2021	Monday, August 23, 2021
Monday, September 27, 2021	Monday, October 18, 2021	Monday, November 15, 2021
Monday, November 29, 2021 (1:00 p.m.)		



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
"Inspiring Our Students to Succeed and Make a Difference"

Special Report No.: 49

Date: June 7, 2021

TO: Chair and Members of the
Superior-Greenstone District School Board

FROM: Will Goodman, Superintendent of Education

SUBJECT: 2021-2022 Secondary Staffing (Final)

STRATEGIC PRIORITY: Learning, Well-Being, Stewardship

Background

A thorough consultation process has taken place between the Principals and the Superintendent regarding projected staffing needs for the 2021-2022 school year. Significant attention was given during this process to meeting the needs and maintaining pathways for students, while maintaining fiscal responsibility.

The 2021-2022 Secondary staffing has several additional factors that apply to the staffing process. Below are the items that must be adhered to for 2021-2022.

1. The Central Agreement Memorandum of Understanding #7 RE: Protected Complement directly impacts SGDSB and 4 other boards in the province. The agreement requires SGDSB to maintain the Full Time Equivalent (FTE) Staffing numbers equal to the FTE from 2019-2020 which equals 68.17 FTE. These additional sections accommodate the needs of our students across our board while maintaining the core priorities of our multi-year strategic plan.
2. A local Letter of Understanding (LOU) has been reached where in the 2021-2022 school year each high school will have a minimum of 10.5 FTE. All additional FTE are assigned based on needs of the school.
3. 1.0 FTE of the 68.17 FTE will be devoted to E-learning.
4. Central Agreement Support For Students Funds create an additional 0.5 FTE bringing the total allocation for 2021-2022 to 68.67 FTE.
5. Due to a "Quadmester" system, our enrollment dates are different than in a "Semester" system. September 25, December 2, February 23 and May 11.

Historical Context

Table 1: Staffing and Enrolment Trends since 2016-2017

	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff
GCHS	207.25	17.33	198.88	17.50	220.25	18.17	174.63	17.50	185.38	18.67
LSHS	94.00	12.17	83.63	12.33	113.25	13.00	79.25	12.17	87.50	11.17
MNHS	93.38	12.17	80.25	12.17	104.88	12.67	68.75	12.17	62.25	10.67**
MRHS	174.13	14.50	164.38	14.83	192.00	17.33	169.38	15.17	161.50	13.83**
NRHS	178.88	14.83	138.25	14.50	186.00	15.83	139.63	14.50	135.38	13.33

*Note: Staffing has historically been based on the previous year enrolment.

** Shows Supported Students Funded sections added that differs from 2020-2021 board report.

Current Situation

Table 2: Below is the proposed Secondary Staffing for 2021-2022 school year given the above parameters:

Part A: Staffing According to Contractual Agreement

	GCHS	LSHS	MNHS	MRHS	NRHS	TOTAL
<i>Oct 31, 2020</i>	191.00	95.50	61.63	171.00	137.50	656.63
<i>March 30, 2021</i>	184.70	83.5	58.25	161.13	122.68	610.26
<i>Average</i>	187.85	89.50	59.94	166.10	130.10	633.45
<i>Classroom teachers</i>	8.50	8.50	8.50	8.50	8.50	42.5
<i>Special Ed</i>	1.00	1.00	1.00	1.00	1.00	5.00
<i>Guidance</i>	1.00	1.00	1.00	1.00	1.00	5.00
2020/2021 Proposed Base Contract teachers	10.50	10.50	10.50	10.50	10.50	52.50
E-Learning (1.0 FTE)**	TBD	TBD	TBD	TBD	TBD	1.00
Support For Students Funds (0.50 FTE)	0.33			0.17		0.50
Allocation to Meet Protected Complement (14.67 FTE)	7.67	0.67	0.17	3.33	2.83	14.67
Total Staffing	18.50	11.17	10.67	14.00	13.33	68.67

**E-Learning positions are posted and hired internally through a competition.

Part B: Staffing Changes for 2021-2022

	GCHS	LSHS	MNHS	MRHS	NRHS	Board Information
Teaching Staff for 2021-22	18.50	11.17	10.67	14.00	13.33	67.67
Teaching Staff for 2020-21	18.67	11.17	10.67	13.83	13.33	67.67
Staffing Difference	-0.17	0	0	+0.17	0	

Additional Information

- It is expected that the allocated Student Success periods will be used to support programs in each of our secondary schools, which may be different in each school depending on their need.
- In order to provide a variety of courses for our graduating students, we continue to add 6 e-learning classes to the total staffing complement.
- Schools have been collaboratively building videoconferencing course options in order to create more opportunities for student learning and pathways.

- French as a Second Language and Native as a Second Language will be using videoconference technology.

Administrative Recommendations

That, the Superior-Greenstone DSB having received Special Board Report No. 49: 2021-2022 Secondary Staffing, approves the Secondary staffing as presented.

Will Goodman
Superintendent of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
"Inspiring Our Students to Succeed and Make a Difference"

Special Board Report No: 50

Date: June 7, 2021

TO: Chair and Members of the
Superior-Greenstone District School Board

FROM: Will Goodman, Superintendent of Education

SUBJECT: 2021-2022 Proposed Educational Support Staff (ESS)

STRATEGIC

PRIORITY: Learning, Well Being, Stewardship

Background

Meeting student needs is paramount in making decisions around staffing, as is equity between our schools. At the same time, the obligation for fiscal responsibility must be considered. Educational Support Staff play a pivotal role in the daily operations of schools.

Conversations have taken place with school Principals regarding these staffing changes. Also, as part of the Collective Agreement with The Educational Support Staff of the Ontario Secondary School Teachers' Federation, consultation has taken place with the union representative. As part of the Central Agreement negotiations, SGDSB ESS staffing has a protected complement where our staffing numbers are not to go below that of 2018-2019 in each of the job classes.

Current Situation

Presently, we have the following allocation of ESS staff that is funded through the board :

- 3.0 FTE Attendance Counsellors
- 6.70 FTE Librarians
- 4.0 FTE Information Technologists
- 1.0 FTE Computer Technicians
- 20.0 FTE Secretaries
- 4.0 FTE Early Childhood Educators
- 5.0 FTE Child and Youth Workers (1.0 funded through Central Agreement Support for Student Funds)
- 4.0 FTE Payroll and Accounting Clerks

It is our recommendation that the remaining ESS staffing mentioned above remain status quo for the 2021-2022 school year as we are required to calculate all OSSTF Educational Support Staff staffing based on central agreement language that requires a protected complement for each job class.

Please note that Educational Assistants belong to the ESS group however a separate report is generated for EA staffing due to the complexity of meeting student needs.

Final assignments for Educational Support Staff will be made at the end of June based upon actual needs.

Administrative Recommendations

That, the Superior-Greenstone DSB having received Special Board Report No. 50, 2021-2022 Proposed Educational Support Staff (ESS), be received by the Board for information.

Respectfully submitted by:

Will Goodman
Superintendent of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
"Inspiring Our Students to Succeed and Make a Difference"

Special Board Report No.: 51

Date: June 7, 2021

TO: Chair and Members of the
Superior-Greenstone District School Board

FROM: Will Goodman, Superintendent of Education

SUBJECT: 2021 - 2022 Proposed Educational Assistant Staffing

STRATEGIC

PRIORITY: Learning, Relationships & Well-Being

Background

Superior-Greenstone District School Board provides direct additional support for students with special needs. This includes, but is not limited to, the following:

- Special Education Teachers (SETs)
- Educational Assistants
- Child and Youth Workers

In addition, the following are also in place:

- Leadership by the Multi-Disciplinary Team
- Special equipment purchases through the Special Equipment Amount
- Special Incidence Portion funding
- Program training and capacity building in the areas of Applied Behaviour Analysis, Autism Spectrum Disorder, Mental Health, Safe Schools/Positive Behaviour, Knowing the Learner, Assistive Technology, and transitions.

Current Situation

Superior-Greenstone District School Board continues to fund the special education program above the amount allocated by the Ministry of Education through the Special Education Per Pupil Amount (SEPPA), the Special Equipment Amount (SEA) and the High Needs Amount (HNA). We are required to calculate all OSSTF Educational Support Staff staffing based on central agreement language that requires a protected complement. The projected average cost for an Educational Assistant salary and benefits is \$52,137. We currently have many students with high needs entering and remaining in our primary classrooms in many of our schools in September that require more support than other divisions in the school. We currently do not have any students with high needs exiting our system.

Our current proposal reflects supporting our students with high needs. SGDSB currently has 32% (431 Students) of the student population accessing special education support in comparison to 35% in 2019-2020.

Table 1 indicates the current number breakdown of students associated with specific exceptionalities. For privacy reasons we have combined exceptionalities with numbers that could be identifiable on their own.

Table 2 provides special education student numbers by panel as well as the number of students that are formally identified by the IPRC process.

Table 1 Number of Students by Exceptionality

Exceptionality	# Students		
Autism	26	Other (Speech Impairment, Language Impairment, Deaf and Hard of Hearing, Gifted, Developmental Disability, Physical Disability, Blind and Low Vision,	42
Learning Disability	91		
No Exceptionality	187		
Behaviour	23		
Multiple Exceptionalities	49		
Mild Intellectual Disability	13		

Table 2 – Special Education Overall Data

Number of Elementary Students Accessing Special Education = 193
Number of Secondary Students Accessing Special Education = 238
Number of Students Formally Identified (Identification Placement and Review Committee) = 244

Currently 61.0 FTE Educational Assistants (EAs) support students in our schools, 43.0 have been funded through Board and Special Education Funding, 6.5 have been funded through First Nation Education Service Agreements; and 3.0 funding through Invoicing and 8.0 funding through Jordan's Principle.

It is recommended that for 2021-2022, 44 EAs be funded through Board and Special Education Funding and an additional 6.5 Educational Assistants be funded through First Nation Service Agreements for a total of 50.5 Educational Assistants. Additional First Nation and Jordan's Principle funding is dependent year to year and is often confirmed in the summer.

Table 3 Proposed Educational Assistant Staffing for the 2021-2022 School Year

2020-2021	2021-2022
49.5 FTE Total Educational Assistants <ul style="list-style-type: none"> • 43.0 FTE EAs funded by Board • 6.5 FTE EAs funded through First Nations Education Service Agreement 	50.5 FTE Total Education Assistants <ul style="list-style-type: none"> • 44 FTE EAs funded by Board • 6.5 FTE EAs funded through First Nations Education Service Agreement

*This number does not include EAs that will be funded directly by First Nations through invoicing or Jordan's Principle.

Final assignments for Educational Assistants will be made in August 2021 based upon actual needs.

Administrative Recommendation

That, the Superior-Greenstone DSB having received Report No. 51, 2021-2022 Proposed Educational Assistant Staffing, be received by the Board for information.

Respectfully submitted,

Will Goodman
Superintendent of Education