



## 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 2020/03

### A G E N D A

Monday, June 8, 2020 – 6:30 p.m.

**Videoconference & Teleconference**

**Toll Number: (807) 701-5980, Access Code: 7 8 0 6 3 3 4 3 9 # → [Join Microsoft Teams Meeting](#)**

**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						Rathwell, Stephanie (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>					
Tsubouchi, Cathy: <i>Superintendent of Business</i>					
Bishop, Charlie: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Paris, Marc: <i>Manager of Plant Services/Transportation</i>					
Demers, Linda: <i>Coordinator of 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>					
Christianson, GerriLynn: <i>Administrative Assistant to Director/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 8, 2020 be called to order at \_\_\_\_\_ p.m.

**3.0 Approval of Agenda**

✓ **That**, the agenda for the Superior-Greenstone DSB 03-2020 Special Board Meeting, June 8, 2020 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: Margaret McIntyre

5.1 Special Board Report No. 41: 2020-2021 Secondary Staffing (Final) (Attached – W. Goodman)

✓ **That**, the Superior-Greenstone DSB having received Special Board Report No. 41: 2020-2021 Secondary Staffing, approves the Secondary staffing as presented.

5.2 Special Board Report No. 42: 2020-2021 Educational Assistant Staffing (Attached – W. Goodman)

✓ **That**, the Superior-Greenstone DSB having received Special Board Report No. 42: 2020-2021 Educational Assistant Staffing, approves the staffing as presented.

5.3 Special Board Report No. 43: 2020-2021 Educational Support Staff (ESS) Staffing Report (Attached – W. Goodman/C. Bishop)

✓ **That**, the Superior-Greenstone DSB having received Special Board Report No. 43: 2020-2021 Educational Support Staff (ESS) Staffing Report, approve staffing as presented.

**6.0 Adjournment**

6.1 ✓ **That**, the Superior-Greenstone DSB Special Board Meeting 03-2020 on Monday, June 8, 2020 adjourn at \_\_\_\_\_, p.m.

<b><u>2020 - Board Meetings</u></b>		
Designate Site: Marathon Board Meeting Room / Time 6:30 p.m.		
Monday, June 22, 2020	Monday, July 20, 2020	Monday, August 24, 2020
Monday, September 28, 2020	Monday, October 19, 2020 *Designate Site: SGDSB Learning Centre	Monday, November 16, 2020
Monday, November 30, 2020 (1:00 p.m.) *Designate Site: Board Office with tour of Marathon High School		

**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD****Special Report No: 41****Date: June 8, 2020**

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

**FROM:** Will Goodman, Superintendent of Education

**SUBJECT:** 2020-2021 Secondary Staffing

**STRATEGIC  
PRIORITY:** Learning, Well-Being, Stewardship

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**Background**

A thorough consultation process has taken place between the Principals and the Superintendent regarding projected staffing needs for the 2020-2021 school year. Significant attention was given during this process to meeting the needs and maintaining pathways for students, while maintaining fiscal responsibility.

Table 1 illustrates the complete secondary staffing allocation based on enrolment across our school district since 2015. Enrolment across the board has remained consistent this year; however, individual schools have experienced declines or increases.

Base secondary staffing is calculated as per the new central agreement language in which maximum average class size will be 23 compared to the previous 16. The staffing is based on the average of the two count dates, October 31, 2019 and March 31, 2020 divided by 23. This generates the Classroom Teacher staffing allocations as shown below in Table 2, Part A.

Table 2, Part B outlines additional staffing over and above that is prescribed in the Central Agreement Memorandum of Understanding #7 RE: Protected Complement. The agreement requires SGDSB to maintain the Full Time Equivalent (FTE) Staffing numbers equal to the FTE from 2019-2020. These additional sections accommodate the needs of our students across our board while maintaining the core priorities of our multi-year strategic plan.

**Historical Context****Table 1: Staffing and Enrolment Trends since 2015-2016**

	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Enrolment	Staff								
<b>GCHS</b>	220.25	18.17	207.25	17.33	198.88	17.50	174.63	17.50	185.38	18.00
<b>LSHS</b>	113.25	13.00	94.00	12.17	83.63	12.33	79.25	12.17	87.50	10.83
<b>MNHS</b>	104.88	12.67	93.38	12.17	80.25	12.17	68.75	12.17	62.25	10.83
<b>MRHS</b>	192.00	17.33	174.13	14.50	164.38	14.83	169.38	15.17	161.50	14.00
<b>NRHS</b>	186.00	15.83	178.88	14.83	138.25	14.50	139.63	14.50	135.38	13.50

\*Note: Staffing is based on the previous year enrolment.

**Current Situation****Table 2: Below is the proposed Secondary Staffing for 2020-2021 school year:****Part A: Staffing According to Contractual Agreement**

	<b>GCHS</b>	<b>LSHS</b>	<b>MNHS</b>	<b>MRHS</b>	<b>NRHS</b>	<b>TOTAL</b>
<i>Oct 31/2019</i>	188.00	88.75	63.50	162.00	138.50	640.75
<i>Mar 31/2020</i>	182.75	86.25	61.00	161.00	132.25	622.75
<i>Average</i>	185.38	87.50	62.25	161.50	135.38	631.75
<i># classroom teachers based on 1/23 funding</i>	8.06	3.80	2.71	7.02	5.89	27.48
<i>Classroom teachers - rounded</i>	8.00	3.83	2.67	7.00	5.83	27.33
<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
<b>2020/2021 Proposed Base Contract teachers</b>	10.00	5.83	4.67	9.00	7.83	37.33
<b>2019-2020 Base Contract Teachers Including Spec Ed Enhancement</b>	13.00	7.00	6.33	12.50	10.67	49.50
<b>Total increase/decrease</b>	-3.00	-1.17	-1.67	-3.50	2.83	-12.17

\*\*Note: The decimals represent periods; therefore, columns and rows do not add mathematically.  
One period is 0.17, while 6 periods are 1.0

**Part B: Additional staffing funded to maintain and central agreement Memorandum of Understanding: Protected Complement**

	<b>GCHS</b>	<b>LSHS</b>	<b>MNHS</b>	<b>MRHS</b>	<b>NRHS</b>	<b>Board Information</b>
<b>Board Enhancement</b>	8.67	5.33	5.67	4.67	5.50	29.83
<b>Teaching Staff for 2020-21</b>	<b>18.67</b>	<b>11.17</b>	<b>10.33</b>	<b>13.67</b>	<b>13.33</b>	<b>67.17</b>
<b>Teaching Staff for 2019-20</b>	18.00	10.83	10.83	14.00	13.50	<b>67.17</b>
<b>Staffing Difference</b>	+0.67	+0.33	-0.50	-0.33	-0.17	0.00
<b>E-learning</b>						1.00
<b>Total Staffing for 2020-21</b>	<b>18.67</b>	<b>11.17</b>	<b>10.33</b>	<b>13.67</b>	<b>13.33</b>	<b>68.17</b>

	GCHS	LSHS	MNHS	MRHS	NRHS	Board Information
<b>Student Success</b> (Non-Credit Generating)	0.33	0.33	0.33	0.33	0.33	1.67
<b>Alternative Education</b> (Student Success)	0.67	0.33	0.33	0.67	0.67	2.67
<b>Board Enhancement</b> (School within a College)	0.33					0.33
<b>Board Enhancement</b> (Small Schools)	1.84	0.33	1.00	0.17	1.67	5.00
<b>MOU Enhancement</b> (Top Up)	3.50	4.33	4.00	2.83	2.17	16.83
<b>Special Education Central Agreement</b> (0.50 FTE)						
<b>Board Enhancement</b> (Spec Ed TVI)	1.0					1.0
<b>Board Enhancement</b> (Board Wide French Classes)				0.17	0.17	0.33
<b>Board Enhancement</b> (FNMI math) Support Applied grade 9 math				0.17	0.17	0.33
<b>Board Enhancement</b> (Native Language/Native Studies courses)	1.00			0.33	0.33	1.67
<b>Teaching Staff for 2020-21</b>	18.67	11.17	10.33	13.67	13.33	
<b>Teaching Staff for 2019-20</b>	18.00	10.83	10.83	14.00	13.50	67.17
<b>Staffing Difference</b>	+0.67	+0.33	-0.50	-0.33	-0.17	0.00
<b>E-learning</b>						1.00
<b>Support For Students Fund Central Agreement</b> (Special Education)						0.50
<b>Total Staffing for 2020-21</b>						<b>68.67</b>

### **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 will be offered from grade 10-12 using videoconference technology delivered from MRHS and NRHS.

### **Administrative Summary**

That, the Superior-Greenstone District School Board having received report No. 41 entitled, "2020-2021 Secondary Staffing," approve the report as presented.

Will Goodman  
Superintendent of Education



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

**Report No.:** 42

**Date:** June 8, 2020

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

**FROM:** Will Goodman, Superintendent of Education

**SUBJECT:** 2020-2021 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

In addition, the following are also in place:

- Leadership by the Multi-Disciplinary Team
- Special equipment purchases through the Special Equipment Amount
- 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 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 \$51,620. 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.

Our current proposal reflects supporting our students with high needs. SGDSB currently has 35% (490 Students) of the student population accessing special education support in comparison to 27% in 2018-2019. 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	25
Learning Disability	120
No Exceptionality	199
Behaviour	29
Multiple Exceptionalities	52
Mild Intellectual Disability	15

Exceptionality	# Students
Other (Language Impairment, Speech Impairment, Deaf and Hard of Hearing, Gifted, Developmental Disability, Physical Disability, Blind and Low Vision,	50

**Table 2 – Special Education Overall Data**

Number of Elementary Students Accessing Special Education = 182
Number of Secondary Students Accessing Special Education = 308
Number of Students Formally Identified (Identification Placement and Review Committee) = 290

Currently 58 FTE Educational Assistants (EAs) support students in our schools, 40.5 have been funded through Board and Special Education Funding, 6.5 have been funded through First Nation Service Agreements; and 4.0 funding through Invoicing and 7.0 funding through Jordan's Principle.

It is recommended that for 2020-2021, 43.0 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 49.5 Educational Assistants.

**Table 3 Proposed Educational Assistant Staffing for the 2020-2021 School Year**

2019-2020	2020-2021
47 FTE Total Educational Assistants * <ul style="list-style-type: none"> <li>40.5 FTE EAs funded by Board</li> <li>6.5 FTE EAs funded through First Nations tuition fees</li> </ul>	49.5 FTE Total Educational Assistants <ul style="list-style-type: none"> <li>43.0 FTE EAs funded by Board</li> <li>6.5 FTE EAs funded through First Nations tuition fees</li> </ul>

\*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 September 2020 based upon actual needs.

### **Administrative Recommendation**

That, the Superior-Greenstone DSB having received Report No. 42, 2020-2021 Educational Assistant Staffing 2020-2021, approves the report as presented.

Respectfully submitted,

Will Goodman  
Superintendent of Education

**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*“Inspiring Our Students to Succeed and Make a Difference”*

**Report No: 43**  
**Date: June 8, 2020**

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

**FROM:** Will Goodman and Charles Bishop, Superintendents of Education

**SUBJECT:** 2020-2021 Educational Support Staff (ESS) Staffing Report

**STRATEGIC**  
**PRIORITY:** Learning, Well Being, Stewardship

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**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.

**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
- 2.5 FTE Information Technologists
- 2.0 FTE Computer Technicians
- 19.0 FTE Secretaries
- 4.0 FTE Early Childhood Educators
- 4.0 FTE Child and Youth Workers & 1.0 Temporary Child and Youth Worker

A 1.0 Temporary Child and Youth Worker was hired this past year to support students at GOPS. This position was created as a short-term position to support very specific needs of the school and concludes on June 26, 2020. This reduction would leave 3.0 FTE Child and Youth Workers funded by the board.

It is our recommendation that the remaining ESS staffing mentioned above remain status quo for the 2020-2021 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 in September 2020 based upon actual needs.

**Administrative Recommendations**

That, the Superior-Greenstone DSB having received Special Board Report No. 43, 2020-2021 Educational Support Staff (ESS) Staffing Report, approve staffing as presented.

Respectfully submitted by:

Will Goodman  
Superintendent of Education

Charles Bishop  
Superintendent of Education