



Report No.: 38
Date: April 27, 2026

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

FROM: Will Goodman, Director of Education
Alex Marton, Superintendent of Business

SUBJECT: 2026-27 OSSTF-ESS Staffing

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 (OSSTF-ESS) play a pivotal role in the daily operations of schools. Superior-Greenstone District School Board provides additional direct support for students with special education needs.

Consultations have taken place with school Principals regarding student needs and staffing. Also, as part of the Collective Agreement with the Educational Support Staff of the Ontario Secondary School Teachers' Federation, consultation has taken place with union leadership.

Current Situation

Special Education Key Points

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 estimated at \$58,682. We once again continue to have a significant increase in students with high needs entering our primary classrooms in many of our schools that require more support than other divisions in the school. We also do not have any students who require special education support leaving secondary schools this year.

Our current proposed Educational Assistant staffing reflects our students with medical, health, and safety needs. SGDSB currently has 26% (360 Students) of the student population accessing special education support. While the number of students accessing special

education supports has declined in terms of students with no identification, we have had an increase in supports required for students with tier 3 needs.

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 identifies by the IPRC process.

Table 1 – Students by Exceptionality

| Exceptionality | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 | 25-26 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| Autism | 26 | 30 | 44 | 69 | 72 | 72 |
| Learning Disability | 91 | 84 | 69 | 86 | 79 | 88 |
| No Exceptionality | 187 | 159 | 125 | 139 | 120 | 101 |
| Behaviour | 23 | 30 | 24 | 26 | 18 | 24 |
| Multiple Exceptionalities | 49 | 28 | 17 | 17 | 18 | 18 |
| Mild Intellectual Disability | 13 | 12 | 16 | 13 | 20 | 28 |
| Other (Speech Impairment, Language Impairment, Deaf and Hard of Hearing, Gifted, Developmental Disability, Physical Disability, Blind and Low Vision | 42 | 47 | 46 | 40 | 33 | 29 |

Table 2 – Special Education Summary

| | |
|--|-----|
| Number of Elementary Students Accessing Special Education | 117 |
| Number of Secondary Students Accessing Special Education | 243 |
| Number of Students Formally Identified (Identification Placement and Review Committee) | 259 |

Support Staffing Key Points

Given the constraints associated with declining enrolment, we are adjusting our support staff allocation primarily through attrition and reducing vacant positions. While we are looking at a net reduction year over year in Core Education funded positions, classroom positions are not being reduced.

Table 3 – Proposed OSSTF-ESS Staffing

| Year | Education Assistant ¹ | Early Childhood Educators | Child and Youth Workers | Attendance Counsellor | Librarians | Technologists | Secretaries | Payroll and Accounting Clerks |
|--|---|----------------------------------|--------------------------------|------------------------------|-------------------|----------------------|--------------------|--------------------------------------|
| 2021-22 | 50.5 | 4 | 5 | 3 | 6.7 | 4 | 20 | 4 |
| 2022-23 | 49.5 | 4 | 5 | 3 | 6.7 | 4 | 21 | 4 |
| 2023-24 | 54.5 | 4 | 5 | 2 | 6.7 | 4 | 20.5 | 4 |
| 2024-25 | 52 | 4 | 5 | 2 | 6.2 | 4 | 19.7 | 4 |
| 2025-26 <i>Estimates</i> | 57.5 ² | 4 | 5 | 2 | 6.2 | 4 | 20 | 4 |
| 2025-26 Revised <i>Estimates</i> | 59.5 | 4 | 5 | 3 | 6.2 | 4 | 20 | 4 |
| <i>Base Proposed 2026-27</i> | 52.5 | 4 | 4 | 3 | 5.7 | 4 | 20 | 4 |
| <i>Support for Student Funds Central Agreement</i> | 0.5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| <i>First Nation Education Service Agreement</i> | 8.0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2026-27 Total | 61 | 4 | 5 | 3 | 5.7 | 4 | 20 | 4 |

¹Does not include EAs funded directly by First Nations through invoicing or other funding models.

²Includes additional EAs Approved at June Board Report

Financial Impact

| Position | FTE | Funding Source | Estimated Cost |
|---------------------------|--------------|---|-----------------------|
| Education Assistants | 61 | REA Base Fees, Special Education Allocation | \$3,590,000 |
| Early Childhood Educators | 4 | Classroom Staffing Fund | \$269,000 |
| Child and Youth Workers | 5 | Student Safety and Well-Being Allocation | \$308,000 |
| Attendance Counsellors | 3 | Learning Resources Fund Pupil Allocation | \$177,000 |
| Library Technicians | 5.7 | Learning Resources Fund Pupil Allocation | \$422,000 |
| Technologists | 4 | School Board Administration Fund | \$354,000 |
| Secretaries | 20 | School Management Allocation | \$1,501,000 |
| Clerks | 4 | School Board Administration Fund | \$309,000 |
| Totals | 106.7 | | 6,960,000 |

The proposed staffing is funded through the School Operations Allocation within Core Education funding and is incorporated into the 2026-27 Estimates.

Administrative Recommendations

That, the Superior-Greenstone DSB having received Report No 38: 2026-2027 OSSTF-ESS Staffing, approve the proposed staffing levels for the 2026-2027 fiscal year.

Respectfully submitted by:

Will Goodman
Director of Education

Alex Marton,
Superintendent of Business