



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 2024/03

A G E N D A

Monday, April 8, 2024 – 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: 104 329 749#

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

Location: Videoconference & Teleconference

Recorder: G. Christianson

PART I: Special Board Meeting

Section (A): Open to the 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
Brunskill, Dr. Megen						Nesbitt, Jason					
Cormier, Dr. Paul						Pristanski, Kal					
Jarvis, Allison						Michano, Julie					
Liscomb, Pat						Hunter, Emeraude (Student)					
McRae, Pauline (Pinky)						Krause, Zoey (Student)					

<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>					
Fredrickson, Eric: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Marton, Alex: <i>Superintendent of Business</i>					
Leroux, Carole: <i>Superintendent of Education</i>					
Balog, Tara: <i>Assistant Superintendent</i>					
Brewster, Annick: <i>System Principal</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					
Dee, Christine: <i>Team Lead – Payroll Services</i>					
Chouinard, Connie: <i>Team Lead – Business Services</i>					
Nault, Denis: <i>Manager of Human Resources</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Kitchener, Nick: <i>Manager of Information Technology</i>					
Renaud, Deana: <i>Mental Health Manager</i>					
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>					
Christianson, GerriLynn: <i>Executive Assistant & Communications Coordinator</i>					
Zeleny, Lisa: <i>Executive Assistant</i>					

2.0 Special Board Meeting Call to Order

✓ **That**, the Superior-Greenstone DSB Special Board Meeting on Monday, April 8, 2024, be called to order at _____ p.m.

3.0 Approval of Agenda

✓ **That**, the agenda for the Superior-Greenstone DSB 03-2024 Special Board Meeting, April 8, 2024 be accepted and approved.

4.0 Disclosures of Interest re: Open Session

5.0 Reports from the Superintendents of Education

Superintendent of Education: Will Goodman
 Superintendent of Education: Eric Fredrickson
 Superintendent of Education: Carole Leroux
 Assistant Superintendent: Tara Balog
 Assistant Superintendent: Annick Brewster

5.1 Special Board Report No. 42:
Proposed Elementary Teaching Staffing
And Organization for September 2024

(Attached – E. Fredrickson)

5.2 Special Board Report No. 43:
2024-2025 Proposed Secondary Staffing

(Attached – C. Leroux and W. Goodman)

6.0 Adjournment

6.1 ✓ **That**, the Superior-Greenstone DSB Special Board Meeting 03-2024 on Monday, April 8, 2024, adjourn at _____, p.m.

<u>2024 - Board Meetings</u>		
<i>Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, April 8, 2024 <i>*Special Board Meeting</i>	Monday, April 29, 2024	Monday, May 27, 2024 <i>*Designate Site: Dorion Public School</i>
Monday, June 24, 2024	Monday, July 15, 2024	Monday, August 26, 2024
Monday, September 16, 2024 <i>*Designate Site: Lake Superior High School</i>	Monday, October 21, 2024	Monday, November 18, 2024 (1:00 p.m.) <i>*Designate Site: Board Office</i>
Monday, December 2, 2024		

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

Report No.: 42
Date: April 8, 2024

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

FROM: Eric Fredrickson, Superintendent of Education

SUBJECT: Proposed Elementary Teaching Staffing and Organization for September 2024

**STRATEGIC
 PRIORITY:** Student Achievement, Well Being, Stewardship

Current Situation

Consultation with principals regarding the staffing of elementary schools began in March with each Principal/Vice-Principal submitting potential plans for the organization of the school for the 2024-2025 academic year. These proposals were then discussed with Senior Administration and all possibilities explored. This report is based on funding information and enrolment projections that we presently have, and as such, it is recognized that there could be changes once the funding for the next school year is available from the Ministry of Education. The following principles were used to guide these discussions:

- Low pupil teacher ratio for multi-grade classrooms; an attempt to reduce the number of quadruple grades in the literacy and numeracy blocks. Where quadruple grades are necessary, scheduling the curricular areas that may be more conducive to a quadruple grade (e.g. language-based subjects such as FSL and NL as they are oral in nature).
- The number of high needs students in particular classrooms.
- Ensuring that the time allocations for Special Education are precise.
- Flexibility in responding to the needs of schools that may experience an increase in enrolment.

The recommendations put forth in this report continue to meet the cognitive, emotional and physical needs of our students. However, funding will be further analyzed in order to ensure the fiscal responsibility of this staffing proposal.

Table 1: Historical Summary of Projected Enrolment

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
B.A. Parker	111.67	94.70	102.50	109.00	109.00	116
Beardmore	23.00	20.00	24.00	26.50	28.00	20
Dorion	46.00	52.00	47.00	51.50	46.00	47
George O'Neill	149.26	142.74	146.00	139.00	132.00	120
Manitouwadge	43.00	42.00	48.50	46.50	42.00	41
Margaret Twomey	171.50	171.19	162.00	170.00	176.00	135
Marjorie Mills	47.00	32.24	36.00	40.00	41.00	31
Nakina	15.00	19.00	20.00	12.00	13.00	14
Schreiber	50.15	55.00	57.00	52.00	48.00	41
Terrace Bay	103.90	97.50	95.00	95.00	77.00	64
Total Enrolment	760.48	726.37	738.00	741.5	712	629

Table 2: Projected Grade/Division Enrolment September 2024 Special Board Agenda April 8, 2024 Page 4 of 8

Total Enrolment by School	JK	SK	Gr. 1-3	Gr. 4-6	Gr. 7-8	2024-2025 Projected Enrolment
B.A. Parker	5	10	39	34	28	116
Beardmore	3	1	6	6	4	20
Dorion	6	0	13	17	11	47
George O'Neill	5	5	38	40	32	120
Manitouwadge	2	1	10	14	9	41
Margaret Twomey	4	4	35	43	32	135
Marjorie Mills	10	15	13	10	8	31
Nakina	3	3	3	5	0	14
Schreiber	1	3	13	13	11	41
Terrace Bay	3	3	23	23	12	64
Enrolment by Grade/Division	42	45	190	205	147	629

Table 3 outlines the recommended classroom staffing compared to the 2022/2023 school year and Table 4 outlines the recommended Special Education, French, Native Language and Primary Planning staffing. The additional column titled “Other” represents special programs and additional teacher supports to create positions of 0.5 or 1.0.

Table 3: Recommended Classroom Staffing for September 2024

School	2023-2024		September 2024		
	Estimated Enrollment (Mar 31/2023)	Classroom Teachers	Projected Enrollment	Classroom Teachers	Change in Classroom Teachers
B.A. Parker	109	6	116	6	0
Beardmore	28	3	20	2	-1
Dorion	46	4	47	4	0
George O'Neill	132	7	120	7	0
Manitouwadge	42	4	41	4	0
Margaret Twomey	176	9	135	8	-1
Marjorie Mills	41	4	31	3	-1
Nakina	13	3	14	2	-1
Schreiber	48	4	41	4	0
Terrace Bay	77	5	64	5	0
Total Enrolment	712	48.00	629	43	-4

Table 4: French, Special Education Teachers, Native Language Teacher, and Other Program Staff

School	2023/2024						2024/2025						
	SET	Primary Planning	French	Native Language	Other	Total	SET	Primary Planning	French	Native Language	Other (arts or see notes)	Total	Change
B.A. Parker	1.5	.567	.567	.5	0.389	3.5	1.866	.567	.567	.5*		3.5	0
Beardmore*	0.5	.189	.378		0.433	1.5	.122	.159	.159			0.5*	-1.0
Dorion*	0.244	.378	.378		0	1.0	.244	.378	.378			1	0
George O'Neill	1	.567	.567	.567	0.299	3.0	1	.567	.567	.567	.299	3	0
Manitouwadge	0.244	.378	.378		0	1	.433	.378	.189			1	0
Margaret Twomey	1.5	.756	.945		0.299	3.5	1.5	.756	.756		.488	3.5	0
Marjorie Mills*	0.744	.378	.378	.5		2.0	.622	.378		.5	.5	2.0*	0
Nakina*	.122	.189	.189		0.5	1.0	.122	.189	.189			0.5*	-0.5
Schreiber*	0.5	.378	.378		0.244	1.5	.744	.378	.378			1.5*	0
Terrace Bay	1	.378	.567		0.5	2.5	.866	.567	.567			2.0	-0.5
Total FTE	8.79					20.5	7.519					19.5	-2.0

Notes:

**Administrator teaching position in this school*

(BEPS, NAPS prep and SET covered by site administrator)

Addition of "other" FTE supports job embedded professional learning, intervention support, and special school programs

0.5 FTE Native Language position shared between MMPS and BAPS

Administrative Recommendations

That, the report entitled, "Proposed Elementary Teaching Staffing and Organization for September 2024", be received by the Board for information.

Respectfully submitted by:

Eric Fredrickson
Superintendent of Education

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

Special Report No.: 43
Date: April 8, 2024

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

FROM: Will Goodman, Superintendent of Education

SUBJECT: 2024-2025 Proposed Secondary Staffing

STRATEGIC PRIORITY: Learning, Well-Being, Stewardship

Background

A coordinated consultation process has taken place regarding projected staffing needs for the 2024-2025 school year. Significant attention was given during this process to meeting the needs and maintaining pathways for students, while maintaining fiscal responsibility. Particular attention on enrolment and class size is important when considering staffing allocation.

The 2024-2025 Secondary staffing has several additional factors that apply to the staffing process. Below are the items that must be adhered to for 2024-2025.

1. Full Time Equivalent (FTE) for OSSTF is 6 sections per year. Each section is equal to 0.17 FTE. Therefore 0.17 multiplied by 6 creates a 1.0 FTE.
2. In the past we have been required to maintain a protected complement due to central language. This is no longer required for 2024-2025.
3. A local Letter of Understanding (LOU) has been extended where in the 2024-2025 school year each high school will have a minimum of 10.50 FTE. All additional FTE are assigned based on needs of the school.
4. E-learning – Each school will be offering 2 sections of E-learning to support the new online learning graduation requirement (PPM 167).

Historical Context

Table 1: Staffing and Enrolment Trends since 2017-2018

	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff
GCHS	186.50	17.50	189.00	18.67	166.65	18.17	163.65	18.50	167.50	17.50
LSHS	89.50	12.17	88.38	11.17	90.13	13.00	96.63	11.17	111.50	12.00
MNHS	62.25	12.17	58.38	10.67	59.88	12.67	54.00	10.67	62.25	10.67
MRHS	159.25	15.17	165.04	13.83	152.54	17.33	168.13	14.00	172.63	15.50
NRHS	135.38	14.50	128.31	13.33	150.00	15.83	155.83	13.33	154.00	14.67
Total	632.88	71.50	629.11	67.67	619.20	77.00	638.24	67.67	667.88	70.33

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

Current Situation

Table 2: Below is the proposed Secondary Staffing for 2024-2025 school year given the above parameters:

Part A: Staffing According to Contractual Agreement

	GCHS	LSHS	MNHS	MRHS	NRHS	TOTAL
Enrolment (Oct 31, 2023)	177.25	113.25	60.00	175.25	157.50	683.25
Enrolment Projections (March 30, 2024)	157.75	109.75	64.50	170.00	150.50	652.50
Average Daily Enrolment (ADE)	167.50	111.50	62.25	172.63	154.00	667.88
2024-2025 Projections	161.00	119.00	64.50	173.00	172.00	
Classroom Teachers	8.17	8.17	8.17	8.17	8.17	40.85
Special Ed	1.00	1.00	1.00	1.00	1.00	5.00
Guidance	1.00	1.00	1.00	1.00	1.00	5.00
E-Learning	0.33	0.33	0.33	0.33	0.33	1.67
2024/2025 Proposed Base Contract teachers	10.50	10.50	10.50	10.50	10.50	
Teaching VP	0.33					
Additional School Allocation	6.17	2.50	0.17	5.33	4.67	19.17
Total Staffing	17.00	13.00	10.67	15.83	15.17	71.67

*Includes virtual school students

Part B: Staffing Changes for 2024-2025

	GCHS	LSHS	MNHS	MRHS	NRHS	Board Information
Teaching Staff for 2024-2025	17.00	13.00	10.67	15.83	15.17	71.67 FTE
Teaching Staff for 2023-24	17.50	12.00	10.67	15.50	14.67	70.33
Staffing Difference	-0.50	+1.00	0	+0.33	+0.50	1.33

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. Additions have been made where schools are receiving increased numbers in grade 9 and 10 where de-streamed classes will occur. Principals have the ability to increase Student Success and Special Education sections based on needs of the school.

- Schools have been collaboratively building videoconferencing course options to create more opportunities for student learning and pathways as well as for students electing to learn virtually.
- French as a Second Language and Native as a Second Language will be using videoconference technology to allow all students at SGDSB to access Grade 9-12 language programs.

Administrative Summary

That the Superior-Greenstone DSB receive Report No. 43, 2024-2025 Proposed Secondary Staffing, for information.

Carole Leroux
Superintendent of Education

Will Goodman
Superintendent of Education