



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

Report No.: 46
Date: May 17, 2021

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

FROM: Will Goodman, Superintendent of Education

SUBJECT: Proposed Secondary Teaching Staffing and Organization for September 2021

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> | TBD | TBD | TBD | TBD | TBD | TBD |
| | | | | | | |
| | N/A | N/A | N/A | N/A | N/A | N/A |
| <i>Average</i> | | | | | | |
| | | | | | | |
| <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 Summary

That the Report No. 46 entitled, "Proposed Secondary Teaching Staffing and Organization for September 2021", be received by the Board for information.

Respectfully submitted by:

Will Goodman
Superintendent of Education