

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

"Inspiring Our Students to Succeed and Make a Difference"

Report No: 39

Date: May 27, 2019

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

FROM: Will Goodman, Interim Superintendent of Education

SUBJECT: 2019-2020 Secondary Staffing

**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 2019-2020 school year. Significant attention was given during this process to meeting the needs and maintaining pathways for students, while maintaining fiscal responsibility.

As presented in Report No. 36, 2019-2020 Proposed Secondary Base Staffing, base secondary staffing is calculated as per Article 15 of the Collective Agreement between the Superior-Greenstone District School Board and the Ontario Secondary School Teachers' Federation. The staffing is based on the average of the two count dates, October 31, 2018 and March 31, 2019 divided by 16. This generates the Classroom Teacher staffing allocations as shown below in Table 1 Part A.

Table 1, Part B outlines additional staffing over and above that prescribed in the collective agreement. These additional sections accommodate the needs of our students across our board while maintaining the core priorities of our multi-year strategic plan. These enhancements allow us to offer a breadth and depth of programming at the secondary level that allows students to graduate regardless of pathway.

Current Situation

Table 1 Below is the proposed Secondary Staffing for 2019-2020 school year:

Part A: Staffing According to Contractual Agreement**

	GCHS	LSHS	MNHS	MRHS	NRHS	TOTAL
2019-2020 Proposed Base Contract teachers	13.00	7.00	6.33	12.50	10.67	49.50
2018-2019 Base Contract Teachers Including Spec Ed Enhancement	14.67	7.33	7.00	12.33	10.67	52.00
Total increase/decrease	***-1.67	-0.33	-0.67	0.17	0	-2.50

**Note: The decimals represent periods; therefore, columns and rows do not add mathematically.

One period is 0.17, while 6 periods are 1.0

***Note: This decrease includes a 0.17 decrease due to special education enhancement from previous Year

Part B: Staffing funded over and above Collective Agreement by Special Initiatives and the Board

	GCHS	LSHS	MNHS	MRHS	NRHS	Total
Board Enhancement	5.0	3.83	4.50	1.50	2.83	17.67
Teaching Staff for 2019-2020	18.00	10.83	10.83	14.00	13.50	67.17
Teaching Staff for 2018-2019	17.50	12.17	12.17	15.17	14.50	71.50
Staffing Difference	0.50	-1.33	-1.33	-1.17	-1.00	-4.33
E-learning						1.00
Total Staffing for 2019-2020	18.00	10.83	10.83	14.00	13.50	68.17

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.
- As our enrolment declines and we struggle 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 exploring a variety of ways to use videoconferencing technology in order to create more options for student learning.
- French as a Second Language will be offered from grade 10-12 using videoconference technology.

Administrative Summary

That, the Superior-Greenstone District School Board having received report No. 39 entitled, 2019-2020 Secondary Staffing, approve the report as presented.

Will Goodman
Interim Superintendent of Education