

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Special Board Report No.: 03

Date: May 6, 2013

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

FROM: Nancy Petrick, Superintendent of Education

SUBJECT: 2013-2014 Secondary Staffing Proposal

STRATEGIC PRIORITIES: Student Achievement and Well Being
Responsible Stewardship of Resources

Background

Table 1 illustrates the secondary staffing reduction that has occurred due to declining enrolment across our school district since 2007. As you are aware, enrolment started to decline prior to this date and such declines are directly linked to a reduction in the secondary staffing complement.

Base secondary staffing is calculated as per Article 14 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, and March 31, of the respective years divided by 16. This generates the Classroom Teacher line of the table shown below in [Table 2, Part A](#).

A consultation process has taken place between the Principals and Superintendent of Education regarding projected staffing needs. The Principals understand that staffing their schools for 2013–2014 will be done according to Article 14 of the Collective Agreement, Special Initiatives and Board enhancements.

[Table 2, Part B](#) outlines additional staffing over and above that prescribed in the collective agreement. These additional sections will ensure core programs are being offered to accommodate the needs of our students across our Board and continue to keep our commitment to the three core priorities of the Ministry of Education; increased levels of student achievement, reducing the gap in student achievement and increased public confidence.

Historical Context

Table 1: Staffing and Enrolment Decline since 2007-2008

	2007-08		2008-09		2009-10		2010-11		2011-12		2012-2013	
	Enrolment	Staffing	Enrolment	Staffing	Enrolment	Staffing	Enrolment	Staffing	Enrolment	Staffing	Enrolment	Staffing
GCHS	297.63	22.33	284.25	21.50	285.88	21.50	273.13	20.66	228.50	19.50	220.25	18.17
LSHS	180.50	14.50	169.75	14.00	164.88	14.00	148.00	13.66	132.88	13.00	113.25	13.00
MNHS	143.75	14.00	128.75	13.50	114.88	13.33	114.00	13.00	101.38	12.83	104.88	12.67
MRHS	328.00	24.84	305.38	23.17	274.00	21.00	248.63	19.33	207.63	18.16	192.00	17.33
NRHS	258.75	20.33	239.38	19.33	231.25	18.34	231.38	18.17	192.75	16.33	186.00	15.83

Current Situation

Table 2: The Secondary Staffing Proposal for 2013-2014 is outlined below:

Part A: Staffing according to contractual agreement

	GCHS	LSHS	MNHS	MRHS	NRHS	Board Information
October 31, 2012	234.75	116.75	111.50	199.25	194.75	857.00
March 31, 2013	204.75	109.75	98.25	184.75	177.25	774.75
Average	219.75	113.25	104.88	192.00	186.00	815.88
Classroom Teachers	13.73	7.08	6.55	12.00	11.63	50.99
Rounded	13.83	7.00	6.50	12.00	11.67	51.00
Special Education Teachers	1.00	1.00	1.00	1.00	1.00	5.00
Guidance Teachers	1.00	1.00	1.00	1.00	1.00	5.00
2013-2014 Contract Teachers	15.83	9.00	8.50	14.00	13.67	61.00

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

	GCHS	LSHS	MNHS	MRHS	NRHS	Board Information
OYAP Funding	0.17	0.17	0.17	0.17	0.17	0.83
Student Success (Ministry Base)	0.83	0.50	0.50	0.67	0.67	3.17
Board Enhancement	0.17	2.67	3.00	0.17	0.67	6.67
Administration				0.50		0.50
School Within a College (SWAC)	0.17				0.17	0.33
Teaching Staff for 2013-14	17.17	12.33	12.17	15.50	15.34	72.50
Teaching Staff for 2012-13	18.17	13.00	12.67	17.33	15.83	77.00
Staffing Difference from Previous Year	-1.00	-0.67	-0.50	-1.83	-0.50	-4.50
E-Learning (System Wide)						1.00
Net Staffing Difference from Previous Year						-3.50

**Note: the decimals represent periods; therefore, columns and rows do not add mathematically one period is 0.17; while six (6) periods are 1.0.

Additional Information:

- It is expected that the allocated Student Success periods will be used to provide alternative education 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 have responded by adding six (6) e-Learning classes to the total staffing compliment. These courses are available to all students across the Board.
- Per Ministry funding guidelines, Superior-Greenstone DSB receives additional funding to run Native Language and/or Native Studies courses where proof of the required minimum of twelve (12) non-tuition students is reached. This additional funding may be used to assist in adding to teaching staff in second semester in some or all of our secondary schools.

- School-Within-a-College (SWAC) is a program offered in partnership with Confederation College for students who are 17–20 years of age who have not completed the Ontario Secondary School Diploma (OSSD). The program enables students to earn credits towards an OSSD, including co-operative education, and dual credits that may count toward their OSSD as well as a college certificate or diploma program.

As outlined when the 2013-14 Estimate Process was provided at the January Board meeting, we have built in time for trustees to review staffing proposals. Therefore, there is no recommendation in this report at this time. The recommendation will come forward at the Regular Board meeting in May.

Administrative Summary

That, the report entitled, “*2013-2014 Secondary Staffing Proposal*”, is presented to the Superior-Greenstone DSB for information.

Respectfully submitted by:

Nancy Petrick
Superintendent of Education