



## **Special Meeting Agenda**

BD:291A

Thursday, March 30, 2023

4:30 p.m.

Boardroom, Main Floor, 5050 Yonge Street, Toronto

Trustee Members

Rachel Chernos Lin (Chair), Michelle Aarts, Alexis Dawson, Matias de Dovitiis, Sara Ehrhardt, Malika Ghous, Liban Hassan, Dennis Hastings, Debbie King, Shelley Laskin, James Li, Alexandra Lulka Rotman, Dan MacLean, Patrick Nunziata, Zakir Patel, Weidong Pei, Yalini Rajakulasingam, Farzana Rajwani, Neethan Shan, Anu Sriskandarajah, Deborah Williams, Manna Wong

The purpose of the meeting is to consider a report from the Finance, Budget and Enrolment Committee on School-based Staff Allocation for 2023-2024, Non Classroom and Support Staff and to consider a private personnel matter

**Pages**

- 1. Call to Order and Acknowledgement of Traditional Lands**
- 2. Declarations of Possible Conflict of Interest**
- 3. Committee Reports**
  - 3.1 Finance, Budget and Enrolment Committee, Report No. 05 (Part A),  
March 29, 2023
- 6. School-Based Staff Allocation 2023-2024: Non-Classroom and Support Staff [4501]**
- 7. Business Arising: Pandemic Recovery Period Survey**
- 4. Resolution into Committee of the Whole (Private Session)**
- 5. Committee of the Whole Rises and Reports and the Meeting Reconvenes in Public Session**
- 6. Report of the Committee of the Whole (Private Session), March 30, 2023**  
To be presented
- 7. Adjournment**

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## **Finance, Budget and Enrolment Committee**

### **Report No. 05 (Part A)**

FBEC:005A  
 Wednesday, March 29, 2023  
 4:30 p.m.  
 Hybrid Meeting  
 Boardroom, 5050 Yonge Street

Members Present	Trustees Michelle Aarts (Chair), Matias de Dovitiis, Shelley Laskin, James Li, Dan MacLean and Zakir Patel
Regrets	Trustee Manna Wong
Also Present	Trustees Rachel Chernos Lin, Alexis Dawson, Sara Ehrhardt, Liban Hassan, Dennis Hastings, Debbie King, Weidong Pei, Yalini Rajakulasingam, Neethan Shan, Anu Sriskandarajah, and D. Williams

The meeting was a hybrid model with Trustees Aarts, Chernos Lin, Dawson, de Dovitiis, Hastings, King, Laskin, MacLean and Pei participating in person, and other trustees present participating by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#)

#### Part A: Committee Recommendations

##### **1. Special Education Advisory Committee: Data Request to Inform Board Decisions**

To be considered at the Board meeting on April 26, 2023

##### **2. Inner City Community Advisory Committee: Allocation of Community Support Workers**

To be considered at the Board meeting on April 26, 2023

**3. Contract Awards, Operations [4498]**

To be considered at the Board meeting on April 26, 2023

**4. Contract Awards, Facilities [4499]**

To be considered at the Board meeting on April 26, 2023

**5. 2021-22 School Budget and School Generated Funds and 2023-24 School Budget Allocation Plan [4500]**

To be considered at the Board meeting on April 26, 2023

**6. School-Based Staff Allocation 2023-2024: Non-Classroom and Support Staff [4501]**

The Committee considered a report from staff (see FBEC:005A, page 109 and attached) presenting information on proposed additional staffing levels of school-based staff for 2023-2024.

**Moved by:** Trustee MacLean

**Seconded by:** Trustee de Dovitiis

The Finance, Budget and Enrolment Committee **RECOMMENDS** that the following additional allocation of school-based staff for 2023-2024, be approved:

- a) **Allocate an additional 306.5 FTE positions of Teacher, Elementary as set out in Appendix A;**
- b) **Allocate an additional 29.0 FTE positions of Teacher, Secondary as set out in Appendix B;**
- c) **Allocate 2,799.0 FTE positions of Special Education Support Staff as set out in Appendix C;**
- d) **Allocate 243.5 FTE positions of School-Based Safety Monitor as set out in Appendix D;**
- e) **Allocate 2,355.0 headcount positions of Lunchroom Supervisor as set out in Appendix E;**
- f) **Allocate 80.0 FTE positions of Aquatics Instructor in the regular program as set out in Appendix F;**

**g) Allocate 35.0 FTE positions of Food Program Assistant as set out in Appendix G.**

**Carried**

Part (a) was moved by Trustee MacLean, seconded by Trustee de Dovitiis and was voted on separately.

Part (b) was moved by Trustee MacLean, seconded by Trustee de Dovitiis and was voted on separately.

Part (c) was moved by Trustee MacLean, seconded by Trustee de Dovitiis and was voted on separately.

Part (d) was moved by Trustee MacLean, seconded by Trustee de Dovitiis and was voted on separately.

Part (e) was moved by Trustee MacLean, seconded by Trustee de Dovitiis and was voted on separately.

Part (f) was moved by Trustee MacLean, seconded by Trustee de Dovitiis and was voted on separately.

Part (g) was moved by Trustee MacLean, seconded by Trustee de Dovitiis and was voted on separately.

## **7. Business Arising: Pandemic Recovery Period Survey**

At the Committee meeting, on motion of Trustees Chernos Lin and Laskin, the following was moved as business arising from the matter, School-Based Staff Allocation 2023-2024: Non-Classroom and Support Staff [4501].

**Moved by:** Trustee Chernos Lin

**Seconded by:** Trustee Laskin

The Finance, Budget and Enrolment Committee **RECOMMENDS:**

**Whereas, the Ministry of Education has indicated that pandemic funding is set to come to an end by August 31, 2023, and yet we are still in the recovery mode; and**

**Whereas, the funding expected from the Grants for Student Needs (GSNs) and the recently announced Provincial budget seem to indicate an assumption that the pandemic is no longer a financial focus of the**

**Provincial Government; and**

**Whereas, academic and societal indicators suggest the impacts of the pandemic remain significant for many children, from our youngest learners to our oldest students; and**

**Whereas, the student supports paid for by the government (formerly known as COVID funding) are still very much required;**

**Therefore, be it resolved:**

**The Director conduct a brief survey to hear broadly from parents and caregivers on the needs of their children and youth, focused on their academic success, mental health and well-being that continue to be required during this pandemic recovery period.**

**Carried**

**8. Canada-Wide Early Learning and Child Care [4502]**

To be considered at the Board meeting on April 26, 2023

**9. Board Investments Annual Update [4503]**

To be considered at the Board meeting on April 26, 2023

**10. Providing Programs to Meet Student Interests**

To be considered at the Board meeting on April 26, 2023

**Part B: For Information Only**

**11. Call to Order and Acknowledgement of Traditional Lands**

A meeting of the Finance, Budget and Enrolment Committee was convened on Wednesday, March 29, 2023, from 4:33 to 10:58 p.m. with Michelle Aarts, presiding.

**12. Approval of the Agenda**

On motion of Trustee MacLean, seconded by Trustee Chernos Lin, the agenda

was approved.

### **13. Declarations of Possible Conflict of Interest**

Trustee Laskin declared a possible conflict of interest related to Part (a) of the matter, School- Based Staff Allocation 2023-24: Non-Classroom and Support Staff [4501], as her daughter is a member of the Elementary Teachers' Federation of Ontario.

The matter was voted on ad seriatum and the trustee did not vote on the matter for which she declared a conflict.

### **14. Delegations**

#### re Item 5.2, Inner City Community Advisory Committee: Allocation of Community Support Workers

1. Cherie Mordecai Steer, Parent member, Inner City Community Advisory Committee

#### re Contracts for Services

2. Michael Teper, TDSB parent

#### re Item 8, School-Based Staff Allocation 2023-2024: Non-Classroom and Support Staff [4501]

3. Kelly Iggers, TDSB Teacher-Librarians, Annette St. Public School
4. Ralph Nigro and Rita Gallippi, Toronto School Administrators' Association
5. Wendy Burch Jones and Kim Davidson, Elementary Teachers of Toronto Library Ad Hoc Committee
6. John Weatherup, Toronto Education Workers/ Local 4400
7. Julia Stowell, Co-Chair of the Earl Haig Junior Public School Advisory Committee

#### re Budget Cuts

8. Solange Scott, President, Ontario Secondary School Teachers Federation/ Professional Student Services Personnel

#### re TDSB 2023-2024 Budget

9. Stephen Boyle, Chair, Yorkview School Council

## **15. Adjournment**

On motion of Trustee MacLean, seconded by Trustee Laskin, the meeting adjourned at 10:58 p.m.

### **Part C: Ongoing Matters**

No matters to report

Submitted by: Michelle Aarts, Committee Chair



# **2023-24 School Based Staffing “TBD” Positions**

## **Finance, Budget and Enrolment Committee (FBEC)**

March 29, 2023



## Process

- The school based staffing that was approved on March 8/23 has been allocate to school so Principals can prepare their preliminary school organizations/time tables in order to meet collective agreement timelines
- The school based staffing recommended today will be shared as Phase 2 to Principals, once approved, to finish staffing
- This school based staffing represents 65% of the total budget
- Once the GSN is released, staff will be able to update the projected financial position
  - provide recommendations related to the remaining 35% of the budget
  - reconsider the reductions to school based staffing as a result of the motion passed on March 8/23



## **“To Be Determined”**

- On March 8, 2023, some positions were identified as “To Be Determined” (TBD). The recommendations related to these positions are include in this report
- This will allow principals to receive further allocations next week
- The original reason for this TBD was to allow time for additional funding information to become available



## Changes in FTE

- There are 3 main reasons for a change in FTE:
  - Reduction in one-time funding or one-time funding not confirmed:
    - COVID-19 Learning Recovery Funding
    - Other one-time additions to 2022-23 budget
  - Changes in enrolment
  - Other budget reductions
    - As a result of the projected financial position for 2023-24
    - As per the deficit recovery plan
- Any reduction in FTE will follow collective agreement requirements and it is anticipated that most, if not all, positions will be reduced through attrition (retirements and resignations).

## Changes in School Based Staffing

	2022-23 Budget	One-Time Changes in 2022-23	2022-23 Actual	Learning Recovery	Other One- Time Funding	Enrolment Change	Budget Adjustment	Projected 2023-24
<b>Elementary Teachers</b>								
Library Teachers	229.00		229.0				(7.5)	221.5
MYSSC/Guidance	69.00		69.0					69.0
Outdoor Education	19.00		19.0				(3.0)	16.0
<b>Secondary Teachers</b>								
Alternative School Supplement	17.00		17.0			(1.0)		16.0
Other Profile Teachers	13.00		13.0					13.0
Special Education Support Staff	2,834.00		2,834.0	(35.0)				2,799.0
School Based Safety Monitors	203.50	40.00	243.5	(40.0)			40.00	243.5
Lunchroom Supervisors	2,522.00	25.00	2,547.0	(200.0)	(25.0)	83.00	(50.0)	2,355.0
Aquatic Instructors	93.00		93.0				(13.0)	80.0
Food Program Assistants	37.00		37.0				(2.0)	35.0
	<b>6,036.50</b>	<b>65.00</b>	<b>6,101.5</b>	<b>(275.0)</b>	<b>(25.0)</b>	<b>82.00</b>	<b>(35.5)</b>	<b>5,848.0</b>

## Total School Based Staffing

	FTE	\$ (in millions)
<b>2023 -24 School Based Staffing</b>		
March 8, 2023 School Based Staff Approved	19,255.5	\$ 1,948.0
March 29, 2023 School Based Staff Recommended	5,848.0	\$ 244.9
	<u>25,103.5</u>	<u>\$ 2,192.9</u>
<b>2022 -23 School Based Staffing Approved</b>	<u>25,105.0</u>	<u>\$ 2,183.3</u>
	<u>- 1.5</u>	<u>\$ 9.6</u>



## Next Steps

- Once the Board has more information about funding, staffing allocations can be reviewed
  - This applies to both the positions approved on March 8, 2023 and these positions as well.





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# Our Mission

To enable all students to reach high levels of achievement and well-being and to acquire the knowledge, skills and values they need to become responsible, contributing members of a democratic and sustainable society.

## We Value

- Each and every student's interests, strengths, passions, identities and needs
- A strong public education system
- A partnership of students, staff, family and community
- Shared leadership that builds trust, supports effective practices and enhances high expectations
- The diversity of our students, staff and our community
- The commitment and skills of our staff
- Equity, innovation, accountability and accessibility
- Learning and working spaces that are inclusive, caring, safe, respectful and environmentally sustainable

## Our Goals

### **Transform Student Learning**

We will have high expectations for all students and provide positive, supportive learning environments. On a foundation of literacy and math, students will deal with issues such as environmental sustainability, poverty and social justice to develop compassion, empathy and problem solving skills. Students will develop an understanding of technology and the ability to build healthy relationships.

### **Create a Culture for Student and Staff Well-Being**

We will build positive school cultures and workplaces where mental health and well-being is a priority for all staff and students. Teachers will be provided with professional learning opportunities and the tools necessary to effectively support students, schools and communities.

### **Provide Equity of Access to Learning Opportunities for All Students**

We will ensure that all schools offer a wide range of programming that reflects the voices, choices, abilities, identities and experiences of students. We will continually review policies, procedures and practices to ensure that they promote equity, inclusion and human rights practices and enhance learning opportunities for all students.

### **Allocate Human and Financial Resources Strategically to Support Student Needs**

We will allocate resources, renew schools, improve services and remove barriers and biases to support student achievement and accommodate the different needs of students, staff and the community.

### **Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being**

We will strengthen relationships and continue to build partnerships among students, staff, families and communities that support student needs and improve learning and well-being. We will continue to create an environment where every voice is welcomed and has influence.

### **Acknowledgement of Traditional Lands**

We acknowledge we are hosted on the lands of the Mississaugas of the Anishinaabe (A NISH NA BEE), the Haudenosaunee (HOE DENA SHOW NEE) Confederacy and the Wendat. We also recognize the enduring presence of all First Nations, Métis and Inuit peoples.

### **Reconnaissance des terres traditionnelles**

Nous reconnaissons que nous sommes accueillis sur les terres des Mississaugas des Anichinabés (A NISH NA BAY), de la Confédération Haudenosaunee (HOE DENA SHOW NEE) et du Wendat. Nous voulons également reconnaître la pérennité de la présence des Premières Nations, des Métis et des Inuit."

### **Funding Information Requirement**

At the special meeting held on March 7, 2007, the Board decided that to be in order any trustee motion or staff recommendation that would require the Board to expend funds for a new initiative include the following information: the projected cost of implementing the proposal; the recommended source of the required funds, including any required amendments to the Board's approved budget; an analysis of the financial implications prepared by staff; and a framework to explain the expected benefit and outcome as a result of the expenditure.

### **[1]Closing of certain committee meetings**

(2) A meeting of a committee of a board, including a committee of the whole board, may be closed to the public when the subject-matter under consideration involves,

- (a) the security of the property of the board;
- (b) the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian;
- (c) the acquisition or disposal of a school site;
- (d) decisions in respect of negotiations with employees of the board; or
- (e) litigation affecting the board. R.S.O. 1990, c. E.2, s. 207 (2).

(2.1) Closing of meetings re certain investigations – A meeting of a board or a committee of a board, including a committee of the whole board shall be closed to the public when the subject-matter under considerations involves an ongoing investigation under the Ombudsman Act respecting the board