



MEMORANDUM

Memo No. 19-038

TO: Trustees
Student Trustees

FROM: Camille Williams-Taylor, Director of Education and Secretary of the Board
Janice McCoy, Superintendent of Human Resources

DATE: 19 March 2019

RE: **Academic Staffing 2019-2020**

Academic staffing levels for 2019-2020 are currently scheduled to be approved at the 19 March 2019 Committee of the Whole meeting. This timeline ensures that staff is able to meet the timelines set out in the respective collective agreements and provide schools with their initial staff allocations for next year.

On 28 February 2019, the Deputy Minister, Nancy Naylor issued Memorandum B06: Budget Planning Information for 2019-2020, to all Directors of Education (Reference Memo 19-037 dated 1 March 2019) recommending that boards “defer the annual processes of filling vacancies for retirements and other leaves, until the Minister of Education provides an update to the sector on or before March 15, 2019”. The memo from the Deputy Minister is the clearest signal to date, that changes affecting next year’s staffing will be announced shortly.

At the 5 March 2019 Committee of the Whole meeting, staff brought forward a discussion Report 19-028, Academic Staffing for 2019-2020. A copy of that report, which was finalized prior to the Deputy Minister’s memo, is attached for reference. In the normal course, the recommendations set out in the discussion report do not change significantly in the final action report, and in particular, the recommended classroom allocations do not change since they are generated based on regulatory and collective agreement requirements. At Committee of the Whole, staff indicated that the timing for approval of academic staffing could be affected by changes to class size following the recent consultation given the impact such changes would have on academic staffing levels. Staff is of the view that it would be premature to bring forward final

recommendations for academic staffing prior to receiving the additional information from the Ministry.

Communications from the Ministry will be closely monitored over the March break and staff will be ready to review and analyze the impact for the District as quickly as possible. In the event staff is able to have them ready, the report and recommendations will be distributed separately in advance of the 19 March 2019 meeting. Otherwise, it may be necessary to defer consideration and approval of academic staffing to the 26 March 2019 Board meeting and an update will be provided at the 19 March 2019 Committee of the Whole.

Attach.

c.c. Senior Staff
Manager of Board Services
Manager of Human Resources
Corporate Records