

OUR MISSION

*The Toronto Catholic District School Board is an inclusive learning community rooted in the love of Christ..
We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity*

OUR VISION

*At Toronto Catholic, we transform the world
through witness, faith, innovation and action.*



AGENDA ADDENDUM THE REGULAR MEETING OF THE STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

PUBLIC SESSION

Jo-Ann Davis, Chair

Nancy Crawford, Vice-Chair

Thursday, May 5, 2016

7:00 P.M.

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REPORT TO

STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

2016-17 BUDGET ESTIMATES FOR CONSULTATION PURPOSES

"A generous man will himself be blessed, for he shares his food with the poor."
Proverbs 22:9

Created, Draft	First Tabling	Review
March 9, 2016	May 5, 2016	Click here to enter a date
G. Sequeira, Coordinator of Budget Services P. De Cock, Comptroller of Business Services & Finance		

RECOMMENDATION REPORT

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity.



G. Poole

Associate Director of Academic Affairs

A. Sangiorgio

Associate Director of Planning and Facilities

C. Jackson

Executive Superintendent of Business Services & Chief Financial Officer

Angela Gauthier

Director of Education

A. EXECUTIVE SUMMARY

This report for consideration by the Board of Trustees presents proposed expenditure reductions of \$13.6M and revenue generating options of \$5.5M for a total of \$19.1 million (Revised Appendix A) in the fiscal year 2016-17.

The required reduction for 2016-17, year 2 of the Multi-Year Recovery Plan (MYRP), is \$11.7 M which is part of a four year strategy to reduce the deficit and fulfils the Board's obligation to eliminate the deficit by 2018-19.

On March 24th 2016, the Ministry of Education released the 2016-17 Grants for Student Needs (GSN) announcement. The impact of the Grants for Student Needs (GSN) will be analysed, quantified and reported to the Board of Trustees at a later date.

B. PURPOSE

1. This report represents several budget reduction and revenue generating opportunities for consideration as part of year two of the four year MYRP.
2. The 2015-16 Revised Operating Expenditure Budget (Appendix B) has been provided in order to increase transparency and facilitate a greater understanding of the budget from an operational perspective.
3. The attachment for the 2015-16 Budget Expenditure Revised Estimates by Functional Classification (Appendix C) provides an opportunity to identify which functional classifications will be impacted by the proposed reductions in dollars and staff for 2016-17 budget process.
4. The Board of Trustees' approval will be sought at the Board Meeting scheduled for May 19th 2016.
5. The budget reduction and revenue generating opportunities outlined in this report are presented to the Board of Trustees for approval to support the community engagement and consultation process as the Board prepares its 2016-2017 budget estimates for submission to the Ministry of Education by the June 28th 2016 deadline.

C. BACKGROUND

1. The Board of Trustees during the Special Board meeting held on February 18, 2016 passed the following motion:
 - i. *That the Board of Trustees approve Scenario 3 that “proposes budget reductions totaling \$28.4M spread out over the next three years with the objective of not increasing the Accumulated Deficit in each year and eliminating the Accumulated Deficit in the 3rd and final year of the MYRP*
 - ii. *That the Director of Education quantify the additional cost pressures described in the report, and address the additional bussing transportation costs in the annual budget planning and consultation process.*
 - iii. *Table 3-1 will be submitted to the Ministry of Education by the end of February 2016.*
 - iv. *That staff submit a breakdown of all staff levels by categories and the dollar value.*
2. The Board of Trustees during the Regular Board meeting held on March 31, 2016 passed the following motion:
 - i. *That the Board of Trustees approve for inclusion in the budget engagement and consultation process, the following list of potential expenditure reductions and revenue generating opportunities as per the attached Appendix A (listed below for the Classroom and Administration/Non-Classroom areas). That an additional column be added showing the total FTE for each classroom category and the percentage of each cut being proposed. That the consultation make clear to the public being consulted and that:*
 - a. *Trustees approved a total of \$7.3 million in cuts for 2016-2017 as per the multi-year recovery plan.*
 - b. *There is a required increase in cuts to Transportation specifically that was presented in the multi-year recovery plan given the increase in contract costs to the Board of \$4.4 million.*

- c. *We are seeking guidance from the public on where cuts should be made or revenues generated, where risks to the system are perceived based on potential cuts identified by staff and how those risks could be mitigated.*
 - d. *That, all non-funded items be identified as part of the budget consultation.*
 - ii. *That staff present the 2016-17 Budget which will be reflective of the community budget consultations to the Board of Trustees at the Board meeting scheduled for May 19, 2016.*
 - iii. *That School Block Budget cuts be moved to "classroom" cuts as per the table breakdown provided with the approved multi-year strategic plan.*
 - iv. *That information on a list of schools that have the 5th Block program and how they are prioritized in terms of criteria used be submitted to the April 7, 2016 Student Achievement meeting.*
2. The proposed reductions contained within this report does make provision for a potential 0.8% overall reduction to the Grants for Student Needs. In addition to the required expenditure budget reductions of \$7.3M, there is an additional \$4.4M of reduction required to offset the transportation cost pressures as they are currently known.
 3. The total required expenditure reduction for 2016-17 amounts to \$11.7M as of this point in time. It is to be noted that our analyses indicate there is an upward trend in the Occasional Teacher category which cannot be quantified at this time.

D. EVIDENCE/RESEARCH/ANALYSIS

1. The table appearing below depicts the 2016-17 projected revenues (*not reflective of the Grants for Student Needs (GSN) impact announced March 24th 2016*), expenditures and required budget reductions in order to balance the budget in-year and not increase the accumulated deficit as per the MYRP (Appendix D) approved by the Board of Trustees.

2016-17 Budget Estimates	
Grant Revenues before Reductions	\$1070.4 B
Less: GSN reductions of 0.8%	\$ (8.6) M
Projected Grant Revenues	<u>\$1061.8 B</u>
Expenditure Budget Estimates before Reductions	\$1073.5 B
Less: Structural Deficit Reductions	\$ (7.3) M
Less: Increased Cost of Transportation	\$ (4.4) M
Projected Expenditure Budget Estimates	<u>\$1061.8 B</u>
In-Year Surplus/Deficit	\$ 0.0

2. Several structural budget reduction opportunities have been identified in Appendix A for consideration as part of the second year reductions in a four year deficit recovery plan.
3. In addition to the cost pressures identified and quantified to date, there are additional risks to the operating budget which may materialize over the remaining years of the MYRP. Risks exist in the budget categories of Occasional Teachers and the ongoing cost pressure of maintaining small schools.
4. In addition to budget risks there are opportunities to generate additional revenues. There are approximately 7,000 parking spaces throughout the Toronto Catholic District School Board system. If the Board were to charge \$5 per day for each of these parking spaces, this could generate \$35,000 daily. Using this estimate, charging for parking for 195 days a year would result in a maximum gross revenue of \$6,825,000 per annum, prior to deducting costs to support the implementation of such an initiative. These costs include but are not limited to hiring additional staffing to implement and oversee the implementation of the initiative, as well as required upgrades to both software and infrastructure associated with setting up a system to charge for parking.

The table below incorporates estimates of both the overhead costs to implement this initiative and the number of parking spots for which the Board will be able to generate revenues. This analysis results in a preliminary estimated net revenue of \$5 million per annum.

Estimated Gross Revenues	\$ 6,825,000
Estimated Utilization of Parking Spaces (80%)	\$ 5,460,000
Overhead (staff/hardware/software)	\$ 460,000
Estimated of Potential Net Revenues	\$ 5,000,000

In order to implement this initiative for the 2016-17 budget, a decision would need to be made at the May meeting of the Board of Trustees in order to provide staff with sufficient lead time to implement effective September 2016.

5. There is also a further option to create a new permit category to charge for community parking on TCDSB lots after hours. This opportunity may exist in residential areas of the City which are deficient in parking, and local residents have sought to park on TCDSB sites after school hours. The implementation of this initiative would require amending the current permit policy, and additional staffing resources to enforce the permitted times and ensure that the vehicles are removed prior to school hours.

The community parking option could be undertaken by expanding the existing agreement with the Toronto Parking Authority (TPA). The TCDSB has had a parking arrangement in place with the TPA at St. Francis of Assisi Catholic School since 2005. The arrangement has operated successfully and has not resulted in any jurisdictional and operational issues for this operating elementary school. The carpark is used by Board staff during school hours (currently at no cost), and as a TPA lot on evenings, weekends, and all day during the summer holidays (July 1 to August 31). Under this arrangement, the Board receives an annual rental fee, as well as 75% of the net profit. For the 2015-16 school year, the TCDSB revenue from this partnership is estimated to be \$35,850.

Staff have had preliminary discussions with the TPA, who have indicated a potential interest in expanding this arrangement to additional TCDSB sites.

6. It is important to note that there are significant logistical issues associated with implementing paid parking at all Board facilities including:
 - That charging for parking could affect the tax-exempt status of the Board's real property assets
 - That paid parking may not be a permitted use on school sites as outlined in City Zoning By-laws

Staff are seeking both legal and planning opinions on these issues, which will be available prior to the Board of Trustees considering final approval of the 2016-17 Budget Estimates.

7. A detailed breakdown of staffing including Salaries, Benefits and Full Time Equivalents (FTE) by program has been provided (Appendix F) as requested by the Board of Trustees.
8. Appendix A has been amended to include the Current Full-time Equivalent (FTE) Staffing Complement and the percentage impact of each proposed reduction as per the motion appearing in Section C, Comment 2.i.
9. The comparative summary of School Block Budget rates per Average Daily Enrolment (ADE) and Ministry funding rates per ADE has been provided (Appendix G) as requested by the Board of Trustees.
10. A list of not fully funded and unfunded items has been provided as Appendix H as per the motion appearing in Section C, Comment 2.i (d).
11. A list of schools currently offering the 5th Block Program and how they are prioritized in terms of criteria used will be provided in a separate report.
12. The School Block Budget reduction option has been moved from the Administration/Non-Classroom section to the Classroom section in the Revised Appendix A as per the motion appearing in Section C, Comment 2.iii.
13. A comparative list of School Board current staffing benchmarks per 1000 pupils with a comparison to the Greater Toronto Area and Provincial staffing benchmark ratios has been included in Appendix I.

14. A comparative Revenue and Expenditure Analysis of the Special Education Programs and Services appears in Appendix J.

E. STAFF RECOMMENDATION

1. That the Board of Trustees approve for inclusion in the budget engagement and consultation process, the following list of potential expenditure reductions and revenue generating opportunities as per the attached Appendix A (listed below for the Classroom and Administration/Non-Classroom areas).

Classroom		FTE	\$
1	5th Block Program Teachers	21	2,100,000
2	Msgr. Fraser College – Alternative Education	2	200,000
3	Secondary Schools Student Supervisors	10	219,000
4	Child Youth Workers	5	300,000
5	Special Education – Support Workers (E.A.s)	52	2,600,000
6	Increased Efficiencies in Special Education	13	1,300,000
7	Increased Efficiencies in Planning and Evaluation time in Elementary Schools	2	200,000
8	Elementary Vice Principals	4	400,000
9	Budget for Contracted Support Workers		200,000
10	Speech Services	2	200,000
11	Consolidation (SSC and St. Luke)	5.5	520,000
12	School Block Budget		400,000
	Sub-Total	116.5	\$ 8,639,000
Administration / Non-Classroom			
1	Increased Board Administration efficiencies		200,000
2	Central Office efficiencies		650,000
3	Energy Management efficiencies		300,000
4	School Cleaning efficiencies		450,000
5	Transportation efficiencies – Appendix E		2,850,000
6	School Maintenance efficiencies		550,000
	Sub-Total		\$ 5,000,000
Revenue Generating Opportunities			
1	Parking Revenues (\$5/day)		5,000,000
2	Permit Revenues		500,000
	Sub-Total		\$ 5,500,000
	TOTAL	116.5	\$19,139,000

2. That staff present the 2016-17 Budget which will be reflective of the community budget consultations to the Board of Trustees at the Board meeting scheduled for May 19th 2016.

PROPOSED EXPENDITURE REDUCTIONS & REVENUE GENERATING OPPORTUNITIES FOR 2016-17						
Proposed Area of Change		Total Staff in Category 15-16 Revised Estimates	Proposed Reduction	2016-17 Proposed Reduction Amount	Impact on Proposed Reductions	Category of Staff
Classroom		FTE	FTE	\$	%	
1	5Th Block Program Teachers	31.00	21.00	\$ 2,100,000	67.7%	Elementary 5Th Block Teachers
		* 3748.2			0.6%	Total Teachers- Elementary
2	Msgr. Fraser College - Alternative Education	83.50	2.00	\$ 200,000	2.4%	Secondary Teachers
3	Secondary Schools Student Supervisors	80.00	10.00	\$ 219,000	12.5%	Professional & Para-Prof. Staff
4	Child Youth Workers	178.10	5.00	\$ 300,000	2.8%	Professional & Para-Prof. Staff
5	Special Education - Support Workers (E.A.s)	999.00	52.00	\$ 2,600,000	5.2%	Educational Assistants
6	Increased efficiencies in Special Education	707.40	13.00	\$ 1,300,000	1.8%	Classroom Teachers- Special Education
		* 5845.2			0.2%	Total Teachers
7	Increased efficiencies in Planning and Evaluation time in Elementary Schools	600.00	2.00	\$ 200,000	0.3%	Elementary Teachers
8	Elementary Vice-Principals	42.50	4.00	\$ 400,000	9.4%	Vice - Principals
9	Speech Services	38.80	2.00	\$ 200,000	5.2%	Professional & Para-Prof. Staff
10	Consolidation (Senhor Santo Cristo and St. Luke)	45.20	5.50	\$ 520,000	12.2%	Elementary Teachers, Principals, Office Administration and Operational Staff
		* 10464			0.05%	
	Total Classroom for Staff	2,794.40	116.50	8,039,000	4.2%	
	Proposed Area of Change	Total Budget in Category 15-16 Revised Estimates	Proposed Reduction	2016-17 Proposed Reduction Amount	% of impact on Proposed Reductions	Category of Staff
11	School Block Budget	\$ 8,387,107	-	\$ 400,000	4.8%	
12	Budget for Contracted Support Workers	\$ 400,000		\$ 200,000	50.0%	Professional & Para-Prof. Staff
	Total Classroom		116.50	\$ 8,639,000		
	* Not included in Total Classroom for Staff					

	Proposed Area of Change	Total Budget in Category 15-16 Revised Estimates	Proposed Reduction	2016-17 Proposed Reduction Amount	% of impact on Proposed Reductions	Category of Staff
	Administration/Non Classroom	\$	FTE	\$	%	
1	Increased Board Administration efficiencies	17,987,421		\$ 200,000	1.1%	Board Administration
2	Central Office efficiencies			\$ 650,000	3.6%	Board Administration
					4.7%	Total Board Administration
3	Energy Management efficiencies	17,875,730		\$ 300,000	1.7%	School Operation and Maintenance
4	School Cleaning efficiencies	12,658,108		\$ 450,000	3.6%	School Operation and Maintenance
5	School Maintenance efficiencies			\$ 550,000	4.3%	School Operation and Maintenance
					7.9%	Total School Operation and Maintenance
6	Transportation efficiencies - Appendix E	28,832,062		\$ 2,850,000	9.9%	Transportation
	Total Administration	\$ 77,353,321	-	\$ 5,000,000	6.46%	
	Revenue Generating Opportunities					
1	Parking Revenues (\$5/day)			\$ 5,000,000		
2	Permit Revenues			\$ 500,000		
	Total Revenue		-	\$ 5,500,000		
	TOTAL		\$ 116.50	\$ 19,139,000		
	\$ 7,300,000	Structural Deficit reduction required				
	\$ 4,400,000	Transportation reduction required				
	\$ 11,700,000	Minimum reduction required for 2016-17				

TCDSB 2015/16 Operating and Other Estimates (000's)

	2015/16 Budget Estimates	2015/16 Budget Revised	Variance Incr./((Decr.))
<u>Revenues</u>			
1 Pupil & School Foundation	532,469	535,665	3,196
2 Special Education	121,345	121,563	218
3 Language	33,563	31,406	(2,157)
4 Learning Opportunity	46,448	46,422	(26)
5 Continuing Education and Summer School	14,785	14,892	107
6 Teacher Qualification and Experience/NTIP	80,868	84,050	3,182
7 Transportation	24,324	23,817	(507)
8 Administration and Governance	21,726	21,844	118
9 School Operations	87,191	87,678	487
10 Community Use of Schools	1,226	1,226	0
11 Declining Enrolment Adjustment	2,687	1,420	(1,267)
12 Temporary Accommodation	3,481	3,481	0
13 First Nation, Métis and Inuit Education	3,044	3,472	428
14 Safe Schools	2,642	2,653	11
15 Total Operating Grants	975,799	979,590	3,791
16A Grants Anticipated due to New Contracts	0	11,658	11,658
16B Other Grants & Other Revenues	75,119	79,161	4,042
17 Total Operating Grants and Other Revenues	1,050,918	1,070,409	19,490

Expenditure Categories**Classroom Instruction**

18	Classroom Teachers	586,419	601,838	15,419
19	Occasional Teachers	20,512	20,512	0
20	Education Assistants	53,677	54,186	509
21	Designated Early Childhood Educators	21,850	23,547	1,697
22	Professional & Para-professionals	49,078	49,510	432
23	Textbooks & Classroom Supplies	21,422	21,107	(315)
24	Computers	8,596	8,596	0
25	Staff Development	2,978	2,978	0
26	Sub-total Classroom	764,532	782,274	17,742
	<u>Non-Classroom</u>			
27	In School Administration	66,300	66,467	167
28	Teacher Consultants & Coordinators	5,457	5,500	43
29	Administration and Governance	25,276	25,740	464
30	School Operations & Maintenance	91,947	93,131	1,184
31	Continuing Education	22,914	22,969	55
32	Transportation	29,228	28,832	(396)
33	Sub-total Non-Classroom	241,122	242,639	1,517
34	Operating Expenditures	1,005,654	1,024,913	19,259
	<u>Other</u>			
35	Temporary Accommodation	4,736	3,772	(964)
36	Total Other	4,736	3,772	(964)
37	Other Operating Expenditures	36,799	40,380	3,581
38	TOTAL EXPENDITURES	1,047,190	1,069,065	21,875
39	In Year Surplus (Deficit)	3,728	1,344	
40	Accumulated Surplus (Deficit) Balance as at August 31, 2015	(16,875)	(15,274)	
41	Accumulated Surplus (Deficit) - Projected Balance as at August 31, 2016	(13,147)	(13,930)	(784)

**2015-16 BUDGET REVISED ESTIMATES
BY FUNCTIONAL CLASSIFICATION**

	2015/2016 Revised Estimates	2016-2017 Proposed Changes		
		\$	%	FTE
Expenditures				
Instructional Day School	\$ 714,467,549	\$ 6,900,000	1.0%	93.0
School Office	66,265,128	520,000	0.8%	5.0
Student Support Services	41,421,379	1,229,000	3.0%	17.0
Curriculum & Accountability	6,376,031		-	
Staff Development	1,390,183		-	
Student Success	2,695,732		-	
Special Education Departments	4,178,763		-	
Safe School Team	201,500		-	
Director's Office	5,884,387	218,334	3.7%	
Communications	559,901	58,333	10.4%	
Human Resources	4,967,578	158,333	3.2%	
Business Administration	4,606,150	178,333	3.9%	
Legal Fees	742,955		-	
Corporate Services	1,168,623	33,333	2.9%	
Employee Relations	800,782	33,334	4.2%	
Facilities Services & Planning Services	1,754,772		-	
Catholic Education Centre	2,529,911		-	
Continuing Education	22,969,198		-	
Computer Services & Information Technology	19,846,233	60,000	0.3%	
Transportation	28,832,062	2,850,000	9.9%	
Operations & Maintenance	93,130,714	1,400,000	1.5%	1.5
Other Expenditures	124,106		-	
Total Expenditures Reduction Opportunities	\$ 1,024,913,637	\$ 13,639,000	1.3%	116.5
Revenues				
Other Grant and Other Revenues	\$ 79,161,133	\$ 5,500,000	6.9%	
Total Expenditure Reductions and Revenue Generating Opportunities		\$ 19,139,000		116.5

Scenario 3: Total Reductions of \$28.4M spread out over 3 years with the objective of not increasing the accumulated deficit in each year and eliminating the deficit in the 4th and final year of the MYRP.

	2014-2015 Actuals (\$M)	2015-2016 Rev.Est. Projections (\$M)	2016-2017 Projections (\$M)	2017-2018 Projections (\$M)	2018-2019 Projections (\$M)
Opening Accumulated Surplus / (Deficit)	(7.4)	(15.3)	(14.0)	(14.0)	(14.0)
Total Revenue	1103.3	1070.4	1061.8	1053.3	1054.8
Expenditures	1111.2	1098.5	1069.1	1061.8	1053.3
Board Approved Expenditure Reductions	0.0	(29.4)	0.0	0.0	0.0
Further Expenditure Reductions Required	0.0	0.0	(7.3)	(8.5)	(12.6)
Total Expenditures	1111.2	1069.1	1061.8	1053.3	1040.7
In-Year Surplus / (Deficit)	(7.9)	1.3	0.0	0.0	14.1
Accumulated Surplus / (Deficit)	(15.3)	(14.0)	(14.0)	(14.0)	0.1

Assumptions:

- a) Initial expenditure projections before expenditure reductions in 2016-17 and 2017-18 assume the same level of expenditure as 2015-16
- b) Numbers have been rounded to the nearest hundred thousand
- c) Revenue assumptions for 2016-17-18-19 do not include potential decline in enrolment
- d) Revenue Generation opportunities, i.e. Revised Permit Rates, Parking Fees, etc., will increase 2018-19 Revenues by \$1.5M
- e) TCDSB will strive to attain an unappropriated accumulated surplus balance of approximately 1% by the end of 2019-2020
- f) Occasional Teacher Costs are trending higher than historical average trends and will create cost pressures in the current and future fiscal
- g) Transportation bussing costs are increasing and will create an annual cost pressure of \$4.4M in the 2016-17 and future fiscal years. This additional cost pressure not included in the forecasted expenditures will be accounted for as part of the annual budget planning process.
- h) Cost of movement on the Teachers' Salary Grids for Qualifications & Experience will create cost pressures in future years.
- i) Energy Savings will depend on upon utility rates and seasonal weather fluctuations
- j) The work of School Board Accommodation Review Committees which may lead to school consolidations/closures may generate savings in future fiscal years.

Summary of Potential Transportation Expenditure Reductions

Transportation Expenditure	Number of Students Impacted	Potential Savings	Potential Savings per Student	Potential Risk of Student Loss to TDSB ^{Note 1}	Special Needs or Students Requiring Financial Aid (Vulnerable)	Cumulative Potential Savings	Qualifying (Q) or Non-Qualifying (NQ)
Non-Qualifying EXC	7,226	\$1,009,160	\$140	High		\$1,009,160	NQ
High School EXC (Financial hardship)	630	\$461,790	\$733	High	Yes	\$1,470,950	NQ
Section 23 Transportation	58	\$137,490	\$2,371	Medium		\$1,608,440	NQ
Summer Transit (Math & Language)	632	\$49,296	\$78	Low		\$1,657,736	NQ
Summer School (Special Needs)	358	\$277,875	\$776	Low	Yes	\$1,935,611	NQ
Co-Op Tickets	1,215	\$296,466	\$244	Low		\$2,232,077	Q
Co-Op Tickets (Special Needs)	297	\$179,388	\$604	Low	Yes	\$2,411,465	Q
Eastern Rite Realignment ^{Note 2}	361	\$201,832	\$559	Low		\$2,613,297	Q
Eastern Rite Transportation ^{Note 3}	584	\$201,832	\$346	Low		\$2,815,129	Q
Extended French Tickets	47	\$34,451	\$733	Medium		\$2,849,580	Q
Grand Total:	11,408	2,849,580					

Note 1: Risk calculated based on geographic proximity of student home address to nearby TDSB vs TCDSB schools.

Note 2: Eastern Rite students currently receiving transportation outside of new boundaries

Note 3: All remaining Eastern Rite students not included in re-alignment

	Revised Estimates 2015-16				
	Program Areas	FTE	Salary	Total Benefits	TOTAL SALARY & BENEFITS
	CLASSROOM INSTRUCTION				
1	Classroom Teachers - Other than included elsewhere- Elementary	2,392.00	\$ 213,072,838	\$ 27,662,061	\$ 240,734,900
2	Classroom Teachers - Other than included elsewhere-Secondary	1,645.90	146,612,284	19,033,857	165,646,142
3	Classroom Teachers - French - Extended and Immersion- Elementary	123.50	11,001,043	1,428,204	12,429,248
4	Classroom Teachers - French - Extended and Immersion- Secondary	30.80	2,743,580	356,184	3,099,764
5	Spec Ed. Elementary Teachers	159.50	14,207,825	1,844,523	16,052,348
6	Spec Ed. Secondary Teachers	141.70	12,622,250	1,638,676	14,260,926
7	Continuing Education Summer and Adult day	13.50	1,202,543	156,119	1,358,663
8	Classroom Teachers - Music (Elementary)	123.70	11,018,859	1,430,517	12,449,376
9	Classroom Teachers - Physical Education (Elementary)	158.20	14,092,025	1,829,489	15,921,514
10	Classroom Teachers - French - Core (Elementary)	292.30	26,037,287	3,380,276	29,417,563
11	Classroom Teachers - Other Specialist Teachers (Elementary)	25.00	2,226,932	289,110	2,516,042
12	Classroom Teachers - Student Success Teachers (Secondary)	43.20	3,848,138	499,582	4,347,721
13	Classroom Teachers - Resource Teachers and Other- Elementary	141.50	12,604,434	1,636,364	14,240,798
14	Classroom Teachers - Resource Teachers and Other- Secondary	50.30	4,480,587	581,690	5,062,277
15	Classroom Teachers -Special Education Resource Teachers and Other- Elementary	312.00	27,792,109	3,608,095	31,400,204
16	Classroom Teachers -Special Education Resource Teachers and Other- Secondary	72.70	6,475,918	840,732	7,316,650
17	Classroom Teachers - Care and Treatment and Correctional Facilities- Elementary Spec Ed	8.50	757,157	98,297	855,454
18	Classroom Teachers - Care and Treatment and Correctional Facilities- Secondary Spec Ed	13.00	1,158,005	150,337	1,308,342
	Total Classroom Instruction Staff	5,747.30	\$ 511,953,814	\$ 66,464,116	\$ 578,417,930

	Revised Estimates 2015-16				
	Program Areas	FTE	Salary	Total Benefits	TOTAL SALARY & BENEFITS
	EDUCATION ASSISTANTS AND EARLY CHILDHOOD EDUCATORS				
19	Educational Assistants (General) Elementary	9.80	371,906	131,824	503,731
20	Educational Assistants (General) Secondary	1.00	37,950	13,451	51,401
21	Educational Assistants (General Spec. Ed Elementary	650.10	24,671,057	8,744,790	33,415,847
22	Educational Assistants (General) Spec. Ed Secondary	334.10	12,678,972	4,494,131	17,173,103
23	Early Childhood Educators	390.00	17,777,012	4,639,800	22,416,812
24	Care and Treatment and Correctional Facilities Assistants. Spec Ed - Elementary	4.00	182,328	47,588	229,916
	STUDENT SUPPORT - PROFESSIONALS, PARAPROFESSIONALS AND TECHNICIANS	1,389.00	\$ 55,719,225	\$ 18,071,585	\$ 73,790,810
25	Student Support Staff - Social Services - Elementary	30.50	2,873,664	841,043	3,714,707
26	Student Support Staff - Social Services- Secondary	20.50	1,931,479	565,291	2,496,770
27	Student Support Staff - Social Services- Spec Ed- Elementary	0.40	37,687	11,030	48,717
28	Student Support Staff - Social Services- Spec Education Secondary	0.20	18,844	5,515	24,359
29	Student Support Staff - Child & Youth workers- Elementary	49.50	2,412,169	698,986	3,111,155
30	Student Support Staff - Child & Youth workers- Secondary	33.40	1,627,605	471,639	2,099,244
31	Student Support Staff - Child & Youth workers- Spec Ed- Elementary	57.30	2,792,268	809,129	3,601,397
32	Student Support Staff - Child & Youth workers- Spec Ed- Secondary	37.90	1,846,893	535,183	2,382,076
33	Student Support Staff - Speech Services Elementary	10.40	923,274	270,217	1,193,491
34	Student Support Staff - Speech Services Secondary	7.00	621,435	181,877	803,311
35	Student Support Staff - Speech Services Spec Education - Elementary	12.80	1,136,337	332,575	1,468,912
36	Student Support Staff - Speech Services Spec Education - Secondary	8.60	763,477	223,449	986,926
37	Student Support Staff - Psychological Services Elementary	13.10	1,187,611	347,581	1,535,193
38	Student Support Staff - Psychological Services Secondary	8.80	797,785	233,490	1,031,274
39	Student Support Staff - Psychological Services Spec Education - Elementary	16.20	1,468,649	429,833	1,898,482
40	Student Support Staff - Psychological Services Spec Education - Secondary	10.80	979,099	286,556	1,265,655

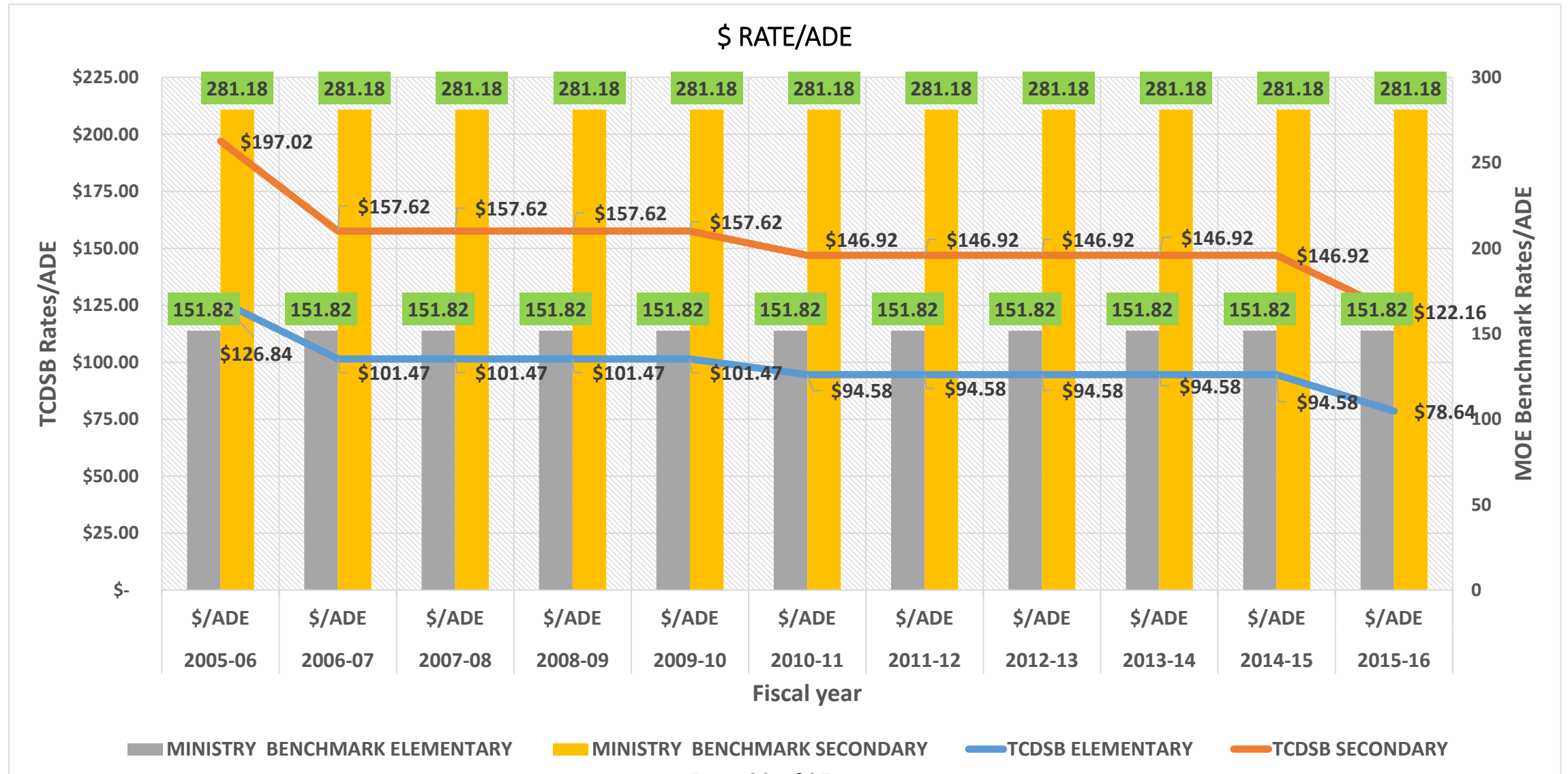
	Revised Estimates 2015-16				
	Program Areas	FTE	Salary	Total Benefits	TOTAL SALARY & BENEFITS
41	Student Support Staff - Attendance Counselling Elementary	0.30	10,663	2,648	13,310
42	Student Support Staff - Attendance Counselling Secondary	0.20	7,108	1,765	8,873
43	Student Support Staff - Attendance Counselling Spec Education Elementary	0.30	10,663	2,648	13,310
44	Student Support Staff - Attendance Counselling Spec Education Secondary	2.00	71,084	17,651	88,734
45	Student Support Staff - Lunchroom or Noon Hour or Bus or Yard Supervision Elementary	419.00	1,364,569	-	1,364,569
46	Student Support Staff - Lunchroom or Noon Hour or Bus or Yard Supervision Secondary	80.00	1,523,897	234,739	1,758,636
47	Student Support Staff - Computer and Other Technical Services Elementary	19.00	675,294	167,682	842,976
48	Student Support Staff - Computer and Other Technical Services Secondary	26.90	956,074	237,403	1,193,477
49	Student Support Staff - Computer and Other Technical Services Spec Education Elementary	2.00	71,084	17,651	88,734
50	Student Support Staff - Computer and Other Technical Services Spec Education Secondary	1.00	35,542	8,825	44,367
51	Student Support Staff - Other Prof and Paraprof, - Elementary	162.30	5,768,434	1,432,358	7,200,792
52	Student Support Staff - Other Prof and Paraprof, Teachers or Teacher Assistants- Secondary	84.70	3,010,390	747,509	3,757,899
53	Student Support Staff - Other Prof and Paraprof, Spec Education Elementary	2.00	71,084	17,651	88,734
54	Student Support Staff - Other Prof and Paraprof, Spec Education Secondary	1.00	35,542	8,825	44,367
55	Student Support Staff - Other Prof and Paraprof, Teachers or Teacher Assistants- Continuing Education	251.20	17,931,298	3,040,000	20,971,298
	Total	1,369.30	\$ 52,961,000	\$ 12,180,748	\$ 65,141,748

	Revised Estimates 2015-16				
	Program Areas	FTE	Salary	Total Benefits	TOTAL SALARY & BENEFITS
	LIBRARY AND GUIDANCE				
56	Library and Guidance Staff - Library Teachers Secondary	27.20	1,764,222	300,888	2,065,110
57	Library and Guidance Staff - Guidance Teachers- Elementary	12.00	778,333	132,745	911,078
58	Library and Guidance Staff - Guidance Teachers- Secondary	72.80	4,721,888	805,319	5,527,207
59	Library and Guidance Staff - Library technicians	111.00	7,199,581	1,227,890	8,427,472
	Total	223.00	\$ 14,464,024	\$ 2,466,843	\$ 16,930,867
	SCHOOL ADMINISTRATION				
60	School Administration Staff - Principals (Administrative Time) Elementary	167.00	19,907,570	2,502,541	22,410,111
61	School Administration Staff - Principals (Administrative Time) Secondary	34.00	4,053,038	509,499	4,562,537
62	School Administration Staff - Vice-Principals (Administrative Time) Elementary	42.50	5,066,298	636,874	5,703,172
63	School Administration Staff - Vice-Principals (Administrative Time) Secondary	62.00	7,390,834	929,087	8,319,921
64	School Administration Staff - Principals (Administrative Time) Spec Education - Elementary	1.00	119,207	14,985	134,192
65	School Administration Staff - Vice-Principals (Administrative Time) Spec Education - Elementary	0.50	59,604	7,493	67,096
66	School Administration Staff - Principals (Administrative Time) Continuing education	0.50	59,604	7,493	67,096
67	School Administration Staff - Vice-Principals (Administrative Time) Continuing education	0.50	59,604	7,493	67,096
	Total	308.00	\$ 36,715,757	\$ 4,615,465	\$ 41,331,222
68	School Administration Staff - Clerical and Secretarial Elementary	213.30	10,056,190	2,903,336	12,959,527
69	School Administration Staff - Clerical and Secretarial- Secondary	143.00	6,741,844	1,946,447	8,688,290
	Total	356.30	\$ 16,798,034	\$ 4,849,783	\$ 21,647,817
	Resource Teachers				
70	Staff - Resource Teachers Elementary	21.00	1,712,340	439,105	2,151,445
71	Staff - Resource Teachers Secondary	20.50	1,671,570	428,650	2,100,220
72	Staff - Resource Teachers Continuing Education	2.50	203,850	52,274	256,124
73	Staff - Resource Teachers Clerical and Secretarial	9.00	733,860	188,188	922,048
	Total	53.00	\$ 4,321,620	\$ 1,108,217	\$ 5,429,837

	Revised Estimates 2015-16 Program Areas	FTE	Salary	Total Benefits	TOTAL SALARY & BENEFITS
	Total Staffing - Instruction	9,445.90	\$ 692,933,474	\$ 109,756,757	\$ 802,690,231
	ADMINISTRATION AND GOVERNANCE				
74	Admin & Govern Staff - Trustees	14.00	256,702	10,698	267,400
75	Admin & Govern Staff - Directors and Supervisory Officers	18.00	2,832,951	906,544	3,739,495
76	Admin & Govern Staff - Directors Office Managerial	3.00	232,069	66,673	298,742
77	Admin & Govern Staff - Directors Office Clerical and Admin	9.00	370,755	106,518	477,273
78	Admin & Govern Staff - Finance Managerial	8.00	742,937	213,446	956,383
79	Admin & Govern Staff - Finance Clerical and Admin	13.00	953,471	273,932	1,227,403
80	Admin & Govern Staff - Procurement Managerial	2.00	180,918	51,978	232,896
81	Admin & Govern Staff - Procurement Clerical and Admin	5.00	273,478	78,570	352,048
82	Admin & Govern Staff - Human Resource Administration - Managerial /Professional	24.00	2,025,401	581,898	2,607,299
83	Admin & Govern Staff - Human Resource Administration - Clerical and Secretarial	26.00	1,152,949	331,242	1,484,191
84	Admin & Govern Staff - Payroll Administration- Managerial and Professional	5.00	571,926	164,314	736,240
85	Admin & Govern Staff - Payroll Administration- Clerical and Secretarial	10.00	530,488	152,409	682,897
86	Admin & Govern Staff - Administration, Other Support and Non-staff- Managerial and Professional	14.00	2,285,188	657,610	2,942,798
87	Admin & Govern Staff - Administration, Other Support and Non-staff- Clerical and administration	20.00	1,446,301	415,522	1,861,823
88	Admin & Govern Staff - Information Technology Administration- Managerial and Professional	13.00	1,312,726	377,146	1,689,872
89	Admin & Govern Staff - Information Technology Administration- Clerical and Administration	5.70	393,593	113,079	506,672
	Total	189.70	\$ 15,561,853	\$ 4,501,580	\$ 20,063,433
	PUPIL TRANSPORTATION				
90	Pupil Transportation Staff - Managerial or Professional	5.50	487,322	136,937	624,259
91	Pupil Transportation Staff - Clerical and Secretarial	7.00	439,568	106,346	545,914
	Total Transportation	12.50	\$ 926,890	\$ 243,283	\$ 1,170,173

	Revised Estimates 2015-16 Program Areas	FTE	Salary	Total Benefits	TOTAL SALARY & BENEFITS
	SCHOOL OPERATIONS				
92	School Operations Staff - Managerial or Professional	50.00	3,404,882	1,110,418	4,515,300
93	School Operations Staff - Clerical and Secretarial	21.30	587,906	191,652	779,558
94	School Operations Staff - Custodial Elementary	413.30	19,078,987	7,268,106	26,347,093
95	School Operations Staff - Custodial Secondary	193.80	8,946,304	3,408,079	12,354,383
96	School Operations Staff - Maintenance - Elementary	47.90	2,211,187	842,348	3,053,534
97	School Operations Staff - Maintenance - Secondary	23.10	1,066,355	406,226	1,472,581
98	Other Non-operating - All staff	66.50	3,069,810	1,169,439	4,239,249
	Total Admin., Trans. & School Ops. Staffing	815.90	\$ 38,365,431	\$ 14,396,267	\$ 52,761,698
	Total Staffing Categories	10,464.00	\$ 747,787,648	\$ 128,897,887	\$ 876,685,535

School Block Budget Yearly Rate/ADE



TORONTO CATHOLIC DISTRICT SCHOOL BOARD		
Programs or Staffing Cost Pressures not fully funded by GSNs		
Description	FTE 2015-16	Estimated 2015-16 Cost NFF/UF
Programs Not Fully Funded (NFF)		
International Languages	24.0	\$ 1,401,888
Resource Teachers (Elem & Sec)	15.0	1,576,380
French Immersion Programs	9.0	900,000
Small Schools Cost Pressures *	90.1	9,008,438
Special Education Short fall	155.9	15,592,545
Transportation		9,128,047
Sub Total	294.0	\$ 37,607,298
Programs Unfunded (UF)		
5th Block Program Teachers	31.0	3,101,798
Chaplaincy	24.8	2,518,093
Secondary Student Supervisors	80.0	1,752,000
Sub Total	135.8	\$ 7,371,891
Total Programs Not Fully Funded/Unfunded	429.8	\$ 44,979,189
* Includes but is not limited to Msgr. Fraser Under 21 Day school Program and Elementary Teacher Prep-Time & Specialty Teachers		

2015-16 ESTIMATES COMPARTIVE ELEMENTARY TEACHER STAFFING (Including Library Technicians)

ENROLMENT	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB	Provincial Totals	GTA
Elem Pupils of the Boards, Other Pupils & Over 21 Pupils ADE	172,135.0	47,164.0	84,174.0	113,411.0	60,027.5	37,085.9	49,510.0	14,319.0	1,358,412.0	665,885.4
Sec Pup of the Board, Other pupils, High Credit & Over 21 ADE	73,037.3	20,945.6	38,107.5	41,129.1	29,488.0	18,147.3	31,820.2	6,712.0	616,769.4	292,493.9
Total Elem & Sec Pupils, Other pupils, High Credit&Over 21 Pupils	245,172.3	68,109.6	122,281.5	154,540.1	89,515.5	55,233.1	81,330.2	21,031.0	1,975,181.4	958,379.3

STAFF PER 1000 ADE - 2015-16 ESTIMATES COMPARTIVE ELEMENTARY TEACHER STAFFING STAFF (Incl. Library Technicians)

CLASSROOM , LIBRARY AND GUIDANCE TEACHERS PER 1000 PUPILS ADE	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB	Provincial Totals	GTA	FTE # of TCDSB Staff (under)/Over Provincial Average	FTE # TCDSB Staff (Under)/Over GTA Boards	FTE # TCDSB Staff (Under)/Over TDSB Board
Classroom Specialist (Prep-Time) Music, French Core, Physical Ed, Etc. *	7.5	8.2	7.7	7.0	9.9	9.3	9.1	-	6.6	7.6	197.09	136.89	142.21
Classroom Teachers - Resource Teachers and Other	0.7	0.4	3.5	0.6	2.4	0.9	2.7	-	1.3	1.5	64.56	54.32	102.44
Total Classroom Teachers	50.9	50.7	51.7	52.4	54.0	53.5	53.7	53.6	53.3	52.5	37.77	89.33	183.68
Total Library & Guidance Teachers & Library Technicians	1.6	1.5	1.2	1.4	2.0	1.4	0.8	1.5	1.0	1.2	64.84	50.24	26.28
TOTAL REGULAR CLASSROOM, LIBRARY AND GUIDANCE TEACHERS p	52.5	52.2	53.0	53.8	56.0	54.9	54.5	55.1	54.3	53.7	102.60	139.57	209.96

NOTE

*- Specialist Classroom Teachers (Preparation Time Teachers) for TCDSB is the greater than the GTA and Provincial average

2015-16 ESTIMATES COMPARTIVE SECONDARY TEACHER STAFFING

ENROLMENT	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB
Elem Pupils of the Boards, Other Pupils & Over 21 Pupils ADE	172,135.0	47,164.0	84,174.0	113,411.0	60,027.5	37,085.9	49,510.0	14,319.0
Sec Pup of the Board, Other pupils, High Credit & Over 21 ADE	73,037.3	20,945.6	38,107.5	41,129.1	29,488.0	18,147.3	31,820.2	6,712.0
Total Elem & Sec Pupils, Other pupils, High Credit&Over 21 Pupils	245,172.3	68,109.6	122,281.5	154,540.1	89,515.5	55,233.1	81,330.2	21,031.0

Provincial Totals	GTA
1,358,412.0	665,885.4
616,769.4	292,493.9
1,975,181.4	958,379.3

STAFF PER 1000 ADE - 2015-16 ESTIMATES COMPARTIVE SECONDARY TEACHER STAFFING STAFF

CLASSROOM , LIBRARY AND GUIDANCE TEACHERS PER 1000 PUPILS ADE	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB
Total Secondary Classroom & Resource Teachers *	55.1	58.2	53.7	57.1	60.0	58.4	60.9	61.3
Total Library and Guidance Teachers	4.0	3.7	3.7	3.7	3.4	3.5	3.2	4.0
TOTAL SECONDARY REGULAR CLASSROOM, LIBRARY & GUIDANCE T	59.1	61.9	57.4	60.8	63.4	61.9	64.1	65.3

Provincial Totals	GTA	FTE # of TCDSB Staff (under)/Over Provincial Average	FTE # TCDSB Staff (Under)/Over GTA Boards	FTE # TCDSB Staff (Under)/Over TDSB Board
59.3	58.1	19.38	56.07	144.36
3.5	3.5	(3.60)	(4.55)	(17.49)
62.8	61.6	15.78	51.52	126.87

*- Secondary Classroom and Resource teachers for TCDSB are greater than the the GTA and the Provincial averages

2015-16 ESTIMATES COMPARATIVE STAFFING SPECIAL EDUCATION STAFF (SPEC. ED. TEACHERS, TEACHER ASSISTANTS, SOCIAL, CYW'S, SPEECH, PSYCH., ETC.)

ENROLMENT	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB	Provincial Totals	GTA
Elem Pupils of the Boards, Other Pupils & Over 21 Pupils ADE	172,135.0	47,164.0	84,174.0	113,411.0	60,027.5	37,085.9	49,510.0	14,319.0	1,358,412.0	665,885.4
Sec Pup of the Board, Other pupils, High Credit & Over 21 ADE	73,037.3	20,945.6	38,107.5	41,129.1	29,488.0	18,147.3	31,820.2	6,712.0	616,769.4	292,493.9
Total Elem & Sec Pupils, Other pupils, High Credit&Over 21 Pupils	245,172.3	68,109.6	122,281.5	154,540.1	89,515.5	55,233.1	81,330.2	21,031.0	1,975,181.4	958,379.3

STAFF PER 1000 ADE - ELEMENTARY AND SECONDARY SPECIAL

ELEMENTARY CLASSROOM TEACHERS PER 1000 ELEMENTARY PUPILS ADE	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB	Provincial Totals	GTA	FTE # of TCDSB Staff (under)/Over Provincial	FTE # TCDSB Staff (Under)/Over GTA Boards	FTE # TCDSB Staff (Under)/Over TDSB Board
Total Classroom Teachers Elementar Special Ed.	9.8	7.4	9.2	6.9	8.0	6.5	6.3	3.8	7.2	7.9	44.82	8.03	(106.38)
Total Secondary Special Ed. Classroom Teachers	7.9	7.9	9.3	6.5	7.7	5.6	4.7	2.7	6.8	7.1	27.84	19.13	(6.57)
Total Elementary and Secondary Special Education Teachers	17.7	15.3	18.4	13.5	15.7	12.1	11.0	6.5	14.0	14.9	72.66	27.16	(112.94)

OTHER SPECIAL EDUCATION STAFF (ED. ASSISTANTS, SOCIAL, CYW'S, SPEECH, PSYCH SERVICES, ETC.) PER 1000 TOTAL PUPILS

Total Education Assistants	7.8	12.7	11.1	11.1	11.2	9.7	7.5	13.1	11.8	10.2	(58.86)	82.50	304.52
Student Support Staff - Social Services	0.5	0.3	-	0.4	0.6	-	0.5	0.8	0.4	0.4	19.55	17.38	6.14
Student Support Staff - Child & Youth workers	1.5	-	0.1	0.0	2.0	0.6	1.4	0.2	0.7	0.8	119.34	103.90	45.05
Student Support Staff - Speech Services	0.3	0.6	0.4	0.3	0.4	0.3	0.5	0.5	0.4	0.4	4.96	6.00	10.87
Student Support Staff - Psychological Services	0.6	0.4	0.4	0.4	0.5	0.4	0.5	0.4	0.4	0.4	16.45	8.76	(0.83)
Student Support Staff - Attendance Counselling	0.0	0.0	0.2	-	0.0	0.1	-	-	0.1	0.0	(8.09)	(1.01)	(1.58)
Total Social, CYW's, Speech, Psych., *	2.9	1.3	1.0	1.1	3.6	1.3	2.9	1.9	1.9	2.1	152.22	135.02	59.66
Total Special Education	28.4	29.3	30.6	25.6	30.4	23.1	21.4	21.4	27.7	27.2	166.02	244.68	251.23

SUMMARY OF SPECIAL ED REVENUES AND EXPENSES AS AT 2015-16 ESTIMATES

Total Special Education Grant Allocation	330,588,364	95,328,998	153,286,281	192,540,679	121,344,635	70,923,817	96,404,371	27,317,567	2,695,184,665	1,250,353,505
Foundation Transfer for Self Contained Classrooms	86,027,855	12,951,870	34,174,439	15,913,714	5,114,954	4,337,544	7,952,801	0	258,959,898	175,823,331
Total Special Ed Grant & Foundation Transfer	416,616,219	108,280,868	187,460,720	208,454,393	126,459,589	75,261,361	104,357,172	27,317,567	2,954,144,563	1,426,176,836
Special Education Self-Contained Classes ADE	16,620	2,470	6,797	3,005	960	880	1,559	-	49,706	34,221
Total Elem & Secondary Spec. Ed Expenses	434,186,398	110,134,180	203,549,100	218,789,446	141,993,803	80,324,800	105,753,268	27,953,621	3,124,996,682	1,509,257,699
Spec Ed Surplus/(Deficit) Before HNA moved to MOV	(14,963,010)	(1,809,530)	(18,073,203)	(21,052,072)	(11,904,259)	(4,422,190)	(6,278,648)	(2,392,830)		
Revenue Gain/(Loss) due to Reallocated HNA to MOV	(2,607,169)	(43,782)	1,984,823	10,717,019	(3,629,955)	(641,249)	4,882,553	1,756,775		
2015-16 Spec. Ed Surplus/(Deficit) at 15-16 Estimates	(17,570,179)	(1,853,312)	(16,088,380)	(10,335,053)	(15,534,214)	(5,063,439)	(1,396,096)	(636,054)	(170,852,119)	(83,080,863)

Note

* -The Total Student Support staff Social Worker, Speech and Psychological Services is greater than the Provincial and GTA Averages

OTHER SCHOOL BASED AND ADMINISTRATIVE SUPPORT STAFF

ENROLMENT	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB
Elem Pupils of the Boards, Other Pupils & Over 21 Pupils ADE	172,135.0	47,164.0	84,174.0	113,411.0	60,027.5	37,085.9	49,510.0	14,319.0
Sec Pup of the Board, Other pupils, High Credit & Over 21 ADE	73,037.3	20,945.6	38,107.5	41,129.1	29,488.0	18,147.3	31,820.2	6,712.0
Total Elem & Sec Pupils, Other pupils, High Credit&Over 21 Pupils	245,172.3	68,109.6	122,281.5	154,540.1	89,515.5	55,233.1	81,330.2	21,031.0

Provincial Totals	GTA
1,358,412.0	665,885.4
616,769.4	292,493.9
1,975,181.4	958,379.3

STAFF PER 1000 ADE - ELEMENTARY AND SECONDARY SECONDARY STUENT

2015-16 ESTIMATES PROVINCIAL DATA - Comparison of Staffing Per 1000 Pupils (ADE)	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB
Secondary Student Supervisor, (Lunchroom, NoonHour, Bus or Yard Supervision	1.3	-	0.0	0.5	2.7	-	1.1	4.0

Provincial Totals	GTA
0.6	0.9

FTE # of TCDSB Staff (under)/Over Provincial	FTE # TCDSB Staff (Under)/Over GTA Boards	FTE # TCDSB Staff (Under)/Over TDSB Board
63.68	54.32	42.13

Elementary Vice Principals	1.1	1.4	1.2	1.5	0.7	0.5	1.1	0.7
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1.0	1.1
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(14.13)	(23.97)	(20.04)
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2015-16 ESTIMATES COMPARITIVE STAFFING STAFF PER 1000 ADE AND STAFF PER 1000 T4S ISSUED OTHER SCHOOL BOARDS FOR BOARD ADMIN., SCHOOL OPERATIONS, TRANSPORTATION AND OTHER STAFF

2015-16 ESTIMATES PROVINCIAL DATA - Comparison of Staffing Per 1000 Pupils (ADE) and HR and Payroll per 1000 T4's issued	Toronto DSB	Durham DSB	York Region DSB	Peel DSB	Halton DSB	Toronto Catholic DSB	York Catholic DSB	Dufferin-Peel Catholic DSB	Durham Catholic DSB	Halton Catholic DSB	Provincial Totals	10 GTA Boards Totals	FTE # of TCDSB Staff (under)/Over Provincial Average	FTE # TCDSB Staff (Under)/Over 10 GTA Boards	FTE # TCDSB Staff (Under)/Over TDSB Board
ADE Enrolment Estimates	243,268	68,042	121,076	154,260	61,646	88,075	54,960	81,228	21,018	32,372	1,954,132	925,943.5	1,954,132	925,943	243,268
Number of T4 slips issued by Board basis of funding Payroll & HR	47,227	12,050	20,716	26,274	10,626	16,507	11,900	13,137	3,750	4,494	369,224	166,681.0	369,224	166,681	47,227
Admin & Govern Staff - Trustees	0.09	0.21	0.10	0.08	0.18	0.16	0.22	0.16	0.38	0.28	0.38	0.14	(19.85)	1.92	6.03
Admin & Govern Staff - Directors and Supervisory Officers	0.19	0.18	0.19	0.19	0.19	0.20	0.22	0.23	0.43	0.34	0.28	0.21	(6.57)	(0.36)	0.98
Admin & Govern Staff - Directors Office	-	-	-	-	-	-	-	-	-	-	0.00	-	(0.05)	-	-
Admin & Govern Staff - Directors Office	-	0.18	0.06	-	0.02	0.03	0.04	-	0.19	0.09	0.04	0.03	(0.68)	(0.04)	3.00
Admin & Govern Staff - Directors Office	0.21	-	0.06	0.21	0.10	0.10	0.18	0.25	-	0.43	0.20	0.16	(8.74)	(5.06)	(9.10)
Admin & Govern Staff - Directors Office	0.21	0.18	0.11	0.21	0.11	0.14	0.22	0.25	0.19	0.53	0.24	0.19	(9.46)	(5.10)	(6.10)
Admin & Govern Staff - Finance	0.18	0.29	0.32	0.22	0.24	0.24	0.30	0.28	0.29	0.31	0.35	0.25	(10.24)	(0.79)	4.89
Admin & Govern Staff - Finance - Capital Planning Capacity-related	-	-	0.01	-	-	-	0.05	-	-	-	0.01	0.00	(0.83)	(0.33)	-
Admin & Govern Staff - Procurement	0.09	0.09	0.14	0.06	0.08	0.08	0.11	0.11	0.10	0.09	0.13	0.09	(4.26)	(1.28)	(1.33)
Admin & Govern Staff - Human Resource Administration (Per1000 T4 issued)	4.32	2.59	3.07	3.06	2.35	3.03	3.06	4.03	3.20	3.78	3.22	3.44	(3.18)	(6.73)	(21.37)
Admin & Govern Staff - Payroll Administration (Per 1000 T4 issued)	0.91	1.00	0.87	0.48	0.85	0.91	0.42	0.76	1.07	1.11	1.14	0.80	(3.80)	1.78	(0.03)
Admin & Govern Staff - Administration, Other Support and Non-staff	0.77	0.24	0.61	0.46	0.36	0.39	0.34	0.28	0.52	0.80	0.47	0.52	(7.01)	(12.01)	(33.49)
Admin & Govern Staff - Information Technology Administration	0.07	0.31	0.17	0.30	0.15	0.21	0.07	0.26	0.29	0.28	0.22	0.19	(1.08)	2.18	12.55
Admin & Govern Staff - Other	-	-	-	0.01	-	-	0.09	-	0.24	0.43	0.08	0.03	(7.14)	(2.38)	-
Total Board Administration Staff incl (Trustees & Supervisory Officers) *	6.84	5.08	5.60	5.07	4.52	5.35	5.10	6.37	6.69	7.95	6.53	5.86	(73.42)	(23.10)	(37.87)
Pupil Transportation Staff - Managerial or Professional	0.03	-	0.03	0.03	-	0.06	0.27	0.04	0.05	0.06	0.05	0.05	1.35	1.46	2.97
Pupil Transportation Staff - Managerial or Professional	0.03	-	0.03	0.03	-	0.06	0.27	0.04	0.05	0.06	0.05	0.05	1.35	1.46	2.97
Pupil Transportation Staff - Clerical and Secretarial	0.04	-	0.01	0.00	-	0.08	0.02	0.07	0.10	-	0.04	0.03	3.21	4.38	3.38
Pupil Transportation Staff - Technical and Specialized or Bus Drivers	0.10	-	-	-	-	-	-	-	-	-	0.03	0.03	(2.38)	(2.38)	(9.05)
Pupil Transportation Staff - Transportation Assistants	-	-	-	0.05	-	-	-	-	0.05	-	0.01	0.01	(0.45)	(0.76)	-
Total Transportation Staff	0.17	-	0.04	0.08	-	0.14	0.29	0.11	0.19	0.06	0.12	0.11	1.73	2.70	(2.71)
School Operations Staff - Managerial or Professional	0.43	0.46	0.58	0.30	0.34	0.57	0.31	0.27	0.29	0.31	0.46	0.41	9.78	13.95	11.98
School Operations Staff - Clerical and Secretarial	0.92	0.18	0.10	0.17	0.28	0.24	0.18	0.18	0.10	0.03	0.32	0.37	(6.59)	(11.16)	(60.16)
School Operations Staff - Custodial Staff	8.73	6.57	8.54	7.32	4.82	6.89	8.08	7.62	7.95	3.74	7.73	7.55	(73.82)	(57.70)	(161.71)
School Operations Staff - Maintenance	2.08	0.60	0.43	0.44	0.47	0.81	0.45	1.02	0.76	0.99	1.05	1.00	(21.07)	(16.84)	(112.38)
Total School Operations Staff	12.17	7.81	9.65	8.24	5.90	8.51	9.02	9.10	9.09	5.07	9.55	9.32	(91.70)	(71.76)	(322.26)
Total Brd Admin, Transportation & School Op Staff	19.18	12.88	15.28	13.39	10.43	14.00	14.41	15.58	15.97	13.08	16.20	15.29	(163.39)	(92.16)	(362.83)

Note

*- TCDSB Board Administration staffing ratios per 1000 shows that board administration staff is at 5.35 which is below the Provincial ratio of 6.53 by -1.18 and the GTA ratio of 5.87 by -0.51

TORONTO CATHOLIC DISTRICT SCHOOL BOARD
SPECIAL EDUCATION REVISED BUDGET & GRANT ANALYSIS
2015-16

REVENUES	2011-12 Actuals	2012-13 Actuals	2013-14 Actuals	2014-15 Actuals	2015-16 Revised Estimates	
Special Education Per Pupil Amount (SEPPA)	59,296,057	58,646,949	57,661,145	63,163,303	62,899,043	
High Needs Amount (HNA)	51,980,968	51,759,436	51,465,328	52,314,728	49,793,637	
Special Incidence Portion (SIP)	2,261,712	2,580,241	2,473,497	2,140,937	2,140,937	
Special Education Equipment Amount (SEA)	5,417,056	4,064,381	5,092,036	3,223,305	3,210,425	
Section 23 Facilities Amount	2,646,323	2,252,924	2,681,014	2,644,778	2,685,682	
Self Contained Transfer from Foundation and Q&E	7,944,997	8,235,984	7,839,311	5,033,954	5,137,440	
Behaviour Expertise Amount	323,942	324,228	321,219	335,218	334,094	
TOTAL REVENUE	129,871,055	127,864,143	127,533,550	128,856,223	126,201,258	

**TORONTO CATHOLIC DISTRICT SCHOOL BOARD
SPECIAL EDUCATION REVISED BUDGET & GRANT ANALYSIS**

EXPENSE	2011-12 Actuals	2012-13 Actuals	2013-14 Actuals	2014-15 Actuals	2015-16 Revised Estimates	FTE
ELEMENTARY						
Classroom Teachers	41,155,862	39,568,315	40,562,321	41,081,393	38,537,289	471.50
Occassional Teachers	1,788,372	1,436,073	1,361,693	1,624,490	1,361,693	
Education Assistants	28,281,358	26,264,085	25,145,973	29,840,050	25,211,965	650.10
Professional & Paraprofessionals	7,347,890	7,565,538	7,614,093	6,041,417	6,888,564	91.00
Benefits for staff above	15,307,680	15,275,180	16,101,358	14,728,450	15,126,117	
Staff Development	274,878	381,532	493,616	121,962	305,320	
Special Education Equipment (SEA)	1,756,610	1,122,380	2,087,751	2,131,471	4,999,447	
Instructional Supplies & Services	850,770	667,366	725,469	547,274	523,003	
Fees & Contractual Services	3,489,806	3,791,090	3,075,786	2,825,297	639,806	
TOTAL ELEMENTARY	100,253,226	96,071,559	97,168,060	98,941,804	93,593,204	1,212.60
SECONDARY						
Classroom Teachers	19,412,404	21,250,516	21,192,720	20,947,155	18,061,866	214.40
Occassional Teachers	939,122	1,079,187	590,402	630,841	590,402	
Education Assistants	14,581,471	14,318,903	14,426,861	13,792,310	14,475,527	334.10
Professional & Paraprofessionals	3,341,992	3,548,509	3,707,981	4,883,453	2,717,403	61.50
Benefits for staff above	7,441,880	6,860,911	7,239,264	8,287,292	8,049,260	
Staff Development	7,373	4,737	4,943	3,138	6,812	
Special Education Equipment (SEA)	12,565	1,288	11,136	99,706	1,030,074	
Instructional Supplies & Services	220,758	103,313	24,937	1,405	220,758	
Fees & Contractual Services	26,400	133,733	7,491		26,400	
TOTAL SECONDARY	45,983,965	47,301,097	47,205,735	48,645,300	45,178,502	610.00
Program Cordination	482,672	173,435	657,649	690,020	0	
SECTION 23 PROGRAMS						
Principals & VPs	266,058	455,346	138,969	183,486	233,186	1.50
Classroom Teachers	2,130,919	1,957,744	2,070,568	2,162,453	2,185,998	21.50
Ed. Assistants	182,866	176,137	166,750	221,404	195,424	4.00
Supplies	66,480	26,412	62,935	77,435	73,395	
TOTAL SECTION 23 PROGRAMS	2,646,323	2,615,639	2,439,222	2,644,778	2,688,003	27.00

TORONTO CATHOLIC DISTRICT SCHOOL BOARD SPECIAL EDUCATION REVISED BUDGET & GRANT ANALYSIS						
BEHAVIOURAL EXPERTISE PROGRAMS						
Salaries and Benefits	432,550	452,937	388,702	366,788	334,094	
TOTAL BEHAVIOURAL PROGRAMS	432,550	452,937	388,702	366,788	334,094	
TOTAL SPECIAL EDUCATION EXPENSE /FTE	149,798,736	146,614,667	147,859,368	151,288,690	141,793,803	1,849.60
TOTAL REVENUES	129,871,055	127,864,143	127,533,550	128,856,223	126,201,258	
SURPLUS / (DEFICIT)	(19,927,681)	(18,750,524)	(20,325,818)	(22,432,467)	(15,592,545)	
Contracted CYW's (Included in Prof & Para Prof. Costs Above)	2011-12 Actual	2012-13 Actual	2013-14 Actual	2014-15 Actual	2015-16 Revised Estimates	
Bartimaeus Inc.	301,294	267,705	341,384	392,842	25,000	
Williams, Marijan & Associates	2,012,842	1,965,501	1,205,350	1,147,782	200,000	
Beyond Support Services Inc.	512,990	1,154,497	783,113	644,409	175,000	
	2,827,126	3,387,703	2,329,847	2,185,032	400,000	



REPORT TO

STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

INFORMATION UPDATE FOR BUDGET PURPOSES

“And they were filled with the Holy Spirit and began speaking in different tongues, as the Spirit enabled them to proclaim.”

(Acts 2:4)

Created, Draft	First Tabling	Review
May 4, 2016	May 5, 2016	Click here to enter a date.
P. De Cock, Comptroller of Business Services & Finance		
INFORMATION REPORT		

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity.



G. Poole

Associate Director of Academic Affairs

A. Sangiorgio

Associate Director of Planning and Facilities

C. Jackson

Executive Superintendent of Business Services and Chief Financial Officer

Angela Gauthier

Director of Education

A. EXECUTIVE SUMMARY

This report provides additional information for the Board of Trustees (Appendix A). Ongoing analyses of the Occasional Teacher costs due to short-term staff absenteeism has created a significant impact upon the required reductions to be considered in order to balance the 2016-17 budget in-year.

B. PURPOSE

1. The update concerning the Occasional Teacher costs in the 2015-16 and the resulting change to the forecasted year-end will create an impact to the 2016-17 budget by altering the opening balance of the Accumulated Deficit. In addition, this cost pressure will require an increase to the 2016-17 expenditure budget for Occasional Teachers. This impact must be recovered by either exploring additional expenditure reductions or revenue generating opportunities. The additional information is intended to inform the Board of Trustees.

C. BACKGROUND

1. Ongoing monitoring and financial reporting has occurred to the Board of Trustees regarding the TCDSB's 2015-16 financial status. Since October 2015, the costs associated with short-term teaching staff absenteeism has consistently been trending upwards. This upward trend is forecasted to create a budget pressure in 2015-16 which creates an impact in-year and in the 2016-17 fiscal year.

D. EVIDENCE/RESEARCH/ANALYSIS

1. Monthly financial reports and analyses of the 2015-16 fiscal year have estimated incremental cost pressures of \$7.0M. Further, there is a total of \$8.6M to be considered as part of the 2016-17 Expenditure budget estimates (Appendix A). The projected increase to expenditures of \$4.4M in Transportation costs and \$8.6M in Occasional Teacher costs create an additional cost pressure of \$13.0M. This incremental cost pressure of \$13.0M in addition to the 2016-17 required expenditure reduction of \$7.3M

amounts to a revised total expenditure reduction required in the amount of \$20.3M.

2. The comparative analysis of Occasional Teacher costs and three forecasted scenarios appear in Appendix B. The forecasted cost pressure in excess of the 2015-16 budget may be in the range of \$5M - \$9M.

E. METRICS AND ACCOUNTABILITY

1. Monitoring of Occasional Teacher costs and financial reporting to the Board of Trustees will continue to occur as required.

F. CONCLUDING STATEMENT

That the Board of Trustees include this additional information as part of the 2016-17 budget decision-making process.

TORONTO CATHOLIC DISTRICT SCHOOL BOARD

Summary of Changes from Multi-year Recovery Plan (MYRP) to 2016-17 Budget Estimates

<u>PART A</u>	<u>(\$-'000,000)</u>
2016-17 Required Expenditure Reductions per MYRP	7.3
Increase in 2016-17 Transportation Costs per awarded RFP	4.4
Increase in Occasional Teacher Costs per Highest Cost Scenario	8.6
TOTAL - Incremental 2016-17 Cost Pressures	20.3

<u>PART B</u>	<u>(\$-'000,000)</u>
2015-16 Accumulated Deficit as at 31 AUG 2016 per Revised Estimates	(15.3)
2015-16 In-Year Additional Deficit Estimate due to Occasional Teacher Costs (calculated at the Mid-Range) to be addressed in Year 4 of MYRP	(7.0)
ADJUSTED 2015-16 Accumulated Deficit Estimate as at 31 AUG 2016	(22.3)

* Estimates subject to change due to Actual Costs in 2015-16 and final Budget Calculations in 2016-17.

TORONTO CATHOLIC DISTRICT SCHOOL BOARD							
Comparative Analysis of Occasional Teacher Costs							
		YTD Budget As At	YTD Actuals	YTD Variance	Annual Budget	Year End Forecast	Variance Forecast
FISCAL YEAR		Apr 2016	Apr 2016	Apr 2016	2016	Aug 2016	Aug 2016
2015-16 Min	Total	13,674,728	21,153,026	(7,478,298)	20,512,092	25,512,092	(5,000,000)
2015-16 Mid	Total	13,674,728	21,153,026	(7,478,298)	20,512,092	27,512,092	(7,000,000)
2015-16 Max	Total	13,674,728	21,153,026	(7,478,298)	20,512,092	29,129,215	(8,617,123)
ASSUMPTIONS USED IN EACH FORECAST SCENARIO:							
2015-16 Min	Occasional Teacher Projected Costs are calculated on the actuals for the same period (May and June) of 2013-14						
2015-16 Mid	Occasional Teachers Projected Costs are based on the trend of the last few months of the current year (Oct, Nov, Jan, Feb). These months are full school months without holidays.						
2015-16 Max	Occasional Teachers Projected Costs are based on the average trend of the 2012-13 year wherein the last three months have the highest sick day usage.						