



REPORT TO

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

REVIEW OF COMPENSATION FOR ELEMENTARY LUNCH TIME SUPERVISORS

They said, “An Egyptian helped us against the shepherds; he even drew water for us and watered the flock.” Exodus 2:19

Please use the “New Revised Standard Version Catholic Edition” from <https://www.biblegateway.com/> for Bible quotes.

Created, Draft	First Tabling	Review
February 15, 2019	March 7, 2019	Click here to enter a date.

Adrian Della Mora – Executive Superintendent of Education – Human Resources & Employee Relations

Paul De Cock – Comptroller of Business Services

INFORMATION REPORT

Vision:

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

Mission:

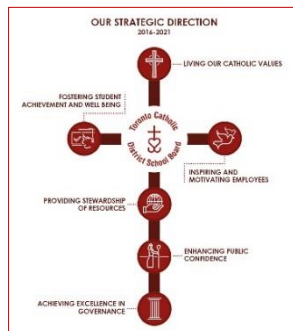
The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.

Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

L. Noronha
Associate Director of Facilities,
Business and Community
Development, and
Chief Financial Officer



A. EXECUTIVE SUMMARY

Lunch Supervisors play an integral role within our elementary schools in ensuring students' safety and nurturing a climate of respect. The fact that many of our Lunch Supervisors are parents or grandparents of students within each school or individuals that live and attend Church within the local community speaks to the authentic bond between the home, school, and parish which is foundational to our organization.

The cumulative staff time required to prepare this report was 6 hours

B. PURPOSE

This report addresses the following Trustee approved Board motion which was brought forward during the January 17, 2019, Corporate Services meeting:

That for the 2018/19 Revised Budget Estimates, an in-year budget reallocation for Elementary Lunchtime Student Supervisors, as described in Option 2 within this report, be approved; and

That Staff study and come back with a report no later than the March 21, 2019, Corporate Services Committee Meeting on how we might improve compensation to lunchroom supervisors to attract lunchroom supervisors.

C. BACKGROUND

1. The TCDSB began hiring Lunch Time Supervisors in our elementary schools during the 1989 academic year in response to the need to provide additional supervision during lunch periods. The goal was to enhance safety and ensure that students adhered to the school's code of conduct.
2. Given the value-added nature of the role and the growing supervision needs required at the school level, the TCDSB embraced opportunities to expand this program.

Table A below depicts the change in the annual number of Lunch Supervisors employed within the TCDSB over the last four years.

Table A

	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Total number of Lunch Supervisors employed	419	419	457	499

Table A demonstrates how the TCDSB continues to address the increasing demand for Lunch Time Supervisors. Despite ongoing recruitment efforts, the TCDSB is unable to fill all requests. As of February 25, 2019, the Board has 115 unfilled open Lunch Time Supervisor positions.

D. EVIDENCE/RESEARCH/ANALYSIS

1. The TCDSB is aware of the need to appropriately compensate its Lunch Time Supervisors. Table B below depicts the hourly wage paid to Lunch Supervisors over the period 2015 through to 2019.

Table B

	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Hourly wage paid to Lunch Supervisor	\$13.04/hour (includes statutory vacation pay)	\$13.04/hour (includes statutory vacation pay)	\$13.04/hour (includes statutory vacation pay)	\$15.04/hour (includes statutory vacation pay)

Table B reveals that Lunch supervisors received an Employment Standards Act hourly wage increase to \$14 per hour (plus statutory and vacation pay provisions) in January 2018. Aside from this one increase, the hourly wage has been static.

2. In light of the need to retain and attract Lunch Time Supervisors, it is prudent for the TCDSB to provide them with a competitive hourly wage.

Table C presents a Board by Board summary of wages paid to their Lunch Supervisors during the 2018 – 2019 academic year.

Table C

	TDSB (Toronto District SB)	YCDSB (York Catholic DSB)	DCDSB (Durham Catholic DSB)	DPCDSB (Dufferin Peel Catholic DSB)	TCDSB (Toronto Catholic DSB)
Hourly wage paid to Lunch Supervisors during the 2018/2019 academic year	\$14.65/hour Plus statutory holiday and Vacation pay After 30 days of employment - rate jumps to \$19.63/hour plus statutory plus vacation pay	\$14.14/hour Plus statutory plus vacation pay	\$14.28/hour Plus vacation pay	\$13.85/hour Plus vacation pay	\$14.00/hour Plus statutory plus vacation pay = \$15.04/hour

Table C suggests that the TCDSB’s hourly wage is competitive with surrounding Boards but is less competitive with the the TDSB rate.

For every \$1/hour wage increase the Board approves, it would add an approximate \$110,000 pressure on the Board’s operating budget. Given the uncertainty with the 2019/2020 budget, staff would advise that caution in adding additional budget pressures should be exercised.

E. CONCLUDING STATEMENT

This report is for the consideration of the Board.