

Date	March 21, 2019		
Topic	Minister of Education Announcement – Impact Update		
Government narrative	1. Finding efficiencies to support student success.		
Key Impacts	Impact Description	FTE	\$ Amount
	Kindergarten Funded Early Childhood Educators (ECEs) staffing ratio decreased from 1.14 FTE to 1.00 FTE	N/A	(\$0.5M)
	Additional Funding for Supply ECEs	N/A	TBD
	Grades 4-8 Class Size decreasing from the 2018-19 current 24.97 ratio to the 2019-20 ratio of 24.5 students to 1 teacher requires additional funded teacher positions. 22 Boards are decreasing class size ratio including TCDSB the remaining are increase class size ratio. Decreasing class size results in more staff required.	32.1	\$3.3M
	Grades 9-12 Class Size increasing from 22 to 28 achieved by normal staffing attrition to reduce positions and additional Attrition funding to bridge the funding gap for 4 years if and when normal attrition is not adequate to achieve class size ratio of 28 to 1	(349.5)	(\$37.6M)
	E-learning funded class size increasing to 35 in 2020-21; full impact unknown until program delivery model defined	N/A	TBD
	Funding for Secondary Programming ending 31 August 2019	(22.9)	(\$2.5M)
	Local Priorities Funding ending 31 August 2019 pending the outcome of Central Bargaining; Potential Impact by Employee Groups as follow: <ul style="list-style-type: none">Elementary Teachers	(38.2)	(\$3.8M)

	<ul style="list-style-type: none"> • Secondary Teachers • CUPE Employees • EWA/O/APPSP Professional and Para Professional Employees • Principals & VPs 	<p>(18.5)</p> <p>(58.7)</p> <p>(2.0)</p>	<p>(\$1.9M)</p> <p>(\$3.6M)</p> <p>(\$0.2M)</p>
	Cost Adjustment Funding to offset non-teaching salary benchmark increases ending 31 August 2019	N/A	(\$1.2M)
	Human Resource Transition Funding Supplement temporarily providing support for the implementation of the 2017-18-19 Extension Agreements ending 31 August 2019	(6.0)	(\$0.5M)
	2% increased funding for utilities	N/A	\$0.75M
	4% increased funding for student transportation service	N/A	\$1.0M
	Total Impact of Announcement subject to change pending further Ministry updates and GSN release	(465.2)	(\$46.9M)
Key Messages for Public Consumption	<ul style="list-style-type: none"> • There is no direct staffing impact to Early Childhood Educators (ECEs) thus far but we can expect additional funding for supply ECEs in 2019/20. • The funded staffing ratio for ECEs will decrease by \$500K for 2019/20. • For Grades 4-8, we can expect an additional 32.1 FTE and an additional \$3.3M for the 2019/20 school year. The ratio for all boards will be 24.5 students to 1 teacher. • For Grades 9-12, the changes announced will negatively impact students. • With high school class sizes increasing on average from 22 to 28 means that there will be greater variation in our secondary courses. • Attrition protection will mean that for TCDSB it is unlikely that teaching positions will be lost due to class size changes. • This is because for every secondary teacher that retires, no replacement teacher will be hired. • There are funding reductions, however, in addition to class size changes pending provincial negotiations which may result in further job reductions across several employee groups, i.e. Local Priorities Funding. • Our projected reduction for secondary teachers will mean a loss of 349.5 FTE and an estimated funding reduction of \$37.6M over the next four years. 		

	<ul style="list-style-type: none"> • Information about the 4 mandatory e-learning secondary course offerings and staff who may deliver these courses is limited as the program delivery model for 2021/22 is unknown at this time. • The secondary programming amount in the Pupil Foundation Grant will end August 31, 2019 resulting in potential reduction of 22.9 FTE and \$2.5M. • With the Local Priorities Funding ending August 31, 2019, the potential impact to employee groups will result in a reduction of approximately 119 FTE and \$9.7M. • School boards will now be required to allocate alternate flexible funding for staff salary increases to make up for the \$1.2M reduction. • The elimination of the Human Resources Transition Funding will mean a reduction of 6 FTE. • The announcement makes no mention of class size maxima, of which for TCDSB secondary schools there are approximately 15 different categories of class sizes within the teacher collective agreements, i.e. academic, applied, ESL, co-op, credit recovery, etc. • We look forward to learning more from the Ministry about what the full impacts of these announcements will have on our students learning and outcomes.