



REPORT TO

REGULAR BOARD

REVIEW OF THE EFFECTIVENESS OF THE B LIST OF ELEMENTARY TEACHERS

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ

1 Corinthians 12:12

Created, Draft	First Tabling	Review
May 22, 2018	June 13, 2019	Click here to enter a date.

Adrian Della Mora – Superintendent of Education, Human Resources & Employee Relations
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RECOMMENDATION REPORT

Vision:

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

Mission:

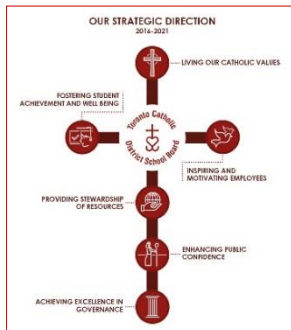
The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

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

Lloyd Noronha
 Associate Director
 Facilities, Business Services &
 Community Development, and
 Chief Financial Officer
 Executive



A. EXECUTIVE SUMMARY

An ongoing analysis of data indicates that the TCDSB continues to incur increasing levels of teacher absenteeism (Table A) and an increasing daily unfilled job vacancy rate (Table B). While this report highlights data which demonstrates the degree to which the introduction of the B List of retired elementary teachers in January 2019 has helped mitigate these concerns, the TCDSB continues to deal with significant challenges regarding elementary teacher attendance.

Staff recommend that the Board endorse the continuation of the practice of using B List retired elementary teachers to assist in covering unfilled daily absences for the 2019-2020 academic year.

The cumulative staff time required to prepare this report was 10 hours

B. PURPOSE

This report provides to the Board an analysis of the B List of retired elementary teachers to assist with covering unfilled daily elementary teacher absences over the period January 2019 to May 30, 2019. The information provided in this report indicates that this practice should be continued for the 2019-2020 academic year.

C. BACKGROUND

1. After Board support for the introduction of a B List of retired elementary teachers as articulated in a Board motion at the October 5, 2019, Corporate Services Committee, a variance to the collective agreement with TECT was signed in December 2018. This variance approved the introduction of the practice of utilizing retired elementary B List teachers to cover unfilled daily assignments for the period of January 2019 through to June 30, 2019.
2. Subject to this variance, a review of the effectiveness of the B List in June of 2019 by the Board of Trustees and the TECT and TOTL Executives would determine whether the practice of using this list would continue into the 2019-2020 academic year. Mutual consent on the part of all parties would be required.

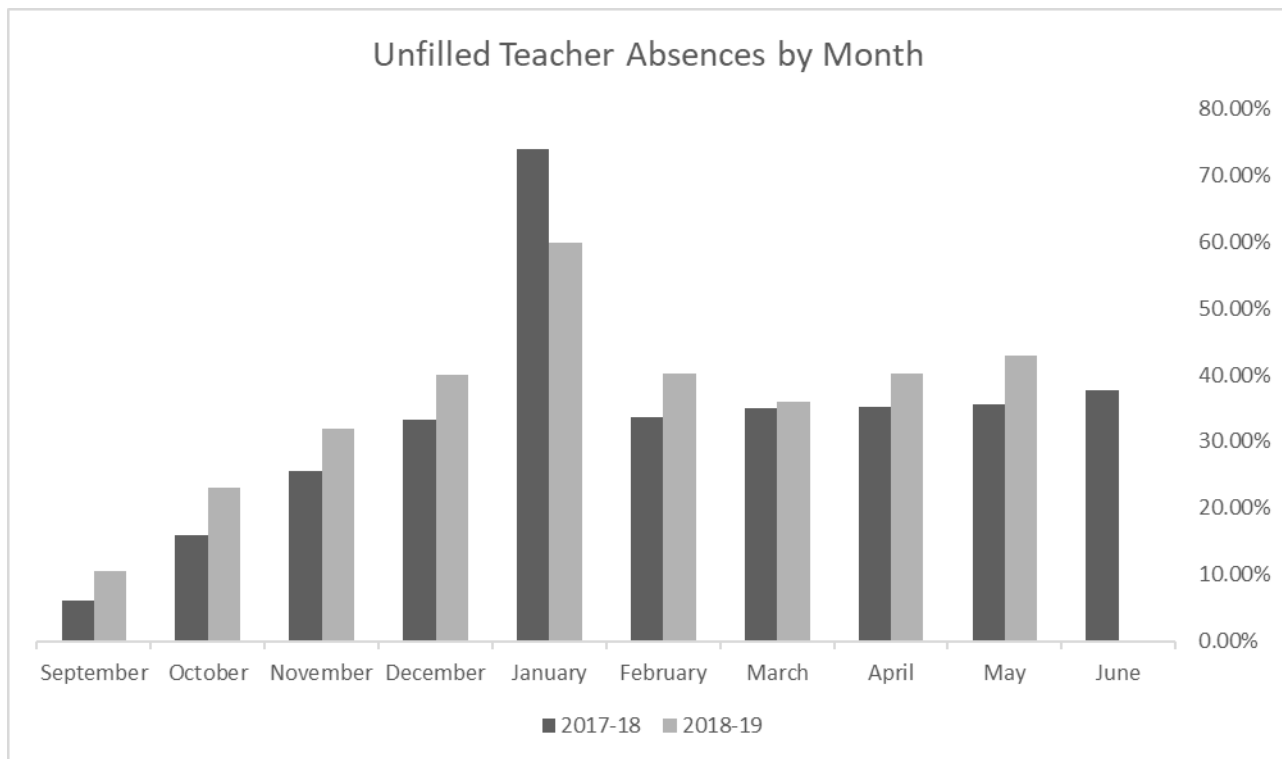
D. EVIDENCE/RESEARCH/ANALYSIS

1. **Table A** below illustrates the pattern of **increasing elementary teacher absenteeism over the last five years**. It is noted that the full-year days absent figures reveal a 28% increase over the period 2013/14 to 2017/2018. The average full-year days absent projected for 2018/2019 represents a 6% increase compared to the already high 2016/2017 academic year.

Table A – Elementary Teachers Absence Overview				
Full Year Days Absent (*Including Category A and B)				
2013/2014	2014/2015	2015/2016	2016/2017	2017/2018
62,720	71,451	70,680	74,959	80,307
Average Days Absent per FTE Teacher				
2016/17 – Full Year		2017/18 Full Year		2018/2019 – Full Year
19.8		21.0		21.0 + (based on projected May/June rates)
*Absence Categories: Category A – Personal/Family Illness and Urgent Personal Business Days Category B – Other paid leaves				

- **Table B** below illustrates a data update relating to the concerning pattern of unfilled elementary daily assignments due to absences for the regular Roster of Occasional Teachers for the 2017/2018 and 2018/2019 academic years:

**Table B: Unfilled Elementary Teacher Absences – Monthly Comparison
2017/18 and 2018/2019**



This data indicates:

- **A rising percentage of unfilled jobs in both academic years** resulting in increased pressure on local Principals to address the lack of available occasional teachers
 - **A 12% decrease in the unfilled rate** from February 2019 to March 2019 which follows the introduction of the B List
 - **A 20.8% increase in the unfilled rate** in May 2019 when compared to May 2018 despite the introduction of a B List. This is the result of increasing levels of absenteeism.
2. An analysis of data relating to the use of **B List teachers** over the period of January 2019 through to May 30, 2019, reveals the following:
- The B List was comprised of **118 retired elementary teachers** who retired as of June 30, 2014, through to June 30, 2018.
 - The **total jobs filled by B List teachers** over the period of January 2019 – May 30, 2019, totaled **2220**.
 - 9.3% of the B List Roster completed 40 – 50+ days over this period
 - 14.4% of the B List Roster completed 30 – 40 days
 - 23.7% of the B List Roster completed 20 – 30 days

- 22% of the B List Roster completed 10 – 20 days
 - 16.9% of the B List Roster completed 1 – 10 days
 - 13.5% of the B List Roster completed 0 days
3. The TCDSB continues to experience a significant number of occasional teachers on the regular Roster who are completing less than the required 20 daily assignments per school year (as per the requirement outlined in the TOTL Collective Agreement) since September 2019. This reality continues to compound the challenges associated with the OT fill rate. The fact that many teachers on the regular OT Roster are also employed by other Ontario school boards contributes to the fill rate challenges faced by our board.
 4. The TCDSB will continue to experience ongoing stress (ability to fill daily absences in the near and long term) as a result of absences created due to the Earned Leave Plan that was recently implemented by the Ministry. This plan allows teachers to earn a half a day of leave based on their attendance the previous year in comparison to that of the average annual absence for the elementary teacher panel.
 5. Staffing timeline changes that were required in the 2018/2019 academic year and challenges associated with Core and Specialty French teacher placements resulted in a significant accumulation of time in lieu by teachers. This will place additional pressure on OT fill rates in the 2019/2020 academic year as teachers redeem their time in lieu.
 6. It is important to note that approximately 500 occasional teachers are utilized each year to fill Long Term Occasional assignments, which subsequently renders them unavailable to fill daily assignments. This, in effect, will continue to compound the current fill-rate challenge we are facing.
 7. The Human Resources Department continues to intensively utilize HR staff to conduct the maximum number of OT Roster interviews to bolster the pool of Occasional Teachers on the regular Roster.

E. METRICS AND ACCOUNTABILITY

1. The Human Resources Department will continue to liaise with the TECT and TOTL Executives to establish reasonable parameters governing the hiring of retired teachers for daily supply for the 2019/2020 academic year should this

practice be extended. The focus will be on hiring qualified elementary teachers who retired in the 2018-2019 school year, as well as those retirees from the period 2014-2018. These B List teachers will be equitably assigned to all areas of the city to assist with daily unfilled assignment trends.

2. The Human Resources Department will continue to dialogue with TECT and TOTL to seek out greater efficiencies that could enhance daily absence fill rates.
3. The Human Resources Department will monitor the recruitment, hiring and deployment of retired and non-retired occasional teachers to establish a balance which ensures that the TCDSB is well-served by both experienced staffs in all areas of the curriculum and at the same time invigorated by newly certified teachers to the profession.

F. STAFF RECOMMENDATION

That the Board endorse the continuation of the practice of using B List retired elementary teachers to assist in covering unfilled daily absences for the 2019-2020 academic year.