



REPORT TO

CORPORATE SERVICES

2025-2026 PRELIMINARY TEACHER STAFFING PROJECTIONS

*BE JOYFUL IN HOPE, PATIENT IN AFFLICTION, AND FAITHFUL IN PRAYER”
ROMANS 12:12*

Drafted

March 28, 2025

Meeting Date

April 10, 2025

L. Coulter, Executive Superintendent of Human Resources, Leadership and Equity
J. Genova, Human Resources Coordinator of Academic Staffing
K. Morra, Senior Controller and Head of Financial Services

INFORMATION REPORT

Vision: *IN GOD’S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD’S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic Affairs
and Chief Operating Officer

Derek Boyce
Associate Director of Corporate Services
and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report has been prepared to inform the Board of the budget planning and review process regarding the 2025-2026 preliminary school staffing projections for teachers.

B. PURPOSE

This report will present to the Board the estimated enrolment and program funding impacts on total school staffing. Enrolment is the critical driver of Ministry funding provided to the Toronto Catholic District School Board. On April 10, 2025, the Corporate Services Committee will receive the consensus enrolment projections. Staff have prepared and acted upon the preliminary staffing numbers to meet collective agreement staffing timelines.

C. BACKGROUND

1. January - March 2025 - Consensus student enrolment projections were determined in collaboration with the planning department, school principals, and area superintendents.
2. March 2025 – Elementary school tentative staffing models were developed for schools as per Ministry funding parameters and collective agreement provisions. All declarations of surplus teachers must be made no later than March 31, 2025.
3. April 10, 2025 – At the Corporate Services meeting, the Board will receive the consensus student enrolment projections for the 2025-2026 school year.
4. April 2025 – Secondary school tentative staffing models are developed in accordance with Ministry funding parameters and collective agreement provisions. All declarations for surplus teachers must be made no later than April 15, 2025.

D. EVIDENCE/RESEARCH/ANALYSIS

1. ASSUMPTIONS – Preliminary Staffing Projections

Student enrolment projections for 2025-2026 are approximately $59,567 + 28,624 = 88,191$ pupils, representing an overall increase of 925 students from the 2024-2025 school year. The pupil count is converted to an Average Daily Enrolment (ADE) to determine required teacher staffing levels.

2. After numerous consultation meetings between the Planning Department, Elementary and Secondary Principals, Area Superintendents, Information & Communication Technology and Human Resources, the Average Daily Enrolment (ADE) projections for 2025-2026 are reported at 88,191:

2025-2026 AVERAGE DAILY ENROLMENT PROJECTIONS

PANEL	2024-2025 ADE CURRENT	2025-2026 ADE PRELIMINARY	PROJECTED ADE VARIANCE
Elementary	59,249	59,567	318
Secondary	28,017	28,624	607
TOTAL:	87,266	88,191	925

3. Staffing decisions are based on a set of parameters to determine school-based staff allocations. These include the Ministry of Education’s Primary Class Size (PCS) requirements and Ministry-funded class size averages. The staffing allocations must also adhere to legislative requirements, including collective agreements with TECT and TSU.
4. Staff affected directly by enrolment changes include teachers, early childhood educators, principals, vice-principals, and other school-based support staff, all funded by various Ministry grants, a function of student enrolment projections.
5. Schools with low enrolment and some schools with specialty programs will also affect the staffing levels within our elementary and secondary schools. Smaller class sizes affect the overall number of teachers required throughout the system.
6. The key parameters for staffing include:
 - a) Full-day kindergarten classes will have an average class size of 26 to 1, with a maximum class size of 29 students.
 - b) Grades 1-3 classes are capped at 20 students to 1 teacher for 90% of classes and between 21-23 students for 10% of classes.
 - c) Board must achieve an average class size for all grade 4-8 classes of 24.5 to 1 to reflect the legislative requirements consistent with the *Education Act* (Regulation 132/12, s.7).
 - d) Board must comply with TECT and TCDSB collective agreement Appendix G parameters, which dictate an elementary compliance target of 135:1 (Total Enrolment divided by the total number of Special Education Teachers).

- e) Elementary Program Specialty Teacher requirements for planning and preparation time for teachers are based on the total number of classroom teachers.
- f) The Board must achieve a funded secondary school class size average of 23 students to 1 teacher on aggregate by September 2025.

7. TCDSB 2025-2026 Preliminary School-Based Staff Projections

The charts below summarize the projected positions for both the elementary and secondary panels. The staff allocation processes embedded in the Board’s collective agreements will address any surplus for teachers and other school-based staff.

2025-2026 Preliminary Teacher Staffing Projections

ELEMENTARY

	2024-2025	2025-2026
Regular Classroom	2,514	2,530
Program Specialty Teachers	621	626
Appendix G (SET 135:1)	439	442
Total	3,574	3,598
Year-to-Year Change		24

SECONDARY

	2024-2025	2025-2026
Classroom & Planning Time	1,497	1,541
Year-to-Year Change		44

E. CONCLUDING STATEMENTS

1. Enrolment fluctuation in September 2025 will further affect staffing levels.
2. Changes in Ministry funding or other budgetary pressures may also further affect the staffing levels for September 2025. These potential staffing changes will be considered as part of the 2025-2026 Budget Plan.
3. This report is for the information of the Board of Trustees.