

Responses to Deputation to Student Achievement Committee Meeting by Toronto Secondary Unit President Dave Szollosy

TSU's Analysis	Staff Response
1. Student Enrolment	
Ref to April 15, Appendix C p 55/123 estimates a modest increase of 93	The Report to SEAC on April 13, 2016 referred to the impact of 93 FTE potential Teacher FTE cuts, not an increase in enrolment of 93.
The GSN has the Board reporting an increase of 711 Students	The 711 ADE students was used by the Ministry to project the 2016-17 GSNs in the grey paper for TCDSB released on March 24, 2016. TCDSB provided this preliminary enrolment projection to the Ministry in November 2015. At the March 10, 2016 Corporate Services, Strategic Planning & Property Committee, the 2016-17 Consensus Enrolment projections for 2016-17 were approved. This approved projection provided for an increase in enrolment of 584.46 ADE for 2016-17 (Elementary 60,919 ADE & Secondary 29,810 ADE). These are the new approved enrolment numbers that Business Services, HR and IT staff are using to determine the 2016-17 Grants and Expenditure estimates.
This is a difference of 618 students	The enrolment forecast provided to the Ministry of Education in November 2015 is not used for the 2016-17 GSN calculations, and consequently, the difference of 618 (711 ADE - 93 ADE) will not generate any additional funding. The 2016-17 GSNs already incorporate the projected increase in students as per the Board approved Consensus Enrolment Projections for 2016-17.
The per student rate of an average \$11,709 equals additional funding.	The \$11,709 per pupil is an average provincial rate. The TCDSB per pupil rate is \$10,213.22 per elementary pupil and \$11,011.69 per secondary pupil.
Total Additional Revenues as per TSU of \$7,236,162	There is no additional funding of \$7,236,495 to be realized. Business Services, HR and IT Staff have taken the most current enrolment increases into account in developing the grants and the staffing model uses the approved 2016-17 Consensus enrolment projections in March 2016.

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2. Reduction in GSN	
May 5 p 57/151 The assumptions included a provision of 0.8 % over all reduction in the GSN. This is not applied anywhere in the GSN, however the assumptions have retained this provision	The 0.8 % reduction in the GSN's refers to the ongoing Phase in of funding cuts to numerous areas
	1. Funding for Benefits is being reduced by 0.17% per year for all Union & Non-Union groups as the Ministry phases out funding for the Retirement Gratuity over a 12 year period (For Teachers, the Ministry funded benefits at 11.63% in 2011-12, and this has decreased to 10.78% in 2016-17 a 1.02% decrease). TCDSB's Benefits expense is 13.9% for Teachers for 2016-17 (13.9%-10.78% = 3.12% of unfunded benefits for TCDSB)
	2. The 2014-15 Top-up Grant Funding of \$5.01M for School Operations is being phased out over 3 years. Schools which are not fully utilized will no longer benefit from a 20% top up grant. (i.e. $5.01/3 = \$1.6M$ per year based on 2014-15 GSNs)
	3. Special Education High Needs Amount Grant reduction being phased in over 4 years will see \$2.7M for TCDSB Spec. Ed. High Needs Funds being deducted from TCDSB and redistributed to other Boards through the Measures of Variability Grant.
	3. New School Board Administration Grant is being phased in over 4 years resulting a reduction of approximately \$0.250M per year for TCDSB.
	4. Declining Enrolment Phase out of 3 year funding guarantee = \$360K
	5. Removal of School Foundation Grant Guarantee for 1 Principal & 1 school Secretary per school being phased out over 3 years = \$100K
	6. Learning Opportunities Grant & Safe Schools new formula phased in over 3 years.
	7. Earned Leave Saving Claw back for reduction in use of Sick and Personal days estimated at \$0.650M expected to be returned to TCDSB.
Total Additional Revenues as per TSU of \$8,600,000	Total based on 2016-17 TCDSB EFIS Estimates there are \$8.1M in GSN Funding Reductions

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3. Cost Adjustment Grant	
<p>The Cost Adjustment Grant is based on the proportion experience and qualification grant. This reduction is based on the shift in demographics of teaching staff and although it represents a decrease in funding it is offset by a decrease in expenditures.</p>	<p>This is a Ministry of Education provincial projection on teacher staffing retirements and new hires. The ministry has not performed this projection well on a board by board basis. TCDSB has done its own retirement and new hires projections based on its own internally held staffing data and currently estimates that average teacher salaries will increase in 2016-17. TCDSB expects this cost and grant to increase along with the average salary. This grant, however, only covers the cost of Foundation Teachers which generally comprise 80% of teaching staff (i.e. Classroom teachers, Library and Guidance and Program Specialty Teachers); this grant excludes ESL, Special Education, or any Learning Opportunities Grant or Safe Schools funded teachers. Therefore any cost increase for the other 20% of teachers must be found elsewhere.</p>
<p>Total Additional Revenues as per TSU of \$9,106,033</p>	<p>There is no \$9,106,030 in cost Savings for the reasons noted above. Business Services staff are aware that as teacher salary cost increases, this cost adjustment grant also increases. However, this cost adjustment grant only funds 80% of Teachers and secondly the provincial grid that it is based on underfunds teachers at various points on the salary grid by up to (\$2,959) per teacher (i.e. Cat A4 Year 9). Using this provincial Grid, TCDSB's Foundation Teachers' salaries are underfunded by \$3.09M for 2016-17.</p>

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4. Increased Occasional Teacher Costs	
<p>Much reference has been made to this years increased costs for Occasional Teachers. Upon reviewing the Boards Occasional assignment records, I found 209 instances where the days recorded for Long Term Occasional Teacher was in error and in fact duplicated by assigning the days to both the elementary and secondary allotment. These added up to 21,741 days (just until April 17th). At a conservative estimated \$250 per day, if indeed the estimates are based upon this year's records, it constitutes a substantial overage for the first three-quarters of the year.</p>	<p>The costs associated with Occasional Teachers for staff on Professional development activities is charged to either Staff Development, Student Success or EPO budgets. Similarly, teachers on Maternity Leave and Long Term disability are not charged against the Occasional Teacher Budget. When staff go off on Maternity Leave or Long term disability, they are no longer paid by TCDSB and the Long term Occasional teacher cost is charged to the Teacher Salary budget, not the Occasional Teacher Budget.</p>
	<p>The data referenced by TSU is not payroll data, and as such is not reflective of actual occasional teacher costs. The data provided to TSU by Human Resources contained an address list of Occasional Teachers and Long Term Occasionals who have been identified as eligible to vote for TSU at their upcoming elections. Business Services uses actual Payroll cost data to compare monthly changes in costs for occasional teachers.</p>
<p>Total Additional Revenues as per TSU of \$5,453,320</p>	<p>There are no savings of \$5.453M - TCDSB Payroll Salary for Occasional Teacher costs are currently projected to be \$8.617M over the 2015-16 Revised Budget.</p>
<p>Grand Total Revenues as per TSU of \$30,377,515</p>	<p>Actual Grant Total of Revenues of \$0</p>