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Report to the Finance and Legal Committee Public

Date: May 15, 2024

From: Chris Stanger, Assistant Superintendent, Human Resources

Subject Human Resources Update - Staffing Information Update

The following update to the committee is for information only. No further action on the part of the committee is required at this time.

INTRODUCTION
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priority emphasizes recruiting High quality staff with growth potential retained in all positions across the district This update shares several staffing highlights for information.

Continued Education Assistant (EA) Shortages
HR staff monitor daily EA absences, dispatches and unfilled EA absences. Since March, the daily average of EA absences has been 69. However, the daily average of On-Call EAs picking up shifts to cover absences has been 27. Consequently, the district continues to experience daily unfilled EA assignments at an average of 42/day spread across all school and learning center sites.

dZ]•šŒ] š[']]((µo šÇ (]oo]vP daily EA absences is not singularly a result of having too few EAs available on the On-Call roster. Rather, the difficulty is that not all available On-call EAs are picking up work each day. As of March 2024, the district had 91 On-Call EAs deemed available for daily work as replacement EAs. 18 of these are currently assigned to temporary positions, which leaves 73 available to fill daily absences, which as noted above is typically 69.

HR staff continue to apply significant efforts to recruit and hire On-Call EAs, but also are focused on understanding why not all On-Call EAs are accepting daily work, as well as what more staff can do to ensure On-Call EAs are accepting all available daily work. For example, staff are implementing an engagement survey for On-Call staff to gather insights about their experience and why they are not accepting work. The result of this can then guide next steps to respond to this ongoing matter.

Spring School Staffing for 2024/25
As noted in our April update, Human Resources, Central Registration, Learning Services, and the ^µ‰Œ]všv vš[• d u have collaborated with (school principals and vice principals to prepare preliminary 2024/25 staffing allocations which were provided to Secondary schools on April 26 and Elementary schools on May 3rd.

For the 2024/25 school year the domestic student population is projected to grow by 2.4% to an anticipated 22,147. The international student population is expected to remain stable for the 2024/25 school year at 875 students. As a result of enrolment growth, as well as shifting enrolment between schools,

- x Anderson (2)
- x Brighouse (2)
- x Diefenbaker LFI (1)
- x Garden City (1)
- x Talmey (1)
- x Tomsett (2)

Meanwhile, the following schools are downsizing classes:
- x Byng (1)
- x Diefenbaker Neighbourhood (1)
- x Hamilton (1)

At Secondary, due to enrolment fluctuations, at this time, we have added a net 3.4286 classroom enhancement fund (CEF) FTE across all schools in comparison to the total classroom CEF FTE allocated to support class size and composition pressures in the current school year.

Looking forward, staffing allocations will be reviewed regularly from mid-May through to the end of

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Date: May 15, 2024

From: Ravinder Johal, Director of Instruction, Student Services & Data Analytics
                Ian Lai, Manager, Feeding Futures

Subject   Feeding Futures Update

The following report is for information only. No further action on the part of the Board of Education is required at this time.

INTRODUCTION

The purpose of this report is to provide updated information regarding the Ministry of Education and Child

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Report to the Finance and Legal Committee Public

Date: May 15, 2024

From: Ravinder Johal, Director of Instruction Student Services & Data Analytics

Subject   Student and Family Affordability Fund Update

The following report is for information only. No further action on the part of the Board of Education is required at this time.

INTRODUCTION

The purpose of this report is to provide updated information regarding the D] v] • š Œ Ç [• ^ š µ v š v & u] Affordability Fund This fund was initially a one-time special purpose fund to provide significant augmented support beyond district resources f 0 g l (n)25 (if)12 (i)25 (c)-8 (an)27 (t)17 ( )]TJ ET Q q 0 0 6156ra 229