

## **Balancing the 2013-2014 Operating Budget – Second Joint Budget Ward Forum on June 11, Northern SS, from 7-9 with Trustee Gershon and Goodman**

We will be following up with our communities at another Joint Ward Budget Forum on June 11<sup>th</sup> from 7-9 at Northern Secondary School. By that time we should clearly understand the options that staff are recommending to move forward in order to balance our budget. For current information, please click on [2013-14 Budget](#) and see the chart at the end of this document. There is another Budget Meeting on Wednesday at 7:30pm. Please also note the next Participatory Workgroup Meeting will be held on Monday, 10 June 2013 at 5050 Yonge St in the Boardroom at 7:00 pm. This meeting will also be available via webcast.

### **Regulation 274 Seniority Rules**

**Information shared from Trustee Howard Goodman [Note Trustee Goodman has shown tremendous leadership on this issue and has offered his colleagues access to his information to share].**

### **Some Progress on Overturning Seniority Hiring, More to Do**

(For those just learning of the issue, a quick primer: Using Reg274, the Minister of Education is forcing principals to hire one of the 5 most senior teachers who apply for a job and have the paper qualifications. It doesn't matter if there are other less senior teachers who would be a better fit for the class, the school or the community. Seniority trumps the judgment of the principal. Seniority trumps the desires of the community. Most upsettingly, seniority trumps the needs of the students. This regulation is bad for students, for schools and for the teaching profession. For a more detailed background go to [www.tdsb.on.ca/Goodman](http://www.tdsb.on.ca/Goodman)).

First, I want to thank all of you who have taken the time to write and call your elected representatives to let them know that you do not support the implementation of Reg274. I've been told that the Minister and MPPs have received hundreds of emails from parents, teachers, principals, and community members who are opposed to Reg274. MPPs who hadn't given a thought to Reg274 are now aware of it, and of your demands not to impose seniority hiring on our schools. And yesterday [Thursday] PC education critic Lisa McLeod raised Reg274 during Question Period. She even quoted from three emails that she received from you (Sam from Ottawa Catholic, and Chris & Karrie from Upper Grand). [Click here to download the exchange.](#)

Two parts of Minister Sandals answers stand out for me:

- *"We want to make sure that [jobs are] posted so that [teachers] even know when there is a job available"* - but in fact **TDSB and many other Boards already have long had contract clauses requiring job posting**
- *"a working group that's been set up between the OSSTF and the public school boards [is] looking at whether there are changes they want to make to the regulation"* - but under the terms set by the Minister, **any change has to be mutually agreed to and no-one believes that the union leaders will agree to undo the seniority hiring rules that Reg274 now unilaterally grants them.** This working group is expected to complete its work in a couple of weeks with no changes agreed to.

The first part of the answer gives me hope. The second part of the answer points out what we still need to achieve.

Because of your efforts, all MPPs are now aware of the Reg274 and the growing opposition to it from ordinary voters. Because of you speaking out, we now have a clear statement that the purpose of Reg274 is fair hiring, not creating seniority hiring rights.

Now we have to hold Minister Sandals to her word that the goal of Reg274 would be reached with proper job posting processes. This would mean that seniority hiring wouldn't be needed in TDSB and other Boards that already meet Reg274's goals. That is all the current motion before TDSB asks for. That is all you have been asking for. As Minister she has complete authority to rescind Reg274 or amend it in any way she wants.

### **Our Goal and Our Next steps**

**Our goal:** In the next week or so, we must convince the Minister, the Premier, and the other MPPs that the wishes of

the citizens of Ontario (including a great many teachers) carry more weight than the wishes of union leaders. We must say loud and clear to the Minister, the Premier, and the other MPPs that our Public Schools are there to meet the goals of the Public, and that the Public neither needs nor wants seniority hiring.

**Our next steps:** Here are things that you can do to get your message to our MPPs and our government:

- **Tell everyone you know** that this real danger to our schools exists, and that we only have a limited time before school and the legislature close for the summer and parents are not able to mobilize effectively against these seniority hiring rules. Share this list of ways to spread the message and share the information that is on my web-site in any way that works for you - [www.tdsb.on.ca/Goodman](http://www.tdsb.on.ca/Goodman)
- **Raise Reg274 seniority hiring in your school yard and at your School Council.** This not only directly affects children and their parents, but also teachers. If you are shy, enlist a friend who is comfortable in the spotlight to raise the issue and mobilize the school community.
- **While watching your child play sports,** talk to other parents in the stands, in the arena, or along the sidelines.
- **Use your favourite social media site** (Facebook or twitter or Pinterest or anything else) to post your thoughts and useful links
- Sign the [change.org petition](http://change.org/petition) started by Toronto teacher Angie Potts (1450 signatures and counting)
- Send emails to the Minister and email, call, or visit your local MPP (please copy me and your local newspaper on all emails - I've included the addresses for the three main Toronto papers). If they don't hear from you, they won't know that you are upset.
  - [L.Sandals.mpp@Liberal.ola.org](mailto:L.Sandals.mpp@Liberal.ola.org) - Liz Sandals, Minister of Education, 416-325-2600
  - [MColle.mpp.co@Liberal.ola.org](mailto:MColle.mpp.co@Liberal.ola.org) - Mike Colle, MPP, Eglinton-Lawrence, 416-781-2395
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  - for other MPP addresses go to: [www.ontla.on.ca/web/members/members\\_current.do](http://www.ontla.on.ca/web/members/members_current.do) and please copy me, [Howard.Goodman@tdsb.on.ca](mailto:Howard.Goodman@tdsb.on.ca) [[shelley.laskin@tdsb.on.ca](mailto:shelley.laskin@tdsb.on.ca)]

For ongoing news on the battle to save our schools from imposed seniority hiring, follow me on twitter @HowardGoodman. I'll be using #Reg274. [I will be retweeting Trustee Goodman's messages.]

## Upcoming Events

### Healthy Schools Panel featuring Annie Kidder – Thursday, June 6th from 7–9pm McMurrich Jr. PS 115 Winona Drive in the gym

Panel discussion on “Healthy Schools” featuring Annie Kidder, People for Education. This is a wonderful opportunity for parents and school staff to listen and learn from Annie's expertise and have an opportunity to ask her questions.

## Parent Engagement Remaining Spring Workshops

**School Council Planning, 2013-2014 - Presented by Parent and Community Engagement Office**  
**This workshop will explore:**

- Strategies for Engaging hard to reach parents

- Effective Financial Management Strategies for School Councils
- Annual Fundraising Plan
- Elections Planning and Implementation
- System Wide Parent Engagement – Parent Involvement Advisory Committee (PIAC)
- School Councils and Insurance

June 4, 2013	East Education Office (Comm. 3&4) 140 Borough Drive	6:30 P.M.
June 6, 2013	Education Office (Boardroom - 1st Floor) 5050 Yonge Street	6:30 P.M.

### St Paul's Summit on June 23

Please join with MP Carolyn Bennett, MPP Eric Hoskins, Councillor Josh Matlow, Councillor Joe Mihevc, TCDSB Trustee Jo-Ann Davis and me for community discussion – **Sunday June 23rd, 2013 from 2:00-4:00pm at Christ Church Deer Park (Elliott Hall), 1570 Yonge Street.**

### Ophea Healthy Schools Conference

**Join us October 17 & 18 at the Allstream Centre in Toronto. Get up, get active, learn and share — Together we can ensure that Ontario school communities are a place where kids thrive!**

The early bird deadline is Friday, June 28th – don't miss out!

Join us at the Ophea Healthy Schools Conference, an invaluable professional learning experience that will present essential information and new insights on ways to support the healthy active living of children and youth. The conference provides elementary and secondary teachers, administrators, health and physical education consultants, public health professionals, and community leaders the chance to participate in Fun and interactive workshops that provide hands-on, practical experience; A Physical Education Safety Guidelines seminar; Networking opportunities with professionals and colleagues who share the same passion and commitment and Exhibitor Marketplace with the latest programs, equipment, ideas and resources.

Thursday, October 17 1:00pm – 4:00pm: Advanced Safety and Injury Prevention Seminar

Friday, October 18 – 8:00am -3:30pm: Various Workshop Sessions

Space is limited so register now! <https://conference.ophea.net/>

### Upcoming School Fun Fairs – Everyone is welcome!

Wed June 5th	Forest Hill Jr & Sr. PS	Spring Fair	3:30-7:30pm
Thursday June 6th	Cedarvale CS	Spring Fair	5-8pm
Thursday June 6 <sup>th</sup>	Deer Park Jr & Sr PS	Spring Fair	5-8pm
Saturday June 8th	Maurice Cody Jr. PS	Fun Fair	10am-2pm
Thur June 13th	McMurrich Jr. PS	Fun Fair	3:30 to 7pm
Thur June 13th	West Prep Jr PS	Fair	5-9pm
Saturday June 15th	Davisville Jr. PS	Fun Fair	10am-2pm

### Budget Summary

## Summary Chart of Options to Balance

Area of Reduction	Description	Amount
<b>Central Staffing and Other Reductions</b>	In addition to the savings achieved in 2012-2013 (\$7.5 M in total savings), a target of \$1.5 M reduction has been established for 2013-2014.	\$1.5M
<b>Facility Services</b>	<p><b>Staffing Reductions</b></p> <ul style="list-style-type: none"> <li>• A reduction in the complement of maintenance staff (\$1.3M)</li> </ul> <p><b>Other Reductions</b></p> <ul style="list-style-type: none"> <li>• Reduction in maintenance supplies and materials (\$1.6M)</li> <li>• Review of maintenance and caretaking contracts rates, terms and usage (\$0.7M)</li> <li>• Improved inventory practices as per the PwC report (\$0.3M)</li> <li>• Reduction in the number of summer students (\$0.1M)</li> <li>• Reduction in overtime for caretaking and maintenance staff through scheduling of work (\$0.4M)</li> <li>• Increased pool revenue as a result of agreement to pay increases in CPI (\$0.1M)</li> <li>• Decreased costs relating to decreased permit usage (\$0.5M)</li> </ul>	\$5.0M
<b>Information Technology</b>	<p><b>Staffing Reductions</b></p> <ul style="list-style-type: none"> <li>• Following the departure of the CIO in October, 2012, two of the existing IT Services managers assumed interim positions and their existing positions will not be backfilled (\$248,000).</li> </ul> <p><b>Software License Fees</b></p> <ul style="list-style-type: none"> <li>• The software distribution application from CA Technologies will not be renewed beyond the current year (\$334,000).</li> </ul>	\$0.6M
<b>Reading Recovery Lead Teachers</b>	<p><b>Staffing Reductions</b></p> <ul style="list-style-type: none"> <li>• A reduction of 2 Reading Recovery Lead Teachers (RRTL) from 6 to 4. The remaining 4 staff will be responsible for providing ongoing professional learning to the current 40 Reading Recovery teachers (1:10 RR teachers) and co-ordination across 80 schools (1:20 schools) who receive the Reading Recovery Programs.</li> </ul>	\$0.2M
<b>Central Spending Reductions</b>	<b>Other Reductions</b>	\$0.2M

<b>for International Travel and Furniture &amp; Equipment</b>	The savings outlined in this option are based on a continuation of the restrictions put in place during 2012/13. Based on this year's experience the continuation of the travel restriction of \$0.135M and furniture and equipment of \$0.1M is recommended for 2013-2014.	
<b>Partnerships</b>	Staff will review the criteria for establishing and maintaining partnerships to ensure that they benefit student achievement or add value to the programs being offered by the TDSB. The targeted savings from this review is \$0.5M	\$0.5M
<b>Continuing Education</b>	Program models are being reviewed and adjustments made to the business models to narrow the gap where expenses exceed revenues, modernizations of processes such as fees collection, to increase the operating surplus by \$0.5M.	\$0.5M
<b>Discretionary Budget Reduction (4%)</b>	A targeted savings of \$2.3M through a 4% reduction to discretionary budgets for both schools (\$2.0M) and central departments (\$0.3M). Information regarding the school budget comparison of small, medium and large schools is provided in Appendix C.	\$2.3M
<b>Itinerant Music Instructors (ROV)</b>	From a total budget of \$6.1M, for itinerant music programs, a reduction of \$2.0M is proposed. Currently there are 23 and 74 part-time itinerant music instructors for recorder/orff/vocal and band/strings/steel pan respectively. The Ministry of Education does not provide funding for itinerant music instructors, and for this reason no other district school board has itinerant music instructors. <b>Staffing Reduction (ROV)</b> <ul style="list-style-type: none"> <li>Discontinuation of the Recorder/Orff/Vocal (ROV) itinerant music programs (\$1.04M).</li> </ul> <b>Travel Costs (ROV)</b> <ul style="list-style-type: none"> <li>Savings in the amount of \$50,000, for travel between sites, will be achieved through the staffing reduction</li> </ul>	\$1.1M
<b>Band/Strings/Steel Pan</b>	<b>Reduced Hours (Band/Strings/Steel Pan)</b> <ul style="list-style-type: none"> <li>The reduction of hours for Band/Strings/Steel Pan itinerant musical programs will be reduced (\$940,000)</li> </ul>	\$0.9M
<b>Operating Grants/Education Program Other Grants</b>	As requested, Appendix F outlines the EPO grants announced by the Ministry of Education for 2013/14 as of this time. Staff will review the use of operating and central budgets to determine, where appropriate, if costs qualify for spending under EPO and/or other special grants that may be announced. An example of this strategy in 2012/13 was the use of the Outdoor Education EPO of \$2M to replace \$2M in operating grant dollars.	\$6.0M
<b>In-Year Savings</b>	An in-year savings target for 2013/14 of \$8.5M has been established. Staff will look for savings in areas such as utilities, extended gapping in non-critical staffing, discretionary budget savings where possible as situations/needs change, etc,	\$8.5M
<b>Sub total Other Options to Balance</b>		<b>\$27.3M</b>
<b>Sub total Savings from School-Based Staffing (6 March 2013 Board Decision)</b>		<b>\$27.7M</b>
<b>TOTAL (Including School-based Savings)</b>		<b>\$55.0M</b>