



HUMAN RESOURCES COMMITTEE

Thursday, November 12, 2015
Education Centre – Room 340-D

AGENDA

12:30 p.m.

1. Call to Order A. Johnstone
2. Approval of the Agenda
3. Teacher Recruitment Update
4. October 31st Enrolment projections and staffing
5. Support Staff Recruitment
6. Resolution into Private Session – as per the Education Act, Section 207.2 (b) the disclosure of intimate, personal or financial information in respect of a member of the board or committee and (d) decisions in respect of negotiations with employees of the board
7. Meeting resumes in Public Session
8. Next Human Resources Meeting: December 10, 2015



EXECUTIVE REPORT TO HUMAN RESOURCES COMMITTEE

TO: HUMAN RESOURCES COMMITTEE

FROM: Jim Wibberley, Interim Superintendent of Human Resources

DATE: November 12, 2015

PREPARED BY: Human Resources

RE: Teacher Recruitment Update

Action

Monitoring

In the Province of Ontario, Colleges of Education have, as of this year, moved to a two year program. With the exception of some concurrent programs and programs in New York State there will not be many graduates in 2016. The focus of our 2016 recruitment will be on teachers of French and French Immersion. We will attend four recruiting fairs out of province that will offer access to these teachers. It is our intent to attend recruiting fairs in:

- New Brunswick – Fredericton (University of New Brunswick)
- Nova Scotia – Halifax (multiple universities)
- Quebec – Montreal (McGill)
- Manitoba – Winnipeg (University of Manitoba)



EXECUTIVE REPORT TO HUMAN RESOURCES COMMITTEE

TO: HUMAN RESOURCES COMMITTEE

FROM: Jim Wibberley, Interim Superintendent of Human Resources

DATE: November 12, 2015

PREPARED BY: Human Resources

RE: Enrolment Projections and Staffing - Elementary

Action

Monitoring

Elementary Enrolment and Staffing as of September 2015 Reorganization

SCHOOL	Projected ADE	Total Teacher
A.M. CUNNINGHAM	410.00	25.2
ADELAIDE HOODLESS	422.00	25.3
ALLAN GREENLEAF	450.00	25.3
ANCASTER MEADOW	894.00	50.0
ANCASTER SENIOR	303.00	15.5
BALACLAVA	371.00	20.5
BELLMOORE	895.00	47.4
BENNETTO	509.00	32.9
BEVERLY CENTRAL	177.00	10.8
BILLY GREEN	454.00	24.6
BUCHANNAN PARK	172.00	10.6
C.B. STIRLING	298.00	18.7
C.H. BRAY	315.00	18.0
CARDINAL HEIGHTS - PAULINE JOHNSON N	185.00	10.2
CATHY WEVER	626.00	41.8
CENTRAL	264.00	18.0
CHEDOKE	574.00	34.2
COLLEGIATE AVENUE	277.00	15.6
COOTES PARADISE	575.00	35.9
DALEWOOD	291.00	17.8
DR. DAVEY	542.00	36.2

DR. J. SEATON	213.00	12.0
DUNDANA	349.00	20.0
DUNDAS CENTRAL	406.00	21.3
EARL KITCHENER	563.00	32.0
EASTDALE	200.00	12.0
ELIZABETH BAGSHAW	374.00	23.6
FESSENDEN	502.00	27.6
FLAMBOROUGH CENTRE	248.00	13.6
FRANKLIN ROAD	447.00	25.7
G.L. ARMSTRONG	486.00	29.1
GATESTONE	612.00	34.5
GLEN BRAE	328.00	17.0
GLEN ECHO	290.00	18.1
GLENWOOD	48.00	11.0
GORDON PRICE	411.00	22.9
GREEN ACRES	284.00	19.2
GREENSVILLE	189.00	10.5
GUY BROWN	708.00	37.0
HELEN DETWILER	522.00	29.9
HESS STREET	320.00	24.5
HIGHVIEW	478.00	25.2
HILLCREST (NEW)	601.00	40.8
HOLBROOK	194.00	12.0
HUNTINGTON PARK	415.00	24.6
JAMES MCDONALD	296.00	17.8
JANET LEE	418.00	22.4
LAKE AVENUE	506.00	34.0
LAWFIELD	730.00	39.2
LINCOLN ALEXANDER	218.00	14.6
LISGAR	308.00	18.6
MARY HOPKINS	318.00	16.8
MEMORIAL	464.00	30.1
MEMORIAL (STONEY CREEK)	350.00	18.0
MICHAELLE JEAN	154.00	10.2
MILLGROVE	178.00	10.6
MOUNT ALBION	309.00	19.3
MOUNT HOPE	387.00	19.5
MOUNTAIN VIEW	334.00	18.0
MOUNTVIEW	202.00	12.0
NORWOOD PARK	476.00	27.5
PARKDALE	155.00	10.9
PAULINE JOHNSON - South Campus	299.00	17.5
PRINCE OF WALES	684.00	41.6
QUEEN MARY	587.00	37.6
QUEEN VICTORIA	547.00	38.3

QUEENS RANGERS	118.00	7.9
QUEENSDALE	276.00	17.9
R.A. RIDDELL	744.00	41.5
R.L. HYSLOP	158.00	10.4
RAY LEWIS	639.00	35.5
RICHARD BEASLEY	206.00	12.0
RIDGEMOUNT	397.00	23.4
ROSEDALE	162.00	9.7
ROUSSEAU	239.00	13.2
RYERSON	374.00	20.6
SIR ISAAC BROCK	192.00	12.3
SIR WILFRED LAURIER	478.00	30.5
SIR WILLIAM OSLER	619.00	32.9
SPENCER VALLEY	185.00	11.0
STRATHCONA	195.00	13.4
TAPLEYTOWN	242.00	13.0
TEMPLEMEAD	568.00	31.1
VISCOUNT MONTGOMERY	377.00	24.0
W.H. BALLARD	584.00	34.4
WESTVIEW	241.00	15.2
WESTWOOD	249.00	16.0
WINONA (NEW)	875.00	48.3
YORKVIEW	191.00	11.8
Total	34,421.0	2039.1

Secondary Enrolment and Staffing per 2015/16 Budget

SCHOOL	Projected ADE	Total Teachers
ALTER ED	254.00	23.250
ANCASTER HIGH	1,129.25	70.000
DELTA	715.25	55.000
DUNDAS VALLEY	1,012.50	70.334
GLENDALE	881.25	71.667
MOUNTAIN SECONDARY	135.25	22.000
NORA HENDERSON	677.00	55.667
ORCHARD PARK	947.75	63.000
SALTFLEET	1,157.50	74.333
SHERWOOD	960.00	66.333
SIR ALLAN MACNAB	1,111.25	75.000
SIR JOHN A. MACDONALD	1,030.50	78.000
SIR WINSTON CHURCHILL	872.50	63.333
WATERDOWN	1,146.75	71.333
WESTDALE	1,411.50	97.000
WESTMOUNT	1,505.00	90.333
Total	14,947.25	1046.58



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TO: HUMAN RESOURCES COMMITTEE

FROM: Jim Wibberley, Interim Superintendent of Human Resources

DATE: November 12, 2015

PREPARED BY: Human Resources

RE: Support Staff Recruitment

Action

Monitoring

OCTU – We have rolling recruitment for specific positions on an as needed basis when we have a vacancy. Usually once a year we do a general hiring to populate our supply list. This fall we added 29 individuals to the supply list.

CUPE – We have a rolling recruitment on an as needed basis, postings go out once per month for available vacancies. We are currently scheduled for a blitz hiring for our casual list and anticipate interviews later this month.

COPE – We are continually recruiting for qualified Educational Assistant staff. In the summer we added 50 individuals to our supply list and are currently short listing the next group of applicants for interview.

DECE – Recruit for vacancies as they become available; this summer we added 12 to the supply list and as classes opened up this fall we added 10 FTE in new positions.

ESL – On an as needed basis

PSSP – Rolling recruitment on an as needed basis by discipline.