

Employee and Staffing Update

HR Committee
October 15, 2020

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Recruitment and Onboarding Plan:

- The plan was focused on three major commitments:
 - Recruit qualified staff who are ready for daily occasional work (following the spring hiring process)
 - Recruit and fulfill positions created by Support for Students Funding (money through central bargaining)
 - Continue to seek opportunities in collaboration with our Equity Department to diversify HWDSB's workforce.

Employee Group	Number of Individuals Hired	Current Pool Size
Elementary Occasional Teachers	198	886
Secondary Occasional Teachers	48	357
Educational Assistants	58	302
Office and Clerical Workers	38	173
Caretaking Staff	38	106
Designated Early Childhood Educators	14	114

Union Group	Purpose	Positions Created
ETFO	Create teacher positions to address special education supports, ELL supports, Indigenous student supports, Early Years special education supports as well as Mental Health Initiatives.	16.6 FTE
COPE	Funds are to be used for permanent positions to address special education supports, ELL supports, Indigenous student supports, Early Years special education supports as well as Mental Health Initiatives.	19 FTE
OSSTF	Funds are to be allocated to create permanent positions to address special education, unique learning needs as well as mental health initiatives.	7.4 FTE (44 Lines)
OSSTF EW	Funds are to be allocated to address special education, unique learning needs, mental health initiatives and employees who play a role in promoting safe, healthy and caring schools.	8 FTE
CUPE	Investment in student supports staffing	9 FTE
TOTAL		60 FTE

Preparing for September:

- Elementary remote learning program and reorganization
- Board provided support to use reserve funding to lower class size to a system average of 21 students
 - Board added 240 virtual classes (FDK-8) and removed 161 classes from our brick-and-mortar schools for a net increase 79 classes or 87 teachers (with French). On September 11, due to the increase in the remote school enrolment, the Board added an additional 96 remote classes or 104 teachers (with French). The additional classes added on September 11 were not offset by any change in brick-and-mortar enrolment.
 - In total, we have added 175 FDK-8 classes and hired 191 teachers.
- Secondary contingency funding to support eLearning: 19 lines (3.75 FTE)
- Current challenges

- Working closely with five local settlement agencies including the Immigrant Working Centre, YMCA, YWCA, Wesley, and College Boreal to provide focused hiring rounds for various occasional pools including CUPE, DECE, OCTU and COPE.
- Employment Equity Audit

Employment Equity Audit

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Background

Our Employment Equity Audit includes:

- A review of Human Resources policies, procedures, and practices
- Consultations with staff, managers, and school administrators through an online survey
- Consultations with staff, managers, and school administrators through focus groups
- One-on-one interviews with senior leaders, unit representatives, and human resources staff

Progress: Data collection is now complete

- A review of our recruitment and selection processes and practices;
- Thirty-six (36) one-on-one interviews with staff, union representatives and senior leaders;
- An online staff survey (of which 1207 employees participated)
- 13 Focus Groups

Next steps

- Full report and recommendations to November HR Committee meeting

Employee Attendance Monitoring

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Background

Findings for the 2019-2020 School Year

Staff absences have reduced by 4.08 days when we compare the number of sick leave absences from September 2018 – August 2019 school year to the September 2019 – August 2020 school year. We recognize the impact of the Ministerial Order had on this data.

Timeframe	Average Number of Days
September 2019 – August 2020	9.73
September 2018 – August 2019	13.81
Difference	(4.08)