

PUBLIC SCHOOLS BRANCH STAFFING

Presented by Jonathan Mosher - September 19, 2024
Director of Human Resources



Public Schools Branch Staffing

The Public Schools Branch (PSB), represents all 56 of Prince Edward Island's English language public schools, serving more than 20,000 students from Kindergarten through Grade 12.

Today's Agenda:

1. Minister's Directive
2. Budget Letter
3. Successes
4. Challenges



Minister's Directive MD 2024-03

- ✓ Outlines calculations for Education Authority Staffing and Funding Program
 - Guidance on recommended Class sizes
 - K – up to 18
 - Grade 1 to 3 – up to 22
 - Grades 4 to 6 – up to 25
 - Grades 7 to 9 – up to 28
 - Grades 10 to 12 – up to 30

- ✓ Formulas for the following that must be provided:
 - Class Size Factor
 - Flex Factor (Phys Ed, Music, Art, etc)
 - Administrative Positions per size of school
 - Counsellors, Librarians, etc.

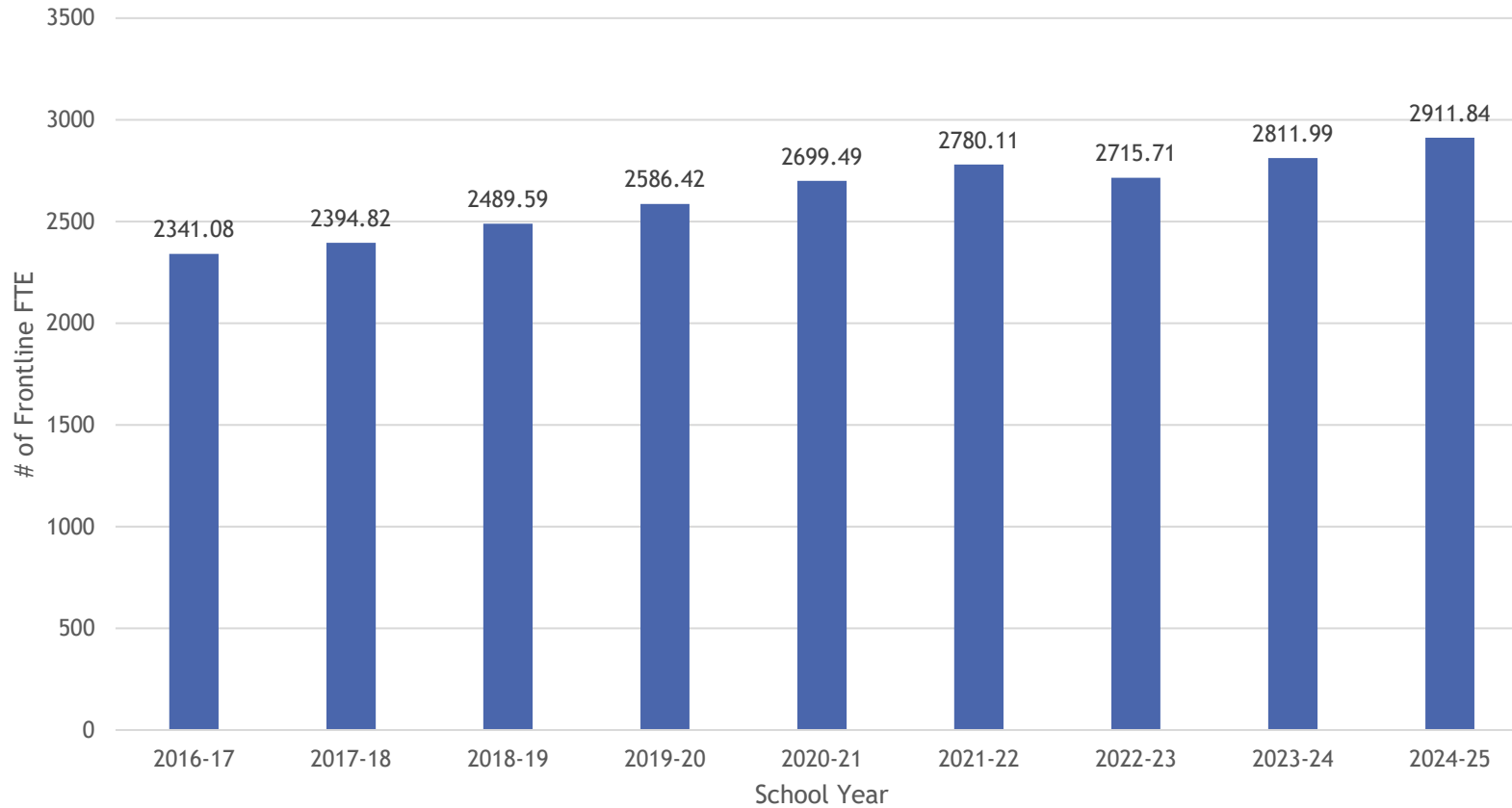
- ✓ Areas that may be provided at Ministers discretion
 - EAL, Branch based Administrative Support, Property, Transportation, Education Supports

Budget Letter

- ✓ Budget Letter received May 6, 2024
- ✓ Outlines instructional and non-instructional positions that Public Schools Branch is funded for the 2024-2025 School Year.
- ✓ Additional positions funded for 2024-2025 School Year
 - ✓ 16.66 Teaching Positions
 - ✓ 1.0 EAL/FAL Manager
 - ✓ 1.0 EAL/FAL Assessment Specialist
 - ✓ 1.0 EAL/FAL Counsellor
 - ✓ 9.0 EAL/FAL Itinerant Teachers
 - ✓ 1.0 Student Services Leader
 - ✓ 70.0 Educational Assistants (50 of which were granted Temporarily in August 2023)
 - ✓ 1.0 Director of Property Management
 - ✓ 1.0 Human Resources Manager
 - ✓ 2.0 Bus Drivers
 - ✓ 2.0 Cleaners
 - ✓ 1.0 Transportation Administrative Assistant



Front Line Staff FTE by Year



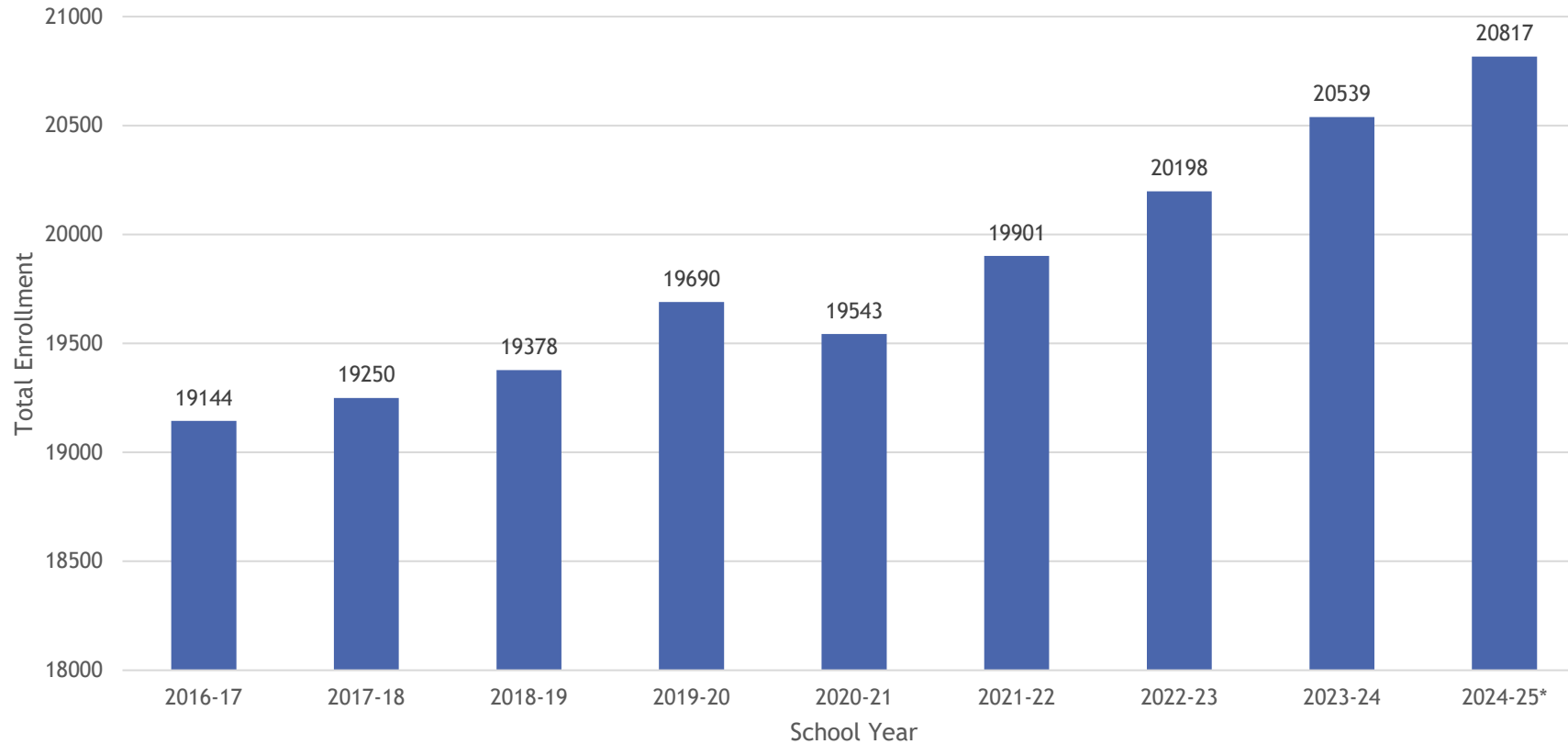
✓ Front Line Staff has grown by 24.38%

**2020-21 Included Temporary injection of 85.07 COVID-19 Staffing*

***2021-22 Included Temporary injection of 115.65 COVID-19 Staffing*



Total PSB Student Enrollment



✓ Student Enrollment has grown by 8.74%

**2024-25 is based on physical count on September, 2024*

***Powerschool shows enrollment of 20850*

****Final count will be conducted on September 27, 2024*

Diversity | Collaboration | Inclusiveness | Respect | Wellness | Resiliency



Successes

- ✓ All Positions granted in Budget Letter have been filled for the 2024/2025 School Year.
- ✓ Partnership with Holland College on Education Assistant Pathway
 - 22 participating this year
 - 21 participated last year
- ✓ Touch a Bus job fair June 2024
- ✓ Partnership w/ Career Development Services & JVI
- ✓ French Teacher recruitment
 - 36 vacancies filled with External applicants, 35 PEI 1 NS
- ✓ Newly ratified PEITF Agreement
- ✓ Newly ratified CUPE 1145, 1770 & 1775 Agreement



Successes

14,672

- Job Applications Processed
- June 1, 2023 to May 31, 2024

918

- Job Competitions successfully filled
- June 15 (PEITF) & June 30 (CUPE 3260) timelines met

365

- 57 - New Sub Certified Teachers hired
- 16 - New Sub Certified EAs hired
- 192 - New Sub Non-Certified EAs hired
- 100 - New Sub Non-Certified Teachers hired

Diversity | Collaboration | Inclusiveness | Respect | Wellness | Resiliency



PSB Substitute Staffing

Substitute Employee Type	Union	Active Substitutes
Admin Assist	CUPE 1770	49
Certified Sub Teacher	PEITF	394
Non-Cert Sub Teacher	PEITF	203
Reg Authorized EA	CUPE 3260	40
Sub Authorized EA	CUPE 3260	271
YSWSUB	CUPE 3260	9
Grand Total		966



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Challenges

- ! Staffing Allocations based on Sept 30th Student Enrollments of Year Prior
- ! Challenges associated with EAL
- ! Behaviour and Complex Needs of students
- ! Recruitment challenges for various roles
 - Qualified Applicants
 - Labour Market Supply
 - Education Program Pipelines
 - Aging Workforce
- ! PSB Supports | 7 HR Staff – 918 competitions, 14,672 applicants
 - PSC | 89 HR Staff – 857 competitions, 12,230 applicants
 - Health | 99 HR Staff - 2,916 competitions, 21,074 applicants
- ! Employee Wellness
 - Absentee Data

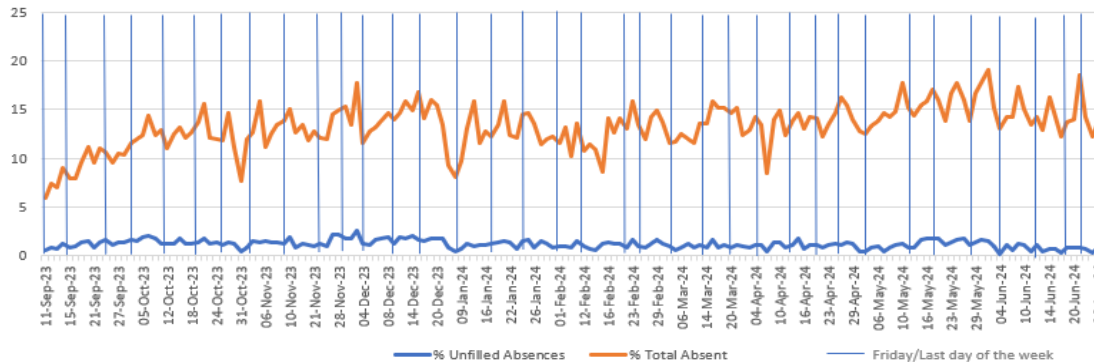
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Absence Data

YTD Data, 6/26/24 Fill Status

Row Labels	Filled	Sub Not Needed	Unfilled	Grand Total	% Unfilled
1770	1452	171	148	1771	0.92%
3260	13295	1261	3836	18392	2.73%
PEITF	35885	2804	1270	39959	0.38%
Grand Total	50632	4236	5254	60122	1.06%

YTD Absence Summary (%)
PEITF, CUPE 3260 & 1770



Thanks

Any Questions?

