

# GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD

Administrative Office: 451 Park Street West, P. O. Box 210, Windsor, Ontario N9A 6K1

## MEETING OF THE STANDING COMMITTEE ON OPERATIONS and FINANCE

Tuesday, May 2, 2023

Upon adjournment of Education Committee Meeting  
451 Park Street West – Board Room

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### AGENDA

#### Pages

- A. CALL TO ORDER
- B. ATTENDANCE
- C. APPROVAL OF AGENDA
  - C.1 Agenda
- D. DECLARATION OF CONFLICT OF INTEREST
- E. APPROVAL OF MINUTES
  - 1 - 3 E.1 Minutes of April 4, 2023 Operations & Finance Committee Meeting Attachment 1
- F. BUSINESS ARISING FROM THE MINUTES
- G. PRESENTATIONS
- H. DELEGATIONS

There were no delegations at the time of agenda preparation.
- I. SPEAKER'S LIST
- J. NEW BUSINESS

Nil
- K. REPORTS
  - 4 - 51 K.1 Budget Survey and Public Consultation Report Attachment 2
  - 52 – 58 K.2 2023-24 GSN Update Attachment 3
- L. TRUSTEE QUESTION PERIOD
- M. NOTICES OF MOTION
- N. ANNOUNCEMENTS

- O. ADJOURNMENT
  
- P. CONVENE INTO PUBLIC BOARD MEETING

NEXT SCHEDULED MEETING

Tuesday, June 6, 2023

MINUTES OF THE MEETING OF THE STANDING COMMITTEE ON OPERATIONS and FINANCE OF THE GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD HELD ON APRIL 4, 2023 IN THE BOARD ROOM, 451 PARK STREET WEST, WINDSOR, ONTARIO

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PRESENT:

N. Armstrong	R. LeClair (Chairperson)
C. Buckler	K. McKinlay
J. Burgess	C. Nelson (Vice-Chairperson)
S. Cipkar	L. Qin
C. Cooke	G. Hatfield sent regrets

STUDENT TRUSTEES:

P. Hawkins  
A. Khanafer

ADMINISTRATION:

E. Kelly (Director of Education)	V. Houston
S. Armstrong	C. Howitt
K. Bryant	C. Mills
J. Canty	M. Willcox
J. Hillman	

OTHER ADMINISTRATIVE STAFF:

S. Maheux, Manager of Financial Services

RECORDER:

T. Meloche

A. CALL TO ORDER

Chairperson LeClair called the meeting to order at 7:50 pm

B. ATTENDANCE

Chairperson LeClair noted that Trustee Hatfield sent regrets.

C. APPROVAL OF AGENDA

C.1 Approval of Agenda  
Moved by Trustee Cooke  
Seconded by Trustee Cipkar

THAT THE AGENDA BE APPROVED AS PRESENTED.

The vote was called and it

CARRIED.

D. DECLARATION OF CONFLICT OF INTEREST

Nil

E. APPROVAL OF MINUTES

E.1 Approval of Minutes  
Moved by Trustee Buckler  
Seconded by Trustee Cipkar

THAT THE MINUTES OF THE FEBRUARY 7, 2023 OPERATIONS AND FINANCE MEETING BE APPROVED AS PRESENTED.

The vote was called and it

CARRIED.

F. BUSINESS ARISING FROM THE MINUTES

Nil

G. PRESENTATIONS

Nil

H. DELEGATIONS

Nil

I. SPEAKER'S LIST

Nil

J. NEW BUSINESS

Nil

K. REPORTS

K.1 Trustee Expenditure Report

K.2 Interim Financial Expense Report as at February 28, 2023

K.3 Tender and Requests for Proposal Awarded for the Quarter Ended February 28, 2023  
(in excess of \$250,000 before taxes)

L. TRUSTEE QUESTION PERIOD

Trustee Burgess inquired if the Board knows when information regarding the Grants for Students Needs is expected to be received by the Ministry and if it will be a tense or generous budget? Chairperson LeClair noted the Board has not been advised and it is expected to be a tense budget.

Trustee Qin asked about the book Push that includes the n-word. Chairperson Le Clair ruled the question out of order.

Trustee Qin noted she had another question. Chairperson Le Clair indicated that trustees are limited to one question.

M. NOTICE OF MOTION

Trustee Qin noted that she wanted to move a motion regarding flying the Christian flag. Chairperson Le Clair ruled the motion out of order as it had been previously ruled out of order.

N. ANNOUNCEMENTS

- The second budget consultation is scheduled for the April 18, 2023 Board meeting – see the website for further information.
- Health and Safety week is April 28 to May 4, 2023.
- Budget survey closed March 31, 2023 – information will be provided at the May 2, 2023 Operations and Finance meeting.
- The Bridge Youth Resource Centre located in Leamington welcomes entrepreneurs to the Take Your Shot entrepreneur program - applications to be submitted by April 28, 2023.
- The Bridge Youth Resource offers education bursaries up to \$20,000 – applications to be submitted by April 28, 2023.

It was questioned if The Bridge Youth Resource information can be promoted on the Board website? Director Kelly noted this information should be sent to the Director's office to the attention of Rochelle Langlois.

O. ADJOURNMENT

There being no further business before the Board, Chairperson LeClair adjourned the meeting at 7:59 pm

P. CONVENE INTO PUBLIC BOARD MEETING



# GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD MEMORANDUM

TO: CHAIRPERSON AND TRUSTEES OF THE OPERATIONS & FINANCE COMMITTEE

FROM: SHELLEY ARMSTRONG, SUPERINTENDENT OF BUSINESS AND TREASURER  
ERIN KELLY, DIRECTOR OF EDUCATION

SUBJECT: 2023-24 BUDGET SURVEY AND PUBLIC CONSULTATION REPORT

DATE: MAY 2, 2023

Creating Confident Learners

Engaging Communities

Demonstrating Ethical  
Stewardship

## AIM:

To provide Trustees with a report on the public budget consultation, including the results of the 2023-24 budget survey.

## PURPOSE:

The Board is committed to continuous improvements of the budget process. Budget reviews and deliberations are aligned with the strategic priorities of the Board. Public consultation is welcome and is integral to the development of the Board's budget. The Board considers transparency in the use of public funds to be essential to this process.

## CONTEXT:

### 2023-24 Budget Consultation Survey Report

The Greater Essex County District School Board (GECDSB) community was invited to participate in an online survey between February 24 and March 31 inclusive. This is the third year in which a public budget survey was made available. In total, 1,206 responses were received, representing an increase of 49% (2021-22 - 810 responses). Open-ended questions provided more detailed responses and additional feedback to Administration.

The survey was promoted on the Board's website, Edsby, social media platforms (Facebook, Instagram, Twitter), at Public Board meetings and through a media release. The survey was distributed via email to all staff and various community partnership groups. The survey was also shared with the Indigenous Education Advisory Committee (IEAC), the Special Education Advisory Committee (SEAC), and the Greater Essex County Parent Involvement Committee (GECPIC).

The results of the survey are attached as Appendix 1 – 2023-24 Budget Consultation Survey Report.

### Social Media Reach

The Finance department worked closely with the Communications Officer to leverage social media reach. Reach is known as the total number of people who viewed content that was posted by the Board.

In addition to the use of social media, the Board issued a news release on February 24, 2023 inviting the public to complete the budget survey.

The Board was able to generate a reach of 7,268 (2021-22 – 9,384) when promoting all budget consultation content:

<b>Social Media Platform</b>	<b>Total Reach</b>
Instagram	658
Facebook	2,642
Twitter	3,968
<b>Total</b>	<b>7,268</b>

The website page had 246 visitors, with users spending an average of 3 minutes and 57 seconds on the budget page. The budget consultation was also posted on the Board’s homepage throughout the survey timeframe.

2023-24 Public Budget Consultation Presentation

Upon release of the budget survey, a link to a budget consultation presentation was provided directly on the cover page of the budget survey. The presentation was taped in advance and available on the Board’s YouTube page. The presentation was approximately 30 minutes in length, provided information to the public about the budget process including:

- Overview of GECDSB;
- Ministry of Education Funding;
- GECDSB Funding;
- Financial Position of the Board;
- Budget Considerations;
- Budget Development Process;
- Opportunities to Provide Input.

The YouTube video has a total of 91 views, and on average, viewers watched approximately 14% of the video.

Other Budget Consultation

The Board continues to promote opportunities for public budget consultation and invites feedback. Public consultation is welcome during the budget process and is integral to budget development and transparency in the use of public funds.

Below is a summary of consultation to date and upcoming opportunities:

<b>Date</b>	<b>Budget Consultation Description</b>
<b>February 7</b>	Public Board Meeting – Budget timelines announced. Report is available on the Board’s website.
<b>February 24 – March 31</b>	Budget Survey and Budget Consultation Presentation released.
<b>February 28</b>	Budget Survey and link shared with GECPIC.
<b>March 7</b>	Presentation to the Special Education Advisory Committee (SEAC) on the Special Education Grant funding for 2023-24.
<b>April 4</b>	Public Board Meeting – Budget Consultation (no speakers or delegations).

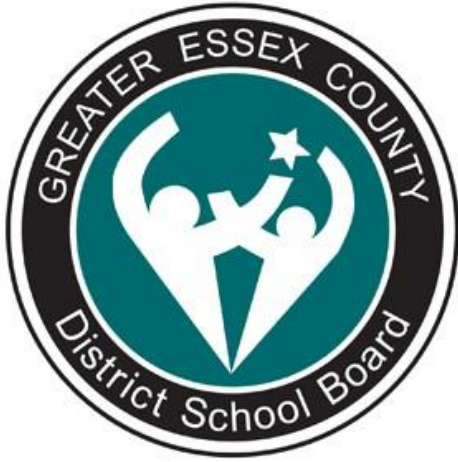
<b>April 18</b>	Public Board Meeting – Budget Consultation (no speakers or delegations).
<b>May 2</b>	Public Board Meeting – 2023-24 Grants for Student Needs (GSN) Update.
<b>June 20</b>	Tentative budget approval date.
<b>June 30</b>	Ministry budget submission.

## CONCLUSION

Administration is developing the 2023-24 budget, in compliance with the Education Act. The detailed community input will be carefully reviewed by Administration in the context of the Ministry of Education funding available and the strategic priorities of the Board. Topics identified within the budget survey and other consultations will inform the budget development for 2023-24. An update on the 2023-24 budget will be provided at the Operations and Finance Committee meeting of June 6, 2023 and the draft budget will be presented to Trustees at the Public Meeting of June 20, 2023.

## ATTACHMENTS:

- Appendix 1 – 2023-24 Budget Consultation Survey Report



## Appendix 1

# 2023-24 BUDGET CONSULTATION

Survey Background



In preparation for the 2023-2024 Budget, the Greater Essex County District School Board (GECDSB) invited parents/guardians, students, staff and community members to provide input into the budget development process.

An online survey was made available to the public from February 24, 2023 to March 31, 2023. The survey was promoted on the board's website, Edsby, social media platforms (Facebook, Instagram, Twitter), at Public Board meetings and through a media release.

A link to the survey was distributed via email to all staff and various community partnership groups. The survey was also shared with the Indigenous Education Advisory Committee (IEAC), the Special Education Advisory Committee (SEAC), and the Greater Essex County Parent Involvement Committee (GECPIC). On February 22, management attended a GECPIC meeting to introduce the budget survey and present on budget timelines and consultation opportunities.

In total 1,206 responses were received (2021-22 – 810 responses), representing a 49% increase in the response rate.

## Survey Results

*Q1: Please indicate which group(s) you belong to (specify all that apply).*

Respondents were asked to indicate the group(s) to which they belong. A summary of the responses is presented in Table 1 below. Please note that the total number of respondents (1,420) exceeds the total number of responses (1,206) as individuals could be part of multiple groups (e.g., parent/guardian and staff).

TABLE 1. RESPONDENT GROUPS

Respondent Group	Count	Percentage
Parent/Guardian	346	24.4%
Student	102	7.2%
Staff Member	895	63.0%
Community Member	63	4.4%
Community Partner	9	0.6%
Other (GECPIC)	5	0.4%
Total	1,420	100%

Staff Members were the largest group to complete the survey, representing 63.0% of all participants (2021-22 – 47.8%). Parents and Guardians represented 24.4% (2021-22 - 29.6%) and Students represented 7.2% (2021-22 - 14.5%) of the participants. Community members and partners accounted for the remaining 5.4% (2021-22 - 8.2%) of survey responses.

Q2: The GECD SB serves 9 (nine) municipalities. In which municipality do you reside?

In order to gain an understanding of which areas were represented by the survey responses, respondents were asked to indicate the municipality in which they reside. A summary of the responses is presented in Table 2 below.

TABLE 2. RESPONDENT’S MUNICIPALITY

Municipality	Count	Percentage
Amherstburg	78	6.5%
Essex	82	6.8%
Kingsville	76	6.3%
Lakeshore	106	8.8%
LaSalle	155	12.9%
Leamington	50	4.1%
Pelee Island	1	0.1%
Tecumseh	85	7.0%
Windsor	549	45.5%
Prefer not to say	24	2.0%
Total	1,206	100%

Overall, 53% of the respondents reside in the municipalities located in the county, with LaSalle representing the greatest response rate of the county municipalities at 12.9%. Approximately 46% of respondents reside in the City of Windsor, and 2% of respondents preferred not to respond.

Q3 to Q5: The GECD SB allocates financial and staff resources to support a focus on student learning, student achievement, student engagement and well-being of all staff and students. We want to know what your top 3 priorities are in helping to inform budget decisions and the allocation of funding. Priorities are listed in the drop down menu. If you do not see your priority among the list, please select “other” and manually enter your priority.

Questions 3 to 5 asked participants to rank their top three budget priorities, from a defined list of programs / initiatives. Participants were also provided the option to select “other” and provide a brief explanation of the budget priority.

Table 3 below summarizes the participants’ responses.

TABLE 3. RANKING OF THE TOP THREE BUDGET PRIORITIES

Program / Initiative	Priority #1	Priority #2	Priority #3	Average (%)
Arts (Visual Arts, Music, Drama)	46	48	68	4.5%
Career / Pathway Options	33	50	41	3.4%
Clean Schools (Air and Facilities)	67	77	69	5.9%
Climate Change and Environmental Stewardship	20	20	31	2.0%
Cooperative Education	8	15	25	1.3%
Diversity, Equity and Inclusion	32	36	43	3.1%
Early Years (Kindergarten)	77	47	35	4.4%
English as a Second Language	10	15	15	1.1%
French Immersion	38	22	18	2.1%
Human Rights	8	18	20	1.3%
Indigenous Culture and Language	4	8	18	0.8%
Math Learning (Numeracy Development)	43	94	55	5.3%
<b>Mental Health and Well-Being (Students)</b>	<b>171</b>	<b>156</b>	<b>104</b>	<b>11.9%</b>
<b>Mental Health and Well-Being (Staff)</b>	<b>94</b>	<b>150</b>	<b>115</b>	<b>9.9%</b>
Ontario Youth Apprenticeship Program	7	11	17	0.9%
Online Learning	6	1	4	0.3%
Outdoor Education	30	30	53	3.2%
Reading / Writing Skills (Literacy Development)	108	91	87	7.9%
School Libraries	15	16	23	1.5%
School Renewal (Building and Facility Improvement)	50	48	57	4.3%
<b>Special Education</b>	<b>152</b>	<b>75</b>	<b>64</b>	<b>8.0%</b>
Specialist High Skills Major Programs	7	11	19	1.0%
Student Success	48	45	76	4.7%
Technology Education	44	40	40	3.4%
Technology Resources	40	53	68	4.5%
Other	48	29	41	3.3%
<b>Total</b>	<b>1,206</b>	<b>1,206</b>	<b>1,206</b>	<b>100.0%</b>

Using an average of the priorities listed in questions 3 to 5, the top three priorities identified by respondents are:

1. Mental Health and Well-Being (Students)
2. Mental Health and Well-Being (Staff)
3. Special Education

Priorities related to Reading / Writing Skills (Literacy Development), Clean Schools and Math Learning (Numeracy Development) were the next most selected items for prioritization in the budget.

A total of 118 responses listed “Other” as one of the top three budget priorities. Of these responses, 51% were represented by the following priorities:

TABLE 4. TOP BUDGET PRIORITIES CATEGORIZED AS “OTHER” IN QUESTIONS 3 TO 5

Budget Priority	Count
Increasing the wages of support staff (e.g. TSS, ESS, DSW, EA)	26
Hiring more support staff / proper staffing levels in schools	23
Investment in sports, athletics and extra-curricular programs	11

These responses are presented, as submitted, in the Supplementary Information section at the end of this report in Tables 6 - 8 (pages 8 through 10).

Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?

Question 6 was an open ended question which allowed participants to type in a response. Participants could leave the response blank. In total, 583 comments were received. These comments are presented, as submitted, in the Supplementary Information section at the end of this report in Table 9 (pages 11 through 44).

While there are many initiatives presented by participants, responses can be aggregated into the following common themes: (1) Education Support staff; (2) Classroom Resources; (3) School Facilities, and (4) Athletics / Extra-curriculars . The responses to this question are consistent with the “Other” initiatives noted in Questions 3 – 5 (refer to above).

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Theme #1 - Education Support staff:

Examples:

*Ensuring support staff shortages are dealt with.*

*More support for children with undiagnosed needs while they are transitioning into school and just been temporary support to help make them successful since outside agencies are overwhelmed with children*

*Funding for a wage increase for ESS so we can retain and recruit staff. We are in an ESS staffing crisis with a high staff turnover rate. Our Board needs a competitive **wage**, or we will stay in crisis.*

*ESS/TSS need to be recognized as vital members to their teaching teams and compensated as such*

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Theme #2 – Classroom Resources:

Examples:

*English text renewal*

*Gym equipment*

*Classroom Resources/ Technology*

*I'd like to see some funding invested in Family Studies program. It would be nice to see these programs flourish and to support the needs of students in these programs.*

*Literacy and libraries - ensuring all schools have access to reach meaningful texts for both students and staff including diversity and SOR aligned decodables*

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Theme #3 – School Facilities:

Examples:

*Air conditioning in all buildings*

*Have Hepa filters in every classroom. To protect students and staff from getting ill frequently.  
Unhealthy air = unhealthy students & staff*

*Better filtered water*

*Clean schools*

*Appropriate spaces for teaching the arts*

*Outdoor learning*

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Theme #4- Athletics / Extra-curriculars:

*Athletics and After-School Programming for Elementary Schools*

*Extracurricular Activities - Sports, Clubs, Activities*

*Sports for extra curriculans for students and the facilities that they have access too*

*Supporting extra-curricular activities for our students - providing transportation, improving our outdoor facilities and promoting athletics and clubs*

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Refer to the Supplementary Information at the back of this report for all responses provided.

Q7: How satisfied are you with the Board's public budget consultation process and related survey?

Participants were asked to rank, from 1 to 5, their satisfaction with the consultation process and the survey, with a rating of 1 representing the lowest score and a rating of 5 representing the highest score. An answer was not mandatory. Overall, 1,067 respondents answered this question. The average satisfaction rating was 3.3 out of 5, which is consistent with the prior year.

TABLE 5: SUMMARY OF SATISFACTION SCORE

Rating Score	Total Responses	Percentage (%)
1	66	6.1%
2	128	12.0%
3	420	39.4%
4	308	28.9%
5	145	13.6%

# SUPPLEMENTARY INFORMATION

Table 6: Question 3 Responses for Priority 1 listed as “Other”

Detail	Count
Sports	2
Support staff	2
Specialized programs for racialized and marginalized students	1
Resources (Technology, Support Staff and Materials like lap tops and texts books to effectively deliver	1
Proper staffing levels in schools with competitive wages	1
Increasing support staff wages to retain staff	1
Setting wages that will attract and retain support staff	1
Higher wages for support staff, educational assistants mainly, so as a single parent I can afford to survive	1
Ensuring ESS/TSS are paid appropriately and fairly.	1
Lexia for all students!	1
Funding for more support staff and to increase their pay	1
ESS pay	1
Curriculum resources (text book)	1
Clerical manpower	1
Extra-curricular	1
Staffing	1
Adult ESL	1
Prayer mats	1
Increased wage for ESS in order to retain staff and attract new employees.	1
Raise the wage of ESS to retain them. Their wage should be increased at a minimum to keep up with inflation	1
More support staff	1
Resources	1
Hire more Support staff	1
Getting back to basics – math and English	1
Enough support staff to help all students that require assistance	1
Science	1
Funding for a wage increase for ESS so we can retain and recruit staff	1
Smaller class sizes for Junior / Intermediate classes	1
Outdoor yard	1
Having more support in classrooms.	1
Pay TSS a liveable wage so that we can hire and keep staff	1
Classroom resources – e.g. dry erase markers, play doh etc.	1
Stem	1
Support staff being injured	1
Health & Safety of all staff and students	1
Paying Support Staff a good wage	1
Teaching resources for class instruction – textbooks, teacher’s guides, scope and sequence	1
Paying support staff more money	1
Physical education	1
Transportation of student to more experiential placements	1
Updated hands-on resources	1

Detail	Count
Violence in the classroom, providing support for students who need it	1
Money to pay support staff more so that we have more. We are in crisis! The support staff shortage ..	1
More support in classrooms (EA, DSW, Special Needs)	1

Table 7: Question 4 Responses for Priority 2 listed as "Other"

Detail	Count
Sports	2
Setting a significant wage increase (base rates) for support staff	1
Safety – of staff and students	1
Raise the wage of TSS. This will attract qualified support staff and retain them. Too much money is being spent	1
Weight room budget	1
My kids school keeps losing support staff to other boards. Pay these people more money!!!	1
Hire a second vp at high schools	1
Online Learning	1
Continuing fast track education (taking next grade courses) during summer months for students to achieve	1
Athletics	1
Hiring more support staff and paying them appropriately	1
STEM	1
School safety	1
Desks	1
Smaller class sizes	1
Learning loss from pandemic	1
Staffing	1
Student engagement and motivation	1
Staff wages	1
Extra-curricular – sports	1
I believe in some areas there is not adequate staffing to handle all the new challenges that we are facing	1
Hiring	1
Enough staff to support all students as well as replacements	1
PD/learning opportunities	1
Field trips	1
Physical Education and extra-curricular opportunities	1
Providing experiential learning opportunity funds to students in all grades	1
Adult LBS	1

Table 8: Question 5 Responses for Priority 3 listed as "Other"

Detail	Count
Online Learning	4
Physical Education	2
Sports	2
Staffing	2
Dedicated and regular PLC time	1
Addressing the segregation of our students and staff during COVID-19	1
Increasing support staff supply list to cover absences. The wages offered for supplies is too low	1
Safe school initiatives	1
Student Council for School Climate	1
Department funds	1
Staff Parking Lots	1
Funding for STEM in classrooms	1
Experiential learning	1
Athletics	1
Proper staffing for the needs of the school	1
Support staff levels	1
Replacing WOKE teachers and those pushing the agenda	1
New textbooks	1
Hire more support staff	1
Adult Continuing Education	1
Science education	1
Health	1
Hiring more temporary support staff	1
Higher wages for support staff. I keep hearing of them not being replaced, students not getting.....	1
Staff and Student safety	1
Pay more for PTSA's. We are continually short staffed and the VP and principal have been fill.....	1
Staff wages	1
Pay support staff more	1
Hiring, paying, and placing support staff at each school	1
PE	1
Support staff	1
Treat these support staff with more respect, give them prep times and love	1
Basic Life Skills	1
Accessibility of the buildings	1
Accessibility (physically, for wheelchairs etc.!!!)	1
Wage increase for ESS to retain current staff and attract new supply staff	1
Access to student nutrition in all schools	1
Microscopes	1

Table 9: Question 6 Comments

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Increased wage for ESS in order to retain staff and attract new employees. The GECSDB should be very concerned at the rate we are losing staff, its only going to get worse.
The number of students in classrooms
\$10,000 per school
<ol style="list-style-type: none"> <li>1. Change qualifications of educational assistants to acknowledge the diploma from Educational Assistant program.</li> <li>2. Financially respect all Educational Assistants by paying all Support Staff the same hourly wage on the pay grid.</li> </ol>
<ol style="list-style-type: none"> <li>1. Transportation for students to access Skilled Trades related programs (grade 9 through 12).</li> <li>2. Outreach programs for Tech Education in Grades 7 and 8 (Example: "Design2000" used to run at Herman and Essex DHS to highlight Tech Ed and the Skilled Trades)</li> </ol>
4th choice staff mental health
A budget for Student Councils to help run fun events, provide resources and fund guest speakers
A decent wage for Educational assistants! They are the glue that keeps the whole school together. Underpaid and unappreciated!
A significant raise for support staff so that any board is not singlehandedly responsible for turning out retirees directly into poverty, especially support staff who live by means of a single income.
Access to training on the computer for EA-SNS, who have never been granted this educational time.
Active transportation infrastructure such as sidewalks, bike lanes, bike racks, safe areas for pedestrians, etc.
Additional support staff
Additional support staff and social workers in the schools
Additional VPs
Address the damage/harm done by segregation of vaccinated and unvaccinated staff and students the past years.

**All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?**

Addressing mental health issues and other current social issues to our students, not just staff on PD

Administrators are NOT staffing their schools according to the GSN for school libraries. Admin needs to be aware that for every 763 elementary students, there should be a full time Teacher Librarian. The ratio is 1:909 for secondary. Because this position is now lumped in with general prep, administrators are not adhering to the funding formula. Many administrators are also not spending at least \$10 per student on library resources to support equity, diversity, and inclusion. We can say that we support school libraries, but boots on the ground tell a different story.

Adult, alternative and continuing education

After hours help for students, paid professional development courses for staff, subsidisation for student trip opportunities such as leadership camps, more physical test books (some learners need offline literature readily available ALL the time to process and complete their work successfully to their maximum potential), more training for teachers regarding implementation and direction for Individual Education Plans, Education for parents for supporting their students with IEPs (in depth, personalized), In depth education for students on how to execute their rights and strengthen understanding of their IEPs, supporting students in strengthening their organizational skills, opportunities for staff members to share and brainstorm with other staff regarding students, particularly those who have exceptionalities so everyone is aware and able to support the students to reach their maximum potential and understanding of the student, providing with required materials to satisfy course requirements. BUS PASSES for students to commute to and from school; or at least a discount/subsidy

After school tutoring services for high schools

Air Conditioning

Air conditioning for BRDHS

Air conditioning for Massey High School

Air conditioning in all buildings

Air conditioning in all schools.

Air conditioning in elementary schools

Air conditioning.

Air filtration to reduce the spread of covid and other illnesses

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Air quality and purification systems
Alternative Education - more hands-on learning opportunities for students in grades 9 - 12 (especially for disengaged youth in grades 9 and 10); dedicated transportation funding available for students to access specialized tech programs that are available to all GECDSB students in grades 11 and 12 (Enhanced Construction Program, Community Kitchen) and transportation supports for students in co-operative education to get to and from their co-op placement
Applying an Afrocentric and Indigenous lens
Appropriate spaces for teaching the arts
Are we truly funding/staffing our buildings with an equity approach? We need to have a systemic review of how we allocate our human resources to ensure we do so equitable (not equally, which is the current approach).
Art
Artificial intelligence introduction
Arts specifically music (instrumental)
Athletics
Athletics and After-School Programming for Elementary Schools
Attendance/School Engagement
Attention and efforts related to educational experiences for alternative schools. i.e. ESL teacher and support for students outside of the mainstream.
Autism
Basic Life Skills
Being proactive with student and staff needs. Putting money into orientation, recruitment and succession planning for staff.
Better computer Tech. and support.
Better facilities for children with special needs

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Better filtered water
Better pay for secretaries
Better pd
Better school computers and software for computer science
Bring back activity fees for high schools. They were always waved for those in need and that lack of funds in buildings means kids in need don't get to participate in the activities because there are no funds to support them. If there are no student fees, funds for athletic programming need to be added. We saw during the pandemic how much the loss of Athletic programming impacted the energy in the school and the mental health of many.
Bring back initiatives that allow elementary students to participate in tech classes
Budget to hire more support staff. Staff are burning out and moral is at it lowest. Staff being denied mental sick leaves. It's shameful.
Building repairs and upgrades. I've had work orders in for years that haven't been completed. Our outdoor facilities are atrocious.
Bullying
Buying more TV's for sandwich Secondary
Career
Career and life skills development.
Casual custodian
Changing of population needs such as immigrants, mental health, learning disabilities, drug users, low income, etc.
Classroom equipment
Classroom furniture, up to date technology available for support staff to use
Classroom resources

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Classroom Resources/ Technology
Clean bathrooms and more maintenance workers and cleaning crews! Absolutely disgusting bathrooms in Sandwich Secondary School. How about paper towels and actual soap?!?! ABSOLUTELY disgusting.
Clean schools
Clean schools and life skills learning
Clerical staff. front line help for increased ability for customer service.
Climate Action
Climate change
CO 2 monitors in all classrooms to see how clean the air truly is. Clean the air so airborne viruses can be mitigated.
Collaborative learning and wasting money/resources
Community Outreach in low income areas that provide additional supports for a better school-home-community relationship.
Competitive Wages
Competitive wages to keep our qualified staff
Computer upgrades to run software more efficiently. Upgrades to servers because computers that students use run REALLY slow and they get frustrated and discouraged.
Concentrate on the well being of staff who are the front lines of education.  I will rate the stars but the should not be there till the review of the survey and see what the superintendents and trustee improve and them should a rating be put in place.
Consider enveloping the GSN funding for school libraries as administrators are not staffing accordingly.
Consider sports

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Continue with Science of Reading Initiatives and targeted training, and Math initiatives and targeted training.
Create an eSports program.
Creative play- outdoor play structure. Breakfast and snack programs should be mandatory- too many hungry kids.
Cut down on waste, and better recycling programs
Cutting DEI expenditures
Development of an eSports program
Development of Esports program.
Differentiate instruction
Digital citizenship skills
Discipline, structure in the classrooms. No more aggressive students running all around the school disrupting ALL the other that ALSO have a right to an education.
Diversify PD. Too much anti racist PD- our school and board do not require this much. Perhaps other cities do not our racialized kids are great. They tell us! Focus on building resilient kids. Parents are less interested in education, so we need smaller class sizes to help the growing needs of students. Public school is NOT servicing the kids enough. Violence is increasing. Admin needs to be given the opportunity to make kids accountable. Education needs major repair. More EAs needed too.
Diversity
Diversity & inclusion
Diversity and LGBTQ
Don't need to ask for funding again as \$4.5 mill hole this year
Early Literacy Intervention
Education support staff/
Education vs indoctrination

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Educational Field Trips
ELL Supports
Employee Wellness
encouraging partnerships with local environmental partners
English as a second language for special needs
English text renewal
Enough staff to cover needs of students.
Ensuring every school has a music program
Ensuring significantly more support staff are aligned to all schools.
Ensuring support staff shortages are dealt with.
Ensuring we have the proper amount of Lexia licenses, all new GAINS rooms have appropriate materials and shelving needed to run a successful program
Environment and Climate Control
Equal transportation for all board specialty programs
Equitable funding policies and formulas between schools within the board
Equity and Inclusion
Equity based funding
Equity of opportunity for students regardless of location of school location, thus improvement with school facilities to provide inclusivity and equality to all.
Equity of resource allocation throughout the schools
Equity with respect to access to speech and language, psychological and OT services

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Equity, Human Rights, Inclusivity
ESL and Rise Classrooms and teachers
eSports program
ESS and staff shortages
ESS/TSS need to be recognized as vital members to their teaching teams and compensated as such
Ethics and debate. Ethics and debate provide an opportunity for all students to see how they perform in critical thinking, collaboration, articulation and presentation. I myself have taken part in the opportunities present and believe that more of them will bring a great boost to confidence and performance to students. Not only are students improving on skills they will use all their life regardless of career, it is an opportunity for them to find community and friends who think alike and to find competition in way that doesn't need physical prowess. By investing into more debate and ethical opportunities, the school board will be raising the students of the future to be stronger and more capable in whatever they pursue.
Expand the program for teaching other languages like Punjabi.
Experiential learning and field trip opportunities
Extension of Alternative Education Programs to all students.
Extra money for support staff so students with learning and physical disabilities get the proper support they need.
Extra movement breaks and field trips also mental health support for students and staff.
Extracurricular (Sports/Clubs)
Extracurricular Activities - Sports, Clubs, Activities
Extra-curricular opportunities.
Fair wages for support staff. Funding libraries
Field trips

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Fields and track at Massey is in desperate need of improvement
Find a way to increase the number of EA support.
Fitness
Fitness Equipment
Fixing the gap in education COVID caused. How to we catch up on curriculum
Focus on meaningful, effective and timely professional development for staff
Focus on mental illness. Kids are struggling
Food for students at all schools
Food for students who have little
Food insecurity, access to technology, class sizes/section allocation that matches individual school needs and programs like ESL, MAPS, locally developed. Admin support (2VPs, more cyw/social workers, more EAs) that match school needs and dynamics specific to each community. An Indigenous healing/traditional teaching space perhaps as an outdoor classroom that is an enclosed shelter.
French and English language teacher resources
French Immersion Specific resources for student use, focused on current best practices (ex. Science of reading, special education remedial tools, Number strands in French, etc.),
French language EA at immersion schools.
French language support, LST etc.
FSL
Full-time Social Workers in schools
Fully fund the New Beginnings Pilot Project
Funding for a wage increase for ESS so we can retain and recruit staff. We are in an ESS staffing crisis with a high staff turnover rate. Our Board needs a competitive wage, or we will stay in crisis.

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Funding for inclusion of new positions for individuals with intellectual disabilities
Funding for school resources.
Funding for support staff
Funding issues relevant to students wants and needs not admin
Get back to the things that matter and focus on satisfying the curriculum. Students need to learn as much as they can to be successful and forcing staff and students to get sidetracked with Equity, Diversity, and Inclusion (a political movement not shared by most) hinders that learning. Let their parents discuss political, sexual, and racial issues at home.  Give classrooms more funding, give schools more support staff
Give the schools the amount of support staff rather than having 1 support staff work in 5 classrooms and support multiple kids
Give us the resources we need to execute ALL of the requirements and expectations coming at us from all sides. Also make all school buildings accessible to anyone (physically)
Greater professional development for Math and Literacy throughout the year.
Growth of the community and financial literacy
Gym equipment
Have Hepa filters in every classroom. To protect students and staff from getting ill frequently. Unhealthy air = unhealthy students & staff.
Have more connection with real world learning for apprentice workmanship
Having enough support staff
Having equipment for senior kids to play on. Having activities for them to do at recess. We have taken everything away from them
Having playgrounds/play spaces that are fun for kids to play
Health & Safety as it pertains to workplace violence

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Healthy Schools, preparing for future epidemics
High School Librarian position is hardly necessary, tragic waste of money, everybody knows this
Higher pay for EA and ECE
Higher pay for educational support staff and TSS so we can recruit more TSS and be paid a fair wage for all ESS and TSS
Higher pay for support staff
Higher support staff wages !
Higher wage for support staff
Higher wages for ESS staff.
Higher wages for support staff
Higher wages to be able to keep staff.
HIRE MORE SUPPORT STAFF AMD GIVE THEM A RAISE
HIRING MORE OCCASIONAL TEACHERS SO SCHOOLS ARE NOT SHORT STAFFED EVERYDAY. ALLOCATING THE SCHOOL BUDGET TO REFLECT THE NEEDS OF SCHOOLS - IN PARTICULAR, COMPE ED SCHOOLS THAT REQUIRE MORE INSTRUCTIONAL SUPPLIES AND NUTRITION PROGRAMS.
Hiring more support staff
Hiring of more permanent support staff at each school whether there are no needs or not.
Hiring of more support staff
Hiring of support staff at an equitable rate
How about employee appreciation and retention?
How is health and physical education not listed? This is the second survey I have filled out where you clearly "guiding" your responses. How can that not be listed?

**All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?**

Human Rights of staff and students

Increasing staff wages in order to keep up with inflation and keeping a staff roster

I feel money should be directed to increase the wages of the Support Staff. As you are well aware, we are in a staffing crisis. I am a tenured support staff and regularly consider leaving the Board. We as permanent staff cannot continue to carry the responsibilities of multiple jobs due to the lack of supplies to fill absences. Our wages need to increase and especially those of the temporary support staff. No one as had been shown, will apply to our Board to do the work we do for the wages that are currently offered. I would hope the Board wants to hire qualified Support Staff. Those persons with education and skills deserve to be paid more. I do not see an end to our staffing crisis unless wages for all Support Staff are increased. More and more of us WILL leave,

I heard that staff get meals. Where does that show in the budget? Kids need additional support and you buy food for workshops and meetings.

I think there are TOO MANY initiatives! Focus on the basics- reading, writing, math, the arts. Our education system is falling behind, and I think much of that is due to initiatives that have no place in K-12 public education!

I work in a new GAINS room (as of this past September). Coming in to a new school year and a new room for our spec ed students, we did not have any furniture, proper shelving nor equipment for our Students to start a successful year. We finally received the tables for our students late October/early November. We desperately needed a cabinet to store items that should not be accessible to students (children were getting into teacher's work items). We finally received the cabinet early 2023. Our team members have been very discouraged dealing with children's behaviours when we don't have the proper tools to work with.

I would advise the budget committee that money is an invention and balanced budgets are a lie crafted to keep impoverished people down!

I would very much like to have a playground built at Sandwich West Public School for my children when they attend. The area is very bare for playing and I would like to see some enrichment opportunity for outdoor play.

I would very much like to see a playground built at the Sandwich West Public School. I know a very nice one was torn down years ago to make room for some improved learning, but nothing was ever done, and the Principal changed since then and I believe the project was scrapped. So I would like to see some playground built at the school.

I'd like to see some funding invested in Family Studies program. It would be nice to see these programs flourish and to support the needs of students in these programs.

**All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?**

If I had the option to pick a 4th area, it would be on core literacy/ numeracy skills.

improved conditions for ESS...re evaluation of the CYF position (no qualifications and higher pay?) re evaluation of the FLL position how did it get to be more money than all other ESS. Superintendents that have these positions such as CYF and FLL take care of getting them better pay and working conditions. This has an adverse affect on the other work groups. Unfair unless you happen to have a superintendent working for your position.

Improving literacy skills for students

Improving Sports

Improving staffing and smaller class sizes

In regard to Special Education more available to STEPS for coop or field trip funding (To further involve our population within the community)  
Including arts across the curriculum to include all types of learners in all subject areas

Incorporating OYAP programs with board spending

Increase in Educational Support Staff's wages. (Developmental Services Worker, CYW, ECE and Educational Assistant's)

Increase in Special education services

Increase in staffing

Increase Shop budgets to respond to then increase in students who are taking shp and going into Skilled Trades.

Increase wage of supportive staff in order to retain them

Increased field trips

Increased focus on outdoor/nature education, critical thinking skills, and civics/history education.

Increased funding to help students that are struggling socially and emotionally due to the impacts of the pandemic, online learning and lockdowns

Increased staffing for support staff

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Increased wage for ESS in order to retain staff, to decrease burnout
Increased wages for ESS
Increasing Educational support staff wage.
Increasing pay for temporary support staff in an effort to recruit and retain staff
Increasing the pay for support staff in order to be able to hire and keep them.
Indigenous culture
Individual school discretionary funds
<p>Inner City - Lower Socio-economic areas. For example, Roseville applies for every single available grant available to provide as many opportunities for our students to have experiences. However, despite receiving grants to reduce costs, many students still require financial assistance to pay the remaining fee. The school then pays for the remaining costs for them. This applies to almost every field trip our students have access too. Earlier in the year, our students went to John R Park. This class was in awe of seeing the lake and a large body of water and were recording it. These experiences are essential to our students but inner city comp ed schools face many obstacles in creating these opportunities. Also, we are very fortunate to be able to have had students engage in many extra curricular activities. However, many of our families do not have cars. Are community also has much addiction. I would not be comfortable asking parents to be volunteer drivers of other students. Therefore, we pay for a lot of taxis. For example, our taxi bill for the month of February for one team sport was almost \$300. That was only for students travelling back and forth from school to school. Inner city schools, such as Roseville, have reduced ability to fundraise to provide these 'extras' that are essential to the well-being and connectedness students have to school. We cannot ask parents to choose between feeding/housing their child and donating to a fundraising campaign. For example, for Loonie License we raised \$241. Another area of consideration would be graduation events. Celebrating a milestone for our students is important! The school because of limited opportunities to fundraise has to strategize and carefully plan the graduation ceremony and the grade 8 trip. Limited funds from fundraising make it very difficult to create parity between different economic groups in our Windsor community. Further, consideration needs to staffing of inner city comp ed schools. Budget consideration to human capital and services e.g., how much time schools receive social work, spec ed supports, ESS staffing, staffing of administration in response to data driven student need e.g., Aspen, etc.</p>
Integration of ELL students
International Language Programs (for High School Credit)

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Invest in support staff, by providing a competitive wage that attracts quality candidates to the field.
Investing in enrichment classes for kids who are capable of more. Children who can move forward faster than others should not be held back by false notions of equity.
Itinerant teachers who come in and help with students' fine motor skills (printing/numbers/scissors, etc..)
Kinder play based program
Kindergarten
kindergarten classrooms with no bathrooms
Kindergarten outside!!! SHADE
Kindness, Compassion Teaching - Reduce divisions
Leadership Development with Staff
leadership training
Learning Commons
Learning loss (reading especially)
Learning materials for the Early years programs
Less class sizes , more kindergarten rooms with extra staff helps with extra tr
Less consultants and coaches + more teachers in schools supporting students still affected by Covid (reading, writing, mental health, math skills)Students are moving to the next grade without the skills which causes more mental health issues
Less initiatives
Less social topic like human rights, climate, mental; encourage students' own observation and discussion, withOUT in doctrine.
LEXIA for all students

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Lexia logins for every student up to grade 3
Lgbtq student protection
Life skills education
Life skills, entrepreneurship
Literacy and libraries - ensuring all schools have access to reach meaningful texts for both students and staff including diversity and SOR aligned decodables
Literacy Class Set resources
Lunch at cafeteria should be available daily (not 3 days a week), lockers should be larger, more books in libraries, teachers should teach versus relying always on technology to do the job, offer more trade courses
Make the Math Curriculum
Making the current 10 yr. pilot project for suspended students at New Beginnings at permanently funded program.
Math
Math
Math and literacy resources and training for teachers
Maybe there's a lot of stuff
Mental health
Mental health and budget for staff such as educational assistance
Mental Health and Well Being of Staff
Mental health and well being-staff
Mental Health and Wellness of Staff

**All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?**

Mental Health of students and staff - need more funding for social workers and psychologists so students are given on demand, on-site support in the aftermath of the pandemic. Staff and students need a space and mental health professionals in each school to support them I moments of crisis/breaking down.

Mental health staff and students

Mental health supports- more CYW's

Mental Health, Support Staff

Mental health. Students and Staff

Mental Health/Wellbeing for Staff and Students; Diversity, Equity, Inclusion

Mental health-staff

Mentorship and homework support for All ages and grades

Money for classroom (math games)

More access to social workers and counsellors

-more attention to infrastructure and services for urban schools

More course selection

MORE CYWs in every school that has only one!

More education in coding

More funding for Special Education and their CO-OP opportunities. Additionally, funding for Special Education to take field trips to get involved in the community. CO-OP opportunities for Spec Ed students can lead to job opportunities.

More hands on skills

More help for kids

More jobs for those with special needs

**All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?**

More money allocated for programs that help students with behaviour problems in the EY and Primary grades.

More money for Facility Services so that better cleaning of schools' can occur. I have to put in a special work order just to have my drama room dusted and then have to wait to see if the budget will allow for this. This should be a priority and not considered extra.

More money for Special Education so there can be more support staff in each school. Some students aren't getting enough support from ESS.

More money for Visual Arts supplies/class funding

More one on one time. Teachers have to many kids

More permanent support staff (i.e., Social Workers, CYW's, EA's)

More plc time during work hours for staff pedagogical development

More resources for schools from technology to equipment for the health and physical education programs and for guest speakers to be brought into schools.

More resources needed in HR to address staffing shortages

More resources to hire and retain enough qualified support staff for each school.

More staff

More staff smaller class sizes

More student based PD.

More support for children with undiagnosed needs while they are transitioning into school and just bed temporary support to help make them successful since outside agencies are overwhelmed with children

More support for students

More support in classroom to meet vast needs of students

More support staff --> EA's and behaviour support

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
More support staff and we need to keep the ones we have by paying them better
More support staff in more classrooms with higher pay
More support staff, safe schools, more resources overall
More supports for mental health within each building
More technology for students
More technology in each classroom, decodable texts for each classroom, STEM kits
Muslim prayer rooms
New Computers for many GECD SB Schools. The Computers at most schools are almost unusable.
New instrument budget
New math resources
New Math textbooks for EVERY student!
New math textbooks for intermediates. All students given textbooks. Workbooks provided so we don't have to print everything
New School for A.V. Graham asap. As the School becoming populated and using portable classroom. And students and staff needs to go out from portable classroom in cold weather and go to the building to use a toilet etc. A.V Graham Library became a classroom for grade 2 & 3 students. I hope to see a 2-story school building in the near future to be considered during the development of the 2023-2024 budget
New text books/ resources (not digital)
Newer technology for computer tech programs TEJ, ICS
No more equity
Nutrition Program
Nutrition programs

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Of course literacy and math development should be a top priority.
Once the health and well being of our students and staff have been addressed within a humane way we can then move forward in providing people supports for the students in the buildings that are maintained to met their needs. Note: New buildings can only be new for so long if they are not properly maintained by everyone!
Oneness rather than division
Online learning options
Open up gym rentals to the community
Operational efficiencies. Waste reduction planning and support.
Opportunity for staff led resource/program development through release time during school hours for those interested.
Our board should strive to lead the way in improving students' numeracy skills. Instead of following the rest of the province, create our own initiatives to improve basic arithmetic skills in juniors and primary grades. This focus would pay dividends at higher levels.
Outdoor activities/basketball nets/students that need 1 on 1. EA teachers
Outdoor Ed, Student Success
Outdoor Education, Learning through External Outside experiences
Outdoor facilities (ex, tracks, fields...)
Outdoor learning
Outdoor learning
Outside playground
Paid Resources for staff to use to improve their own mental health and well being and in turn be better teachers and able to teach same skills to their students.
Paid tutoring program - free to students

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Parenting classes for families
Parity of access to resources across schools
Pay Educational Support Staff higher wages in order to retain AND attract new employees
Pay increase to Support Staff to retain them and a pay increase to encourage others to become supplies
Pay raises for support staff
Pay raises, or more sick days. It's hard to not get sick, especially in early years.
Pay support staff a livable wage.
Pay support staff better so we can have qualified support in our classrooms
Pay support staff more
Pay support staff more money. More competitive with similar jobs elsewhere
Pay the support staff a fair wage
Paying our support staff a living wage so that we can hire and retain enough to solve the staffing crisis
Paying support staff a livable wage.
Paying support staff more
Paying support staff more than the separate board so we don't lose them and have enough for our needs. PD available during work hours in areas associated with Board Improvement and Equity Plan
PD on teaching students with mental health and low motivation.
Physical Education
Physical education
Play grounds at the school for the kids... the yard has nothing for them to play with.

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Play-based learning
Please consider specific student/staff needs in each building when developing the budget rather than simply how many students populate the school.
Please include virtual learning, give parents the say in how they choose to educate their kids
prayer rooms for students
Print resources such as textbooks and increased limits on photocopying
Prioritize the well being and programs that support racialized and marginalized students as they continue to struggle even more following the aftermath of Covid-19
Professional development days / workshops for ESS
Professional Development for staff, software acquisition and licensing, better IT support, equipment purchases / renewal of programs / capital investment
Professional learning grants such as in the past to guide new learning that is interest based.
Programs like robotics
Programs that support racialized and marginalized students
Promoting good administrators
Promoting within ( worker to management) =less turnover
Properly and equally paying your support staff. If we do not retain quality staff in this role, our schools can not function. Other boards pay EAs the same as their coworkers, especially for those with post secondary qualifications, they need to be paid at least as much! They have earned it. Keep these staff members please! They make all the difference to these kids all throughout our schools, NOT just special needs. Their mental health benefits from these professionals too! Properly staffed schools! To many times we don't have replacements in our schools.
Protein foods for kids (hard boiled eggs/protein drinks/pancake mix)
Provide more resources (including books) for teachers to use in the classroom.
Providing consistent support for students who need- not waiting until Grade 3 to provide tier 2 and tier 3 supports, interventions and identification, addressing the growing violence in Early Years

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Classroom, compensating support staff fairly so that people actually want to work in these roles in our Board, providing a safe solution to EY classrooms when an ECE is absent without coverage.
Providing the appropriate level of education for students of all abilities with the appropriate amount of staffing and staff time needed for the students' abilities and needs
Purchase of Math textbooks
Purchase relevant text books to all the changed curriculum
Quality education, student achievement
Quality outdoor equipment and areas (basketball nets, safe pavement etc.)
Raising wages support staff and TSS
Reading and the new reading model
Reading and writing, arts
Reading, writing and arithmetic should be at the forefront.
Reading/Writing skills
Recruitment and retention of quality committed educational support staff
Recruitment of support staff so that students are properly serviced
Reduce class sizes
Reduce SHSM spending
Reduced class sizes
Reducing class sizes
Re-engaging learners lost or fallen behind due to pandemic issues.
refreshing outdoor kindergarten spaces - they are an extension of our classrooms and need to reflect our commitment to early years education

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Reintroduction of iMac computers in school labs. It is better preparing our students for their post secondary education in addition the catholic board uses them in their media and tech courses which will potentially lower our high school student enrolment
Remediation and interventions for students.
renewing the high school fields that were founded in 1960 (Massey)
Repurpose the pool area at Riverside S.S.
Resource development for teacher, especially for French Immersion
Resources and PD
resources for all teachers
Resources for Staff- books for classrooms that align with Science of Reading/math resources
Resources for teachers (photocopies, textbooks, manuals)
Resources for the classroom
Resources that benefit ALL students.
Resources that reflect current practices
Resources to support homework after school such as Lexia.
Resources, activities and outings for special education.
Restore libraries in schools. Restore music programs. Teach life skills
Return focus to our students having a solid foundation in maths and English. We should not be stream-lining math and English in grade 9 and expecting students to jump from meshed learning to university level courses. We should not be providing preferential treatment to select groups at enormous expense that could be put into the classroom(s) where many students could benefit from the funds.
Safety and anti bullying

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Safety for both staff and students
Safety of information through socially and virtually
Saving money, period. The Board wastes so much money and they could ask people in the buildings for suggestions. We see day to day things people at the Board Office do not.
School air conditioning
School bathrooms/air conditioning
School building and facility improvements
School clubs/extra curricular activities
School Field Trips
School gardens that the students maintain
School maintenance and repair
School resources and infrastructure
School safety
School supplies
School Supplies and better resources - bring back Edwin!
Schools in certain socio-economic areas should be given more funding to assist with their unique areas of need.
Science
Science and technology should have more resources
Science Lab Equipment
Science room supplies

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Scrap everything not directly related to curriculum for student education and safety within school learning environment. Spreading funds on over too many areas leaves students without the basics that they need in life.
Sent aside money for recruiting and retaining staff
SHSM
Smaller class sizes
Smaller class sizes
Smaller class sizes / less split grade classrooms
Smaller class sizes and more support staff for each class!
Smaller classes; resources for classes;
Social skills. So much is happening with students' emotional health after the past few years and children aren't interacting positively amongst their peers. It's as though the bullying focus for the past while didn't fully register with students.
Social-Emotional Learning for students
Special Education
Specialized computer training
Specialized programs for racialized and marginalized students.
Spend the assigned library budget from the government on our Learning Commons
Sports
Sports for extra curriculums for students and the facilities that they have access too
Sports, Health & Nutrition
Staff benefits

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Staff Funding
Staff members are burnt out since the pandemic. Teaching is completely different. We need supports in classrooms to help students. The teacher plays so many different roles to help students that the “teaching” role has become a small component. Educators need supports in the classroom.
Staff mental health and well-being (support of staff)
Staff mental health and wellness concerns, burnout, being short staffed, staff not feeling appreciated, supported.
Staff morale
Staff parking lots
Staff resourcing for learning development testing and needs
Staff Retention
Staff team building
Staff wages
Staffing
Staffing increases
Staffing of support staff in classes to help student achievement in a time where everyone seems to be struggling.
Staffing schools based on needs as well as enrollment. Not just number of students.
Staffing spec ed
Staffing!
STEAM Education
STEAM elementary primary/junior rotary teacher. The Windsor/Essex Catholic Board has a teacher in every school that runs this program with all of the materials provided for grades 1-6.

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
STEM
STEPS classrooms should receive budgets to replace and replenish structured learning materials
Stop indoctrinating OUR children with the ongoing woke/"progressive" agenda that aims to convince white boys/girls they are privileged and racist assholes! And stop asking our children questions regarding their sexuality! This is perverted and pedophilia! Enough!
Stop making the board so top heavy.
Stop spending money on worthless workshops. Also, provide money for lines paper and erasers instead of the nonsense that you guys spend money on.
Strategy for more EAs/ECEs/Occasional workers to fill vacancies, more consistency across schools with policies regarding safe schools, training for OCWs
Student Academic achievement in science
Student and Staff Well-Being
Student Engagement
Student Mental health supports in the schools - more CYWs available to remove students in times of crisis so that the student receives the attention they need, while not disrupting the learning of every other student in the classroom
Student mental health/ decrease in violent incidents
Student nutrition
Student opinion. Students are the ones we have to go to these schools.
Student Re-engagement post Covid
Student transportation -city bus passes for schools who don't have yellow busses
Student's attendance
Students need a yard and equipment to develop skills
Supplies!!!! How can people do their jobs with minimal paper?

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Support for staff both physical and mental health. Stop treating various employee groups differently than how teachers are treated. One employer, not several employers.
Support in classroom and resources to support learning
Support staff
Support staff (EAs, CYWs, etc.)
Support staff allocations
Support Staff Assistance
Support Staff especially for students that need help, one on one and specific learning plans
Support staff for students who have special education needs, especially ASD
Support Staff- more staff, more compensation
Support Staff need fair and equal pay as they are not respected and are under valued in their day to day positions. Staff are being hurt by students and they are leaving our system because they don't come to work to be hurt.
Support staff wage needs to increase
Support staff wages
Support Staff wages
Support staff wages in order to retain staff and also hire enough new staff to keep our schools safe and give all children a chance to attend.
Supporting all staff through well thought out in-service when new initiatives are introduced and maintaining a healthy and safe work environment.
Supporting extra-curricular activities for our students - providing transportation, improving our outdoor facilities and promoting athletics and clubs
Teacher professional learning communities
Teacher resources

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
Teacher support positions for all schools
Teacher training of course
Teacher/Student well-being
Teaching kids about fundamentals for adulthood eg taxes, budgeting etc
Teaching resources to reflect and promote diversity.
Tech and media arts resources
Tech for 21st century teaching and learning.
Technology
Technology improvements
Technology resources need to be updated
Textbooks for each student. No sharing needed
That money be budgeted for an increased wage for ESS in order to retain staff and attract new employees.
The arts, extra curriculums, and supporting staff (supplies, classrooms)
The board promotes French Immersion but does not support it in any meaningful way. Either support it or stop promoting it.
The budget should reflect the low wages of the ESS supply. I believe this is the reason that we can not keep our TSS. The other board pays them \$8/hr more. If we put some focus on this than perhaps they would stay. If they stay, then when ESS are off they would get coverage. The fact that no coverage is offered creates great stress to the staff thus them going off. It's a very bad cycle that could be managed in a much better fashion.
The cleanness of the schools
The critical need for more support staff and addressing violence in schools.

**All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?**

The increase in behaviour issues with the students

The lack of technology that students have access too us atrocious. In order to ensure that students have the digital skills to navigate the world around them there must be more opportunities for students to engage in using laptops and computer labs.

The Math Curriculum - there needs to be a set program to follow as we do for SOR.

The Numeracy Intervention program is sooooo valuable especially at Marlborough School. We will miss having this support

The playground

The reduction of redundant items being disposed of and then having to be purchased again by schools that need them.

The safety of the buildings

The wages of support staff they are extremely underpaid for the critical role they play in student success

There is a huge problem with ESS being understaffed. This is leading to staff burnout, and people leaving the profession. We need more ESS in schools to handle the mental health and behaviours of our students. Tons of ESS need to take stress leaves from doing the jobs of 2 or more people each day. No other job classification in this organization is expected to pick up the workload of other staff members in the building. More money needs to be allocated into paying ESS what they deserve considering the dangerous and stressful jobs they are doing. This will help keep people in the job if they feel valued. We also need more ESS in the buildings. One CYW for 850 high school students is inadequate and students are not being served properly. Not to mention the burnout of staff trying to keep up with the workload. Please make ESS a priority before you lose even more of them. The schools cannot run without ESS serving our hardest needs students, yet they are not paid enough and are forced to do the job of more than one person. Please wake up to this huge issue.

There is a staffing crisis and support staff are burned out and done dealing with so much for so little pay

There were resources that were lost during the 2 years of pandemic classrooms. For example, most of our iPads were given to students for online learning. We now have very few and they are not available for all students to use. We spent years building classroom environments that were conducive to student learning and well-being. Now we have no carpets for our students to sit on during our lessons. This is an important meeting place and helped build classroom community. We need our carpets back and this should be a priority for primary classrooms.

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
They should remove destreamed learning and bring back the levels (locally developed, applied, academic, enriched) as it helped those who were further ahead to actually learn instead of wasting their time in class.
To help let Muslim students pray
Transparency
Transportation- cost to use Transit Windsor for low income families is difficult at times and affects the attendance of the student
Transportation opportunities for students to Community Kitchen, coop placements, OYAP placements
Transportation, Cost Analysis of I.B. Program
Trauma training
Try fixing the washroom vandalism issues without punishing the innocent its not hard
Tutoring
Tutoring and Summer Learning
Understanding students better and building more course options
Update the schools that are older, so that all students have an equitable learning environment.
Updated classroom curriculum resources, outdoor learning spaces, environmental education (proper recycling, community/school gardens)
Updating libraries to be more of a media centre.
Upgrade the computer systems, it takes 15 minutes to log on and open a document at times.
Wage increase for all ESS employees
Wage increase for ESS to retain current staff and help the staffing shortages by attracting new staff
Water that doesn't taste metallic

<b>All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?</b>
We have such a marked difference between the new schools and the tech, facilities available to students that there needs to be consideration to upgrade so all students access as others. We cannot wait until a school needs to be built to ensure this happens. We have created a culture of the haves and have nots.
We need more support in schools. More CYWs, Social Workers, Admin. not in teaching roles. Mental Health supports that actually help kids. More opportunities for kids to learn outside of the classroom. Too much liability. We need more support staff and we need to retain the ones we have
We need teachers in classrooms to fully address learning needs. Coaches, consultants, resource/intervention teachers (those not in a classroom) do not directly impact student achievement. We need teachers in classrooms and build full capacity within the system - not with just some.
We need to support the new language arts curriculum with all schools having embedded PLC time and the SOR team supporting this
Weight Room, very out of date at W.F Herman
Wellness for free. More training around violent students
Wellness of staff
Where did the music programs go? Why is there no French Immersion school in Essex? Why are there no Orton-Gillingham certified teachers and/or literacy coaches in each school?
Work spaces for occasional staff (ie. psychologists, itinerants, speech pathologists, etc). I find there is usually never a space available for just these staff such as an occasional office for these members of Our school board. Their job is just as important as everyone else's and require a space for working that is ideal, and suitable for all of these types of work.
Working with newcomers
Yes keep all washrooms open
Yes sports
Yes, budget in an increase of wages for support staff for both full time dedicated employees and our TSS. It will attract and keep valuable employees in this board that are the front-line workers to our most needy student and the number of students requiring support is growing !

**All Comments for Q6: Are there other areas or initiatives that should be considered during the development of the 2023-24 budget?**

Yes...please start funding supplies at the school level properly, it is very costly for staff to buy supplies out of our own pockets. Also, please ensure school are clean, we can only clean up so much mice poop, it's very tiring

Youth substance prevention program



# GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD MEMORANDUM

TO: CHAIRPERSON AND MEMBERS OF THE OPERATIONS & FINANCE COMMITTEE

FROM: SHELLEY ARMSTRONG, SUPERINTENDENT OF BUSINESS AND TREASURER  
ERIN KELLY, DIRECTOR OF EDUCATION

SUBJECT: 2023-24 GSN UPDATE

DATE: MAY 2, 2023

Creating Confident Learners

Engaging Communities

Demonstrating Ethical Stewardship

## AIM:

To provide the Board with an update of the 2023-24 Grants for Student Needs (“GSN”) funding announcement that was made by the Ministry of Education (the “Ministry”) on April 17, 2023.

## PURPOSE:

Under the current education funding system, the Province sets the total operating allocation for the board using the formulas in the GSN, which is commonly referred to as the “funding formula”.

Each school board’s GSN allocation comes from two sources:

- 1) Education Property Taxes which are collected by municipalities with rates set by the Ministry of Finance;
- 2) School Board Operating Grant (“SBOG”) funding which is provided to school boards by the Province to cover the difference between the education property taxes collected and the total allocation as determined by the funding formula.

The funding formula is designed to meet a variety of objectives including:

- Fair allocation for students and amongst public, Catholic, French and English language school boards;
- Funding based on need;
- Flexibility on the use of funding by individual boards with certain specific restrictions;
- Enveloping of certain funding allocations; and
- School board accountability.

## CONTEXT:

On April 17, 2023 the Ministry of Education announced GSN funding of \$27.08 billion for 2023-24, representing a 2.7% increase in base funding or \$693 million from 2022-23.

The system funding is made up of 3 grants as follows:

1 – System Education Funding for 2023-24

<b>Grant</b>	<b>Amount (in billions)</b>
Pupil Foundation	\$11.845
School Foundation	1.637
Supplemental	13.234
<b>Total</b>	<b>\$27.084</b>

Pupil Foundation grant:

The Pupil Foundation grant represents 44% of the GSN funding. The Pupil Foundation grant funds elements of a classroom education that are required and generally common to all students. Examples include classroom staffing, educational assistants, library services, guidance services, classroom supplies, classroom computers and student technological devices. School board allocations are based on the average daily enrolment (“ADE”), measured in October and March of each school year.

Significant changes to the Pupil Foundation grant for 2023-24 include:

- *Differentiated Funding for On-Line Learning* – The funded average credit load will be 7.5 credits per pupil, split between online learning (0.225) and in-person learning (7.275). This funding change assumes that 22.5% of secondary students will take one on-line course in 2023-24 and where the class size average will be 30:1.
- *Name Change of “Broadband Network Operations”* – The funding component is being renamed to “Broadband Continuous Improvement”. There are no funding changes to this component in 2023-24.

Student Foundation grant:

The Student Foundation grant provides school-based funding for in-school administration and leadership. Funding is based on a benchmark of salaries and benefits to cover principals, vice-principals and office support staff. The funding also includes a parent engagement allocation and a library staff allocation.

Significant changes to the Student Foundation grant for 2023-24 include:

- *Remote Learning Administration* – This funding supports the cost of salaries and benefits for remote learning administration such as a principal, vice-principal, school office support and information technology. Funding is based on a rate of \$479.27 per ADE. Enrolment in remote learning must be tracked for each of the elementary and secondary panels in order to qualify for the funding.

The School Foundation grant does not provide increases to salary benchmarks for principals and vice-principals in 2023-24.

Supplemental Grants:

There is a total of 16 supplemental grants available within the GSN, providing funding for several specific areas as outlined below:

2 – System Supplemental Grant Funding for 2023-24

<b>Supplemental Grant</b>	<b>Amount</b> (in millions)
Special Education	\$3,405.4
Languages	956.8
Indigenous Education	137.7
Geographic Circumstances	225.2
Learning Opportunities	602.0
Mental Health and Well-Being	130.4
Continuing Education and Other Programs	143.2
Cost Adjustment and Teacher Qualifications and Experience	2,388.0
Supports for Student Fund	219.6
Program Leadership	74.2
Student Transportation	1,233.2
Declining Enrolment Adjustment	21.1
School Board Administration and Governance	656.8
School Facility, Operations and Renewal	2,707.7
Debt Service	315.7
One-Time Realignment Mitigation Fund	17.1
<b>Total</b>	<b>\$13,234.0</b>

Significant changes to the Supplemental grants include:

- *Special Education* – Funding of \$8.3 million is being provided to support early math intervention for elementary students with special education needs. This funding, previously provided in the Priorities and Partnership fund (“PPF”), is being transferred to the GSN via the Differentiated Special Education Needs Amount (“DSENA”) Allocation. Funding includes a base amount of \$106,816.10 per school board and a per-pupil amount of \$0.28.
- *Indigenous Education* – The funding methodology for the First Nations, Metis and Inuit Studies Allocation has been updated in 2023-24 to realign with the Indigenous Education Grant. The funding under the allocation is based on the total number of funded First Nations, Metis and Inuit studies enrolment by a per-pupil benchmark of \$645.64. Additionally, funding for the Board Action Plan allocation has been realigned to better support education priorities and will include a new supplemental amount based on a per-pupil funding benchmark.
- *Learning Opportunities Grant* – A Safe and Clean Schools Supplement has been added to provide funding for additional services that support student well-being and maintain clean schools. Funding is to be used for professional / paraprofessional staff, education assistants and custodians, with priority being given to professional / paraprofessional staff. Additionally, the Specialist High Skills Major and Summer Learning Program PPFs are being transferred into the GSN for 2023-24.
- *Student Transportation Grant* – A new funding framework is being introduced in 2023-24, to promote transparency, equity and reliability of student transportation. A common set of reference standards has been set by the Province to ensure consistency of transportation across the Ontario. The common reference standards apply to all school boards to determine need and funding benchmarks have been established for costs of operating school buses

(vehicle component, fuel component and driver component). The new funding formula has transitional support to ensure that no boards see a funding reduction while adjusting their routing and operational requirements. Other items to note in the new funding framework include:

- Wage rate benchmark for drivers have been established at \$23 per hour plus 13% for statutory benefits.
- Fuel benchmark has increased from \$0.936 per litre to \$0.957 per litre.
- Distance eligibility threshold for JK/SK student set at 0.8 kilometres from the primary address to the designated school.
  
- *School Board Administration and Governance Grant* – a new funding allocation for External Audit Capacity has been provided for in 2023-24. This funding enhances the external auditors' capacity to support the Ministry's enrolment audit accountability function and in performing staffing FTE compliance audits to enhance accountability of the Benefits Trust Allocation. In addition, funding for Demographic Data Gathering has been transferred from a PPF to the GSN. Salaries for the Director of Education and Supervisory Officers remain frozen.
  
- *School Facility, Operations and Renewal* – This funding reflects a 2% cost update for the non-staff portion of the benchmark for operating costs to assist boards in managing commodity prices.
  
- *One-Time Realignment Mitigation Fund* – This time-limited funding is intended to mitigate the impacts of the realignment within the Indigenous Education Grant for boards facing a funding reduction.
  
- *COVID Learning Recovery Fund* – This funding has been discontinued in 2023-24. Previously, funding of \$5.1 million was provided to the board under this program.

#### Capital Funding:

Capital funding to support safe and healthy learning environments continues for 2023-24 through School Condition Improvement ("SCI") and School Renewal Allocation ("SRA").

#### *School Condition Improvement:*

SCI is a capital renewal program which supports the revitalization and renewal of aged building components which have exceeded / will exceed their useful life cycle. Funding is allocated to school boards based on the Ministry's assessment of a board's five year renewal needs (relative to the provincial total). 70% of the funds must address major building components such as foundations, roofs and windows. The remaining 30% of the funds may be used to address to building interiors, surrounding site components for major building components.

The Board's allocation for 2023-24 under this funding program is \$20,372,809 (2021-22 - \$24,826,954).

*School Renewal Allocation:*

SRA supports the revitalization and renewal of aged building components, like SCI. However, the SRA also permits boards to undertake capital improvements such as addressing program-related needs and investing in accessibility-related enhancements. Maintenance requirements such as painting, roof patching and parking lots repairs may also be covered through SRA.

The Board's projected allocation for 2023-24 under this funding allocation is \$6,425,214 (2021-22 - \$6,364,620).

*Funding Time Limits:*

As of the 2023-24 school year, all SCI and SRA allocations will now have an expiration date in which funds cannot be carried over. All 2023-24 announced funding will expire on March 31, 2026 and all existing SCI and SRA funds available from prior school years will expire on March 31, 2027.

Legislative / Reporting Timelines:

School boards are required to submit their 2023-24 Estimates through the Education Financial Information System ("EFIS") by June 30, 2023. In preparation for the Ministry submission, an update on the draft 2023-24 budget will be provided at the Operations and Finance Committee meeting of June 6, 2023 and the final draft budget will be presented to Trustees for their approval at a special meeting of the Board on June 20, 2023.

Appendix 1 – Ministry-Projected GSN for the Greater Essex County District School Board for 2022-23

Appendix 2 – Greater Essex County District School Board announced Priorities and Partnership funding for 2023-24

Appendix 1 - Ministry Projected GSN for the Greater Essex County District School Board for 2023-24

<b>Grant</b>	<b>Amount</b> (in millions)
Pupil Foundation	\$210.7
School Foundation	27.4
Special Education	56.8
Languages	13.8
Indigenous Education	1.9
Geographic Circumstances	0.4
Learning Opportunities	10.6
Mental Health and Well-Being	2.6
Continuing Education and Other Programs	1.1
Cost Adjustment and Teacher Qualifications and Experience	46.8
Supports for Student Fund	3.9
Program Leadership	1.0
Student Transportation	16.2
Declining Enrolment Adjustment	1.0
School Board Administration and Governance	10.5
School Facility, Operations and Renewal	44.9
Debt Service	7.9
Planning Provision	7.8
One-Time Funding	0.7
	\$466.0

Notes:

The funding projection has been prepared by the Ministry of Education and is based on enrolment and other data provided by the board during 2022-23.

The projections reflect the impact of new Ministry funding investments, savings measures and structural refinements on the GSN funding levels for 2023-24.

Actual funding that the board receives through the GSN over the course of the school year may change as in-year information on enrolment and other factors becomes available.

The Board will prepare its funding projection based on enrolment projections, staffing requirements and staff qualifications. This information will be presented to Trustees as part of the 2023-24 budget documents.

Appendix 2 - Greater Essex County District School Board announced Priorities and Partnership funding for 2023-24

<b>Funding Allocation</b>	<b>2023-24 GECDSB Allocation</b>
Early Intervention in Math for Students with Special Needs	Moved to GSN
De-streaming Implementation Supports	60,600
Early Reading Enhancements	214,000
Education Staff to Support Reading Interventions	1,079,600
Entrepreneurship Education Pilot Projects	30,000
Experiential Professional Learning in Skills Trades	45,200
Health Resources, Training and Supports	21,600
Learn and Work Bursary	21,000
Licenses for Reading Intervention Supports	192,500
Math Recovery Plan: Board Math Leads	166,600
Math Recovery Plan: Digital Math Tools	274,500
Math Recovery Plan: School Math Facilitator	756,000
Professional Assessments	174,700
Skilled Trades Bursary Program	15,000
Special Education Additional Qualification Subsidy	15,900
Staffing to Support De-Streaming and Transition	1,900,000
Summer Learning Special Education Needs	156,800
Summer Mental Health Supports	191,400