

**Ministry of Education**

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**Ministère de l'Éducation**

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Queen's Park  
Toronto ON M7A 1L2



**2019:SB02**

**MEMORANDUM TO:** Directors of Education  
Senior Business Officials

**FROM:** Andrew Davis  
Assistant Deputy Minister  
Education Labour and Finance Division

**DATE:** April 3, 2019

**SUBJECT:** **Key Planning Details for Attrition Protection**

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The following is intended to provide guidance to school boards on eligibility and reporting requirements with respect to attrition protection related to proposed class size changes as per [2019:B08 – New Vision for Education](#) (March 15, 2019).

This memo should be read in conjunction with existing local collective agreements and is subject to continued consultations, labour negotiations and potential legislative changes.

As you know, the ministry has been consulting with education partners to seek feedback on class size considerations. The ministry held in-person meetings in January 2019 with the teachers' federations, trustees' associations and education worker unions to gather feedback. School boards, principals/vice-principals' associations and other education sector partners were also invited to provide written feedback between January 23 and February 22, 2019. While the prior phases of the consultation are now complete, the ministry has invited partners to continue this important dialogue through the next consultation period ending on May 31, 2019.

This plan would include attrition protection, for up to four years, to protect front-line staff impacted by the proposed changes to class sizes and e-learning, allowing school boards to phase in the proposed class sizes. Through this four-year attrition protection, funding will be provided to top-up school boards where the change in funded classroom teachers exceeds the actual attrition and other voluntary leaves. With this support in place, it is expected that school boards will not lay-off teachers associated with the proposed changes to class sizes and e-learning.

Other key elements of the attrition protection funding include:

- **School board forecast protection** to address situations where actual attrition is higher than the school board's forecasts; and,
- **An additional 5% attrition protection** to further support the staffing complement for the continuity of STEM and specialized programming. This means boards are being provided with 105% attrition protection funding.

Boards are encouraged to review the attached appendices to support their planning processes:

1. *Appendix A: Key Planning Details for Proposed Attrition Protection* regarding the process and funding
2. *Appendix B: Illustrative Examples of Attrition Protection Scenarios*
3. *Appendix C: Estimated Changes in Funding and FTE*

In response to questions that have been raised regarding whether there would be a funded voluntary leave program, there is no program proposed.

Please note that the ministry will be requesting additional information from school boards in the future to support the calculations for attrition protection funding.

For any questions, please email [EDULABFINANCE@ontario.ca](mailto:EDULABFINANCE@ontario.ca).

*Original signed by*

Andrew Davis  
Assistant Deputy Minister  
Education Labour and Finance Division

Attachments

c. Council of Ontario Directors of Education  
Trustees' Associations