

Academic Staffing Report

Audit Committee
April 28, 2026



OTTAWA-CARLETON
DISTRICT SCHOOL BOARD



Academic Staffing for 2026 - 2027

- Includes teachers, principals and vice-principals
- Staffing allocations are based on projected student enrolment and overall district needs
- Academic staffing accounts for approximately 53% of the operating budget and 67% of the estimated \$1 billion compensation envelope.



OTTAWA-CARLETON
DISTRICT SCHOOL BOARD



Funding and Academic Staffing

Core Education
Funding

Technical Guide

Average Daily
Enrolment (ADE)

Regulations and
Collective Agreement
Obligations

Staffing Allocations

Staffing Processes



OTTAWA-CARLETON
DISTRICT SCHOOL BOARD



Collective Agreements and Academic Staffing Timeline

March

- Elementary and Secondary Enrolment Projections
- Elementary Teacher and P/VP Allocations

May

- On-going staffing processes
- Core Education Funding shared
- Technical paper received

January – February

- Student Registrations
- Early Enrolment Projections

April

- Finalize Secondary Enrolment and staffing allocations
- System and school staffing processes



OTTAWA-CARLETON
DISTRICT SCHOOL BOARD



Student Enrolment



Enrolment Projections

- Census data
- Historical trends
- Federal immigration policies
- Interprovincial migration



Enrolment variance

- 1% variance between projected and actuals over the last three years



Overestimating Enrolment

- Creates a budget pressure
- School reorganizations



Student Enrolment

PAST PRACTICE



INTEGRATIVE APPROACH



OBJECTIVE: Increased accuracy matching projections to actual student numbers in the fall.



OTTAWA-CARLETON
DISTRICT SCHOOL BOARD



Projected Student Enrolment (2026 - 2027)

Elementary Enrolment (K - 8)				Secondary Enrolment (9 - 12)			
2025-2026 Projected	2025- 2026 Actual	2026-2027 Projected	Increase or Decrease	2025-2026 Projected	2025-2026 Actual	2026-2027 Projected	Increase or Decrease
50,284	49,951	49,185	-766	26,871	26,287	25,949	-338
					600	0	-600 (Adult over 21)



Teacher Allocations (2026 - 2027)

Panel	Actual Fall 2025 FTE	2026 - 2027 (Projected March 2026) FTE	FTE Decrease (Projected minus Actual)	Percentage Increase or Decrease (FTE)
Elementary	3,152.24	3,106.45	-45.79	- 1.5%
Secondary	1,724.17	1,686.67	-37.50	- 2.2%
Total	4,876.41	4,793.12	-83.29	- 1.7%



Principal and Vice Principal Allocations

Position	2025-26 FTE Allocation	2026-27 FTE Allocation	FTE Decrease (Projected minus Approved)
Principals	154.50	154.00	-0.50
Vice-Principals	115.75	114.42	-1.33
Total	270.25	268.42	-1.83



OTTAWA-CARLETON
DISTRICT SCHOOL BOARD

