



Appendix B

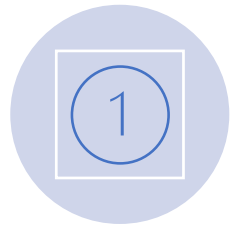


Number of Professional Staff on Home Assignment January 2021 to March 2024

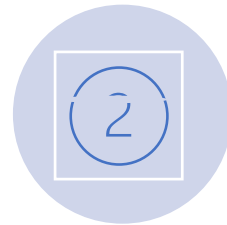


Total of **621**
professional staff*
over the 3.25 year
period:

*Professional Staff are defined as employees who are licensed through the Ontario College of Teachers or other professional regulatory bodies.



Elementary and
Secondary School
Teachers = **518**
(estimated)



Principals and Vice-
Principals = **44**
(estimated)

Number of Professional Staff on Home Assignment January 2021 to March 2024

As of March 31,
2024

74 employees
on active home
assignment

General nature of allegations

Code of Conduct
Child Protection
(abuse and neglect)
Harassment

Limited technology and
data tracking posed
challenges in data
capturing the discrete
nature of the home
assignment

Disciplinary Outcomes

Possible Outcomes

- No discipline if allegations are unfounded
- Non-disciplinary action: letter of expectation, coaching, additional training, etc
- Disciplinary action: ranging from verbal warning to termination for cause/willful misconduct
- If relevant, reports to professional regulatory bodies (e.g., OCT)

Data Challenges

Current SAP data collection is limited to whether a person was terminated or has been suspended for payroll purposes only, not tracked centrally

Total Cost of Home Assignments: Salaries + Benefits January 2021 to March 2024

Elementary and
secondary Ps &
VPs = **\$3,993,324**

Elementary and
secondary
teachers =
\$27,510,458

All employees =
\$31,503,782

Total External Investigation Cost 2020/21 to 2023/24*

Total cost of external investigators engaged by Human Rights Office, Legal Services, and People and Culture departments over four fiscal years is over \$2.7 million

Fiscal Year	Human Rights	Legal Services	People & Culture
2020 - 2021	\$150,252	\$248,069	-
2021 - 2022:	\$204,311	\$312,876	-
2022 - 2023	\$376,765	\$614,506	\$25,504
2023 - 2024	\$376,000 (Est.)	\$416,823	\$17,349
Total Cost of External Investigation	\$1,108,093	\$1,592,274	\$42,853

*Does not include external investigation costs incurred by Learning Centres

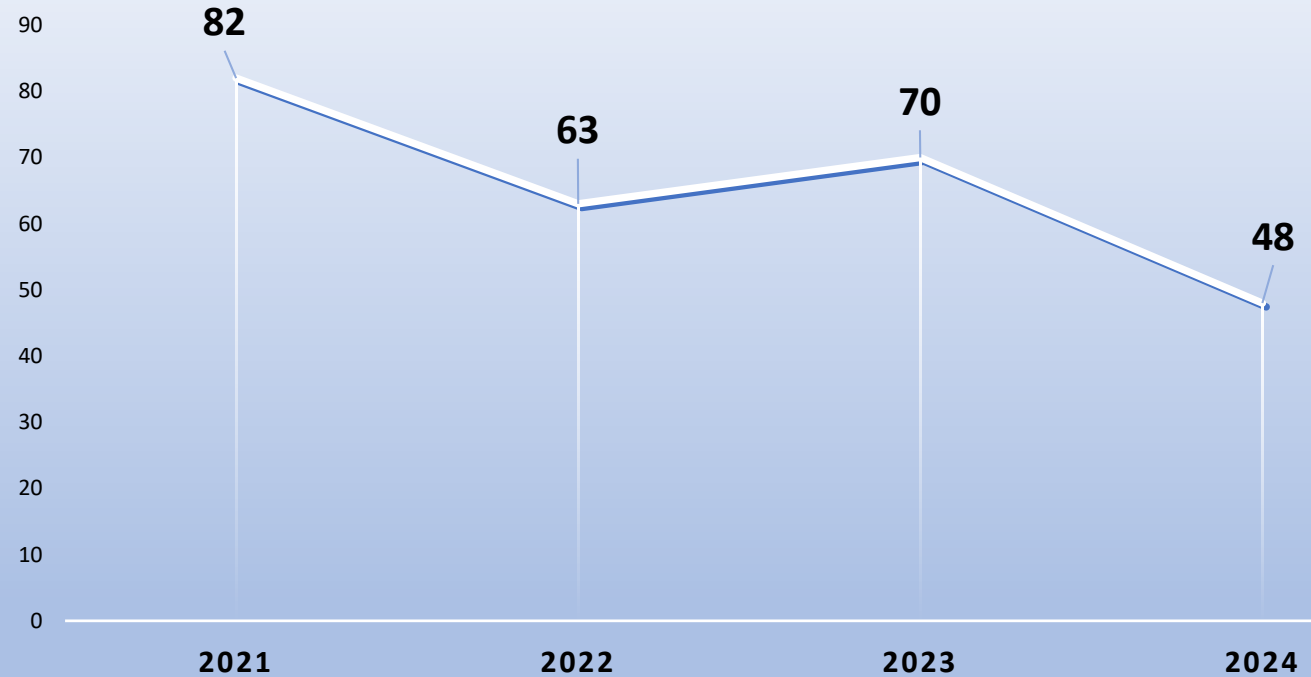
Total External Investigation Costs by Professional Staff *

Occupational Group	Total Amount Paid
Elementary and Secondary School Teachers	\$84,870
Principals and Vice-Principals	\$218,681
Supervisory Officers	\$359,665
Other Staff	\$2,080,004
Total	\$2,743,220

*Does not include external investigation costs incurred by Learning Centres

Average Length of Placement on Home Assignment down by 41% from 2021 to 2024

**AVERAGE LENGTH OF HOME ASSIGNMENT (DAYS)
2021-2024**



Addressing Challenges



Employee Interim Measures Pending Investigation Procedure was developed and approved in February 2024

Shift in longstanding practices

Clear considerations for determining appropriate interim measures



Implemented a tracking system to collect detailed information, including the number, duration, and reasons for home assignments

Data collected will inform the development of targeted learning modules for all staff, aimed at addressing root causes of workplace allegations and fostering continuous learning / improvement environment



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