

York Catholic District School Board

2025-26 Estimates Salaries, Benefits & FTE Summary

June 26, 2025



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Introduction

The tables in this report provide salary and benefits and Full Time Equivalent (FTE) budgets for the 2025-26 Estimates.

The Ministry has updated the salary benchmarks and other funding elements to reflect ratified central collective agreements.

Note: The comparative information (2024-25 Revised Estimates) has been restated where appropriate (such as a restructuring).

Employee Salary, Benefits and Full Time Equivalent (FTE) Summary

Employee Groups	Full Time Equivalent (FTE)				Budget (\$000's)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
Principals	103.0	103.0	-	0%	17,109	17,573	464	3%
Vice Principals	58.0	58.0	-	0%	9,041	9,261	220	2%
Seconded Principals - Central	5.5	5.5	-	0%	941	965	24	3%
Elementary Teachers	1,850.4	1,794.9	(55.5)	(3%)	236,682	235,585	(1,097)	(0%)
Secondary Teachers	1,166.6	1,193.7	27.1	2%	146,734	153,758	7,024	5%
Consultants, Coordinators & Addtl Teaching	38.7	35.2	(3.5)	(9%)	5,491	5,053	(438)	(8%)
Total Academic Staff	3,222.2	3,190.3	(31.9)	(1%)	415,998	422,195	6,197	1%
Classroom Support Staff	1,277.8	1,249.8	(28.0)	(2%)	71,480	72,829	1,349	2%
Non-Classroom Support Staff	866.8	859.8	(7.0)	(1%)	75,682	79,022	3,340	4%
Total Support Staff	2,144.6	2,109.6	(35.0)	(2%)	147,162	151,851	4,689	3%
SUBTOTAL	5,366.8	5,299.9	(66.9)	(1%)	563,160	574,046	10,886	2%
REP, Other Grants and Programs	29.4	29.4	-	0%	3,544	3,666	122	3%
Continuing Education Staff	203.4	197.6	(5.7)	(3%)	13,432	13,411	(21)	(0%)
Other Salaries & Benefits (Non-FTE)	-	-	-	-	30,470	30,050	(420)	0%
TOTAL SALARIES & BENEFITS	5,599.6	5,526.9	(72.7)	(1%)	610,606	621,173	10,567	2%

Academic Staff FTE Details

Employee Groups	Full Time Equivalent (FTE)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
ACADEMIC STAFF				
Principals				
Elementary	86.0	86.0	-	0%
Secondary	14.0	14.0	-	0%
Combined Schools	2.0	2.0	-	0%
Alternative Education & Safe Schools	1.0	1.0	-	0%
Subtotal Principals	103.0	103.0	-	0%
Vice Principals				
Elementary	19.0	17.0	(2.0)	(11%)
Secondary	39.0	41.0	2.0	5%
Subtotal Vice Principals	58.0	58.0	-	0%
Seconded Principals - Central	5.5	5.5	-	0%
Total Principals and Vice Principals	166.5	166.5	-	0%
Elementary Teachers				
Classroom - Kindergarten to Grade 8	1,285.2	1,248.2	(37.0)	(3%)
Specialty Teachers (Phys. Ed., Music, FSL)	269.2	269.2	-	0%
Teacher Librarians	45.0	45.0	-	0%
STREAM Centre	6.0	4.0	(2.0)	(33%)
English Second Language (ESL)	37.0	37.0	-	0%
Subtotal Elementary Teachers	1,642.4	1,603.4	(39.0)	(2%)
Special Education Elementary Teachers				
Core Resource	155.5	155.5	-	0%
Section 23	2.0	2.0	-	0%
Itinerant Literacy Intensive Support Teacher	15.0	-	(15.0)	(100%)
Autism Spectrum Disorder (ASD) Itinerant	4.0	4.0	-	0%
Hearing Itinerant	6.5	5.0	(1.5)	(23%)
Subtotal Special Education Elementary Teachers	183.0	166.5	(16.5)	(9%)
Elementary Self-Contained Classes				
Program for Academic and Creative Extension (PACE)	20.0	21.0	1.0	5%
Transition Diagnostic (TD) Centre	1.0	-	(1.0)	(100%)
Multiple Exceptionalities (ME) Hubs	-	4.0	4.0	0%
Autism Spectrum Disorder (ASD) Centre	3.0	-	(3.0)	(100%)
Hearing Centre (HC)	1.0	-	(1.0)	(100%)
Subtotal Elementary Self-Contained Classes	25.0	25.0	-	0%
Subtotal Elementary Special Education Teachers	208.0	191.5	(16.5)	(8%)
Subtotal Elementary Teachers	1,850.4	1,794.9	(55.5)	(3%)

Employee Groups	Full Time Equivalent (FTE)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
ACADEMIC STAFF				
Secondary Teachers				
Grades 9-12	943.1	960.0	16.9	2%
E-Learning	26.7	34.3	7.7	29%
Library	16.0	16.0	-	0%
Guidance	35.6	36.4	0.8	2%
Chaplains	15.7	15.7	0.0	0%
Math Facilitator	0.6	0.1	(0.5)	(83%)
English Second Language (ESL)	18.2	21.0	2.8	16%
Alternative Education	7.0	7.0	-	0%
Subtotal Secondary Teachers	1,062.7	1,090.5	27.8	3%
Special Programs (Approved by Motion)				
Advanced Placement	2.7	2.7	-	0%
International Baccalaureate	3.0	2.0	(1.0)	(33%)
High-Performance Athlete	2.7	1.7	(1.0)	(37%)
Regional Arts Program	1.0	1.0	-	0%
Northern Initiative	3.5	3.5	-	0%
Subtotal Special Programs	12.9	10.9	(2.0)	(16%)
Subtotal Secondary Teachers (Exc. Special Ed.)	1,075.6	1,101.3	25.8	2%
Special Education Secondary Teachers				
Core Resources	30.9	32.3	1.4	5%
Learning Strategies (GLE)	9.2	9.8	0.7	8%
Tutorial	5.0	5.2	0.2	3%
Work Experience	5.0	5.2	0.2	3%
Ed. Support(ES)/Functional Life Skills(FSL)/Social Comm(SC)	29.9	29.2	(0.6)	(2%)
Vision	1.0	1.0	-	0%
Section 23	3.0	3.0	-	0%
Subtotal Special Education Secondary Teachers	83.9	85.7	1.8	2%
Special Education Self-Contained Classes				
Program for Academic and Creative Extension (PACE)	2.7	2.7	-	0%
Autism Spectrum Disorder (ASD) Centre	3.0	3.0	-	0%
Hearing Centre (HC)	1.5	1.0	(0.5)	(33%)
Subtotal Special Education Self-Contained Classes	7.2	6.7	(0.5)	(7%)
Subtotal Special Education Secondary Teachers	91.1	92.4	1.3	1%
Subtotal Secondary Teachers	1,166.6	1,193.7	27.1	2%

Employee Groups	Full Time Equivalent (FTE)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
ACADEMIC STAFF				
Consultants, Coordinators and Addt'l Teaching Staff				
Curriculum Coordinators	2.0	1.0	(1.0)	(50%)
Curriculum Consultants	17.2	16.7	(0.5)	(3%)
Special Education Coordinators	3.0	2.0	(1.0)	(33%)
Special Education Consultants	11.5	11.5	-	0%
Tech and Trades Consultant	1.0	-	(1.0)	
Mental Health Instructional Program Lead	1.0	1.0	-	0%
Special Programs Teachers	0.5	0.5	-	0%
Central ESL Resource Staff	1.5	1.5	-	0%
Health & Safety Officer	1.0	1.0	-	0%
Subtotal Consultants, Coordinators and Addt'l Teaching Staff	38.7	35.2	(3.5)	(9%)
Total Teaching	3,055.8	3,023.9	(31.9)	(1%)
TOTAL ACADEMIC STAFF	3,222.2	3,190.3	(31.9)	(1%)

Support Staff FTE Details

Employee Groups	Full Time Equivalent (FTE)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
SUPPORT STAFF				
Teacher Assistants				
Educational Assistant (EA)	438.1	436.5	(1.6)	(0%)
Specialized Educational Intervenor (SEI)	92.0	92.0	-	0%
Student Support Worker (SSW)	11.0	11.0	-	0%
Food Services (EA)	0.5	0.5	-	0%
Subtotal Teacher Assistants	541.6	540.0	(1.6)	(0%)
Black Graduation Coach	0.4	0.4	-	0%
Designated Early Childhood Educator	152.0	150.0	(2.0)	(1%)
Elementary Supervision - Other	1.3	1.3	-	0%
Professional / Paraprofessional				
Behaviour Resource (Social Services)	22.5	22.5	-	0%
Behaviour Resource (Social Services) - Alternative Education	2.0	2.0	-	0%
Physiotherapist/Occupational Therapist/ABA	12.0	12.0	-	0%
Speech Services	15.0	15.0	-	0%
Psychological Services	11.6	10.6	(1.0)	(9%)
Psychological Services - Alternative Ed / Safe Schools	1.0	-	(1.0)	(100%)
Mental Health Services	12.0	12.0	-	0%
SEA Claims Management	14.0	12.5	(1.5)	(11%)
SEA Computer and Other Technical Services	4.0	4.0	-	0%
Technicians - Student Support	34.0	32.0	(2.0)	(6%)
Central Catalogers	3.0	3.0	-	0%
Library Technician	22.0	22.0	-	0%
Courier Drivers	3.0	3.0	-	0%
Lunchtime Supervisors (Classroom and Office Support)	423.4	404.5	(18.9)	(4%)
Attendance Counselors	3.0	3.0	-	0%
Subtotal Professional / Paraprofessional	582.5	558.1	(24.4)	(4%)
Subtotal Classroom Support Staff	1,277.8	1,249.8	(28.0)	(2%)

Other Staff FTE Details

Employee Groups	Full Time Equivalent (FTE)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
SUPPORT STAFF				
School Administration Clerical/Secretarial	207.6	212.1	4.5	2%
Administration and Governance				
Trustees	10.0	10.0	-	0%
Student Trustees	2.0	2.0	-	0%
Director & Supervisory Officers	15.0	16.0	1.0	7%
Managerial/Professional	33.1	32.1	(1.0)	(3%)
Administration Support	98.1	96.6	(1.5)	(2%)
Regional Internal Audit Team (RIAT)	5.0	5.0	-	0%
Subtotal Administration and Governance	163.2	161.7	(1.5)	(1%)
Pupil Transportation Consortium				
Managerial/Professional	3.0	3.0	-	0%
Administration Support	11.0	11.0	-	0%
Technicians	1.0	1.0	-	0%
Subtotal Pupil Transportation Consortium	15.0	15.0	-	0%
School Operations				
Managerial/Professional	8.0	8.0	-	0%
Administration Support	30.0	27.0	(3.0)	(10%)
Custodial	413.0	406.0	(7.0)	(2%)
Maintenance	30.0	30.0	-	0%
Subtotal School Operations	481.0	471.0	(10.0)	(2%)
Subtotal Non-Classroom Support Staff	866.8	859.8	(7.0)	(1%)
TOTAL SUPPORT STAFF	2,144.6	2,109.6	(35.0)	(2%)

Employee Groups	Full Time Equivalent (FTE)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
REP, Other Grants and Programs				
AQ Coordinator	0.5	0.5	-	0%
Graduation Coaches	1.6	1.6	-	0%
Consultants	2.8	2.8	-	0%
Teachers - Literacy (Elementary)	11.6	11.6	-	0%
Teachers - Math Recovery (Elementary and Secondary)	1.4	1.4	-	0%
Teachers - Transition Navigators (Secondary)	1.3	1.3	-	0%
Support Staff	10.2	10.2	-	0%
Total REP, Other Grants and Programs	29.4	29.4	-	0%
Continuing Education Staff	203.4	197.6	(5.7)	(3%)
TOTAL ALL STAFF	5,599.6	5,526.9	(72.7)	(1%)

Appendix 1: Support Staff Costing

This table excludes Supply and Non-FTE Salaries and Benefits.

Employee Groups	Budget (\$000's)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
SUPPORT STAFF				
Teacher Assistants				
Educational Assistant (EA)	31,986	32,794	808	3%
Specialized Educational Intervenor (SEI)	6,717	6,912	195	3%
Student Support Worker (SSW)	888	910	22	2%
Food Services (EA)	36	37	1	3%
Subtotal Teacher Assistants	39,627	40,653	1,026	3%
Black Graduation Coach	21	48	27	129%
Designated Early Childhood Educator	11,834	11,972	138	1%
Elementary Supervision - Other	119	122	3	3%
Professional / Paraprofessional				
Behaviour Resource (Social Services)	2,540	2,655	115	5%
Behaviour Resource (Social Services) - Alternative Education	208	213	5	2%
Physiotherapist/Occupational Therapist/ABA	1,536	1,575	39	3%
Speech Services	1,999	2,073	74	4%
Psychological Services	1,614	1,553	(61)	(4%)
Psychological Services - Alternative Ed / Safe Schools	-	-	-	0%
Mental Health Services	1,516	1,615	99	7%
SEA Claims Management	1,573	1,422	(151)	(10%)
SEA Computer and Other Technical Services	425	435	10	2%
Technicians - Student Support	3,694	3,650	(44)	(1%)
Central Catalogers	272	278	6	2%
Library Technician	1,556	1,594	38	2%
Courier Drivers	240	248	8	3%
Lunchtime Supervisors (Classroom and Office Support)	2,364	2,373	9	0%
Attendance Counselors	342	350	8	2%
Subtotal Professional / Paraprofessional	19,879	20,034	155	1%
Subtotal Classroom Support Staff	71,480	72,829	1,349	2%

Employee Groups	Budget (\$000's)			
	2024-25 Revised Estimates	2025-26 Estimates	Change	Change (%)
SUPPORT STAFF				
School Administration Clerical/Secretarial	15,571	16,419	848	5%
Administration and Governance				
Trustees	168	168	-	0%
Student Trustees	5	5	-	0%
Director & Supervisory Officers	3,329	3,530	201	6%
Managerial/Professional	5,208	5,407	199	4%
Administration Support	10,060	11,183	1,123	11%
Regional Internal Audit Team (RIAT)	853	875	22	3%
Subtotal Administration and Governance	19,623	21,168	1,545	8%
Pupil Transportation Consortium ⁽¹⁾				
Managerial/Professional	411	421	10	2%
Administration Support	1,117	1,257	140	13%
Technicians	126	129	3	2%
Subtotal Pupil Transportation Consortium	1,654	1,807	153	9%
School Operations				
Managerial/Professional	984	1,015	31	3%
Administration Support	2,929	2,947	18	1%
Custodial	32,081	32,665	584	2%
Maintenance	2,840	3,001	161	6%
Subtotal School Operations	38,834	39,628	794	2%
Subtotal Non-Classroom Support Staff	75,682	79,022	3,340	4%
TOTAL SUPPORT STAFF	147,162	151,851	4,689	3%

(1) 67% recovered from York Region District School Board

Appendix 2: FTE and Budget by Department

Category	Full Time Equivalent (FTE)			FTE and Non-FTE Budget (\$000's)		
	2024-25 Revised	2025-26 Estimates	Change	2024-25 Revised	2025-26 Estimates	Change
Director	9.4	9.4	-	1,382	1,327	(55)
Associate Director	3.0	3.0	-	425	433	8
Trustee	12.0	12.0	-	173	173	-
School Leadership	22.6	20.6	(2.0)	2,554	2,470	(84)
Curriculum	52.6	47.1	(5.5)	7,519	6,833	(686)
Indigenous Education	3.5	5.5	2.0	447	804	357
Continuing Education	203.4	197.6	(5.7)	13,432	13,411	(21)
Employee Contract Obligations	16.0	16.0	-	3,455	3,530	75
Student Services	961.9	941.6	(20.3)	100,278	100,099	(179)
Finance	28.1	29.1	1.0	3,547	3,647	100
Regional Internal Audit Team (RIAT)	5.0	5.0	-	876	899	23
Human Resources	39.0	37.0	(2.0)	4,835	4,852	17
International Education	3.0	3.0	-	345	355	10
Information Systems	61.0	58.0	(3.0)	7,197	7,251	54
Planning / Operations	23.0	23.0	-	2,335	2,403	68
Planning / Operations - Transportation	15.0	15.0	-	1,653	1,807	154
Plant	475.0	466.0	(9.0)	39,828	40,600	772
Regular Day	3,263.4	3,231.7	(31.7)	377,485	385,132	7,647
RNEF	-	-	-	47	51	4
School Administration	405.8	410.3	4.5	44,044	45,644	1,600
Other Including Transportation Recoveries	(3.0)	(4.0)	(1.0)	(1,251)	(548)	703
TOTAL	5,599.6	5,526.9	(72.7)	610,606	621,173	10,567

Appendix 3: Responsive Education Programs (REP), Other Grants and Programs

			Full Time Equivalent (FTE)		
Category	Budget Unit	Name of Grant	2024-25 Revised Estimates	2025-26 Estimates	Change
REP	Curriculum	Education Staff to Support Reading Interventions	11.6	11.6	-
REP	Curriculum	Math Recovery Plan: Lead, Facilitator and Tools	2.7	2.7	-
REP	Director	Human Rights and Equity Advisor	0.9	0.9	-
REP	Director	Graduation Coach Program	1.6	1.6	-
REP	Student Services	Licenses for Reading Intervention Supports	0.5	0.5	-
REP	Student Services	Special Education Needs Transition Navigators	1.3	1.3	-
Other Ministry	Curriculum	Ontario Youth Apprenticeship Program (OYAP)	1.5	1.5	-
Non-Ministry	Student Services	Children's Treatment Network (CTN)	8.8	8.8	-
YCDSB Prog	Associate Director	AQ Courses	0.5	0.5	-
TOTAL REP, OTHER GRANTS AND PROGRAMS			29.4	29.4	-