

Moved by: Trustee Markus de Domenico

Toronto Catholic DSB

Seconded by: Trustee Nancy Crawford

Topic: Shortfall of Provincial Funding of Statutory Benefits and Employee Deductions

Whereas: boards have an obligation to maintain a balanced budget each year;

Whereas: boards have an obligation to fund statutory benefits and employee deductions such as Employment Insurance (EI), Canada Pension Plan (CPP) and OMERS;

Whereas: the Ministry of Education has not kept up with the inflationary rises in the costs of these programs; and

Whereas: the TCDSB alone generates a \$18 million shortfall each year due to the inadequate funding of these programs.

THEREFORE, BE IT RESOLVED THAT:

OCSTA petition the Ministry of Education to fund School Boards across Ontario for the actual current cost to fund statutory benefits and employee deductions such as EI, CPP and OMERS.

Moved by: Trustee Markus de Domenico

Toronto Catholic DSB

Seconded by: Trustee Garry Tanuan

Topic: Underfunding of the Associated Costs of Absenteeism to Boards Across Ontario

Whereas: under the Education Act of Ontario, school Boards are obligated to balance their operating budgets. The rising rate of absenteeism has had a detrimental effect on a Board's ability to discharge this fundamental obligation;

Whereas: the Ministry of Education in association with OCSTA, has the sole responsibility to conduct Central Bargaining with OECTA and Education Worker unions. The results of central bargaining are implemented by Boards, including paid Sick Leave. Boards must implement and pay for the use of sick leave benefits with inadequate funding provided by the Ministry; and

Whereas: the funding provided to the TCDSB to fund "Sick Leave" has proven to be so inadequate, that in the last year the TCDSB has generated a shortfall of \$48 million dollars which accounts for approximately two thirds of its entire deficit.

THEREFORE BE IT RESOLVED THAT:

- a) OCSTA petition the Ministry of Education to fund School Boards across Ontario for the actual cost of sick leave and other absence related costs for all employee groups; and
- b) OCSTA petition the Ministry of Education to provide additional funding to School Boards to support the implementation of PPM 171 – ASP, Attendance Support Programs, released on June 26th, 2024 Attendance Support is a non-disciplinary program intended to support employees who are not able to consistently attend work by setting an attendance threshold, recording and tracking attendance, and engaging with or coaching employees.

Moved by: Trustee Markus de Domenico

Toronto Catholic DSB

Seconded by: Trustee Garry Tanuan

Topic: Comprehensive Review of Sick Leave

Whereas: under the Education Act of Ontario, school Boards are obligated to balance their operating budgets. The rising rate of absenteeism has had a detrimental effect on a Board's ability to discharge this fundamental obligation; and

Whereas: the government passed the "Putting Students First Act" whereby the Sick Leave benefit system was changed by the government, ending the ability of employees to "Bank" unused Sick Leave for the purposes of a retirement gratuity. In the past decade absenteeism has skyrocketed from an average of 8 days absent to between a low of 10 days to a high of 19 days with the Provincial average currently at 15.6 days.

THEREFORE, BE IT RESOLVED THAT:

- a) OCSTA petition the Auditor General of Ontario to undertake a comprehensive review of the impact of sick leave and other absences in the education sector including financial, operational and student achievement implications; and
- b) OCSTA petition the Ministry of Education to study the feasibility and potentially positive outcomes associated with the introduction of sick leave programs that incentivize employees in an effort to decrease absenteeism.

Moved by: Trustee Markus de Domenico

Toronto Catholic DSB

Seconded by: Trustee Kevin Morrison

Topic: Capital Projects Category for Gymnasiums

Whereas: students are developing increasingly unhealthy living habits due to easy access to poor food choices, a lack of physical activity and exercise, and many hours per day spent using electronic devices;

Whereas: health professionals have declared that society is in an obesity crisis especially children and youth;

Whereas: indoor exercise facilities are needed due to our harsh climate that can limit outdoor activity for many months of the year;

Whereas: gymnasiums are expensive and Boards do not have sufficient funding to build them;

Whereas: many School Boards have schools that are older buildings and have no gymnasiums or small, improperly ventilated, poorly lit gymnasiums. Many schools have had to designate other unsuitable spaces for physical fitness and indoor team sports; and

Whereas: every year the Ministry of Education has a Capital Priority call and invites Boards to submit business cases substantiating the need for new schools and additions.

THEREFORE BE IT RESOLVED THAT:

OCSTA petition the Ministry of Education to add a new category to capital funding requests. The new category would be Capital Funding Requests for funding of the renovation and/or building of new gymnasiums or sports facilities in school communities.

Moved by: Trustee Nancy Crawford

Toronto Catholic DSB

Seconded by: Trustee Garry Tanuan

Topic: Technology Infrastructure and Cybersecurity

Whereas: technology infrastructure is essential to the effective functioning of a school board.

Whereas: cybersecurity attacks on school boards and corporations are increasing steadily.

Whereas: the costs of restoring technology systems after a cybersecurity attack are prohibitive. Preventative practices and systems are needed to safeguard school board data and functions and enhance the school board ability to withstand threats.

THEREFORE, BE IT RESOLVED THAT:

OCSTA petition the Ministry of Education to fund the cost of critical technology infrastructure, cybersecurity, business continuity plan (BCP) and enterprise resource planning (ERP) systems.

Moved by: Trustee Nancy Crawford

Toronto Catholic DSB

Seconded by: Trustee Garry Tanuan

Topic: Increase in School Based Childcare Centres in Ontario

Whereas: quality childcare is essential to child and parent well being. Integrating child care spaces in schools alleviates the stress families face when planning for their child's care and educational journey and reduces the emotional strain associated with finding child care providers in proximity to their child's prospective school.

Whereas: integrating child care spaces in schools facilitates a seamless transition from early learning into the broader education system, and fosters a stronger connection with the school community. It is in the best interest of the Ministry of Education to provide a solid introduction to learning to all Ontario children.

Whereas: school Boards are well positioned to have a pivotal role bridging the crucial gap between child care operators and the education system. The best practice for quality childcare is to locate Childcare Centres in schools.

Whereas: schools are not merely structures; they are woven into the social fabric of communities, offering families a comprehensive support system throughout their educational journey. They serve as hubs for community gatherings, celebrations, and, most importantly, as safe places for children to develop essential skills during their formative years.

Whereas: it is in the best interests and well being of Ontario families to have ready access to quality childcare spaces wherever they live in the Province.

THEREFORE, BE IT RESOLVED THAT:

OCSTA petition the Ministry of Education to fully fund previously approved childcare capital projects and to review the funding benchmarks to bring them up to date to fund childcare projects today and into the future.

Moved by: Trustee Maria Rizzo

Toronto Catholic DSB

Seconded by: Trustee Nancy Crawford

Topic: Funding for Air Conditioning

Whereas: as the planet continues to warm, we do see a significant increase in extreme weather events and due to these climate change effects, winters continue to shorten and schools are dealing with a higher proportion of months with warmer weather;

Whereas: children cannot learn in extreme heat;

Whereas: classrooms kept at a suitable temperature by air conditioners help students concentrate and be more productive;

Whereas: air conditioning units also help to enhance indoor air quality and prevent students from seasonal allergies: and

Whereas: the Ministry of Education does not directly fund air conditioning in all schools in new builds/additions or school renewal budgets.

THEREFORE BE IT RESOLVED THAT:

OCSTA request the Minister of Education to provide funding for air conditioning in school buildings.

Moved by: Trustee Maria Rizzo

Toronto Catholic DSB

Seconded by: Trustee Markus de Domenico

Topic: Closing the Equity Gap in Childcare, Before and After School Programs for Students with Special Needs or Disabilities

Whereas: families with children with special needs or disabilities experience unique barriers to participation in childcare before and after school programs; and

Whereas: families with children with special needs or disabilities experience higher than average cost and greater difficulty finding an appropriate program for their children;

Whereas: for students with special needs or disabilities who are able to participate in childcare, before and after school programs, the experience for students and their families is very positive;

Whereas: childcare, before and after school programs focus on recreational, child development and youth development;

Whereas: the success of students in more inclusive settings depends on meeting both their academic and social and emotional needs;

Whereas: critical engagement around equity, diversity, and inclusion on the need for childcare, before and after school programming for students with special needs and disabilities is required;

Whereas: school Boards must offer before and after school programs for children four to 12 years old where there is sufficient demand from parents and families;

Whereas: childcare, before and after school programs may not be equipped or willing to include children with special needs and disabilities in programs; and

Whereas: students with special needs or disabilities should have access to childcare, before and after school programs that take place in school communities; and

Whereas: school Boards must encourage reasonable accommodations to the highest degree possible.

THEREFORE BE IT RESOLVED THAT:

- a) OCSTA request the Minister of Education to promote and level access and opportunities to students with special needs and disabilities to address the gap in childcare, before and after school programs;
- b) OCSTA request the Minister of Education to provide adequate funding to accommodate children with special needs or disabilities in childcare, before and after school programs.

Moved by: Trustee Maria Rizzo

Toronto Catholic DSB

Seconded by: Trustee Nancy Crawford

Topic: Director Performance Appraisal Process

Whereas: the provincial legislation has mandated a Director's Performance Appraisal (DPA) process to apply to all school boards and Directors across the province;

Whereas: the DPA process requires Boards to engage in a 360 review of the Director on a biannual basis, mandating the participants who must be invited to contribute to the Director's performance review including parent representatives from each school and applicable union representatives;

Whereas: performance reviews are intended to evaluate the performance of the Director according to the Director's annual goals;

Whereas: legislation has mandated the DPA process and use of external consultants, no funding has been provided to support Boards with the execution of this process;

Whereas: parent council representatives and union leadership do not have a direct working relationship with the Director and their achievement of their goals. Therefore any input is merely subjective perception;

Whereas: large school boards have as many as 200 schools, limiting individual understanding of the role and effectiveness of the Director, creating an unfair and inequitable DPA process for the Director of a large urban Board;

Whereas: trustees, colleagues, and direct reports who work with the Director on a regular basis are in the best position to provide appropriate and informed feedback to support the DPA process; and

Whereas: directors of Education, as any employee of an organization, have the right to a fair, ethical, and informed performance appraisal process.

THEREFORE BE IT RESOLVED:

- a) That OCSTA advocate to the Ministry of Education to adjust the legislation to remove the requirement to include parent council/school representatives and union representatives to allow the process to be conducted by Trustees with input from those who have the most appropriate and relevant insight into the Director's performance (Trustees, colleagues, direct reports);
- b) That OCSTA advocate for the Ministry of Education to provide the appropriate funding to support the process as mandated by the legislation; and
- c) That OCSTA refer this Resolution to the Large Urban School Board Committee of OCSTA.