

OUR MISSION

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ. We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.

OUR VISION

At Toronto Catholic we transform the world through witness, faith, innovation and action.



**MINUTES OF THE POLITICAL ACTION AD HOC MEETING
PUBLIC SESSION**

TUESDAY, JANUARY 7, 2025

PRESENT:

Trustees:

G. Tanuan, Acting Chair
A. Kennedy, Chair – Virtual and In Person
N. Crawford
M. de Domenico
K. Morrison
M. Rizzo – Virtual

Non-Voting Trustee: F. D’Amico

Staff:

R. Putnam
S. Vlahos

S. Harris, Recording Secretary
S. Hinds-Barnett, Assistant Recording Secretary

1. Secretary Calls the Meeting to Order

The meeting was called to order by the Secretary, Shazia Vlahos.

5. Approval of the Agenda

MOVED by Trustee de Domenico, seconded by Trustee Morrison, that the Agenda, as amended to include the Addendum, be approved.

The Motion was declared

CARRIED

6. Election of Chair

The Secretary called for nominations for Chair.

MOVED by Trustee Rizzo, seconded by Trustee Morrison, that the name of Trustee Kennedy be placed in nomination.

Trustee Kennedy accepted.

There were no further nominations.

MOVED by Trustee Rizzo, seconded by Trustee Morrison, that nominations be closed.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico

Kennedy
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

Trustee Kennedy was acclaimed Chair of the Political Action Ad Hoc Committee.

7. Election of Vice Chair

The Secretary called for nominations for Vice-Chair.

MOVED by Trustee Rizzo, seconded by Trustee de Domenico, that the name of Trustee Morrison be placed in nomination.

Trustee Morrison declined.

MOVED by Trustee Crawford, seconded by Trustee Morrison, that the name of Trustee Tanuan be placed in nomination.

Trustee Tanuan accepted.

There were no further nominations.

MOVED by Trustee Crawford, seconded by Trustee Morrison, that nominations be closed.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

Trustee Tanuan was acclaimed Vice-Chair of the Political Action Ad Hoc Committee.

Trustee Kennedy requested that Trustee Tanuan assume the Chair until she joined the horseshoe.

The Secretary relinquished the Chair to Trustee Tanuan.

Trustee Crawford left the horseshoe at 5:32 pm.

9. Declarations of Interest

Trustees Kennedy and Rizzo declared an interest in Items 16c(ii) Shortfall of Provincial Funding of Statutory Benefits and Employee Deductions; 16c(iii) Accelerating Rates of Absenteeism and the Underfunding of the Associated Costs to Boards Across Ontario; revised Item 16c(iii) Underfunding of the Associated Costs to Boards Across Ontario; and Item 16c(iv) Comprehensive

Review of Sick Leave as they have family members who are employees of the Board.

Trustees Kennedy and Rizzo indicated that they would neither participate in discussions regarding those Items nor vote.

10. Approval and Signing of Minutes of Previous Meeting

MOVED by Trustee de Domenico, seconded by Trustee Morrison, that the Minutes of the Meeting held February 28, 2024 be approved.

The Motion was declared

CARRIED

Trustee Crawford returned to the horseshoe at 5:34 pm.

MOVED by Trustee Crawford, seconded by Trustee de Domenico, that all other Resolutions submitted by members prior to the meeting be considered for the Ontario Catholic School Trustees' Association (OCSTA) 2025 Annual General Meeting (AGM).

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

Trustee Kennedy left the virtual room at 5:37 pm.

16. Matters Referred/Deferred from Committees/Board

MOVED by Trustee de Domenico, seconded by Trustee Morrison, that Item 16a) be adopted as follows:

From the December 5, 2024 Student Achievement and Well-Being, Catholic Education and Human Resources Committee Meeting

- 16a) Toronto Catholic District School Board (TCDSB) Resolutions for the OCSTA 2025 AGM that the Report on Resolutions for the OCSTA 2025 AGM be referred to the Political Action Ad Hoc Committee to coordinate input from Trustees and generate draft Resolutions to review at the January 2025 Student Achievement and Well-Being, Catholic Education and Human Resources Committee meeting received.**

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

MOVED by Trustee Morrison, seconded by Trustee Crawford, that Item 16b) be adopted as follows:

16b) Proposed Resolutions for Consideration at the 2025 Ontario Catholic School Trustees' Association (OCSTA) Annual General Meeting received;
and

1. That the Ministry of Education fund School Boards for the actual cost of sick leave and other absence related costs for all front-line employee groups (teachers, ECE's, EA's, secretaries, custodians, school administrators);
2. That the Ministry of Education provide additional funding to School Boards to support the implementation of PPM 171 – Attendance Support Programs;
3. That the Auditor General of Ontario undertake a comprehensive review of the impact of sick leave and other absences in the education sector including financial, operational and student achievement implications;
4. That the Ministry of Education fund School Boards for the actual cost of statutory benefits and employee deductions such as EI, CPP and OMERS;
5. That the Ministry of Education eliminate the moratorium on school closures and permit School Boards to initiate accommodation review processes;
6. That the Ministry of Education fund the cost of previously approved childcare projects and review the funding benchmarks for future projects; and
7. That the Ministry of Education fund the cost of critical technology infrastructure including cybersecurity and enterprise resource planning (ERP) systems.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

16c) Resolutions from Trustee de Domenico for Consideration at the 2025 OCSTA AGM refer below.

MOVED by Trustee de Domenico, seconded by Trustee Morrison, that Sub-Item 16c(i) be adopted as follows:

16c(i) School Closures that the Political Action Ad Hoc Committee recommend to Board that the following Resolution be approved for consideration at the OCSTA 2025 AGM:

WHEREAS: Boards have an obligation to maintain a balanced budget each year;

WHEREAS: The Ministry of Education has a moratorium on school closures and will not permit School Boards to initiate pupil accommodation review processes; and

WHEREAS: The Ministry policy to disallow school closures where the right sizing process would be reasonable and fiscally responsible, costs the TCDSB \$12 million each year, funds that could be used for student achievement and well-being.

THEREFORE BE IT RESOLVED THAT: OCSTA will petition the Ministry of Education to eliminate the moratorium on school closures and permit School Boards to thoughtfully initiate pupil accommodation review processes.

Trustee Tanuan relinquished the Chair to Trustee Crawford.

Trustee Kennedy returned to the virtual room at 6:06 pm.

Trustee D'Amico joined the virtual room at 6:09 pm and left the meeting at 6:17 pm.

Results of the Vote taken, as follows:

In Favour

Trustees Crawford
de Domenico
Kennedy

Opposed

Morrison
Rizzo
Tanuan

The Motion was declared

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Trustee Tanuan reassumed the Chair.

Trustees Kennedy and Rizzo declared an Interest in Item 16c(ii) below, as earlier indicated, and left the virtual room at 6:24 pm.

MOVED by Trustee de Domenico, seconded by Trustee Crawford, that Sub-Item 16c(ii) be adopted as follows:

16c(ii) Shortfall of Provincial Funding of Statutory Benefits and Employee Deductions that the Political Action Ad Hoc Committee recommend to Board that the following Resolution be approved for consideration at the 2025 OCSTA AGM:

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.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Morrison
Tanuan

The Motion was declared

CARRIED

Trustees Kennedy and Rizzo returned to the virtual room at 6:29 pm.

Trustees Kennedy and Rizzo declared an Interest in Item 16c(iii) below, as earlier indicated, and recused themselves from voting at 6:30 pm.

MOVED by Trustee de Domenico, seconded by Trustee Morrison, that Sub-Item Item 16c(iii) be adopted as follows:

16c(iii) Accelerating Rates of Absenteeism and the Underfunding of the Associated Costs 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;

WHEREAS: In September of 2012, 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 and a high of 19 days with the Provincial average currently at 15.6 days;

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 per year which accounts for approx. two thirds of its entire deficit; and

WHEREAS: Attendance Support Program, ASP, 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.

1. THEREFORE, BE IT RESOLVED THAT: OCSTA will 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;
2. THEREFORE, BE IT FURTHER RESOLVED THAT: OCSTA will 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;
3. THEREFORE, BE IT FURTHER RESOLVED THAT: OCSTA will 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; and
4. THEREFORE, BE IT FURTHER RESOLVED THAT: OCSTA will 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.

Trustee Crawford requested that the Votes be separated at Resolutions 1 and 4, and Resolutions 2 and 3.

Results of the Vote taken on Resolutions 1 and 4, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Morrison
Tanuan

Resolutions 1 and 4 were declared

CARRIED

Results of the Vote taken on Resolutions 2 and 3, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Morrison
Tanuan

Resolutions 2 and 3 were declared

CARRIED

Trustee de Domenico was requested to revise the above Resolutions for consideration at the 2025 OCSTA AGM.

Trustees Kennedy and Rizzo returned to the virtual room at 6:48 pm.

MOVED by Trustee de Domenico, seconded by Trustee Morrison, that Sub-Item 16c(iv) be adopted as follows:

16c(iv)Capital Projects Category for Gymnasiums that the Political Action Ad Hoc Committee recommend to Board that the following Resolution be approved for consideration at the OCSTA 2025 AGM:

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.

Trustee Kennedy left the virtual room and joined the horseshoe at 6:53 pm.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

MOVED by Trustee Crawford that all the remaining Items be deferred to a Political Action Ad Hoc Committee meeting to be convened in time to meet deadlines for the January 30, 2025 Regular Board meeting.

There was no seconder.

Trustee Crawford left the horseshoe at 7:00 pm.

MOVED by Trustee Rizzo, seconded by Trustee Kennedy, that the meeting be reconvened by 9:00 pm, following the Governance and Policy (GAP) Committee meeting.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees de Domenico
Kennedy
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

Trustee Crawford returned to the horseshoe at 7:03 pm.

PRESENT (Following GAP Meeting):

Trustees: A. Kennedy, Chair
G. Tanuan, Vice Chair – Virtual
N. Crawford
M. de Domenico - Virtual
M. Rizzo – Virtual

The meeting resumed with Trustee Kennedy in the Chair and Trustee Tanuan attending virtually.

Resolutions from Trustee Crawford for Consideration at the 2025 OCSTA AGM refer below.

MOVED by Trustee Crawford, seconded by Trustee Tanuan, that Sub-Item 16d(i) be adopted as follows:

16d(i) Technology Infrastructure and Cybersecurity that the Political Action Ad Hoc Committee recommend to Board that the following Resolution be approved for consideration at the OCSTA 2025 AGM:

WHEREAS: Technology infrastructure is essential to the effective functioning of a School Board;

WHEREAS: Cybersecurity attacks on School Boards and corporations are increasing steadily; and

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.

THEREFORE BE IT RESOLVED THAT: OCSTA petition the Ministry of Education to fund the cost of critical technology infrastructure including cybersecurity and enterprise resource planning (ERP) systems.

MOVED in AMENDMENT by Trustee Tanuan, seconded by Trustee Crawford, that “including” be removed and that “continuity business plan (CBP)” be added after “cybersecurity”.

Results of the Vote taken on the AMENDMENT, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Tanuan

Rizzo

The AMENDMENT was declared

CARRIED

Results of the Vote taken on the Motion, as amended, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Tanuan

Rizzo

The Motion, as amended, was declared

CARRIED

MOVED by Trustee Crawford, seconded by Trustee Tanuan, that Sub-Item 16d(ii) be adopted as follows:

16d(ii) Increase in School Based Childcare Centres in Ontario that the Political Action Ad Hoc Committee recommend to Board that the following Resolution

be approved for consideration at the OCSTA 2025 AGM:

WHEREAS: Quality childcare is essential to child and parent well being;

WHEREAS: The best practice for quality childcare is to situate Childcare Centres in schools;

WHEREAS: It is in the best interests and well being of Ontario families to have ready access to quality childcare centres wherever they live in the Province; and

WHEREAS: It is in the best interest of the Ministry of Education to provide a solid introduction to learning to all Ontario children who attend childcare centres.

THEREFORE, BE IT RESOLVED THAT: OCSTA petition the Ministry of Education to fully fund previously approved childcare capital projects and to review the benchmarks to bring them up to date to fund childcare projects today and into the future.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Rizzo
Tanuan

The Motion was declared

CARRIED

16e) Resolutions from Trustee Rizzo for Consideration at the 2025 OCSTA AGM refer below.

MOVED by Trustee Rizzo, seconded by Trustee Crawford, that Sub-Item 16e(i) be adopted as follows:

16e(i) Funding for Air Conditioning that the Political Action Ad Hoc Committee recommend to Board that the following Resolution be approved for consideration at the OCSTA 2025 AGM:

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 helps 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.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Rizzo

The Motion was declared

CARRIED

Trustee Tanuan did not vote/respond.

MOVED by Trustee Rizzo, seconded by Trustee de Domenico, that Sub-Item 16e(ii) be adopted as follows:

16e(ii) Closing the Equity Gap in Childcare, Before and After School Programs for Students with Special Needs or Disabilities that the Political Action Ad Hoc Committee recommend to Board that the following Resolutions be approved for consideration at the OCSTA 2025 AGM:

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: 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; and

BE IT FURTHER RESOLVED THAT: 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.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Rizzo

The Motion was declared

CARRIED

Trustee Tanuan did not vote/respond.

MOVED by Trustee Rizzo, seconded by Trustee Crawford, that Sub-Item 16e(iii) be adopted as follows:

16e(iii) Director Performance Appraisal Process that the Political Action Ad Hoc Committee recommend to Board that the following Resolutions be approved for consideration at the OCSTA 2025 AGM:

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 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 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);

THEREFORE BE IT FURTHER RESOLVED THAT: OCSTA advocate for the Ministry of Education to provide the appropriate funding to support the process as mandated by the legislation; and

THEREFORE BE IT FURTHER RESOLVED THAT: OCSTA refer this Resolution to the Large Urban School Board Committee of OCSTA.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Kennedy
Rizzo

Tanuan

The Motion was declared

CARRIED

Trustee Kennedy and Rizzo declared an interest in Items 16c(iii) and 16c(iv), as earlier indicated, below and recused themselves from voting.

Trustee Kennedy relinquished the Chair to Trustee Crawford.

16c) Revised Resolutions from Trustee de Domenico for Consideration at the 2025 OCSTA AGM refer below.

MOVED by Trustee de Domenico, seconded by Trustee Tanuan, that Sub-Item 16c(iii) be adopted as follows:

16c(iii) Underfunding of the Associated Costs to Boards Across Ontario that the Political Action Ad Hoc Committee recommend to Board that the following Resolution be approved for consideration at the OCSTA 2025 AGM:

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 per year which accounts for approx. two thirds of its entire deficit.

THEREFORE BE IT RESOLVED THAT: 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

THEREFORE BE IT FURTHER RESOLVED THAT: 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.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Tanuan

The Motion was declared

CARRIED

MOVED by Trustee de Domenico, seconded by Trustee Tanuan, that Sub-Item 16c(iv) be adopted as follows:

16c(iv) Comprehensive Review of Sick Leave that the Political Action Ad Hoc Committee recommend to Board that the following Resolution be approved for consideration at the OCSTA 2025 AGM:

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: 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

THEREFORE BE IT FURTHER RESOLVED THAT: 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.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
de Domenico
Tanuan

The Motion was declared

CARRIED

Trustee Kennedy reassumed the Chair.

Resolve Into PRIVATE Session

MOVED by Trustee Crawford, seconded by Trustee Tanuan, that the meeting resolve into PRIVATE Session to approve Minutes of the last meeting.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees de Domenico
Kennedy
Morrison
Rizzo
Tanuan

The Motion was declared

CARRIED

SECRETARY

CHAIR