



Ontario Catholic School  
Trustees' Association

**2025 ANNUAL GENERAL MEETING**

**RESOLUTIONS**



## Ontario Catholic School Trustees' Association

### Our Mission

*Inspired by the Gospel, the Ontario Catholic School Trustees' Association provides the provincial voice, leadership and service for elected Catholic school trustees to promote and protect publicly funded Catholic education in Ontario.*

### Our Vision

*Ontario is enriched by a publicly funded Catholic education system governed by locally elected Catholic school trustees who serve with faith, commitment and compassion.*

The Association's **Strategic Priorities** are as follows:

#### **1. Enhance Political Advocacy for Catholic Education**

- a. Strengthen current advocacy platform by building positive new relationships and reinforcing existing ones with groups like OAPCE, OCSOA, CWL, etc.
- b. Communicate and promote current messages about the value of Catholic education to our key target audiences: parents, students, politicians, teachers, alumni, parishioners, etc.

#### **2. Engage Trustees in an Enriched Development Program**

- a. Assess the current needs and interests of members to guide development of appropriate programming.
- b. Ensure OCSTA programming provides timely and relevant content to support trustees in their roles as advocates and spokespersons for Catholic education.

#### **3. Manage Human and Fiscal Resources to Effectively meet Changing Needs**

- a. Align the work of committees, staff and fiscal resources behind structures and initiatives that support the association's three key priorities.
- b. Ensure OCSTA is structurally aligned to successfully fulfill its role as the legislated Employer Bargaining Agent for all of Ontario's English Catholic District School Boards.

## ***Explanation of Committee Recommendations & Resolution Session Procedures***

Resolution sessions will be conducted using “**Robert’s Rules of Order**” and the provisions of the OCSTA Constitution. The chairperson of the session will ensure compliance with their rules.

### ***Explanation of Committee Recommendations***

The **Resolutions** Committee will study the resolutions and offer recommendations on the best way to meet their intent. The recommendations and their implications are:

- i. **Approve**  
The direction given in the “therefore be it resolved” section of the resolution will be carried out.
- ii. **Approve and refer to the ..... committee for appropriate implementation.**  
The resolution will be forwarded to the designated committee for implementation.
- iii. **Receive and refer to the ..... committee for study.**  
The resolution will be forwarded to the designated committee for study. Following the study and receipt of the committee’s recommendation, the Board of Directors will determine whether or not the resolution will be implemented.
- iv. **Not support**  
No action will be taken.
- v. **No recommendation**  
The committee is not making any recommendation with respect to the resolution.
- vi. **No action required**  
The intent of the resolution has been met. No further action will be taken.
- vii. **No action required – In Progress**  
OCSTA is actively working to meet the intent of the resolution.

### ***Resolution Session Procedures***

Delegates wishing to speak to a resolution must state their name and the name of the board they represent.

The mover of a resolution will have the opportunity to be the first and last to speak to that resolution. Other trustees may speak once to a resolution.

The chairperson may declare a motion out of order giving the reasons for doing so. The chairperson’s decision may be challenged by a majority vote of those voting delegates at the session when the vote is called.

Voting will be by a show of hands. Delegates carrying proxies must have and show the proxies they are carrying. Ballots will be provided in the event that a vote by ballot is called for.

**Note Re Quorum:** *Quorum for the transaction of business at any meeting of the Members shall require the presence in person or by proxy of not less than a total of forty (40) current Members.*

## ***Grouped Resolutions***

- a. the chair of the session will ask for a mover and seconder to approve the **grouping** of various related resolutions.
- b. the chair of the session will ask for movers and seconders for the committee recommendation for each group.
- c. delegates will vote on the committee recommendation for each group.

Delegates may request that any resolution(s) be removed from a “group” to be handled individually. These will be addressed when the group from which they have been removed has been dealt with.

## ***Resolutions Handled Individually***

*These will include resolutions removed from the groups and resolutions for which the committee has not made any recommendation.*

### **A. Resolutions with committee recommendations**

1. The chair of the session will announce the resolution number and the name of the sponsoring board:
  - the chair will call for the sponsoring board to move and second **the committee recommendation;**
  - delegates will speak to the committee recommendation;
  - delegates will vote on the committee recommendation.
2. If the sponsoring board does not move the committee recommendation from the floor:
  - the chair will call for the sponsoring board to move their **original resolution;**
  - delegates will speak to the resolution;
  - delegates will vote on the resolution.
3. If the original resolution is not moved by the sponsoring board, the resolution will be withdrawn.

### **B. Resolutions without committee recommendations**

1. These resolutions will be handled as follows:
  - the chair will call for the sponsoring board to move their **original resolution;**
  - delegates will speak to the resolution;
  - delegates will vote on the resolution.
2. If the original resolution is not moved by the sponsoring board, the resolution will be withdrawn.

### C. Amendments from the Floor

Amendments made on the floor relate to the “therefore be it resolved” section of the resolution and **must be written out** and handed to the chairperson. The chairperson will consider the amendment and, if necessary, discuss it with the parliamentarian or others to ensure that it is clearly understood.

- the chair will **read** the amendment;
- delegates will speak to the amendment;
- delegates will vote on the amendment;
- delegates will vote on the resolution as amended.

If the amendment is defeated:

- delegates will be asked to speak to the original resolution;
- delegates will vote on the original resolution.

### D. **Members’ Discussion Right**

Under Article 5.11 (*Members Discussion Right*), any Member entitled to vote at an Annual Meeting is entitled to raise for discussion at that meeting any matter with respect to which the Member would have been entitled to submit a proposal, subject to the conditions outlined in Sections 5.10.1 to 5.10.5<sup>8</sup>, and provided that:

- 5.11.1 if such Member continues such discussion for three minutes or more, the Chair of the meeting may interrupt the Member and permit others to speak to the discussion item, for up to three minutes per member; and
- 5.11.2 no discussion item shall be put to the membership for a vote at the meeting at which it was raised for discussion.

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<sup>8</sup>S.56(1)(b) of the ONCA

**MOTION TO DEAL WITH RESOLUTIONS IN GROUPS**

**MOVED BY:** \_\_\_\_\_

**SECONDED BY:** \_\_\_\_\_

**THAT:**               **the grouping of the Resolutions be approved.**

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**OCSTA BY-LAW – AMENDMENT TO  
BY-LAW NUMBER 2020-1**

**APPROVE**

**RESOLUTION # A-25**

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**MOVED BY:**

\_\_\_\_\_

**SECONDED BY:**

\_\_\_\_\_

**THAT:**

**the Committee recommendation for Resolution A-25 be approved.**

**RESOLUTION A-25**

**Moved by:** Luz del Rosario **OCSTA Board of Directors**

**Seconded by:** Colleen Landers

**Topic:** ***Amendment to the “Amended and Restated By-law Number 2020-1, A By-law Relating Generally to the Conduct of Its Affairs” (“OCSTA By-Law”)***

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**Whereas:** on June 14, 2024 the Board of Directors approved a Motion to amend the Nomination for President and Vice President, to remove the allowance of nominations from the floor; and to accordingly amend the OCSTA By-Law;

**and Whereas:** on February 7, 2025 by Resolution A-25, the Board of Directors approved amendments to the OCSTA By-Law to reflect such change to the Nomination for President and Vice President, subject to the confirmation of the Members at the next meeting of the Members;

**Therefore be it Resolved:**

That the Members confirm the amendments to the OCSTA By-law as set out in Schedule 1 to this Resolution.

**Committee Recommendation**

Approve.





Ontario Catholic School  
Trustees' Association

**Amended and Restated  
By-law Number 2020-01**

**A By-law Relating Generally to  
the Conduct of Its Affairs**

**ONTARIO CATHOLIC SCHOOL TRUSTEES' ASSOCIATION**

**AMENDED AND RESTATED BY-LAW NUMBER 2020 - 1**

A By-law relating generally  
to the conduct of the affairs of the  
**ONTARIO CATHOLIC SCHOOL TRUSTEES' ASSOCIATION**

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A By-law Relating Generally to the Conduct of Its Affairs

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## **ONTARIO CATHOLIC SCHOOL TRUSTEES' ASSOCIATION**

**WHEREAS** the Ontario Catholic School Trustees' Association (hereinafter the "**Corporation**") was incorporated by Letters Patent issued under the Ontario *Corporations Act* and dated July 30, 1969 as amended by Supplementary Letters Patent dated July 11, 1979; June 18, 1997; and January 24, 2002;

**AND WHEREAS** it is considered expedient to enact a new General By-law relating generally to the conduct of the affairs of the Corporation, which complies with the requirements of the Ontario *Corporations Act* and will comply with the *Not-for-Profit Corporations Act* when the latter comes into force, and repeals all former By-laws of the Corporation;

**BE IT THEREFORE ENACTED** and Amended as By-law 2020-1 of the Corporation as follows:

### **0. INTRODUCTION**

#### **0.1 PREAMBLE**

The wisdom, sacrifices and strivings of dedicated Canadians have created and preserved for us a school system that offers a God-centred vision of life, shaped by Jesus and his gospel, and open to the signs of the times under the guidance of the Holy Spirit.

The Corporation dedicates itself to the preservation of a school system in this province conceived in this belief and dedicated to this truth. To achieve these ends, the following shall be the objectives of the Corporation.

#### **0.2 OBJECTS**

**Whereas the Objects of the Corporation are:**

1. TO maintain the constitutional rights of Roman Catholic School Boards and their supporters;
2. TO recommend improvements in the legislation and regulations affecting the Roman Catholic Schools of Ontario;
3. TO assist Catholic boards in attaining the highest standards in the operation of such schools by offering a medium for the exchange of information and the development of consensus among them;
4. TO promote knowledge of and appreciation for the aims and objectives of Catholic schools through conferences, meetings, exhibitions, research, publication of studies and the presentation of statements;
5. TO participate with organizations and authorities, including the Catholic Bishops of Ontario, in elaborating and advancing mutually agreeable policies in favour of Catholic education;
6. TO cooperate in other relationships established to pursue progress in education;

7. TO encourage local, regional, diocesan, provincial and national initiatives and support and/or sponsor programs apt to strengthen the competence and commitment of Catholic school trustees;
8. TO accept donations, gifts, legacies, bequests and grants in support of the aforesaid objects;
9. TO engage or participate in provincial labour negotiations on behalf of its Member Boards, or pursuant to legislation.

## 1. INTERPRETATION

### 1.1 Meaning of Words

In this By-law and in all other By-laws and resolutions of the Corporation, unless the context otherwise requires:

- 1.1.1 the singular includes the plural;
- 1.1.2 the masculine gender includes the feminine;
- 1.1.3 “**Act**”, unless qualified by the word “Education”, means the *Corporations Act*, R.S.O. 1990, c.C.38, as amended from time to time;
- 1.1.4 “**Annual Meeting**” shall mean a meeting of the Members, as defined in Section 5.1 herein;
- 1.1.5 “**Articles**” means any document or instrument that modifies the letters patent of the Corporation, including supplementary letters patent, restated articles of incorporation, articles of amendment, articles of amalgamation, articles of arrangement, articles of continuance, articles of dissolution, articles of reorganization, or articles of revival;
- 1.1.6 “**Board**” shall mean the Board of Directors for the Corporation;
- 1.1.7 “**CCSTA**” means the Canadian Catholic School Trustees’ Association;
- 1.1.8 “**CDSB**” means a Catholic District School Board in the Province of Ontario;
- 1.1.9 “**Committee**” means any committee of the Board established pursuant to this By-law but does not include the First Nation Trustees’ Advisory Council;
- 1.1.10 “**Corporation**” means Ontario Catholic School Trustees’ Association;
- 1.1.11 “**Director**” includes Elected and Regional Directors;
- 1.1.12 “**FTE**” means full time equivalent number of students calculated in accordance with Ontario Ministry of Education formulae;

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- 1.1.13 “**Government Regulations**” means the regulations made under the Act or the ONCA, as applicable, as amended, as restated or in effect from time to time;
- 1.1.14 “**Member**” means an individual who is a Member of the Corporation, as defined in Section 4.1 of this By-law;
- 1.1.15 “**ONCA**” means the *Not-for-Profit Corporations Act*, S.O. 2010, c.15, as amended from time to time;
- 1.1.16 “**Ordinary Resolution**” means a resolution submitted to a meeting of Members and passed at the meeting, with or without amendment, by at least a majority of the votes cast, or consented to by a Written Resolution of the Members;
- 1.1.17 “**Past President**” means the person who is qualified as a Director, whose term of office as President has most recently expired, and who is willing to serve as such;
- 1.1.18 “**President**”, following the coming into force of the ONCA, means the Chair of the Board within the meaning of the ONCA;
- 1.1.19 “**Poll**” includes a vote in any written form;
- 1.1.20 “**Record Date**” means the date as of which the current membership of the Corporation is determined, which shall be fifty (50) days prior to the event or action to which the Record Date relates<sup>1</sup>;
- 1.1.21 “**Region**” means a CDSB or group of CDSBs so designated for the purpose of selecting Regional Directors;
- 1.1.22 “**Regional Director**” means a Regional Director described in Section 6.1;
- 1.1.23 “**Resolution**” shall mean an Ordinary Resolution unless this By-law or the *Act* specifies otherwise;
- 1.1.24 “**Special Meeting**” shall mean a meeting of the Members as defined by Section 5.12 herein;
- 1.1.25 “**Special Resolution**” means:
- 1.1.25.1 while the Act is in force, a resolution approved by the Board and confirmed, with or without variation, by two-thirds (2/3) of the vote cast at a meeting of Members called to consider the Special Resolution, or by the consent in writing of all of the Members; and
- 1.1.25.2 following the coming into force of the ONCA, a resolution submitted to a Special Meeting duly called for the purpose of considering the resolution and passed at the meeting, with or without amendment, by at least two-thirds (2/3) of the votes cast,

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<sup>1</sup> Under S.54(1) of the ONCA, the record date must be less than 50 days prior to the event or action to which it relates.

or consented to in writing by each Member of the Corporation entitled to vote at a meeting of the Members or by the Members' attorney.

1.2 Severability

Each of the provisions of this By-law shall be independent and severable, and the invalidity or unenforceability in whole or in part of any one or more of such provisions shall not be deemed to impair or affect in any manner the validity, enforceability or affect the remainder of the By-law, and in such event all the other provisions of this By-law shall continue in full force and effect as if such invalid provision had never been included herein.

**2. HEAD OFFICE**

2.1 Location of Head Office

The head office of the Corporation shall be in the City of Toronto in the Province of Ontario, and at such place therein as the Board may from time to time determine.

2.2 Establishment of Provincial Office by Directors

The Board shall provide for a provincial office and staff to be named, remunerated, and in all things, supervised by the duly elected Officers of the Corporation and in accordance with the requirements of this By-law.

**3. COAT OF ARMS AND CORPORATE SEAL**

3.1 Coat of Arms

The official Coat of Arms of the Corporation shall be that approved by the Executive in 1955 - a facsimile whereof is appended hereto, and the motto of the Corporation shall be "Primo Prima" - "First Things First".

3.2 Seal

The seal, an impression whereof is stamped in the margin hereof, shall be the corporate seal of the Corporation.

**4. MEMBERSHIP**

4.1 Class of Membership

The Corporation shall have one class of Members.



4.2 Membership Eligibility

Subject to Section 0 of this By-law, all individuals who are currently elected Trustees of a CDSB shall be *ex officio* Members of the Corporation.<sup>2</sup>

4.3 Membership Fee

The Board shall, from time to time, fix the annual membership fee and any additional assessment fees, which shall be payable by the CDSBs of which the Members are, respectively, Trustees.

Termination of Membership

A membership ceases to exist when:

4.3.1 the Member ceases to be eligible under a provision of the Act or this By-law;

4.3.2 the CDSB for which the Member is a Trustee fails to submit the annual membership fee and any assessment fees within ninety (90) days of receiving notice of the amount due;

4.3.2.1 provided that the Board in its discretion may by resolution extend such time limit;

4.3.3 the Corporation is liquidated or dissolved.<sup>3</sup>

4.4.4 The termination of a membership for any reason does not affect the responsibility or the liability of their CDSB for payment on the Trustee's behalf of any membership fees or other assessment outstanding at the time of termination.

4.4.5 The rights of a Member, including any rights in the property of the Corporation, cease to exist on termination of the membership.<sup>4</sup>

4.4 Reinstatement of Membership

Any Member whose membership has been terminated due to the non-payment of a fee or assessment shall be reinstated without further formality upon receipt by the Corporation of the amount due.

4.5 Transferral of Membership

Membership is not transferrable.

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<sup>2</sup> Allowable under S.48(2) of ONCA

<sup>3</sup> These subsections are included to make applicable the operation of S.50(1) of the ONCA.

<sup>4</sup> This sentence is included to make applicable the operation of S.50(2) of the ONCA.

## 5. MEETINGS OF MEMBERS

### 5.1 Minimum Requirement

The Corporation will hold at least one (1) meeting per year of the Members, and that shall be the Annual Meeting. Special Meetings shall be held as provided in Section 5.12 of this By-law.

### 5.2 Date, Time and Place of Meetings

The Annual and any Special Meetings of the Members shall be held at such time and on such day as the Board shall appoint, at the Head Office of the Corporation or elsewhere in Ontario as the Board may determine.

### 5.3 Admission to Meetings

Meetings of the Members shall be open only to:

5.3.1 Members eligible to vote, as defined by Section 5.4 herein;

5.3.2 Directors;

5.3.3 The auditor, if an Annual Meeting;

5.3.4 such other persons who are entitled or required under any provision of the *Corporations Act* or the ONCA (as applicable), the Articles, and/or By-Laws of the Corporation;

5.3.5 CDSB Directors of Education; and

5.3.6 CDSB Student Trustees and other Persons, if admitted at the invitation of the Chair or by Resolution of the Members.

### 5.4 Member Eligibility to Vote

Only those Members who are Trustees of CDSBs which have paid the annual membership and any outstanding assessment fees as of the Record Date, will be eligible to vote at a meeting of the Members.

### 5.5 Voting by Members

5.5.1 The method of voting at any meeting of Members shall be determined by the chair of the meeting prior to any vote being taken. Each Member shall have one (1) vote on each question raised at any meeting of the Members, and all questions shall be determined by Ordinary Resolution, unless otherwise required by the By-Law, the Corporations Act or the ONCA (as applicable). In the case of an equality of votes, the vote shall be deemed to have been lost.

5.5.2 Notwithstanding registration at a meeting, no Member shall be entitled to vote at meetings of the Corporation unless present at such meeting in person or by proxy; for the purposes of this Section 5.5, a person is not present at the meeting unless the person (or the proxy) is physically

present in the room or other space (including overflow space) in which the meeting is conducted;

5.5.3 At all meetings of Members every question shall be decided by a show of hands unless otherwise required by the By-Law, the *Corporations Act* or the ONCA (as applicable), or unless a ballot is required by the chair of the meeting or requested by any Member. Whenever a vote by show of hands has been taken upon a question, unless a ballot is requested, a declaration by the chair of the meeting that a resolution has been carried or lost by a particular majority and an entry to that effect in the minutes of the Corporation is conclusive evidence of the fact without proof of the number or proportion of votes recorded in favour of or against the motion.

#### 5.6 Ballot

A Member can demand a ballot during the meeting either before or after any vote by show of hands. If at any meeting a vote by ballot is requested on the election of a chair, it must be taken forthwith without adjournment. If a vote by ballot is requested on any other question, it shall be taken in the manner and time as the chair of the meeting directs. The result of a vote by ballot shall be deemed to be the resolution of the meeting at which it was requested. A request for a vote by ballot may be withdrawn at any time prior to the taking of the ballot.

#### 5.7 Proxy Voting

Every Member entitled to vote at a meeting of the Members may by means of proxy appoint a proxyholder, or one or more alternate proxyholders, as the Member's nominee to attend and act at the meeting in the manner and to the extent and with the authority conferred by the proxy, the ONCA, and the Government Regulations.

A proxy must be:

5.7.1 in writing;

5.7.2 signed by the Member or the Member's Attorney,

5.7.3 be deposited with the Secretary of the Corporation no later than forty-eight (48) hours, excluding Saturdays and holidays, before any meeting or continuance of an adjourned meeting of the Members;

5.7.4 in such form as the Board prescribes; and

5.7.5 meet any additional requirements of the *Corporations Act* or regulations or the ONCA or regulations (as applicable).

A proxy shall only be valid at the meeting in respect of which it is given, or if that meeting is adjourned, at the meeting that continues the adjourned meeting.

A proxy may be revoked by a Member by depositing a written and signed revocation which must be received at the registered head office of the Corporation at any time up to and including the last business day before the

meeting at which the proxy is to be used, or by depositing same with the chair of the meeting on the day of the meeting.

The Corporation shall send, or otherwise make available, the form of proxy to each Member who is entitled to receive notice of the meeting concurrently with or before giving notice of the meeting.<sup>5</sup>

#### 5.8 Business at Annual Meetings

Annual Meetings shall be called by the Board and shall be held no later than fifteen (15) months after the preceding Annual Meeting on such a day and place as the Board shall determine.<sup>6</sup>

The agenda for the Annual Meeting shall include the following matters of business:

- 5.8.1 consideration of the minutes of the previous Annual Meeting;
- 5.8.2 consideration of any proposed By-law amendments;
- 5.8.3 consideration of Resolutions submitted by CDSBs in accordance with Section 5.9;
- 5.8.4 consideration of the financial statements of the Corporation;
- 5.8.5 appointment of the auditor;
- 5.8.6 approval of the auditor's report;
- 5.8.7 election of the President, Vice President, and CCSTA Representative, if an even-numbered year;
- 5.8.8 introduction of Regional Directors present; and
- 5.8.9 any Members' proposals, received in accordance with Section 5.9 herein.

#### 5.9 Resolutions from CDSBs

Any CDSB may submit a Resolution for consideration at an Annual Meeting to address any challenge or opportunity which affects Catholic education in Ontario, subject to the following:

- 5.9.1 each such Resolution shall have been received at the Head Office of the Corporation not less than sixty (60) days prior to the date of the Annual Meeting;
- 5.9.2 each such Resolution shall have been considered and reported upon by a Committee of the Board, or by the Board of Directors;

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<sup>5</sup> Required under Part VI of the ONCA

<sup>6</sup> Required under S.52(1) of the ONCA

- 5.9.3 each such Resolution shall be circulated among all CDSBs not less than thirty (30) days prior to the Annual Meeting;
- 5.9.4 each such Resolution shall be included in the notice of the Annual Meeting; and
- 5.9.5 no such Resolution shall be acted upon unless approved by a majority of the votes cast at an Annual Meeting.

5.10 Members' Proposal Right

Through their CDSB, any Member entitled to vote at an Annual Meeting may give the Corporation notice of a proposal which the Member would like to have considered at the meeting.<sup>7</sup>

Provided that the proposal is received at least sixty (60) days prior to the date of the meeting, the Corporation shall refer it to a Committee of the Board or as determined by the Board of Directors, for review and consideration, and shall include it with the notice of the meeting sent to all Members. If the Member so requests, the Corporation shall also include a statement by the Member in support of the proposal, not to exceed 500 words, and/or the Member's name and address. The proposal, along with the Committee's report, if any, will be tabled at the Annual Meeting, at which the Member making the proposal may read aloud the resolution proposed.

Notwithstanding the above, the Corporation may refuse to send the proposal to the Members if:

- 5.10.1 it clearly appears that the primary purpose of the proposal is to enforce a personal claim or redress a personal grievance against the Corporation or its Directors, Officers, Members or debt obligation holders;
- 5.10.2 it clearly appears that the proposal does not relate in a significant way to the activities or affairs of the Corporation, as outlined in the corporate Objects; [see Article 0.2]
- 5.10.3 not more than two years before the receipt of the proposal, the Member failed to present in person or by proxy, if authorized by the By-law, at a meeting of the Members, a proposal that had been included in a notice of meeting at the Member's request;
- 5.10.4 substantially the same proposal was submitted to Members in a notice of a meeting of the Members held not more than two years before the receipt of the proposal and the proposal was defeated; or
- 5.10.5 the right conferred by this section is being abused to secure publicity.

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<sup>7</sup> Required by S.56 of the ONCA

5.11 Members' Discussion Right

Any Member entitled to vote at an Annual Meeting is entitled to raise for discussion at that meeting any matter with respect to which the Member would have been entitled to submit a proposal, subject to the conditions outlined in Sections 5.10.1 to 5.10.5<sup>8</sup>, and provided that:

- 5.11.1 if such Member continues such discussion for three minutes or more, the Chair of the meeting may interrupt the Member and permit others to speak to the discussion item, for up to three minutes per member; and
- 5.11.2 no discussion item shall be put to the membership for a vote at the meeting at which it was raised for discussion.

5.12 Special Meetings

The Board, the President or the Vice President may call a Special Meeting of the Members at any time, the nature of which must be specified in the notice to call the meeting.

The President shall call a Special Meeting upon the written request of the Members of the Corporation who hold at least ten (10) per cent of the votes that may be cast at a meeting of the Members sought to be held, within twenty-one (21) days after receiving such a request, failing which any Member who signed the request may call a Special Meeting, provided that the business of the meeting as stated in the requisition does not include a matter described in Subsections 5.10.1 through 5.10.5.<sup>9</sup>

No other business other than that which is specified in the notice shall be transacted.<sup>10</sup>

5.13 Adjournments

Members' meetings may be adjourned to any time, and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice shall be required of any such adjournment, and an adjournment may be made notwithstanding that no quorum is present.

5.14 Quorum

Quorum for the transaction of business at any meeting of the Members shall require the presence in person or by proxy of not less than a total of forty (40) current Members.

5.15 Effect of Loss of Quorum

In the event that a quorum is lost at any meeting of Members,

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<sup>8</sup> S.56(1)(b) of the ONCA

<sup>9</sup> S.60(1)

<sup>10</sup> S.55(8)

- 5.15.1 if, in the opinion of the chair of the meeting, such loss of quorum is temporary and likely to be short-lived, the chair of the meeting shall have the authority to forthwith declare a recess for any period of time not exceeding one hour;
- 5.15.2 if, in the opinion of chair of the meeting, such loss of quorum is not temporary and likely to be short-lived, or having declared a recess, a quorum is not present at the end of the recess, the meeting shall stand adjourned, to be reconvened at the call of the President.

5.16 Notice of Meetings

Written notice of the time and place of a meeting, stating the nature of the business to be transacted in sufficient detail to permit a Member to form a reasoned judgement on the business, and stating the text of any Resolution to be submitted to the meeting, shall be sent to all Members entitled to receive notice, all Directors, and if an Annual Meeting then to any person appointed to conduct an audit or review engagement of the Corporation, not less than ten (10) and not more than fifty (50) days before the date on which the meeting is to take place.

No error or omission in giving notice of any meeting or any adjourned meeting of the Members shall invalidate such meeting or make void any proceedings taken thereat. Any Member may waive notice of a meeting at any time and may ratify, approve and confirm any or all proceedings taken thereat.

5.17 Appointment of Returning Officer

Prior to every meeting of Members, the Board shall appoint a Returning Officer, and may appoint one or more Deputy Returning Officers, to supervise any vote by ballot which takes place at the meeting. The appointment of the Returning Officer (and Deputy Returning Officers, if any) may be challenged by motion prior to the first call by the chair for a vote on any question at the meeting, and if such motion is successful, an appropriate replacement shall be selected by the meeting forthwith.

5.18 Authority of Returning Officer

The Returning Officer shall have full and final authority on any question as to:

- 5.18.1 the qualifications of any person to cast a ballot;
- 5.18.2 the validity of proxies;
- 5.18.3 whether any ballot is to be counted or declared spoiled;
- 5.18.4 the counting of ballots;
- 5.18.5 the results of the balloting and announcement thereof to the meeting;
- 5.18.6 and generally over the supervision of balloting subject to any specific authority vested by this By-law in the Chairperson of the meeting;

provided that where any duty is performed by the Deputy Returning Officer, the absence or inability of the Returning Officer shall be presumed with reference thereto.

## 6. REGIONS

### 6.1 Criteria for Determining Regions and Representation

The criteria for determining the boundaries of and the representation by Regions shall be as follows:

- 6.1.1 CDSBs with a student enrolment of less than 35,000 FTE shall be grouped with other similarly sized CDSBs in a contiguous geographic area to form a Region, and such Region shall be entitled to select one (1) Regional Director if the combined student enrolment is less than 75,000 FTE, and shall be entitled to select two (2) regional Directors if the combined student enrolment is greater than 75,000 FTE;
- 6.1.2 CDSBs with a student enrolment in excess of 35,000 FTE but less than 75,000 FTE shall constitute a Region, and such Region shall be entitled to select one (1) Regional Director; and
- 6.1.3 CDSBs with a student enrolment in excess of 75,000 FTE shall constitute a Region, and such Regions shall be entitled to select two (2) Regional Directors to the Board,

where student enrolment is determined according to the most current Ministry of Education FTE data available as of October 31 of the year preceding the Annual Meeting at which Regional Directors are selected for that CDSB.

### 6.2 No Early Termination

An alteration to a boundary shall not result in the early termination of the term of any Director currently in office at the time of the alteration.

### 6.3 Division into Regions

The Province of Ontario shall be divided into Regions for the purpose of selecting Regional Directors, and the number of Regional Directors respectively for such Region shall be as follows:

Region	Catholic District School Board	Number of Directors
1.	Huron-Superior Catholic District School Board Nipissing-Parry Sound Catholic District School Board Northeastern Catholic District School Board Sudbury Catholic District School Board	1



Region	Catholic District School Board	Number of Directors
2.	Kenora Catholic District School Board Northwest Catholic District School Board Superior North Catholic District School Board Thunder Bay Catholic District School Board	1
3.	Northern Regions No. 1 & 2 (at large)	1
4.	Bruce-Grey Catholic District School Board Huron-Perth Catholic District School Board Waterloo Catholic District School Board Wellington Catholic District School Board	1
5.	London District Catholic School Board St. Clair Catholic District School Board Windsor-Essex Catholic District School Board	1
6.	Toronto Catholic District School Board	2
7.	Dufferin-Peel Catholic District School Board	2
8.	York Catholic District School Board	1
9.	Durham Catholic District School Board Peterborough, Victoria, Northumberland & Clarington Catholic District School Board Simcoe-Muskoka Catholic District School Board	1
10.	Algonquin & Lakeshore Catholic District School Board Catholic District School Board of Eastern Ontario Renfrew County Catholic District School Board	1
11.	Brant Haldimand-Norfolk Catholic District School Board Hamilton-Wentworth Catholic District School Board Niagara Catholic District School Board	1
12.	Ottawa Catholic School Board	1
13.	Halton Catholic District School Board	1
	TOTAL	15

**6.4 Regions to Create Offices**

Each Region shall create and maintain the offices corresponding to and named, respectively, the offices listed in Subsection 6.3.

**6.5 Amendment**

If and whenever the criteria set out in this Article 6 so requires, the Members shall, by Special Resolution, alter the boundaries of the Regions and the number of Regional Directors accordingly, so as to take effect at the selection of Directors next following the confirmation of such Special Resolution by the Members.

6.6 Alteration of Regional Boundaries for Other Reasons

Region boundaries may also be altered for reasons other than those necessitated by Article 6.1, by Special Resolution provided that:

- (a) The change in Regions shall not result in any Board with an excess of 35,000 FTEs being in the same Region as any other Board, and
- (b) An alteration to a boundary shall not result in the early termination of the term of any Director currently in office at the time of the alteration.

**7. BOARD OF DIRECTORS**

7.1 Board Composition

The affairs of the Corporation shall be managed by a Board composed of eighteen (18) Directors, or as otherwise required by this By-law, as follows:

- 7.1.1 The President, who shall be elected by the Members; and
- 7.1.2 The Vice President, who shall be elected by the Members.
- 7.1.3 The Past President; and
- 7.1.4 The Regional Directors currently in office, in accordance with Article 6.2.

7.2 Director Eligibility

The following persons are disqualified from being a Director:

- 7.2.1 A person who is not an individual;
- 7.2.2 A person who is under eighteen (18) years of age;
- 7.2.3 A person who has been found under the *Substitute Decisions Act*, S.O. 1992, c. 30 or under the *Mental Health Act* R.S.O. 1990 c. M.7 to be incapable of managing property;
- 7.2.4 A person who has been found to be incapable in any court in Canada or elsewhere;
- 7.2.5 A person who has the status of bankrupt<sup>11</sup>;and
- 7.2.6 A person who is not a Member.

7.3 Election of President and Vice President

The President and Vice President shall be elected at Annual Meetings held in even-numbered years.

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<sup>11</sup> 7.1.1 to 7.1.5 correspond to Sections 23(1)1 to 5 of the ONCA.

Where there are more candidates nominated than there are positions to be filled by election, there shall be an election conducted by ballot, and for this purpose, there shall be a separate ballot for the election of each of the President and the Vice President.

The Returning Officer shall report to the Members the number of ballots cast for each candidate, the total number of ballots cast, the number of spoiled ballots, and the number of ineligible ballots.

#### 7.4 Selection Process for Regional Directors

No particular manner or method is prescribed for how each Region selects its Regional Director. The CDSBs comprising each Region, therefore, shall devise and adopt a fair, equitable and democratic process by which their Regional Director is selected in accordance with Board guidelines, provided however, that:

- 7.4.1 Regional Directors from CDSBs described in Section 6.1.1 shall be selected in odd-numbered years, and Regional Directors described in Sections 6.1.2 and 6.1.3 shall be selected in even-numbered years; and
- 7.4.2 the selection process once adopted may not be altered more frequently than every second year, and in any event not later than one hundred and eighty (180) days prior to the second Annual Meeting following the previous use of the process.

#### 7.5 Failure to Agree upon Regional Director Selection Process

In the event that the CDSBs comprising a Region are unable to reach a consensus as to the process to be adopted for that Region for the selection of its Regional Director, any CDSB within that Region may refer the selection process to the Board; and upon referral:

- 7.5.1 the Board shall give notice to the other CDSBs within that Region, requesting each to make representations to the Board within thirty (30) days after the notice, as to the selection process to be adopted;
- 7.5.2 within a further thirty (30) days, the Board shall consider all representations received from the CDSBs within that Region, and determine the process by which such Regional Director is selected;
- 7.5.3 such determination by the Board shall be final and binding for such Region and from which there is no right of appeal, but without prejudice to the right to adopt a new selection process subject to the limitations described in clause 7.4.2.

#### 7.6 CCSTA Representative

The following shall determine the selection of the CCSTA Representatives:

- 7.6.1 in the event that the Corporation shall have the right to select only one (1) person to serve on the CCSTA Board of Directors, the Past President of the Corporation shall be the CCSTA representative;

7.6.2 for as long as the Corporation shall have the right to select two (2) persons to serve on the CCSTA Board of Directors, the second CCSTA Representative (in addition to the Past President of the Corporation) shall be elected in even-numbered years by the Members at the Annual Meeting;

7.6.3 in the event that one of the CCSTA Representatives is selected by CCSTA to serve as its president, the President of the Corporation shall appoint a Director of the Corporation in the place and stead of the person so selected to serve as a CCSTA Representative.

7.7 Termination

A Director ceases to hold office when he or she:

7.7.1 submits his/her written resignation to the President, specifying the date upon which it shall become effective;

7.7.2 becomes deceased;

7.7.3 ceases to be eligible to be a Director, as prescribed in this Article 6.6; or

7.7.4 is terminated as a Member, in accordance with Section 0 herein;

and an elected Director further ceases to hold office when he or she:

7.7.5 is removed by Ordinary Resolution of the Members at a Special Meeting of which notice of the intention to pass such a resolution has been given.

7.8 Vacancies

If, for any reason, there is a vacancy in the office of:

7.8.1 **President**, then the Vice President shall automatically assume the office of President for the balance of the unexpired term of office;

7.8.2 **Vice President**, then the Directors shall appoint a Regional *ex-officio* Director to assume the office of Vice President for the balance of the unexpired term of office;

7.8.3 **President and Vice President**, then the Directors shall appoint one of their number to assume each of the offices of President and Vice President for the balance of the respective unexpired terms of office;

7.8.4 **Past President**, the person who is the next most recent former President who is willing to assume the office shall automatically assume the office of Past President for the balance of the unexpired term of office; and if none, the office shall remain vacant until a person is eligible and willing to assume the office; and if none, the office shall remain vacant until the next Annual Meeting at which a new President is to be elected;

7.8.5 **Regional Director**, then the Members of the Region from which the vacancy occurred shall elect a person who is qualified to assume the office for the balance of the unexpired term, provided however that, where

there is still a quorum of the Board in office and a vacancy occurs during the six months prior to a scheduled annual meeting, the election to fill such vacancy shall be deferred to such Annual Meeting.

- 7.8.6 **CCSTA Representative**, then the President of the Corporation shall appoint a Director of the Corporation in the place and stead of the vacated CCSTA Representative to serve for the remainder of the term.

7.9 Remuneration of Directors

The Directors shall receive no remuneration for acting as such provided that a Director may be paid reasonable expenses incurred by him or her in the performance of his or her duties.

7.10 Term

The term of office shall be for two years,

- 7.10.1 in the case of the President, Vice President and CCSTA Representative(s) commencing at the adjournment of the Annual Meeting at which they are elected;

- 7.10.2 in the case of a Regional Director, commencing at the adjournment of the first Annual Meeting following such Regional Director's selection; and

ending at the adjournment of the second Annual Meeting thereafter and when the successor in office is chosen.

7.11 Limit on Term of Office

A person is not qualified to serve, and shall not serve, for more than two (2) successive terms in any one of the positions of President, Vice President or CCSTA Representative, and for the purpose of calculating the limit on the term of office:

- 7.11.1 service in office by appointment to fill a vacancy of eighteen (18) months or longer shall be deemed to be service for one term of office; and

- 7.11.2 service in office by appointment to fill a vacancy of less than eighteen (18) months shall be deemed not to be service in office.

7.12 Nomination for President and Vice President

A nomination for the election of President and Vice President shall conform to the following requirements:

- 7.12.1 such nomination shall be in writing in a form approved from time to time by the Board and circulated among CDSBs with the notice of the Annual Meeting at which the election is to take place;

- 7.12.2 such nomination shall include the consent of the nominee, and shall identify the name of and be signed by each of the mover, seconder and nominee, each of whom shall be qualified to hold the office for which the

nomination is made, and in each case identifying by name the CDSB of which such Member is a Trustee;

- 7.12.3 such nomination shall be received at the Corporation Head Office not later than twenty-one (21) days prior to the time fixed in the notice of meeting for the call to order of the first plenary session at the Annual Meeting, provided however that if no nominations within the time so limited, nominations shall remain open until but not later than two hours and fifteen minutes prior to the time fixed in the notice for the call to order of the first plenary session at the Annual Meeting;

~~Notwithstanding the above, a Member may nevertheless propose a nomination at the Annual Meeting, and if such a nominee consents, that nomination will be added to the slate of nominees presented to the Members for election.<sup>12</sup>~~

No member may accept the nomination for more than one office in the same election.

7.13 Standard of Care of Directors

Every Director in exercising his or her powers and discharging his or her duties to the corporation shall:

- 7.13.1 act honestly and in good faith with a view to the best interests of the corporation; and
- 7.13.2 exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.<sup>13</sup>

Every Director will comply with the Act and its Regulations, and the Corporation's Articles, By-laws, policies and Code of Conduct.<sup>14</sup>

**8. BOARD MEETINGS**

8.1 Confidentiality

All information pertaining to the affairs of the Corporation which is brought before the Board, including but not limited to agenda items for Board decision, background materials relating to those decision items, staff reports, and the content of debate and discussion which takes place at Board and Board committee meetings, shall be treated by Directors as strictly confidential unless declared to be otherwise by Board resolution, pursuant to the Standard of Care owed to the Corporation.

8.2 Calling of Meetings

At least three meetings of the Board of Directors shall be held between Annual Meetings of the Members. In addition, meetings of Board of Directors

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<sup>12</sup> ONCA Section 56(5)

<sup>13</sup> ONCA Section 43(1)

<sup>14</sup> ONCA Section 43(2)

8.2.1 may be called by the President, and

8.2.2 shall be convened by the Executive Director upon direction in writing of five (5) Directors.

8.3 Regular Meetings

The Board may appoint one or more days in each year for regular meetings of the Board at a set place and time. A copy of any resolution of the Board fixing the place and time of such regular meetings of the Board shall be sent to each Director as soon as possible after being passed, but no other notice shall be required for any such regular meeting except as may be required pursuant to the *Corporations Act* or the ONCA (as applicable).

The Board shall hold a meeting within seven (7) days following the Annual Meeting of the Members of the Corporation for the purpose of organization, the election and appointment of officers and the transaction of any other business.

8.4 Place of Meetings

Meetings of the Board and of the Committees of the Board may be held at any place within Ontario, as designated in the notice calling the meeting.

8.5 Quorum for Meeting of Directors

A quorum for the transaction of business at meetings of the Board shall be the smallest whole number that is not less than a majority of the number of Directors, and, subject to the proviso set out in subsection 9.3.1, no business shall be transacted at any meeting unless the requisite quorum is present at the commencement of such business.

8.6 Meetings by Electronic Conference<sup>15</sup>

A Director may participate in a meeting of the Board or a committee of the Board by telephonic or electronic means that permit all participants to communicate adequately with each other during the meeting. A Director so participating in a meeting is deemed to be present at the meeting.

Provided that at the outset of each such meeting, and whenever votes are required, the Chair of the meeting shall call roll to establish quorum, and shall, whenever not satisfied that the proceedings of the meeting may proceed with adequate security and confidentiality, unless a majority of the persons present at such meeting otherwise require, adjourn the meeting to a predetermined date, time and place.

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<sup>15</sup> Section 34(6) of ONCA allows the By-law to specify either that there may be no electronic participation, or electronic participation upon the unanimous consent of Directors, or as is provided here, that there is the right to participate electronically unless the Chair identifies a security or confidentiality concern.

8.7 Voting

Questions arising at any meeting of the Board shall be decided by a majority vote. In the case of an equality of votes, the question shall be deemed to have been lost. At all meetings of the Board, every question shall be decided in the usual way by assent or dissent unless a poll on the question is required by the Chair or requested by any Director.

A declaration by the Chair that a resolution has been carried and an entry to that effect in the minutes is conclusive evidence of the fact without proof of the number or proportion of votes recorded in favour of or against the resolution.

8.8 Written Resolutions

Subject to the *Corporations Act* or ONCA (as applicable) a resolution in writing, signed by all the Directors entitled to vote on that resolution at a Board or Committee meeting, is as valid as if it had been passed at a meeting of the Board or Committee called, constituted and held for that purpose.

8.9 Notice of Meetings of Directors

Notice of meetings other than regularly scheduled meetings of the Board shall be given to each Director by one of the following methods:

8.9.1 by telephone, facsimile, email or other electronic method not less than twenty-four (24) hours before the meeting is to take place; or

8.9.2 by prepaid letter post not less than fifteen (15) days before the meeting is to take place,

provided however that a meeting of Directors shall be held without notice immediately following the annual meeting of the Corporation.

The statutory declaration of the Executive Director or the President that notice has been given pursuant to this By-law shall be sufficient and conclusive evidence of the giving of such notice.

No formal notice of a meeting is necessary if all the Directors are present or if those absent have signified their consent to the meeting being held without notice and in their absence.

**9. CONFLICT OF INTEREST<sup>16</sup>**

9.1 Disclosure Required

As required by the *Corporations Act* or the ONCA (as applicable), a Director or officer of the Corporation who:

9.1.1 is a party to a material contract or transaction, or a proposed material contract or transaction with the Corporation; or

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<sup>16</sup> Adapted from ONCA Section 41



9.1.2 is a Director, officer, or has an immediate material interest in, any person who is a party to a material contract or transaction or proposed material contract or transaction with the Corporation,

shall disclose to the Board, or request to have entered in the minutes of Board meetings, the nature and extent of such interest.

9.2 Timing of Disclosure

This disclosure shall be made, in the case of a Director:

9.2.1 at the meeting at which a proposed contract or transaction is first considered;

9.2.2 if the Director was not then interested in a proposed contract or transaction, at the first meeting after which the Director becomes so interested;

9.2.3 if the Director becomes interested after a contract is made or a transaction is entered into, at the first meeting after which they become so interested; or

9.2.4 if a person who is interested in a contractor transaction later becomes a Director, at the first meeting after which they become a Director,

and the disclosure shall be made in the case of an officer:

9.2.5 forthwith after the officer becomes aware that the contract or transaction or proposed contract or transaction is to be considered or has been considered at a meeting of Directors;

9.2.6 if the officer becomes interested after a contract is made or a transaction is entered into, forthwith after he or she becomes an officer;

9.2.7 if a person who is interested in a contract or transaction later becomes an officer, forthwith after he or she becomes an officer.

9.3 Duty After Disclosure

A Director who has an interest as defined herein shall not attend any part of a Board or Committee meeting during which the contract or transaction is being discussed, and shall not vote on any Resolution to approve the contract or transaction.

9.3.1 Provided that if quorum does not exist for the purpose of voting on a Resolution to approve a contract or transaction only because a Director is not permitted to be at a meeting due to a conflict of interest, the remaining Directors are deemed to constitute a quorum for the purpose of voting on that resolution.

## 10. OFFICERS OF THE CORPORATION

### 10.1 Officers

The officers of the Corporation shall be:

10.1.1 the President,

10.1.2 the Vice President,

10.1.3 the Past President,

each of whom shall be a Member;

10.1.4 an Executive Director who shall also be the Secretary, but shall not be a person who is a Member;

10.1.5 a Chaplain, who may but need not be a Member.

### 10.2 Standard of Care of Officers

The provisions of Section 7.13 apply with necessary variations to the officers of the Corporation.

### 10.3 Duties of the President

The President:

10.3.1 shall when present, preside as Chair at all meetings of Members of the Corporation, and at all meetings of the Board;

10.3.1.1 provided however that the President may delegate any part or parts of such duty to preside over the Annual Meeting to any person;

10.3.2 shall be a member of every Committee;

10.3.3 shall have the other powers and duties from time to time prescribed by the Board or incident to the office.

### 10.4 Duties of the Vice President

During the absence or inability to act of the President, the duties and powers of the office may be exercised by the Vice President. Without limiting the generality of the foregoing, when delegated by and in the absence of the President, the Vice President shall have the right to attend and to vote at all Committee meetings at which the President has the right to attend and vote. If a Vice President exercises any of those duties or powers, the absence or inability to act of the President shall be presumed with reference thereto. The Vice President shall also perform the other duties from time to time prescribed by the Board of Directors or incident to the office.

10.5 Absence of President and Vice President

In the event that either the President or the Vice President is unable to fulfil a particular obligation of the office, such officer may delegate responsibility for the task to another Director. Where the President or Vice President is unable to fulfill the duties and powers of the office, the Board may from time to time appoint another Director for that purpose. Where such other Director exercises any such duty or power, the absence or inability of the President and the Vice President shall be presumed with reference thereto.

10.6 Duties of Executive Director

The Executive Director shall:

- 10.6.1 be the non-voting *ex officio* clerk of the Board and of every committee established by or under the By-laws of the Corporation;
- 10.6.2 attend all meetings of the Board and record all facts and minutes of all proceedings in the books kept for that purpose;
- 10.6.3 give all notices required to be given to Members and to Directors;
- 10.6.4 shall be the custodian of the seal of the Corporation and of all books, papers, records, correspondence, contracts and other documents belonging to the Corporation and as are required by the Act and this By-law, the same being delivered up only when authorized by a resolution of the Board to do so and to such person or persons as may be named in the resolution; and
- 10.6.5 shall perform such other duties as may from time to time be determined by the Board.

10.7 Other Officers

The Board of Directors may appoint other officers, including without limitation, Honourary Officers and agents (and with such titles as the Board of Directors may prescribe from time to time) as it considers necessary and all such officers and agents shall have the authority and perform the duties from time to time prescribed by the Board of Directors. The Board of Directors may also remove at its pleasure any such officer or agent of the Corporation. The duties of all other officers of the Corporation appointed by the Board of Directors shall be such as the terms of their engagement call for or the Board of Directors prescribes.

10.8 Bonding of Officers

The Executive Director and any other officer, agent or employee of the Corporation who may be designated by the Directors shall furnish a bond in such amount and with such sureties as the Directors may approve. The cost of the said bonds shall be paid by the Corporation and they shall be deposited and kept as the Directors may direct.

10.9 Appointment and Duties of Chaplain

The Chaplain of the Corporation shall:

- 10.9.1 be appointed annually by the Board on the nomination of the Assembly of Catholic Bishops of Ontario;
- 10.9.2 invoke Divine Guidance on all meetings of the Corporation and of the Directors; and
- 10.9.3 encourage the Directors to bring a gospel perspective and the riches of the Catholic Tradition to current issues and decision-making.

## 11. COMMITTEES OF THE BOARD

### 11.1 Executive Committee

There shall be an Executive Committee composed of the President, Vice President and Past President with authority to act on behalf of the Board with regard to urgent matters which may arise between Board meetings, provided that all decisions taken in the absence of the Board shall be reported at the next Board meeting.

### 11.2 Committees Generally

Subject to the *Corporations Act* or the ONCA (as applicable), the Articles, and the By-Laws, the Board may, by Board resolution, appoint such standing and ad hoc committees as it deems appropriate from time to time and set the rules governing such committees.

### 11.3 Limits on Authority of Committees<sup>17</sup>

No committee, including the Executive Committee (if any), has authority to:

- 11.3.1 submit to the Members any question or matter requiring approval of the Members;
- 11.3.2 fill a vacancy among the Directors or in the office of Auditor or of a person appointed to conduct a review engagement of the Corporation;
- 11.3.3 appoint additional Directors;
- 11.3.4 issue debt obligations except as authorized by the Board;
- 11.3.5 approve any financial statements;
- 11.3.6 adopt, amend or repeal any By-Law; or
- 11.3.7 establish contributions to be made, or dues to be paid, by Members.

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<sup>17</sup> Required by Section 36(2) of the ONCA

#### 11.4 Rules Governing Committees

Except where otherwise provided in the By-laws of the Corporation, all Committees, excluding the Committee of the Whole Board and the Executive Committee, are subject to the following:

- 11.4.1 a Committee shall be composed of not less than three (3) Directors;<sup>18</sup>
- 11.4.2 the committee members shall be appointed by the Board of Directors, on the nomination of the President, from among the Members of the Corporation;
- 11.4.3 the members of the Committee shall select the Committee chairperson;
- 11.4.4 a member of a Committee shall serve for a term ending at the annual meeting of Members following appointment, and is eligible for reappointment for one or more additional terms;
- 11.4.5 each Committee shall meet at least annually, and more frequently at the will of its Chairperson or as required by its terms of reference;
- 11.4.6 a Committee shall carry out such additional or amended duties or tasks as may be determined by the Board from time to time, regardless of its Terms of Reference or the Terms of Reference of any other Committee;
- 11.4.7 each Committee shall be responsible to, and shall report regularly to, the Board;
- 11.4.8 subject to any rules established by the Board, a quorum for the holding of a Committee meeting consists of the lesser of
  - 11.4.8.1 a majority of a Committee, and
  - 11.4.8.2 three (3) members of a Committee,and otherwise each Committee may establish its own rules of procedure and may appoint subcommittees;
- 11.4.9 if and whenever a vacancy exists on a Committee, the remaining Committee members may exercise all of the Committee's powers so long as a quorum remains on the Committee, but the Board shall in any event appoint a replacement to fill any vacancy as soon as practicable.

## 12. **PROTECTION OF DIRECTORS AND OFFICERS**

### 12.1 Directors' and Officers' Liability Exclusion

Absent the failure to act in accordance with the Standard of Care as outlined in Section 7.13 or Section 10.2 in the performance of the duties of office, and save

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<sup>18</sup> Note that quorum is defined in section 11.4.8 as requiring at least three Directors, but could be changed to a majority or two-thirds of committee members if greater flexibility is preferred.

as may be otherwise provided in any legislation or law, no present or past Director or officer of the Corporation shall be personally liable for any loss or damage or defaults of such Director or officer or of any other Director or officer or employee, servant, agent, volunteer or independent contractor arising from any of the following:

- 12.1.1 insufficiency or deficiency of title to any property acquired by the Corporation or for or on behalf of the Corporation;
- 12.1.2 insufficiency or deficiency of any security in or upon which any of the monies of or belonging to the Corporation shall be placed out or invested;
- 12.1.3 loss or damage arising from the bankruptcy or insolvency of any person, firm or corporation including any person, firm or corporation with whom or which any monies, securities or effects shall be lodged or deposited;
- 12.1.4 loss, conversion, misapplication or misappropriation of or any damage resulting from any dealings with monies, securities or other assets belonging to the Corporation;
- 12.1.5 loss, damage or misfortune whatever which may occur in the execution of the duties of the Director's or officer's respective office or trust or in relation thereto; and
- 12.1.6 loss or damage arising from any wilful act, assault, act of negligence, breach of fiduciary or other duty or failure to render aid of any sort.

## 12.2 Pre-Indemnity Considerations

Before giving approval to the indemnities provided herein, or purchasing insurance as provided herein, the Board of Directors shall consider:

- 12.2.1 the degree of risk to which the Director or officer is or may be exposed;
- 12.2.2 whether, in practice, the risk cannot be eliminated or significantly reduced by means other than the indemnity or insurance;
- 12.2.3 whether the amount or cost of the insurance is reasonable in relation to the risk;
- 12.2.4 whether the cost of the insurance is reasonable in relation to the revenue available; and
- 12.2.5 whether it advances the administration and management of the property to give the indemnity or purchase the insurance.

## 12.3 Indemnification of Directors and Officers

Every person, (including their respective heirs, executors and administrators, estate, successors and assigns) who:

- 12.3.1 is a Director; or,
- 12.3.2 is an officer of the Corporation; or

- 12.3.3 is a member of a Committee; or
- 12.3.4 has undertaken, or, with the direction of the Corporation is about to undertake, any liability on behalf of the Corporation or any Corporation controlled by the Corporation, whether in the person's personal capacity or as a director or officer or employee or volunteer of such corporation;

shall, upon approval of the Board from time to time, be indemnified and saved harmless (including, for greater certainty, the right to receive the first dollar payout, and without deduction or any co-payment requirement) out of the funds of the Corporation, from and against all costs, charges and expenses which such person sustains or incurs:

- 12.3.5 in or in relation to any demand, action, suit or proceeding which is brought, commenced or prosecuted against such person in respect of any act, deed, matter or thing whatsoever, made, done or permitted or not permitted by such person, in or in relation to the execution of the duties of such office or in respect of any such liability; or,
- 12.3.6 in relation to the affairs of the Corporation generally,

save and except such costs, charges or expenses as are occasioned by the failure to such person to act honestly and in good faith in the performance of the duties of office, or by other wilful neglect or default.

The Corporation shall also, upon approval by the Board from time to time, indemnify any such person, firm or corporation in such other circumstances as any legislation or laws permit or require.

Nothing in this By-law shall limit the right of any person, firm or corporation entitled to indemnity to claim indemnity apart from the provisions of this By-law to the extent permitted by any legislation or law.

#### 12.4 Insurance

The Corporation shall purchase and maintain appropriate liability insurance for the benefit of the Corporation and each person acting or having previously acted in the capacity of a Director, officer or any other capacity at the request of or on behalf of the Corporation, which insurance may include:

- 12.4.1 property and public liability insurance;
- 12.4.2 Directors' and officers' insurance; and,
- 12.4.3 such other insurance as the Board sees fit from time to time;

with coverage limits and with insurers deemed appropriate by the Board from time to time.

No coverage shall be provided for any liability relating to a failure to act honestly and in good faith with a view to the best interests of the Corporation.

It shall be the obligation of any person seeking insurance coverage or indemnity from the Corporation to co-operate fully with the Corporation in the defence of

any demand, claim or suit made against such person, and to make no admission of responsibility or liability to any third party without the prior agreement of the Corporation.

### **13. CORPORATE RECORDS<sup>19</sup>**

#### **13.1 Required Records**

The Corporation shall keep and maintain the following records at its registered head office:

- 13.1.1 the Corporation's Articles and By-laws, and any amendments to them;
- 13.1.2 the minutes of meetings and any resolutions of the Members;
- 13.1.3 a register of Directors, Officers, and Members;
- 13.1.4 the minutes of meetings and resolutions of the Board, and any committees of the Board;
- 13.1.5 accounting records adequate to enable the Directors to ascertain the financial position of the corporation with reasonable accuracy on a quarterly basis;
- 13.1.6 a copy of the financial statements;
- 13.1.7 consent to act as a Director of each individual who is elected as a Director of the Corporation.

#### **13.2 Directors' Access to Records**

Any such records shall be open to inspection by the Directors. Copies must be provided upon request at no cost to the Director.

#### **13.3 Members' Access to Records**

A Member, a Member's attorney or legal representative, may examine and take extracts from the records referred to in Subsections 13.1.1, 13.1.2 and 13.1.3.

Upon request and without charge, a Member may inspect any "Consent to Act as a Director" and to make a copy of it.

A Member or a Member's attorney or legal representative who wishes to examine the Register of the Members shall first make a request to the Corporation accompanied by a Statutory Declaration that states the name and address of the Member applicant and shall further state that the list of Members or the information contained in the Register of Members thus obtained will only be used for an effort to influence the voting of members, requisitioning a meeting of the Members, or another matter relating to the affairs of the corporation, upon receipt of which the Corporation will as soon as is practical allow the applicant access to

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<sup>19</sup> In accordance with Part X of the ONCA



the Register and, on payment of a reasonable fee, provide the applicant with an extract from the Register.

#### **14. EXECUTION OF DOCUMENTS**

##### **14.1 Cheques, Drafts, Notes, Etc.**

All cheques, drafts or orders for the payment of money and all notes and acceptances and bills of exchange shall be signed by the officer or officers or person or persons and in the manner from time to time prescribed by the Board.

##### **14.2 Documents**

Documents requiring execution by the Corporation may be signed by any two (2) of the President, Vice President, Secretary, or any one (1) of the foregoing together with any one (1) Director, and all documents so signed are binding upon the Corporation without any further authorization or formality. The Board may from time to time appoint any officer or officers or any person or persons on behalf of the Corporation, either to sign documents generally or to sign specific documents. The corporate seal of the Corporation shall, when required, be affixed to documents executed in accordance with the foregoing.

##### **14.3 Books & Records**

The Directors shall see that all necessary books and records of the Corporation required by the By-laws of the Corporation or by any applicable statute or law are regularly and properly kept.

#### **15. BANKING ARRANGEMENTS**

##### **15.1 Designation of Bankers**

The Board shall designate, by resolution, the officers and other persons authorized to transact the banking business of the Corporation, or any part thereof, with the bank, trust company, or other corporation carrying on a banking business that the Board has designated as the Corporation's banker, to have the authority set out in the resolution, including, unless otherwise restricted, the power to,

15.1.1 operate the Corporation's accounts with the banker;

15.1.2 make, sign, draw, accept, endorse, negotiate, lodge, deposit or transfer any of the cheques, promissory notes, drafts, acceptances, bills of exchange and orders for the payment of money;

15.1.3 issue receipts for and orders relating to any property of the Corporation;

15.1.4 execute any agreement relating to any banking business and defining the rights and powers of the parties thereto; and

15.1.5 authorize any officer of the banker to do any act or thing on the Corporation's behalf to facilitate the banking business.

15.2 Deposit of Securities

The securities of the Corporation shall be deposited for safe keeping with one or more bankers, trust companies or other financial institutions to be selected by the Board. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the Corporation signed by such officer or officers, agent or agents of the Corporation, and in such manner, as shall from time to time be determined by resolution of the Board and such authority may be general or confined to specific instances. The institutions which may be so selected as custodians by the Board shall be fully protected in acting in accordance with the directions of the Board of Directors and shall in no event be liable for the due application of the securities so withdrawn from deposit or the proceeds thereof.

**16. FINANCIAL YEAR**

16.1 Determination of Fiscal Year

Until otherwise determined by resolution of the Board, the fiscal year end of the Corporation shall terminate on August 31st of each year.

**17. AUDITORS**

17.1 Appointment of Auditor

The Members entitled to vote shall at each annual meeting appoint an auditor qualified to conduct an audit pursuant to the requirements of the *Public Accounting Act, 2004* to hold office until the next Annual Meeting, provided that the Directors may fill any casual vacancy in the office of the auditor. The remuneration of the auditor shall be fixed by the Members entitled to vote, or by the Board if authorized to do so by the Members entitled to vote.

**18. NOTICE**

18.1 Method of Notice

Except where otherwise provided in this By-law, notice shall be validly given if given by telephone, or if in writing:

18.1.1 by prepaid letter post;

18.1.2 by facsimile;

18.1.3 by e-mail; or

18.1.4 by other electronic method;

addressed to the person for whom intended at the last address shown on the Corporation's records. Any such notice shall be deemed given:

18.1.5 in the case of telephone, at the time of the telephone call;

18.1.6 in the case of letter post, on the third day after mailing; and

18.1.7 in all other cases, when transmitted.

18.2 Presumed Address of a Member

Any notice or resolution sent to a Member may be sent to such Member at the address of the CDSB for which the Member is a Trustee, whether or not such Member has provided another address to the Corporation, and so sending shall constitute notice as if the notice or resolution had been sent in an envelope individually addressed to the Member.

18.3 Computation of Time

In computing the date when notice must be given under any provision of the By-law requiring a specified number of days' notice of any meeting or other event, the date of giving the notice is, unless otherwise provided, not included.

18.4 Omissions and Errors

The accidental omission to give notice of any meeting of the Board, a Committee or Members, annual, general, regional, special meeting or other, or the non-receipt of any notice by any Director or Member or by the auditor of the Corporation or any error in any notice not affecting its substance does not invalidate any resolution passed or any proceedings taken at the meeting. Any Director, Member or the auditor of the Corporation may at any time waive notice of any meeting and may ratify and approve any or all proceedings taken thereat.

**19. USE OF ROBERT'S RULES OF ORDER**

Subject to all requirements of law, and subject to any specific provision set out in the By-laws, meetings of the Members, the Board and Committees shall be conducted in accordance with the rules and practice contained in the current edition of *Robert's Rules of Order Newly Revised* as far as applicable.

**20. AMENDMENT TO THE BY-LAWS**

The Board may pass, amend or repeal this By-law by Ordinary Resolution, except where to do so is contrary to the Corporations Act or ONCA (as applicable), provided that where the Board has approved any such amendments, it shall submit same to the Members at the next Members' meeting, and the Members may confirm, reject, amend or repeal the revised By-law by Ordinary Resolution.

Any amendment to the By-law by the Board shall take effect from the date of the Ordinary Resolution of the Board, but shall cease to be in effect as of the date of the next Members' meeting if not submitted to the Members for a vote at that meeting, or if at that meeting such amendments are rejected by the Members.

Notice of any such changes, including the complete text of the previous and revised version of the By-law, must be given to the Members at least thirty (30) days before the meeting at which the amendment or amendments will be voted upon.

## **21. REPEAL OF PRIOR BY-LAWS**

### **21.1 Repeal**

Subject to the provisions of Section 21.2 and 21.3 hereof, all prior By-laws, resolutions and other enactments of the Corporation heretofore enacted or made are repealed.

### **21.2 Exception**

The provisions of Section 21.1 shall not extend to any By-law or resolution heretofore enacted for the purpose of providing to the Board the power or authority to borrow.

### **21.3 Proviso**

Provided however that the repeal of prior By-laws, resolutions and other enactments shall not impair in any way the validity of any act or thing done pursuant to any such repealed By-law, resolution or other enactment.

## **22. EFFECTIVE DATE**

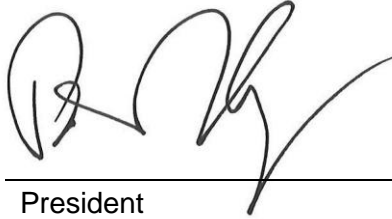
### **22.1 Coming into force**

This By-law shall come into force with no further formality on the later of:

22.1.1 the date approved by Ordinary Resolution, or

22.1.2 the coming into force of the Ontario *Not-for-Profit Corporations Act*.

**ENACTED** as a By-law of the **Ontario Catholic School Trustees' Association** and sealed  
with the corporate seal the 29<sup>th</sup> day of June, 2020.



\_\_\_\_\_  
President



\_\_\_\_\_  
Secretary

**CONFIRMED** by the Members in accordance with the *Not-For-Profit Corporations Act* (Ontario)  
on the 27<sup>th</sup> day of June, 2020.



\_\_\_\_\_  
President



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Secretary

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**RESOLUTIONS # 1-11**

**APPROVE**

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**Moved by:** Shawn Xaviour

**Dufferin-Peel CDSB**

**Seconded by:** Brea Corbet

**Topic:** **Technology Funding**

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**Whereas:** Technology is progressively more prevalent and infused throughout curriculum delivery; and

**Whereas:** Technology is increasingly linked to equity of access and student engagement, provides students with equitable access to 21st century inquiry-based learning, and supports Catholic digital citizenship and student achievement; and

**Whereas:** The Ministry of Education's funding for technology and related infrastructure fluctuates from year to year, and previously provided Technology Learning Funds (TLF) have been discontinued despite the Ministry's focus on increasing the amount of e-learning in secondary schools; and

**Whereas:** The ever-increasing threat of cyber risks posed by threat actors requires continuous protection and monitoring. Board technologies, related programs, and overall board infrastructure require replacement on a regular basis, particularly a vis-à-vis aging hardware and software that should be retired due to performance and security risks they pose to the board; and

**Whereas:** Core Education Funding does not address technology needs for corporate functions, including Financial, Plant and Maintenance work order systems, payroll systems, student information systems, Human Resources, and Employee Relations Reporting

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to support learning through increased and sustainable technology infrastructure funding.

**Committee Recommendation**

Approve.

**Moved by:** Luz del Rosario

**Dufferin-Peel CDSB**

**Seconded by:** Darryl D'Souza

**Topic:** **Student Transportation Funding**

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**Whereas:** Pursuant to the Education Act R.S.O.1990, School Boards may provide home-to-school transportation services for their students; and

**Whereas:** School bus transportation is an essential service for some students to access safe and timely travel to and from school every day; and

**Whereas:** The Ministry of Education's 2024-2025 Core Education Funding for transportation services does not align with the costs of the distance criteria thresholds for student transportation (the funding eligibility is based on home-to-school distance: 0.8 KM or more - Kindergarten, 1.6 KM or more - Grades 1 to 8, 3.2 KM - Grades 9 to 12); and

**Whereas:** Funding for transportation for Regional Programs by the Ministry of Education has not been considered for consistency across the province; and

**Whereas:** Issues related to driver retention, late bus routes, and cancelled bus routes have impacted many families who rely on student transportation services to transport their children, including some of our most vulnerable students with special needs; and

**Whereas:** Costs associated with transportation have increased substantially across the province (i.e., bus operator contracts, fuel costs, cap and trade program, fleet costs, etc.); and

**Whereas:** The new funding model changes are still not sufficient in providing the funding required to provide efficient and effective transportation.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to review the current transportation funding model and increase funds to allow school boards to provide equitable access for all students, including access to Regional Programs.

**Committee Recommendation**

Approve.



**Moved by:** Tracey Weiler

**Waterloo CDSB**

**Seconded by:** Robert Sikora

**Topic:** **Student Transportation**

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**Whereas:** OCSTA has delivered a prebudget presentation to representatives of the Ministry of Finance, including the Minister of Finance and key PC MPPs, on OCSTA's priorities for the forthcoming provincial budget, and

**Whereas:** OCSTA has highlighted their priorities related to Student Transportation including:

- that the Ministry of Education carefully review the student transportation funding model and establish short term transitional funding available to school boards in managing the new costs of the model;
- a revision to the new funding model to include inflationary costs for bus operators and adjust formulas for the calculation of driver wages and the driver recruitment amount;
- that the competitive procurement process be revised so as to restore school board autonomy and flexibility in negotiating school bus operator contracts;
- that the Ministry increase funding within the Local Priorities component to reflect the additional costs associated with the new reporting and data requirements, and

**Whereas:** The funding formula for transportation is in part based on a walking distance guideline of 1.6 km for elementary aged students; and

**Whereas:** Parents with children who do not qualify for transportation drive their children to school if it is too far to walk; and

**Whereas:** Traffic congestion around schools creates an unsafe environment for students who walk to school, unnecessary greenhouse gas emissions, disruption to neighbours living around schools; and

**Whereas:** Many school boards have reduced walking distances for students in JK to Grade 3, recognizing that 1.6 km is too far for 3 and 4 year old students to walk twice per day.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA include student transportation as a priority in their lobbying efforts and advocacy work.

**Committee Recommendation**

Approve.

**Moved by:** Chris Saunders

**Halton CDSB**

**Seconded by:** Helena Karabela

**Topic:** **Increase Funding to the Temporary Accommodation Allocation**

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**Whereas:** Temporary accommodation funding is a static amount distributed pro rata across the province based on each board's temporary accommodation requirements; and

**Whereas:** This allocated amount has not increased for several years, yet provincial needs have changed substantially due to: increased enrolment in high-development areas, delays in funding permanent structures, significant construction cost increases; and

**Whereas:** Significant inflation has doubled the cost of temporary accommodation, such as portable classrooms.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to amend the provincial funding allocation for temporary accommodations to align with provincial changes in demand and the impact of inflation.

**Committee Recommendation**

Approve.

**Moved by:** Tracey Weiler

**Waterloo CDSB**

**Seconded by:** Robert Sikora

**Topic:** **Temporary Accommodation Funding**

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**Whereas:** School boards manage student accommodation pressures at school sites with portables and or the lease of temporary spaces. In recognition of this practice, the province provides Temporary Accommodation Funding in the amount of \$40M annually. Boards receive a portion of the \$40M based on their share of the total number of portables in the province, and

**Whereas:** The Temporary Accommodation Funding table amount has not been increased since the 2012-13 school year. Accounting for inflation between 2012 and 2024, boards should be receiving \$52.8M, a difference of 32.3%, and

**Whereas:** Providing a proportional share of a fixed funding amount forces school boards to offset portable costs by reducing spending in other areas where limited flexibility exists. A formula that better recognizes boards' actual costs and need to be responsive should be developed.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to provide increased funding for temporary accommodation. For the 2025-26 school year, the total table amount used to allocate funds to boards for temporary accommodation costs should be updated to reflect inflation between 2012 and 2024 and during the 2025-26 school year, the Ministry of Education engage with sector representatives to review boards' funding requirements for temporary accommodation and develop a new funding formula for school boards effective for the 2026-27 school year.

**Committee Recommendation**

Approve.

**Moved by:** Brenda Agnew

**Halton CDSB**

**Seconded by:** Marvin Duarte

**Topic:** **Special Education Dedicated Professional Activity Day**

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**Whereas:** The professional capacity of all staff needs to be continually encouraged, broadened and refined; and

**Whereas:** The goals of publicly funded education in Ontario can best be met by highly trained staff in research-based pedagogy; and

**Whereas:** Students with exceptionalities are the most vulnerable and marginalized.

**THEREFORE, BE IT RESOLVED THAT:**

The Ministry of Education allocates a professional activity day solely for the purpose of special education.

**Committee Recommendation**

Approve.

**Moved by:** David Dunkley **Nipissing-Parry Sound CDSB**

**Seconded by:** Shelly Warren

**Topic:** **Trustee Honoraria**

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**Whereas:** The method and process for determining Trustee Honoraria for Board Members is outlined in Ontario Regulation 357/06.

**Whereas:** The base amount of trustee honoraria has not significantly increased since 2006.

**Whereas:** A Board of Trustees serve to act on behalf of the ratepayers as a whole, establishes communication links with the English Catholic community, and are accountable to the public for the collective decisions of the board and for the delivery and quality of educational services as outlined in the Education Act.

**Whereas:** As strong advocates for publicly funded Catholic education and the communities they serve, Trustees govern as a whole to enact an important role in maintaining public confidence as they carry out many important duties outlined in the Ontario Education Act (169.1) including but not limited to: the development and monitoring of the multi-year strategic plan (MYSP) focused on student achievement and well-being, exercising a high level of fiduciary responsibility, and facilitating the new performance appraisal of the Director of Education.

**Whereas:** The current Trustee honorarium amount does not adequately reflect the increased roles and responsibilities of the role. Over the past two decades, the landscape of publicly funded Catholic education has changed significantly, resulting in an ever-expanding scope of the role of Trustee as an elected official. For example, the number of meetings, responding to important provincial issues, parent and/or public inquiries in an increasingly polarized political context, professional development requirements, and Ministry regulated requirements has necessitated more time from Trustees which also encompasses time outside of the school calendar year and into the summer months.

**Whereas:** The cost of living and inflation has risen over the years, and the Trustee honoraria should be adjusted to reflect these economic changes to ensure Trustees are fairly compensated for their service.

**Whereas:** A review and equitable adjustment to Trustee honoraria are essential to attract and retain highly qualified individuals who are highly committed to serving the mission and vision of publicly funded Catholic education in Ontario.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to review and amend Ontario Regulation 357/06 to establish a more equitable and fully funded honoraria structure for Trustees reflecting the increased scope of their roles and responsibilities in support of current and future service in these important roles.

**Committee Recommendation**

Approve.

**Moved by:** Janet O’Hearn-Czarnota

**Halton CDSB**

**Seconded by:** Emma Murphy

**Topic:** **Prioritizing Leadership Development in Ontario’s Education System**

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**Whereas:** effective leadership is crucial for the success and improvement of educational institutions, impacting student outcomes, teacher performance, and overall school climate; and

**Whereas:** current research indicates that strong leadership in schools leads to higher student achievement, better teacher retention, and more efficient use of resources; and

**Whereas:** continuous professional development for educators and administrators is needed prepare them to adapt to evolving educational challenges and opportunities; and

**Whereas:** there is a growing need to equip school leaders with the skills and knowledge necessary to foster inclusive, innovative, and supportive learning environments; and

**Whereas:** investing in leadership development programs can help address the diverse needs of Ontario's student population, ensuring equitable access to quality education for all; and

**Whereas:** leadership development initiatives can enhance collaboration among educators, parents, and the community, promoting a holistic approach to education; and

**Whereas:** previous funding for leadership development under Board Leadership Development Strategy has not been provided to Districts for over five years.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to prioritize leadership development by:

1. Allocating dedicated funding for leadership training programs and professional development opportunities for current and aspiring school leaders.
2. Implementing mentorship and coaching programs to support new and experienced leaders in their professional growth.

**Committee Recommendation**

Approve.

**Moved by:** John Willemsen **Nipissing-Parry Sound CDSB**  
**Seconded by:** David Dunkley  
**Topic:** **Fair and Equitable funding for educational support staff (Educational Assistants and Early Childhood Educators)**

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**Whereas:** The needs of students have increased significantly following the pandemic, requiring an increased level of educational support staff.

**Whereas:** There is a severe shortage of educational support staff in Catholic school boards and attraction, recruitment, and retention of staff is an ongoing need and priority.

**Whereas:** Current funding benchmarks provided to Catholic school boards are not sufficient to fully fund the staffing required and therefore impacting the supports that can be provided to students.

**Whereas:** The salaries for educational support staff are deemed to be low for the tasks performed.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to review and increase the funding benchmarks to sufficiently support the provision of staffing of educational support staff.

**Committee Recommendation**

Approve.



**Moved by:** Bruno Iannicca

**Dufferin-Peel CDSB**

**Seconded by:** Anisha Thomas

**Topic:** **Municipal Voting**

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**Whereas:** It is a right for citizens in Ontario aged 18 years or older to participate in democratic municipal elections; and

**Whereas:** Included in the municipal election process is the election of Ontario Catholic School Board Trustees by Catholic School Supporters/Ratepayers; and

**Whereas:** In several jurisdictions it has been found that Catholic School Supporters/Ratepayer lists are out of date, incorrect and/or defaulting Catholic School Ratepayers to the Public School Supporters list, meaning that some Catholic School Supporters/Ratepayers are not provided the appropriate candidate list to vote on; and

**Whereas:** This is an infringement of some Catholic School Supporter's/Ratepayer's rights.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition Elections Ontario through the Ministry of Education to address this issue immediately by ensuring that the processes for compiling voter lists is improved, with more quality assurances put in place so that accurate voter lists be developed.

**Committee Recommendation**

Approve.

**Moved by:** Trustee Michael D’Amelio **Simcoe Muskoka CDSB**  
**Seconded by:** Trustee Tanya Da Silva  
**Topic:** **Removing Barriers to School Closures or Merging of Underutilized Facilities**

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**Whereas:** the Ministry placed a moratorium on school closures in 2017 preventing Boards from closing or merging underutilized facilities; and

**Whereas:** the moratorium was supposed to be temporary, pending a review of how decisions are made; and,

**Whereas:** the Ministry has not indicated that a review has or will be completed or when the moratorium will be lifted; and

**Whereas:** Boards have areas of declining enrolment where the current Core Education Funding model limits the ability of Boards to maintain under-enrolled schools properly; and

**Whereas:** Boards face operational challenges at under-utilized and under-enrolled schools impacting the overall budget expenditures of the Board; and

**Whereas:** Boards require the resources, both financial and human, to maintain or close under-enrolled schools.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to remove the moratorium on school closures or merging of underutilized facilities and release any required Pupil Accommodation Review guidelines or templates.

**Committee Recommendation**

Approve.

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**RESOLUTIONS # 12-28**

**APPROVE & REFER TO COMMITTEE(S)**

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**Moved by:** Stefano Pascucci

**Dufferin-Peel CDSB**

**Seconded by:** Paula Dametto-Giovannozzi

**Topic:** **Review Moratorium on School Closures**

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**Whereas:** It is incumbent on school boards to be fiscally responsible and work within funding structures provided by the Ministry of Education; and

**Whereas:** Ministry of Education funding is maximized when schools are operating at or close to full utilization; and

**Whereas:** School boards across the province are operating underutilized schools that still require significant investments to staff to operate and maintain; and

**Whereas:** Underutilized schools limit a school's ability to provide equitable programming and extra- curricular activities; and

**Whereas:** School boards are finding it increasingly difficult to balance budgets without the ability to address the ongoing investment required to operate surplus pupil places in underutilized schools.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to lift the moratorium on school closures thereby providing school boards with the opportunity to maximize Ministry funding and programming opportunities by addressing the ongoing investment required to operate underutilized schools.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Darryl D’Souza

**Dufferin-Peel CDSB**

**Seconded by:** Luz del Rosario

**Topic:** **Review of Policies on Trustee Attendance at Board Meetings**

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**Whereas:** Trustees serve pivotal roles within their respective school boards; and

**Whereas:** From time to time, a Trustee may require an accommodation or flexibility to enable them to participate in a meeting, which includes the option to attend meetings virtually; and

**Whereas:** Trustees recognize the importance of meeting in person and exercise the option to participate virtually in a responsible manner, choosing to do so only when necessary; and

**Whereas:** The Ministry of Education has been supportive of Trustee attendance by virtual means when an accommodation or flexibility is required; and

**Whereas:** Changes in legislation effective September 2025 will penalize a trustee who requires accommodation or flexibility to attend meetings virtually when an unforeseen circumstance arises (and in the event that they cannot obtain timely permission from the Chair if one of the exceptions are met for virtual attendance), and may lead to an automatic bi-election, causing additional costs both monetary and non-monetary to school boards, and to the province, thus taking more resources away from students; and

**Whereas:** The previous wording of the rules regarding attendance at Board of Trustees’ and Committee meetings allowed Trustees to attend meetings virtually, thus providing accommodations and flexibility when needed; and

**Whereas:** The previous wording in the legislation regarding Trustee attendance at meetings provides a more effective and less punitive approach that considers the likelihood and very real possibility that unforeseen circumstances may impede a Trustee’s ability to attend in-person meetings, and that those circumstances are not contemplated by the current upcoming changes to the legislation; and

**Whereas:** It is important to strike a balance between maintaining accountability and providing an understanding of personal circumstances.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to amend the *Education Act* to provide accommodations and flexibility to Trustees to allow them to attend meetings virtually during unforeseen circumstances which make their in-person attendance challenging.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

Moved by: Emma Murphy

Halton CDSB

Seconded by: Helena Karabela

Topic: **Addressing the Shortage of FSL Teachers**

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**Whereas:** the Catholic School Trustees recognize the critical importance of French as a Second Language (FSL) education in fostering bilingualism and cultural understanding among students; and

**Whereas:** there is a severe shortage of qualified FSL teachers in Ontario, which negatively impacts the quality of French language education and limits students' opportunities to achieve proficiency in both of Canada's official languages; and

**Whereas:** the shortage of FSL teachers is projected to worsen, with increasing student enrollment and teacher retirements exacerbating the gap between supply and demand; and

Whereas: addressing this shortage requires a comprehensive understanding of the factors contributing to the crisis, including teacher recruitment, training, retention, and working conditions.

**THEREFORE, BE IT RESOLVED THAT:**

- a. the OCSTA formally request the Ministry of Education to *continue funding* a Task Force dedicated to addressing the shortage of French as a Second Language teachers in Ontario, and;
- b. that this Task Force be directed to review relevant factors at play, including but not limited to, teacher education programs, certification processes, professional development opportunities, and incentives for FSL teachers, and;
- c. that the Task Force propose reasonable strategies and measures to alleviate the shortage, such as enhancing teacher training programs, improving working conditions, offering competitive salaries, and promoting the teaching profession to attract more candidates, and;
- d. that OCSTA commit to supporting the Task Force's efforts and collaborating with the Ministry of Education, school boards, and other stakeholders to implement the recommended strategies and measures.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Marvin Duarte **Halton CDSB**

**Seconded by:** Helena Karabela

**Topic:** **Funding for K-12 STEM Education**

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**Whereas:** Interest and demand for STEM Education is growing across Ontario to meet the growing needs of the job market now and in the future; and

**Whereas:** Changes to the Gr. 1 - 9 Science and Mathematics Curriculum include many references to interdisciplinary STEM education, and the Ministry of Education describes K-12 STEM Education as "enabling students to become innovators and leaders of change in society and the workforce, and creates opportunities in our diverse communities to foster integrative thinking and problem solving"; and

**Whereas:** There is strong alignment between the Ontario Catholic School Graduate Expectations and STEM Education; and

**Whereas:** Adequate funding for STEM education, including technology, software, staff, training, and devices, is necessary to ensure all students have the opportunity to participate and innovate in STEM education; and

**Whereas:** The Ministry of Education identifies Technological Education and STEM as a provincial priority, but there is no funding specifically earmarked for STEM programs.

**THEREFORE, BE IT RESOLVED THAT:**

Comprehensive and sustained funding for technology, software, staff, training, and devices for K-12 STEM education is necessary to ensure our students are future-ready and Boards have the necessary tools, resources and trained staff to offer comprehensive STEM programs.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.



**Moved by:** Marvin Duarte

**Halton CDSB**

**Seconded by:** Trish Powell

**Topic:** **Graduation Coaches for Black Students**

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**Whereas:** Catholic School Boards have committed to creating learning environments that are inclusive and welcoming of every student, while upholding the dignity of every student, student census data from across the province points to disproportionate outcomes for Black students with reference to their wellbeing and achievement; and

**Whereas:** Representation is critical for all students, including Black students to feel seen, valued and heard, Black students experience significant lack of representation in school staff and administrators as school board workforce are not representative of Black students; and

**Whereas:** The OCT Professional Advisory on Anti-Black Racism highlights the systemic barriers that Black students in Ontario schools face including lack of representation in curriculum, hyper-surveillance, low academic expectations and inadequate support for pathways to post-secondary education, there is a need for system wide supports and resources for Black students; and

**Whereas:** Having identity affirming spaces where Black students can build community with Black students, access staff who shared their lived experience and build leadership skills is essential for Black students to thrive, such spaces are not accessible for Black students in every school; and

**Whereas:** Graduation Coaches for Black students play a critical role in ensuring Black brilliance, knowledge and identity are amplified and students are supported in schools and data gathered over the last years highlight the tremendous impact of Graduation Coaches on Black students, there are very few Ministry funded Coaches in each school board.

**THEREFORE, BE IT RESOLVED THAT:**

The Ministry of Education expand funding for Graduation Coaches for Black Students and ensure that the funding is consistent, long term. Given the gaps in representation, school boards need more than one Graduation Coach to amplify the work and ensure the impact of students is sustained and impactful.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** L. Agro **Hamilton-Wentworth CDSB**

**Seconded by:** J. Valvasori

**Topic:** **Catholic Artificial Intelligence Framework**

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**Whereas:** The rapid advancement of artificial intelligence (AI) technologies presents both opportunities and challenges for staff, students and Catholic school boards;

**Whereas:** AI has the potential to enhance student faith formation, achievement and well-being by offering personalized learning that can support greater student engagement;

**Whereas:** AI-driven assistive technologies can support students with distinct learning needs e.g., English Language Learners, students with special education needs;

**Whereas:** The potential opportunities and risks for Catholic school systems associated with AI applications are significant and necessitate a proactive governance and distinctly Catholic approach;

**Whereas:** There is no current comprehensive framework that governs the development and use of AI tools and technologies that provides a standard of practice for Ontario Catholic schools;

**Whereas:** In the context of publicly funded Catholic education, there is recognition of the need for moral and ethical standards in AI development that “place Christ and the teachings of the Catholic Church at the centre” of students’ learning experiences; and,

**Whereas:** Ontario’s Catholic schools are uniquely positioned to educate young people so as to promote the dignity of each human person;

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to provide funding and the necessary resources to support the development of a Catholic Education Artificial Intelligence framework that:

- safeguards students and staff against potential risk in the use of Artificial Intelligence technologies;

- enhances student faith formation, achievement and well-being through innovative uses of Artificial Intelligence technologies in classrooms and schools;
- Prepares students for the moral and ethical uses of Artificial Intelligence for the betterment of humanity;
- Promotes the Catholic Identity of publicly funded Catholic education; and,
- Promotes the Dignity of the Human Person.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** John Willemsen

**Nipissing-Parry Sound CDSB**

**Seconded by:** Shelly Warren

**Topic:** **Executive Compensation**

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**Whereas:** In 2010, the Ontario government introduced the Broader Public-Sector Accountability Act, 2010 (BPSAA) which included a series of regulations to control the compensation, expenses, and perquisites for employees within the broader public sector. This resulted in a compensation freeze for executives in the broader public sector, including school boards.

**Whereas:** In 2014, the Government of Ontario approved the Broader Public Sector Executive Compensation Act, 2014 (BPSECA, O. Reg. 406/18). The purpose of this Act is to manage executive compensation in the broader public sector by authorizing the establishment of compensation frameworks for designated executives.

**Whereas:** Regulation 304/16: Executive Compensation Framework, was amended in November 2016, June 2017, and November 2017.

**Whereas:** All 72 Ontario school boards collaboratively developed a comprehensive Executive Compensation Program to support compensation management across the province and Boards were required to approve the executive compensation program using the Mercer Framework (2017) in 2018.

**Whereas:** Recruitment and retention of qualified and competent Catholic leaders with professional designations who are called to serve at the senior executive level is critical to nurturing the sustainability and promotion of Catholic Education.

**Whereas:** Executive Compensation has effectively been in place since 2010, with one opportunity for adjustment in the 2017-2018 school year with the approval of the Executive Compensation Program in 2018.

**Whereas:** Since 2017, inflation increased by 23% this increase to the cost of living has rendered the 2017 Mercer Framework as an outdated guide for Executive Compensation.

**Whereas:** Other employee groups in the education sector have received increases to their compensation in the range of 24-30% over the years since the Mercer Framework for executive compensation was established in 2017, creating inversion and increased compression in many Catholic school boards.

**Whereas:** Internal equity is a critical consideration in the development of Executive Compensation and a key principle of the spirit of the 2017 Mercer Framework. The Mercer Executive Compensation program addressed the ongoing need to regularly revisit the executive compensation program to take account of issues relating to compression and recruitment; the base salary ranges were developed taking into consideration the principal salary grids at the time and highlighted that: "... *the proposed Executive Compensation Framework may need to be revisited based on future collective bargaining or changes to collective agreements related to Teacher and Principal compensation.*"

**Whereas:** OCSTA continues to advocate on Catholic Board's behalf for the Treasury Board to lift the compensation freeze so Boards may right size their senior teams accordingly.

**Whereas:** Catholic School Boards nurture positive working relationships with Executive teams locally in the shared mission of Catholic Education.

**Whereas:** During the freeze, there has been no consistent mechanism or process to guide Boards to ensure Executive staff (Director and Superintendents) are compensated in an equitable manner at fair market value

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA continue to advocate with the Government of Ontario (Treasury Board) to lift and rescind the compensation freeze for Senior Executive teams and fully fund increases to ensure equitable and fair compensation.

OCSTA act on behalf of Catholic District School Boards on this issue by supporting or coordinating a common approach to ensure fair and equitable compensation for their Executives. OCSTA promote the updating of consistent salary benchmarks for Executive positions, reflecting inflation and cost of living increases that also reflect fair market value and consider the increasing complexity of the roles Executives in Catholic District School Boards.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Shelly Warren **Nipissing-Parry Sound CDSB**  
**Seconded by:** John Willemsen  
**Topic:** **Indigenous Education: Indigenous Language and Culture Teacher Certification Programs**

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- Whereas:** Catholic District School Boards are committed to responding to the Truth and Reconciliation Commission’s Calls To Action, specifically number 14 that reiterate Indigenous languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.
- Whereas:** Revitalization of Indigenous Language continues to be a key priority within Indigenous Education Board Action Plans in collaboration with First Nation and Indigenous Community Partners.
- Whereas:** There continues to be a shortage of teachers who possess Native Second Language qualifications and who are fluent Indigenous Language Speakers.
- Whereas:** Recruitment and retention of qualified teachers of Native Second Language has been challenging, impacting programs offered to students.
- Whereas:** Indigenous community partners, elders, knowledge keepers, language holders, and helpers with lived experience in language and culture may be available to support Catholic District School Boards to offer Indigenous language and culture programs.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to explore an alternative to the Indigenous Language teacher certification process or a more flexible Letter of Permission process that recognizes lived and professional experience as an equivalency to teach Indigenous language and culture programs where there are challenges in the recruitment of Native Second Language teachers.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Trustee Sandra Moore

**Ottawa CSB**

**Seconded by:** Trustee Luka Luketic-Buyers

**Topic:** **Targeted Funding for Literacy Instruction**

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**Whereas:** the targeted funding provided by the government for literacy for primary literacy resulting from the Right to Read inquiry is having good results.

**Whereas:** the results are producing data that is the basis of best practices in the classroom and reproducible from one cohort to the next.

**Whereas:** the Right to Read is not limited to our youngest students and there are intermediate and senior students who have not achieved literacy.

**Whereas:** the targeted funding provided resources including but not limited to specialized programming, teacher training and time set aside daily for literacy instruction.

**Whereas:** the literacy needs for senior students is not the same as primary students and the same programs may not work, research is required.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA request the Ministry of Education to continue the targeted funding for literacy instruction beyond the current funding to extend to grades 3-8 and to high school students who would also benefit from enhanced literacy instruction.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Trustee Shawn Cooper

**Simcoe Muskoka CDSB**

**Seconded by:** Trustee Janice Hutchison

**Topic:                    **Operating Funding Supplied to Boards through the Core Education Funding Allocation****

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**Whereas:**                the Ministry supplies Operating Funding for utilities, snowplowing, grass cutting and various maintenance repairs to Boards as part of the Core Education Funding allocation to operate and maintain schools and central staff buildings; and

**Whereas:**                the Ministry has recognized an exponential increase in construction costs over the last five (5) years resulting in a discrepancy between the funding benchmarks and actual construction costs; and

**Whereas:**                the tasks to operate and maintain schools and central staff buildings are subject to the same labour and supply chain issues that have impacted construction costs; and

**Whereas:**                Boards are struggling to supply the necessary operation and maintenance within the current Ministry funding allocation model; and

**Whereas:**                service to schools is being compromised as Boards are being forced to prioritize the critical needs for the operation and maintenance of the schools leaving the schools more vulnerable to system failures and reduced life cycle due to reduction in preventive maintenance.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to review the operating funding portion of the Core Education Funding model and adjust them comparably to the increases already recognized in the Capital Priorities program to ensure that school buildings are adequately maintained and operated.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.



**Moved by:** Trustee Nancy Crawford

**Toronto CDSB**

**Seconded by:** Trustee Garry Tanuan

**Topic:** **Ministry to Fully Fund Previously Approved Childcare Centres**

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**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.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Trustee Maria Rizzo

**Toronto CDSB**

**Seconded by:** Trustee Nancy Crawford

**Topic:** **Funding for Air Conditioning**

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**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 help to protect students from the impact of 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.

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Trustee Markus de Domenico **Toronto CDSB**  
**Seconded by:** Trustee Nancy Crawford  
**Topic:** **Shortfall of Provincial Funding of Statutory Benefits and Employee Deductions**

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- 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:** School boards experience shortfalls each year due to inadequate funding of these programs. (For example, TCDSB experienced an 18 million dollar shortfall last year.)

**THEREFORE, BE IT RESOLVED THAT:**

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

**Committee Recommendation**

Approve and Refer to Political Advocacy Committee.

**Moved by:** Trustee Shea **Algonquin & Lakeshore CDSB**  
**Seconded by:** Trustee Turkington  
**Topic:** **New Barriers in Year 3 to Local Safety Initiative and Implementation of School Safety Zones**

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**Whereas:** No designated governing body is responsible for addressing School Safety Zones; and

**Whereas:** The current structures and various agencies responsible for addressing speed limits and safety measures, including but not limited to, the Ministry of Transportation, Ministry of Education, Minister of the Solicitor General and Good Roads Association of Ontario are not collaborating to address the unique needs of each school safety zone; and

**Whereas:** Different standards are applied to school safety zones depending on the jurisdiction of the school, resulting in situations where schools in rural areas are facing higher speed limits and reduced signage, creating unsafe school zones; and

**Whereas:** Some school boards are finding success working with community stakeholders such as local police, Public Health, coterminous boards and local municipalities to address school zone safety issues and can model strategic planning and implementation of School Safety Zones.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA will renew discussions with the Minister of Education to address the barriers in applying safety measures in school zones, leaving schools to mitigate safety issues on their own. OCSTA requests the Ministry consult with Boards to share best practices regarding school safety zones to create a model which addresses school zone safety across the province.

**Committee Recommendation**

Approve and Refer to Catholic Education & Trustee Enrichment Committee.

**Moved by:** J. Jevnikar

**London DCSB**

**Seconded by:** L. Steel

**Topic:** **OCSTA Membership Fees**

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**Whereas:** School Boards submit annual fees to OCSTA;

**Whereas:** OCSTA holds two major events each year, the Catholic Trustees Seminar in January and the Annual General Meeting and Conference in the spring. Trustees pay to attend both of these events and they are to be cost-neutral;

**Whereas:** Both of these conferences are well attended by trustees across the province and the budget reconciliation of these conferences is not shared with the membership;

**Whereas:** The current OCSTA financial report does not provide a detailed breakdown of membership attendance at conferences.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA provide a more formal, detailed and transparent financial breakdown of all costs associated with the membership and general conference expenses within the reports to all school boards before an invoice is issued.

**Committee Recommendation**

Approve and Refer to Budget & Human Resources Committee.

**Moved by:** Tracey Weiler

**Waterloo CDSB**

**Seconded by:** Robert Sikora

**Topic:** **Cost of Sick Leave**

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**Whereas:** The cost of sick leave to school boards continues to grow with a limited ability for school board leaders to intervene, and

**Whereas:** To ensure budgets are not overspent, funds are redirected from other programs and services that are intended to support students, and

**Whereas:** The cost of sick leave is not just financial. Programs and services for students are less effective when there is no consistent educator available in classrooms, and

**Whereas:** When staff are absent, their colleagues cover classrooms using their planning time periods; this creates a workload and morale issue. Missed planning time must also be paid as a further cost to school boards.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to work with sector leaders to implement temporary funding supports for school boards to offset the increased costs of sick leave, and as part of the 2026 central negotiations, the province must renegotiate sick leave provisions for employee groups to ensure school boards' classrooms are staffed consistently and costs are contained.

**Committee Recommendation**

Approve and Refer to Labour Relations Committee.

**Moved by:** Bruno Iannicca

**Dufferin-Peel CDSB**

**Seconded by:** Stefano Pascucci

**Topic:** **Internet Safety for Students**

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**Whereas:** With internet access becoming more widespread, students face increased risks of inappropriate solicitation and exposure to harmful content; and

**Whereas:** The prevalence of child exploitation is rising, and students currently lack the essential knowledge and skills to effectively recognize and avoid these threats; and

**Whereas:** Many educators lack the essential training and tools to effectively teach internet safety, leaving students vulnerable to online threats; and

**Whereas:** Funding to embed internet safety into the curriculum is essential for teaching students how to navigate the digital world responsibly and mitigate harmful risks.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education for funding for teacher professional development to integrate internet safety into school curricula, which is essential for equipping students and educators with the skills and knowledge required to navigate the digital world safely.

**Committee Recommendation**

Approve and Refer to Political Advocacy and Catholic Education and Trustee Enrichment Committees.

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**RESOLUTIONS # 29-44**

**RECEIVE & REFER TO COMMITTEE(S)**

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**Moved by:** Morgan Ste. Marie

**Durham CDSB**

**Seconded by:** Richard Damianopoulos

**Topic:** **Enhancing Special Education Training in Faculty of Education Programs**

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**Whereas:** According to a 2024 survey of 70 Ontario School Boards ([survey link](#)), an average of 16% of students per elementary school and 28% per secondary school receive special education support; and

**Whereas:** According to the Ontario Government Data Catalogue ([link](#)), 17.5% of students have exceptionalities requiring Individual Education Plans (IEP) including Learning Disabilities and Autism Spectrum Disorder; and

**Whereas:** According to the survey mentioned above, the percentage of schools who have a special education teacher (a teacher who is essential to supporting programming for students with special education needs), has declined since 2019; a 6% decline for elementary schools and a 3% decline for secondary; and

**Whereas:** Building capacity with classroom teachers for understanding and differentiating teaching and assessment strategies for students with special education needs ensures enhanced outcomes for these students. Fewer students are left behind than if they are left to wait for special education resources outside of the classroom; and

**Whereas:** The Ontario College of Teachers Accreditation Standards for a Bachelor of Education "requires that a program of professional education includes the policies, assessments and practices involved in responding to the needs and strengths of all students, including students identified as requiring special education supports" ([O.reg 347-02](#)), yet, the Act is silent on the number or timing of courses offered associated with these goals; and

**Whereas:** There are no requirements as to the timing of the special education course in the Bachelor of Education program ([O.reg 347-02](#)). The course may be offered in the last semester, leaving little or no opportunity for feedback or discussion with instructors or time for improvement after applying these newly acquired important skills;

**THEREFORE, BE IT RESOLVED THAT:**

In order to ensure that our newest teachers are well-prepared to support the needs of all students, particularly those with special education needs (e.g., Autism Spectrum Disorder, Learning Disabilities), that the OCSTA petition the Ministry of Education, the Ministry of Training, Colleges and Universities, and the Ontario College of Teachers to set the number of special education courses to a minimum of three, offered throughout the four semester Ontario Bachelor of Education program.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Trustee Nielsen **CDSB of Eastern Ontario**

**Seconded by:** Trustee Cooney

**Topic:** **Community College Program Reductions and Closures**

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**Whereas:** Catholic secondary students in the Province of Ontario, Canada attend local community colleges as graduates of dual track credit programs and then as college students; and

**Whereas:** The College Student Alliance has identified “unprecedented” financial pressures, exacerbated by recent federal policy changes; and

**Whereas:** Dual Credit, School College Work Initiatives, and Fast Track programs are Ministry of Education priorities and negatively affected by lack of funding; and

**Whereas:** Local access to Community Colleges is no longer accessible in rural and regional areas of school boards that include Eastern Ontario; and

**Whereas:** The Auditor General of the Province of Ontario in its 2021 report identified the risks inherent with international student fees accounting for 68% of tuition fee revenue affecting program survival: and

**Whereas:** The Ministry of Education and Province of Ontario have prioritized high-skilled trades, apprenticeship, certification, and dual track programs; and

**Whereas:** Colleges have established articulation agreements with Universities that partner both institutions towards the opportunity for higher and specialization learning leading to higher skilled employment may be compromised.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Colleges and Universities to immediately establish a moratorium until September 1, 2026, in program reductions and campus closures in order to review and increase funding to Community Colleges that accommodate our current students and future graduates.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Brenda Agnew

**Halton CDSB**

**Seconded by:** Helena Karabela

**Topic: Funding for Community Support Transition Worker/ System Navigator for Students**

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**Whereas:** Dedicated staff will work with families/caregivers of students (up to age 21) to develop and share best practices/resources/tools that lead to successful transition into school and between schools, and that lead to successful post-secondary school destinations, including work and the community;.and

**Whereas:** Support, create and implement a plan for sustainability of best practices, processes and procedures regarding the transition of students with special education needs and/or disabilities into school, between schools/panels and out of secondary school to work, the community or post-secondary education; and

**Whereas:** Support schools and build capacity to ensure that there is ongoing support for students with complex special needs, which may include autism, physical disabilities, mental illness, intellectual disabilities, developmental disabilities, and medical disabilities.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to allocate funding to support Community Support Transition/ System Navigator for students with Special Needs.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** J. Valvasori **Hamilton-Wentworth CDSB**

**Seconded by:** L. Agro

**Topic:** **Support for Compliance Requirements**

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**Whereas:** Catholic School Boards in Ontario are required to comply with an ever-increasing number of legislation, regulations, and standards;

**Whereas:** Catholic School Boards create policies and procedures to ensure compliance and promote good stewardship;

**Whereas:** Training for staff with regard to regulatory requirements is essential so as to ensure that they are well informed and equipped to meet all standards and expectations outlined in legislation and regulation;

**Whereas:** The costs associated with such training have increased significantly;

**Whereas:** The absence of dedicated compliance support can lead to inconsistencies and gaps in policy implementation and oversight

**Whereas:** The potential financial and reputational harm for non-compliance in many areas creates significant risk for school boards; and,

**Whereas:** Confidence in publicly funded Catholic education is enhanced through careful adherence to legislation, policy, and standards.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to provide additional funding in support of:

- Compliance requirements to promote cultures of accountability, transparency and good stewardship;
- Implementing effective practices in School Board Governance, risk management and compliance; and
- Professional development and training for staff on regulatory requirements so as to minimize risk.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Peterborough Victoria Northumberland  
& Clarington CDSB**

**Moved by:** Kathleen Tanguay

**Seconded by:** Kevin MacKenzie

**Topic:** **Need for Greater Communication and Collaboration among Ministries to Ensure Efficient and Timely Services for Students with Special Needs**

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**Whereas:** the Ministries of Education, Health and Children, Community and Social Services are all integral to the wellbeing and progress of our students; and

**Whereas:** there are often significant wait times for students who require community support in areas such as mental health, speech, occupational therapy, autism and developmental delays, and these students (and their siblings) remain in our schools during these waiting periods; and

**Whereas:** families often struggle to navigate systems (ODSP, OAP, Complex Special Needs Designation, etc), manage funds and attend professional appointments for a variety of reasons such as parental mental health, lack of transportation, economic pressures, etc.; and

**Whereas:** waitlists and familial difficulty navigating services often delay diagnosis until the student has been in school for years, creating system and familial fatigue and challenges in the school environment; and

**Whereas:** Children's Treatment Centres have the capacity to refuse service due to criteria or capacity, and there are currently no out-of-home residential placements for children across the province, which leaves families whose children have some of the most complex needs with little to no support, and schools struggling to cope with these complex mental health and behavioural needs; and

**Whereas:** students with developmental disabilities often complete their high school program and age out of community services, and must then join waitlists for adult services (including but not limited to Passport Workers and Adult Protective Workers), creating a gap during this transition; and

**Whereas:** PPM 149, while intended to reduce duplication of services and promote consistency of care, often creates barriers between service providers through strict protocols and restrictions. Consequently, communication and coordination is unnecessarily hindered and service to students is further delayed; and

**Whereas:** PPM 169 states that schools are to channel students with significant mental health needs into community 'core services'. The PPM goes on to state, 'However, regulated school mental health professionals will support students with intensive mental health concerns and/or students in crisis, as appropriate, when intensive mental health services are not readily available in the community.' School Boards do not have the funding or personnel to meet the often complex mental health needs during significant wait periods and/or, lack of appropriate community resources. This is compounded by the barriers to coordination and communication; and

**Whereas:** the Right Time, Right Care document, in regards to mental health, already supports greater collaboration between the Ministry of Education and the Ministry of Health;

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to advocate to the provincial government to eliminate systemic and legislative barriers to more productive communication and integration of services among the Ministries of Health, Education and Children, Community and Social Services in order to better meet the needs of our students in a timely and effective manner.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Trustee Janice Hutchison

**Simcoe Muskoka CDSB**

**Seconded by:** Trustee Tanya Da Silva

**Topic:** **Streamlining the Process for Building Permit Approval**

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**Whereas:** the Ministry approves Capital Funding based on Board Capital Priorities Submissions; and

**Whereas:** the Ministry holds Boards accountable for meeting opening dates within specified time frames as outlined in the *Better Schools and Student Outcomes Act, 2023*; and

**Whereas:** Boards rely on municipalities to approve Site Plan Agreements to achieve Building Permit approval; and

**Whereas:** Boards are facing challenges in achieving Building Permit approval within specified timeframes; and

**Whereas:** Given the challenges in achieving Building Permit approval, schools remain over capacity in areas of high growth where additional accommodation is desperately needed.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to request that the provincial government provide a summary of the steps that have been taken and are planned to be taken to streamline site plan approval processes for school boards.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.



**Moved by:** Trustee Markus de Domenico

**Toronto CDSB**

**Seconded by:** Trustee Kevin Morrison

**Topic:** **Capital Projects Category for Gymnasiums**

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**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.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Trustee Maria Rizzo **Toronto CDSB**

**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**

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

**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;

**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.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Tracey Weiler

**Waterloo CDSB**

**Seconded by:** Robert Sikora

**Topic:** **Cyber Security Funding**

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**Whereas:** School boards' number one risk continues to be falling prey to a cyber-attack. According to the Ontario School Boards' Insurance Exchange, one in four boards have reported being compromised in the past 5 years. PowerSchool is the most recent example of a breach that has impacted Ontario boards. Claims have ranged from \$20,000 to \$3M, with most claims exceeding the cyber insurance policy limit; and

**Whereas:** In addition to the significant impact on a board's financial well-being, victims of a cyber-attack can expect their student and staff personally identifiable information (PII) to be accessed and potentially sold on the dark web.; and

**Whereas:** Boards that are severely compromised can expect disruption to the continuity of many systems, including, but not limited to: HR and Payroll Systems, Student Management Systems, and Transportation Systems; and

**Whereas:** The province has made progress in creating supports and educational resources for those in the Ontario Public Sector and Broader Public Sector with its Cyber Security Centre of Excellence hub. The province has moved funding for Broadband Modernization into Core Education Funding which is appreciated, and

**Whereas:** There remains however a significant gap between funding available for school boards for cyber security and the actual spending required to provide stakeholders with secure infrastructure, and

**Whereas:** Staff with expertise in cyber security are difficult to attract and retain within the existing funding provided by the province. Because of this, many boards struggle to present a credible cyber posture as they simply do not have ready access to funding to pay for subject matter experts, and

**Whereas:** School boards' IT practices with respect to the safeguarding of information and systems has evolved significantly in the past five years. Security processes that each board would be expected to employ include multi-factor authentication for network access, a shift away from passwords, use of secure sign-on for cloud-based applications, a regular cyber training/awareness program for staff and students, and a proactive patch management regime. Two specific cyber security platforms are critical to supporting boards' data and systems: Endpoint security, and Cloud security, and

**Whereas:** To ensure students receive a high quality publicly funded education, modern teaching and learning practices have evolved to incorporate the use of technology and apps, many of which address specific student learning needs. Boards must pay close attention to the terms and conditions of apps where the PII of students and or staff are shared. Vendors may resell PII to third parties, or use it in unethical ways to harm students, staff, and families. The Educational Computing Network of Ontario (ECNO) offers a Vetting of Applications for Security and Privacy (VASP) service to perform this function on behalf of school boards. Unfortunately, there is a limit to how many apps ECNO can review

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to provide funding through Core Education funding:

- For school boards to hire at minimum one dedicated Information Systems Security Manager with the appropriate qualifications and experience to ensure their systems and data are safe. This should be provided to school boards with enveloping provisions to ensure the funds are directed as intended and adjusted on an annual basis with sector salary and benefit benchmarks, and
- For school boards to support the proactive protection of systems and data, each school board should be provided with annual funding for a modern endpoint security platform and tools to manage data stored in the cloud. This should be provided to school boards with enveloping provisions to ensure the funds are directed as intended and adjusted on an annual basis with sector non-salary and benefit benchmarks, and
- For a centralized on-demand Vetting of Applications for Security and Privacy (VASP) which would have the capacity to vet apps within a prescribed amount of time so school boards can deliver effective programs and services to students. The province should work with the Educational Computing Network of Ontario (ECNO) and/or another third party to invest in capacity for the benefit and safety of students.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Kathy Doherty-Masters **Waterloo CDSB**

**Seconded by:** Tracey Weiler

**Topic:** **Addressing Funding Needs for Faculties of Education**

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**Whereas:** In 2015 the province cut the number of Bachelor of Education seats at universities by 50% and extended the program from 1 year to 2 years, and

**Whereas:** At Ontario universities, Faculties of Education are producing 1,400 fewer grads per year than needed because of lack of provincial funding to expand the programs, and

**Whereas:** the Teacher deficit in Ontario will grow to 1,500 per year by 2030, and

**Whereas:** Ontario is experiencing a historic population growth and an increased wave of teacher retirements amplified by the pandemic.

**Whereas:** Teacher education programs offered by Faculties of Education in Ontario are carefully designed to ensure graduates are prepared to teach competently after 4 semesters of courses and integrated practicum experiences, and

**Whereas:** Faculties of Education receive thousands of applications for a limited number of funded Bachelor of Education spaces each year. There is capacity at universities to admit and develop hundreds more, and

**Whereas:** Faculties of Education co-operated with the Ministry of Education, Ontario College of Teachers and school boards to facilitate the implementation of the Temporary Certificate as an interim measure to increase teacher supply, and

**Whereas:** As many boards across the province have noted that the availability of qualified personnel, namely teachers in this case, remains a significant concern.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA continue to petition the Ministry of Education to provide adequate funding to University Bachelor of Education programs in Ontario. This will better enable universities to train and support those wanting to enter the catholic teaching profession. Increased and stable funding will also allow universities to invest in innovative upskilling programs to help those in established careers transfer into teaching, especially in the areas of health, technology, business and hospitality.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Trustee Maria Rizzo

**Toronto CDSB**

**Seconded by:** Trustee Nancy Crawford

**Topic:** **Director Performance Appraisal Process**

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**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;

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

**Whereas:** Ontario Regulation 83/24 Director of Education Performance Appraisal already states that feedback be requested from each member of every statutory, ad hoc, or other committee of the board; in which statutory committee of the board includes CPIC and SEAC;

**THEREFORE, BE IT RESOLVED THAT:**

- a) That OCSTA advocate to the Ministry of Education to adjust the legislation to remove the requirement to include each parent member of the parent council at each school of the board 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, etc.);
- b) That OCSTA advocate for the Ministry of Education to provide the appropriate funding to support the process as mandated by the legislation; and

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.



**Moved by:** Trustee Maria Rizzo

**Toronto CDSB**

**Seconded by:** Trustee Joseph Martino

**Topic:** **Canada First Approach**

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**Whereas:** Catholic District School Boards buy a variety of items for schools including furniture, books, classroom and office supplies and technology as well as construction, maintenance, design services, caretaking supplies and equipment, etc.;

**Whereas:** Catholic District School Boards serve the public with fair, open, and transparent procurement practices and adheres to the Broader Public Sector Procurement Directive and all applicable laws and policies;

**Whereas:** It is essential to inspire future generations to become informed and conscientious consumers who prioritize supporting local and national products, fostering economic growth and prosperity within our cities, provinces, and country;

**Whereas:** The United States is anticipated to introduce new tariffs and/or trade restrictive measures targeting Canada;

**Whereas:** Recently Canada's Prime Minister emphasized the importance of protecting domestic industries, workers and economic interests in response to anticipated U.S. tariffs; and

**Whereas:** It is important for students to develop life skills as informed consumers, and it is the responsibility of school boards to integrate curriculum programs that foster a 'Canada First' mindset.

**THEREFORE, BE IT RESOLVED THAT:**

- a) In addition to the work that TCDSB is doing internally, the TCDSB is requesting OCSTA to petition the Ministry to develop a 'Canada First' curriculum;
- b) The Province encourage, promote and fund 'Canada First' policies and actions to support school boards; and
- c) This motion be forwarded to the Ontario Catholic School Trustees' Association for advocacy to the Ministry of Education and the Canadian Catholic School Trustees' Association.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Conrad Stanley **Waterloo CDSB**  
**Seconded by:** Winston Francis  
**Topic:** **Creation of a Dedicated Catholic Faculty of Education and/or Catholic Educational Worker Training Program in the Province of Ontario**

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**Whereas:** there is a chronic shortage of various education workers across the Province of Ontario, and the Teacher deficit is projected to grow to 1,500 per year by 2030, and

**Whereas:** the population of Ontario has grown especially quickly in the last three years (half a million new residents a year) and changing demographics caused by immigration have led to the rapid growth of student enrolment and need for new staff hiring at Catholic school boards in particular, and

**Whereas:** there is a particular difficulty for Catholic school boards in finding specialty education workers at the intersection between specialized education training requirements and their unique Catholic faith requirements, and

**Whereas:** the government of Ontario has a legal requirement under Section 93 of the BNA Act of 1867 and Constitution Act of 1982 to fully fund and support public Catholic education, which should include the training of publicly funded Catholic education workers in Ontario, and

**Whereas:** there is a need to simplify, streamline and fast track the educational process for new students who know they want to work at a Catholic board upon their graduation from teacher's college or related education sector program.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to investigate the feasibility of creating a new Faculty of Education (teacher's college), or new program at an existing college, that is dedicated solely to training education workers to work at Catholic school boards across the province of Ontario.

What would make this new college or program uniquely valuable is that Catholic values, teachings, practices and priorities would be fully integrated into the daily professional curriculum to much more effectively train the next generation of educational talent for the Catholic system. Without the establishment of this new college or program, the inequitable funding gap that has developed between public and private boards when it comes to the training of education workers will continue to widen, in direct legal contravention of Section 93 guaranteeing equal public funding of both school systems in the province of Ontario.

**Committee Recommendation**

Receive and Refer to Political Advocacy Committee.

**Moved by:** Brea Corbet

**Dufferin-Peel CDSB**

**Seconded by:** Anisha Thomas

**Topic:** **Funding to Lower Class Sizes in Grades 4 through 8**

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**Whereas:** Class size plays an important role in shaping the quality of education students receive; and

**Whereas:** Smaller class sizes in grades 4-8 would enable teachers to build meaningful relationships with students that are pivotal in identifying individual strengths and applying timely support; and

**Whereas:** Smaller classes in grades 4-8 would enable teachers to provide an increased level of individual attention to students who might require it; and

**Whereas:** Smaller class sizes foster a productive and more engaging learning environment with fewer disruptions, more collaboration, ensuring that instructional time is maximized

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to reduce class sizes through grades 4-8 to create a more effective learning environment amongst elementary school students.

**Committee Recommendation**

Receive and Refer to Labour Relations Committee.

**Moved by:** Trustee Markus de Domenico

**Toronto CDSB**

**Seconded by:** Trustee Garry Tanuan

**Topic:** **Comprehensive Review of Sick Leave**

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**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.

**Committee Recommendation**

Receive and Refer to Labour Relations Committee.

**Moved by:** Bruno Iannicca

**Dufferin-Peel CDSB**

**Seconded by:** Shawn Xaviour

**Topic:** **Funding to Support Additional Supervision**

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**Whereas:** Schools are experiencing a notable increase in serious behavioural incidents, especially in, but not limited to, washrooms, hallways and other common spaces. These include physical aggression, verbal threats, cyberbullying, vaping, vandalism and other forms of disruptive conduct that contravenes the Catholic Code of Conduct; and

**Whereas:** These behaviours jeopardize the safety, mental health and well-being of students. They also erode their confidence in feeling safe in washrooms, hallways and common spaces, and negatively impact the overall learning environment; and

**Whereas:** These behaviours have made it increasingly difficult to provide adequate supervision based on current staffing allocations, particularly in washrooms, hallways common spaces (based on current supervision 'minutes' allocations and administrative responsibilities); and

**Whereas:** Significant benefits in additional and dedicated supervision throughout the day would ensure students receive continuous supports, fostering a more positive and safe school experience.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to ensure that additional and ongoing funding be provided to school boards to increase dedicated supervision in schools to proactively address and prevent such incidents of student behaviour and support healthy school climates.

**Committee Recommendation**

Receive and Refer to Political Advocacy and Labour Relations Committees.

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**RESOLUTIONS # 45-49**

**NO ACTION REQUIRED – IN PROGRESS**

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**Moved by:** Anisha Thomas

**Dufferin-Peel CDSB**

**Seconded by:** Mario Pascucci

**Topic:** **Funding for Retrofitting/Renovating Schools**

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**Whereas:** Keeping schools in a state of good repair is essential to providing safe and healthy learning environments for students and staff; and

**Whereas:** Funding levels for school renewal, repairs and retrofits have not been sufficient to reduce the overall deferred maintenance backlog; and

**Whereas:** Stable and reliable school renewal funding, including the provision of adequate air conditioning and security measures, is necessary to make strategic, long-term investments to ensure that learning environments can support high levels of student achievement and well-being; and

**Whereas:** These upgrades facilitate compliance with modern health and safety standards while incorporating more energy-efficient systems.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petitions the Ministry of Education to provide stable, reliable multi-year funding to support school renewal, renovations, and retrofits that will keep schools in a state of good repair and provide students and staff with environments to support 21st century learning.

**Committee Recommendation**

No Action Required – In progress.

**Moved by:** David Howard

**Renfrew County CDSB**

**Seconded by:** Anne Haley

**Topic:** **Student Transportation Funding Model**

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**Whereas:** the Ministry of Education introduced a new transportation funding model for the 2023-2024 school year; and

**Whereas:** the Ministry of Education restructured the funding model for the 2024-2025 school year to update existing benchmarks and establish new benchmarks for contracted special purpose vehicles (CSPV) and contracted taxis; and

**Whereas:** the Ministry of Education restructured the funding model for the 2024-2025 school year to introduce enveloping restrictions; and

**Whereas:** the procurement process that school boards must follow in securing transportation continues to result in significant cost increases and a concentration of fewer and fewer companies providing transportation services; and

**Whereas:** the current transportation funding formula does not adequately address the costs incurred by many school boards; and

**Whereas:** the increased reporting and administrative requirement to support the necessary data submission and public reporting with regards to student transportation is an added burden;

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to review and revise the Student Transportation Funding Model:

To recognize the actual cost of bus operator contracts including inflationary costs in the funding model; and

To cover the shortfall costs that currently exist in agreements with bus operators; and

To recognize the increased administrative reporting requirements to support the necessary data collection and community expectations by increasing funding with the Local Priorities component; and

To reactivate the committee responsible for developing a transportation funding model.

**Committee Recommendation**

No Action Required – In Progress.



**Moved by:** Trustee Tanya Da Silva

**Simcoe Muskoka CDSB**

**Seconded by:** Trustee Michael D'Amelio

**Topic:** **Special Education Fund**

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**Whereas:** faithfully, inclusively and equitably Boards, as responsible members of our Christian community, inspire every student through the provision of individualized programming to realize their God-given potential; and

**Whereas:** the *Ontario Human Rights Code* has recognized for some time that, despite a highly regulated and complex education framework designed to address the special needs of students, students continue to face obstacles in their attempts to access educational services in Ontario; and

**Whereas:** the budget disparity between Special Education revenues and expenditures continues to present a major challenge for Boards; and

**Whereas:** twenty-nine (29) of twenty-nine (29) Ontario Catholic School Boards are currently running a deficit in the area of Special Education with deficits increasing annually; and

**Whereas:** Boards continue to be challenged with adhering to a universal design for learning approach which provides a program and pathway for student success through individualized instruction; and

**Whereas:** the recruitment of skilled staff and the building of staff capacity to support the increasingly diverse and complex needs of students within the publicly funded education system is critical to student achievement and well-being; and

**Whereas:** Boards continue to be faced with financial and human resource pressures related to the provision of specialized programming, specialized equipment, specialized transportation and the recruitment of skilled support staff; and

**Whereas:** the current allocation of Core Education Funding specific to the Special Education Fund relies on an algorithm that does not take into account the individual or unique needs of school boards, growth communities and changing needs.

**THEREFORE, BE IT RESOLVED THAT:**

OCSTA petition the Ministry of Education to review and update its current Special Education Fund algorithm through evaluation of the true costs to provide adequate and sustainable funding that reflects the increasing and more complex requirements of students with special education needs.

**Committee Recommendation**

No Action Required – In Progress.

**Moved by:** Trustee Nancy Crawford

**Toronto CDSB**

**Seconded by:** Trustee Garry Tanuan

**Topic:** **Technology Infrastructure and Cybersecurity**

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**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 boards' 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.

**Committee Recommendation**

No Action Required – In Progress.

**Moved by:** Kathy Doherty-Masters **Waterloo CDSB**  
**Seconded by:** Robert Sikora  
**Topic:** **Addressing the Voter Registration Default in English Public-School Support**

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**Whereas:** Property Owners in Ontario are required to support a school system, regardless of their child status, and

**Whereas:** School support designation helps property owners identify which school board they wish to support in a school board election, and

**Whereas:** The number of registered English/French separate (Catholic) supporters directly influences the number of trustees per municipality, and

**Whereas:** As per legislation, school board support defaults to the English Public-School Board, and

**Whereas:** If property owners have supported English/French separate (Catholic) schools according to MPAC in the past, and they move, even within the same city/region, the school board support defaults back to English Public School Board support, and

**Whereas:** Property owners who want to support English/French separate (Catholic) schools must change their support on the MPAC (Municipal Property Assessment Corporation) portal, complete a paper application or fill out an “Application to Amend Voter’s List” form.

**THEREFORE, BE IT RESOLVED THAT:**

In addition to all of the advocacy work that OCSTA does with Members of Provincial Parliament and the Ministry of Education regarding this default feature, OCSTA engage in a marketing campaign to raise the awareness of the issue at the school board and community level.

OCSTA would be the province-wide source for consistent messaging that Catholic Boards and other Catholic organizations such as the Dioceses, Parishes, Catholic Women’s League and the Knights of Columbus can use in their communications regarding school support designation.

This campaign would also support OCSTA’s strategic priority of building positive relationships with organizations that support Catholic Education in Ontario.

**Committee Recommendation**

No Action Required – In Progress.

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**RESOLUTION # 50**

**TO BE CONSIDERED INDIVIDUALLY**

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**Moved by:** Trustee Markus de Domenico **Toronto CDSB**

**Seconded by:** Trustee Garry Tanuan

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

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**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 school boards to fund “Sick Leave” has proven to be inadequate. (For example, TCDSB experienced a 48 million dollar shortfall last year.)

**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 26<sup>th</sup>, 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.

**Committee Recommendation**

- a) Approve and Refer to Political Advocacy Committee.
- b) Receive and Refer to Labour Relations Committee.