

MINUTES OF THE SPECIAL MEETING OF THE BOARD

Date: March 10, 2016  
Time: 7:30 pm  
Location: Catholic Education Centre - Board Room  
802 Drury Lane  
Burlington, Ontario

Members Present	J. Michael, Chair of the Board	P. Marai
	A. Danko	A. Quinn
	A. Iantomasi, Vice Chair of the Board	J.M. Rowe
	H. Karabela	S. Trites

Member Excused D. Rabenda

Student Trustees M. Zapata

Students Excused J. Brown C. Kemeni

Staff Present	B. Browne	C. McGillicuddy
	C. Cipriano	L. Naar
	G. Corbacio	<b>J. O'Hara</b>
	P. Dawson, Secretary of the Board	T. Overholt
	P. McMahon	T. Pinelli
		A. Prkacin

Also Present K. Ashe, Mosey & Mosey  
A. Bartucci, Administrator, Strategic Communications Services  
T. Davis, Senior Administrator, Human Resources Services  
L. Ellis, SBCI  
R. Negoj, Senior Administrator, Financial Services  
F. Thibeault, Administrator, Planning Services

Recording Secretary D. Ross

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1. Call to Order

1.1 Opening Prayer: M. Zapata  
The meeting opened with a prayer at 7:30 p.m.

1.2 Motions Adopted In-Camera

A. Iantomasi read the motions adopted and received in-camera.

*RESOLVED, that the Halton Catholic District School Board ratify the Memorandum of Settlement dated February 11, 2016 between the Board and OECTA Elementary teachers to be effective September 1, 2014 and to expire August 31, 2017.*

*RESOLVED, that the Halton Catholic District School Board implement the compensation increases for the non-union employees who are not covered under the BPSAA, as per the Memorandum from the Ministry dated February 22, 2016 (2016:B03)*

1.3 Information Received In-Camera

Summer School Principals and Vice Principals – 2016

Teresa Castellarin and Josie Halycz renewed for second term as Summer School Principals – 2016. Adriano Perusin appointed as Summer School Principal – 2016 with a second renewable term for July 2017 at the Board's discretion.

Karen Boulhouwer and Christopher Tilley renewed for a second term as Summer School Vice Principals – 2016. Gino DeLuca appointed as Summer School Vice Principal– 2016.

Retirements

Sandra Lefebvre, Margaret MacDonald and Tanya Picone retiring effective June 30, 2016.

Title Change

Joseph Jurus' title changed from Acting Principal to Principal effective February 29, 2016.

Elementary School Vice Principal at St. Timothy

Laura Odo appointed as Elementary School Vice Principal, St. Timothy effective March 21, 2016.

2. Approval of the Agenda

#67/16

*Moved by: A. Quinn*

*Seconded by: P. Marai*

*RESOLVED, that the agenda be approved as presented.*

*CARRIED*

3. Declarations of Conflict of Interest

There were no declarations of conflict of interest.

4. Presentations

There were no presentations.

5. Delegations

There were no delegations

6. Approval of the Minutes

6.1 Minutes of the Regular Board Meeting of February 16, 2016

#68/16

*Moved by: J.M. Rowe*

*Seconded by: A. Quinn*

*RESOLVED, that the Minutes of the Regular Board Meeting of February 16, 2016 be approved as presented.*

*CARRIED*

7. Business Arising from Previous Meetings

7.1 Summary of Outstanding Items from Previous Meetings

The summary of outstanding items from previous meetings was received.

## 8. Action Items

## 8.1 First Nations, Metis and Inuit Education (A. Prkacin)

As a point of order, A. Danko informed the Chair that the motion should be moved and seconded prior to being addressed.

*#69/16*

*Moved by: A. Quinn*

*Seconded by: A. lantomasi*

*Whereas, the Ontario Catholic School Trustees' Association approved the First Nation, Métis and Inuit Education Charter and has encouraged every Catholic School Board to adopt said Charter of Commitment; and*

*Whereas, the work of the National Truth and Reconciliation Commission (TRC) regarding residential schools in Canada concluded its work in June 2015, resulting in 94 far reaching Calls to Action, including a number specifically focused on education;*

*Whereas, the Halton Catholic District School Board recognizes the history of our area with due respect and honour to its First Peoples, by acknowledging the land and territory;*

*Be it Resolved, that the Halton Catholic District School Board:*

- *Endorse the Charter of Commitment for First Nation, Metis and Inuit Education and commits to having all students graduate with knowledge of residential schools and their effects on Aboriginal communities in Canada; and*
- *Endorse key education recommendations from the Truth and Reconciliation Commission of Canada: Calls to Action report, specifically 62 i) and 63 i) and 64.*

*#70/16*

*Moved by: A. Danko*

*Seconded by: A. Quinn*

*RESOLVED, that motion (#69/16) be postponed indefinitely.*

Trustee lantomasi requested and questioned the rationale for postponing the proposed motion which is in support of OCSTA's **request for** boards to move forward with. She noted that OCSTA represents all Catholic school boards in Ontario and includes a Bishop in their directorship.

Trustee Karabela commented that the proposed motion is too narrow in scope.

Speaking to the rationale for postponing the motion indefinitely, Trustee Danko indicated that it has come too quickly prior to action by the provincial and federal governments and that there are certain aspects of it that requires further discussion as well as a different emphasis of the proposal.

In Favour	Opposed
Danko, A.	lantomasi, A.
Karabela, H.	Rowe, J.M.
Marai, P.	Zapata, M. - non binding
Quinn, A.	
Trites, S.	

The postponement motion *CARRIED*.

8.2 North Oakville Preserve Catholic Elementary School Boundary Review (T. Overholt)

T. Overholt addressed the Board report regarding the approval of the North Oakville Preserve Catholic Elementary Schools' attendance boundaries. Staff met with the Advisory School Boundary Review Committee (SBRC) at St. Mary Catholic Elementary School and presented the proposed option, hosted a Community Information Meeting in January, and based on input finalized their proposed recommendation on February 8, 2016. He reviewed the recommendations with the associated considerations provided by the Advisory Committee and supported by senior staff for the new 2016/2017 school attendance boundaries

Staff acknowledged that there were no request received by delegations.

As a point of order, A. Danko informed the Chair that the motion should be moved and seconded prior to staff presenting the preamble.

*#71/16*

*Moved by: P. Marai*

*Seconded by: A. Quinn*

*Resolved, that the proposed boundary be implemented for the 2016-2017 school year, whereby these changes shall have the effect of altering existing attendance areas by: re-directing patches V23 and V24 from St. Mary Catholic Elementary School to the new North Oakville Preserve Catholic Elementary School.*

*Resolved, That all Grade 7 students, currently enrolled in the 2015-2016 school year, be offered the option (grandfathered) to remain at their home school until they graduate to the secondary panel. Furthermore, siblings of grandfathered students will not be given the option to be grandfathered to remain at St. Mary Catholic Elementary School.*

*UNANIMOUSLY CARRIED*

8.3 Holy Rosary Catholic Elementary School Milton, Kindergarten and Classrooms Addition Project (G. Corbacio)

*#72/16*

*Moved by: J.M. Rowe*

*Seconded by: A. Danko*

*Resolved, that the Halton Catholic District School Board rescind Board Resolution #44/14 and #45/14.*

G. Corbacio provided an update on the Holy Rosary Catholic Elementary School, Milton Kindergarten and Classrooms Addition Project and provided a rationale for rescinding the motions previously approved by the Board on March 4, 2014 and replaced by the proposed resolutions. The funding is now in place for the entire project, and the Board is thus able to proceed with the project.

The Chair called for a vote and the motion *UNANIMOUSLY CARRIED*.

#73/16

*Moved by: J.M. Rowe*

*Seconded by: A. Danko*

*Resolved, that the Halton Catholic District School Board approve a Preliminary Construction Project Budget not to exceed \$5,075,000 for the Kindergarten and Classrooms Addition Project at Holy Rosary Catholic Elementary School, Milton.*

*Resolved, that the Halton Catholic District School Board approve Borrowing By-Law No.2016 F02 in the amount of Five Million and Seventy Five Thousand Dollars (\$5,075,000) to finance the Preliminary Construction Project for the Kindergarten and Classrooms Addition Project at Holy Rosary Catholic Elementary School, Milton.*

*UNANIMOUSLY CARRIED*

Mr. S. Paquette, Chair of the Aboriginal Education Advisory Committee (SESC), interrupted the meeting and addressed the Board to **express his disappointment regarding the Board's decision** to postpone the motion. The Chair of the Board ruled him out of order.

## 9. Staff Reports

### 9.1 Proposed 2016 Facility Renewal Projects (G. Corbacio)

G. Corbacio presented the extensive list of proposed 2016 facility renewal projects. He noted that the report identifies the four major areas of renewal that are required for aging facilities, and he referenced the scope of work. This is a preliminary budget and once the projects are approved, staff will initiate the tender process to finalize the budget. It is anticipated that an updated and final report will be presented at the April 19<sup>th</sup> meeting for Board approval.

In response to questions, G. Corbacio addressed the scope of work at Our Lady of Peace, specifically, the lighting systems, mechanical systems and updates. He noted that some of the projects require extensive work since much of the maintenance was deferred over the past few years to address budget restraints.

## 10. Information Items

### 10.1 Student Trustees Update

M. Zapata informed trustees that she recently attended a Lobby Day with MPs and Bishops, united for Catholic Education and that it was a great experience. As well, students are busy planning for different initiatives during education week, and senators recently filmed a video for Opening the Doors of Mercy. The process for the election of new student trustees for 2016-2017 is in place and schools are looking for candidates for the elections. M. Zapata provided information with respect to the pillars of Achieving, Believing, Belonging and listed several activities taking place in the various schools. She provided information regarding the purpose of Thinkfast that will be taking place at Bishop Reding.

### 10.2 School Educational Field Trips (T. Pinelli)

The report was provided as information.

### 10.3 2016-2017 Budget Strategy (P. McMahon)

R. Negoj indicated that the focus of the presentations is to address the two main budget challenges the Board is facing this year and going forward: the insured employee benefits and the new sick leave plan introduced in 2012-2014 round of bargaining, and still in

place with the Memorandum of Settlement for the 2014-2017 period. She introduced K. Ashe, from Mosey and Mosey.

#### 10.3.1 Mosey & Mosey Group Benefits - Presentation (K. Ashe)

K. Ashe addressed benefit past and future trends and pointed out that this is a very large expenditure for the Board representing approximately \$20 million per annum to provide employee benefits for employees, their spouses and dependents. Through various charts and illustrations, K. Ashe commented on the annual premium breakdown and paid claims, for health and dental care. He also identified some of the factors that are triggering increases in benefit costs, as well as specific areas that are spiking (orthotics and physiotherapy), mostly due to demographics. The challenge for employers continues to be striking a balance by controlling costs and by providing a comprehensive benefits program.

Discussion that followed addressed questions regarding the benefit plan and requirements through medical practitioners; restrictions as a result of the plan design that was established through provincial bargaining; funding challenges based on current Ministry funding model; the role of Mosey and Mosey as benefits consultants; the RFP process for Insurance provider; role of SunLife and Mosey & Mosey in scrutinizing expense claims and the adjudicating process; as well as the Ministry funding that is insufficient to cover the gap and increasing costs in this area.

K. Ashe and staff provided information regarding the provincial benefit trust established and agreed upon by OCSTA, the unions and the Ministry of Education. This will result in reporting changes and will bring consistencies to the plan. Moving to a larger pool of employees provincially will provide an opportunity to look at economy of scales and take advantage of efficiencies.

#### 10.3.2 SBCI Absence Study - Presentation (L. Ellis)

R. Negoj introduced L. Ellis, Director Attendance Support Services for SBCI, a not for profit co-operative, of which the vast majority of Ontario school boards are members and that provides **advice and guidance on workers' compensation issues**, among others. She pointed out that this is by far the **Board's #1 budgetary challenge**.

L. Ellis presented the Absence Study, the findings and interpreted the results, the challenges of the plan design that was introduced through the Memorandum of Understanding in 2012, how it has impacted costs, and Ministry funding challenges. She identified cost containment strategies and addressed setting saving goals for the school board.

In response to questions, staff provided information regarding trends in absenteeism in terms of the increases in sick days and increases in the duration of sick time attributed in part to demographics and in part to the plan design, as well as information regarding the Pilot Advisory Panel made up of 16 boards and the Ministry whose purpose is to address some of the cost concerns and bring forth a plan that will balance revenues and expenditures in this area. With respect to the business case to reduce absence duration **and the potential of having the Board involved in such program**, J. O'Hara indicated that the Advisory panel will be approaching the Ministry to cover some of the costs related to a third party adjudication in order for some boards to move toward a different model.

When asked how much money is coming from the discretionary areas of the budget to cover the unfunded staff benefits and sick leave benefits costs, P. McMahon addressed some of the challenges in quantifying the funded allocation with expenditures and acknowledged that the information would come in a future report, to the extent that specific amounts of funding are identified in the current funding model. The Chair thanked the presenter for a very informative presentation.

### 10.3.3 2016-2017 - Budget Strategy Session (P. McMahon)

R. Negoï prefaced her presentation by indicating that the GSNs would not be released until March 24, 2016 and for that reason, staff cannot comment on next year's revenues. The information on revenues will be presented at the April 5<sup>th</sup> Board Meeting.

R. Negoï focused her presentation on costs, budget challenges, cost savings and revenue generating initiatives. She presented the provincial context and briefly commented on the organizational chart and responsibilities of senior staff. P. McMahon acknowledged that a list of new initiatives and areas of reductions proposed by senior staff would be presented to trustees at a later date.

Through various charts and illustrations, R. Negoï reviewed the financial reporting cycles, the budget process and listed and reviewed the Board's expenditures. R. Negoï reviewed in detail the budget challenges and priorities: Employee Benefits Costs; Enrolment Trends; Facilities-renewal needs; faith formation costs; French immersion program; information technology; and labour negotiations.

Below is a summary of responses to questions:

- Benefits (20.3 million of insured benefits costs representing 5.5% of the budget)
- Sick Leave costs (\$12.3 million annually with an additional replacement cost of \$7.4 million that is unfunded).
- Trustee expenses of \$200,000 include honorarium, benefits, conferences, computer devices, equipment, mileage) and excludes OCSTA fees. A more detailed report will be forwarded to trustees in a future budget report
- RFP process was described for legal and professional fees based on the Broader Sector Procurement Process
- Only a small portion of the budget provides flexibility to address shortfalls. Often, the only option is to delay maintenance work to cover the increase of sick leave utilization and benefits costs;
- The Board is not mandated to be a member of OCSTA but they are the sole voice at the bargaining table for negotiations purposes.
- Very few boards have discretionary reserves. Staff will try and get that data for a future budget report.

#74/16

*Moved by: A. Danko*

*Seconded by: P. Marai*

*RESOLVED, that the meeting continue beyond 10:00 p.m.*

*CARRIED*

R. Negoï addressed shared services; sick leave costs; and special education costs. She also identified 2016-2017 cost savings initiatives and revenue generating initiatives. In her concluding remarks, she reviewed next steps.

In response to questions, staff provided information regarding the funding, programs and revenues generated by the Adult Learning Centre for Continuing Education; identified

efficiencies and new programs to reduce the need to hire support staff in spite of increased student enrolment; and provided information regarding the strategies in place to promote the AP and IB programs at the Board. It was suggested that consideration be given to increase the advertisement budget to attract students to the general stream of schools. P. McMahon pointed out that this would not be funded by the Ministry and it would be difficult to gauge and measure whether enrolment increased based on the advertisement.

#### 10.3.4 Trustee Feedback

Trustees were asked to complete the form and forward to R. Negroi's attention by month end. An electronic version of the form will be made available for completion. The responses will be summarized and brought back as an information report at a future meeting for further discussion.

*#75/16*

*Moved by: P. Marai*

*Seconded by: A. Danko*

*RESOLVED, that the meeting continues beyond 10:30 p.m.*

*DEFEATED*

10.4 Student Engagement and Student Voice (C. McGillicuddy)

10.5 Positive Assets and Developmental Relationships (T. Pinelli)

11. Miscellaneous Information

11.1 SEAC Minutes - January 26, 2016

12. Correspondence

12.1 F. Loreto - Oath of Citizenship

13. Open Question Period

14. In-Camera

15. Resolution re: Absentees

*# 76/16*

*Moved by: A. Iantomasi*

*Seconded by: J.M. Rowe*

*RESOLVED, that Trustee Rabenda and Student Trustees Brown and Kemeni be excused. CARRIED.*

16. Adjournment and Closing Prayer: H. Karabela

*# 77/16*

*Moved by: A. Iantomasi*

*Seconded by: J.M. Rowe*

*RESOLVED, that the meeting adjourn.*

The meeting adjourned at 10:30 p.m.

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Secretary of the Board

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Chair