



Committee of the Whole Meeting

Date: Monday, November 7, 2022

Time: Immediately following Special Board Meeting

** Committee of the Whole In Camera, if necessary, will precede or follow the Board Meeting, as appropriate.*

Location: 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener

Attendees:

Board of Trustees:
Bill Conway, Manuel da Silva, Jeanne Gravelle (Chair), Shannon Nash, Wendy Price, Hans Roach, Brian Schmalz, Melanie Van Alphen, Tracey Weiler

Student Representatives:
Chloe Armstrong, Anika Fejerpataky

Senior Administration:
Tyrone Dowling, Gerald Foran, Gerry Clifford, Shesh Maharaj, Judy Merkel, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resource:

Recording Secretary:
Alice Figueiredo, Executive Administrative Assistant

ITEM	Who	Agenda Section	Method & Outcome
1. Call to Order	Chair		
1.1 Opening Prayer & Memorials	Board of Trustees	--	--
1.2 Territorial Acknowledgement I (we) would like to begin by acknowledging that the land on which we gather today is the land traditionally used by the Haudenosaunee, Anishinaabe and Neutral People. I (we) also acknowledge the enduring presence and deep traditional knowledge, laws and philosophies of the Indigenous People with whom we share this land today.	Chair	--	--
1.3 Approval of Agenda	Board of Trustees		Approval
1.4 Declaration of Pecuniary Interest 1.4.1 From the current meeting 1.4.2 From a previous public or in-camera meeting	Individual Trustees		
1.5 Items for Action: N/A			

ITEM	Who	Agenda Section	Method & Outcome
2. Consent Agenda: Director of Education (e.g.: operational matters from the Ministry of Education that the Board is required to do; update on the system)			
3. Consent Agenda: Board (Minutes of meetings)			
3.1 Approval of Minutes of Regular and Special Meetings 3.1.1 COW Minutes of October 3, 2022	Board of Trustees	pp.4-6	Approval
4. Delegations			
5. Advice from the CEO			
5.1 Community Planning & Partnerships (CPPG) 5.2 Alternative Admissions Process Data	S. Maharaj S. Maharaj	pp.7-10 pp.11-14	Information Information
6. Ownership Linkage (Communication with the External Environment related to Board's Annual Agenda; ownership communication)			
6.1 Linkages Activity 6.2 Pastoral Care Activity	Trustees Trustees	-- --	Discussion Discussion
7. Reports from Board Committees/Task Forces			
8. Board Education (at the request of the Board)			
8.1 OCSTA Communications	Chair	pp15-61.	Information
9. Policy Discussion (Based on Annual Plan of Board Work)			
10. Assurance of Successful Board Performance (monitoring)			
11. Assurance of Successful Director of Education Performance (monitoring)			
11.1 Monitoring Reports & Vote on Compliance			
12. Potential Agenda Items/Shared Concerns/Report on Trustee Inquiries			
13. Announcements			
13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated): - Nov 21: Inaugural - Nov 28: Board of Trustees' Meeting - Dec 12: Board of Trustees' Meeting	Chair	--	Information

ITEM	Who	Agenda Section	Method & Outcome
14. Items for the Next Meeting Agenda	Trustees		
Board of Trustees Meeting: (November 28, 2022) • Special Education Update • Well Being – Mental Health Update • ESL Update • Year End Financial Results • Audit Committee Annual Report • Financial Statements/Year End Report • SRO Update • Sweeney Recommendations Update	Chair	--	Information
15. Adjournment/ Confirm decisions made tonight	Director of Education		
15.1 Confirm Decisions	Recording Secretary	--	Information
16. Closing Prayer			
17. Motion to Adjourn	Board of Trustees	Motion	Approval

CLOSING PRAYER

O Risen Lord, you have entrusted us with the responsibility to help form a new generation of disciples and apostles through the gift of our Catholic schools.

As disciples of Christ, may we educate and nurture hope in all learners to realize their full potential to transform God's world.

May our Catholic schools truly be at the heart of the community, fostering success for each by providing a place for all.

May we and all whom we lead be discerning believers formed in the Catholic faith community; effective communicators; reflective and creative thinkers; self-directed, responsible, life-long learners; collaborative contributors; caring family members; and responsible citizens.

Grant us the wisdom of your Spirit so that we might always be faithful to our responsibilities. We make this prayer through Christ our Lord.

Amen

Rev. Charlie Fedy, CR and the Board of Trustees, 2010



Committee of the Whole Meeting

A public meeting of the Committee of the Whole was held Monday, October 3, 2022, 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

Bill Conway, Manuel da Silva, Jeanne Gravelle (Chair), Shannon Nash, Wendy Price, Hans Roach, Brian Schmalz, Melanie Van Alphen, Tracey Weiler

Student Trustees Present:

Chloe Armstrong, Anika Fejerpataky

Administrative Officials Present:

Tyrone Dowling, Gerald Foran, Gerry Clifford, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resources For The Meeting:

Regrets:

Shesh Maharaj, Judy Merkel

Absent:

Recorder:

Alice Figueiredo, Executive Administrative Assistant

NOTE ON VOTING: Under Board by-law 5.7 all Board decisions made by consensus are deemed the equivalent of a unanimous vote. A consensus decision is therefore deemed to be a vote of 9-0. Under Board by-law 5.11 every Trustee "shall vote on all questions on which the Trustee is entitled to vote" and abstentions are not permitted.

1. Call to Order:

The Chair called the meeting to order at 6:02 p.m.

1.1 Opening Prayer & Memorials/Para-liturg

The opening prayer & blessing was led by Fr. Joseph de Viveiros.

1.2 Territorial Acknowledgement

The Territorial Acknowledgement was led by Chair Gravelle.

1.3 Approval of Agenda

Chair Gravelle motioned for approval of the agenda with no amendments.

2022-25 -- It was moved by Trustee Price and seconded by Trustee Van Alphen:

THAT the agenda for Monday, September 12, 2022, be now approved. --- Carried by consensus.

1.4 Declaration of Pecuniary Interest

1.4.1 From the current meeting

1.4.2 From a previous public or in-camera meeting – NIL

2 Consent Agenda: Director of Education (e.g., day-to-day operational matters from the Ministry of Education that the board is required to do)

3 Consent Agenda: Board of Trustees (Minutes of meetings)

3.1 Approval of Minutes of Regular and Special Meetings

3.1 Approval of Minutes of Regular and Special Meetings

3.1.1 COW Minutes of September 12, 2022

3.2 CPIC Minutes – May 4, 2022

Chair Gravelle requested a mover for approval of the Consent Agenda.

2022-26 -- It was moved by Trustee Weiler and seconded by Trustee da Silva:

THAT the Consent Agenda of Board of Trustees and the recommendations contained therein be now approved.

--- Carried by consensus.

4 Delegations

5 Advice From the CEO

5.1 Pastoral Plan Update

John Murphy, Religion and Family Life Consultant and Fr. Joseph de Viveiros presented the Pastoral Plan updated including the new three-year pastoral plan of Awaken, Strengthen and Ignite. Trustees praised the pastoral plan and provided feedback.

5.2 IT Summer Update

Chris Demers, Chief Information Officer presented the IT Summer update which included major projects, data and initiatives. Trustees asked clarifying questions on security and funding. Trustee Price noted that future Trustees should consider writing a resolution to the upcoming OCSTA AGM in the spring to advocate for future funding.

5.3 Learning Renewal Plan

Superintendent Ritsma presented the Learning Renewal Plan which included Tutoring Supports Program, data, Improvements in K-8 and Literacy Renewal. Trustee provided feedback and asked clarifying questions.

5.4 Re-engagement Strategy

Superintendent Varano presented her report on Re-engagement Strategy including results for 2021-2022 and the plan for 2022-2023. Trustees asked clarifying questions and provided feedback.

5.5 Re-Engagement Strategy Update (12 / 12+)

Superintendent Varano presented her report on Student Re-Engagement (12+) 2021-2022. Report included data, program highlights for 2021-2022, challenges and next steps. Trustees asked clarifying questions and provided feedback.

6. Ownership Linkage (Communication with the External Environment)

Chair Gravelle confirmed that Trustees would be meeting separately to discuss Newly Elected Trustee Onboarding. Trustees and Director Dowling worked on onboarding.

Upon reconvening from the working session, Trustee Weiler asked Trustees if they were willing to put together a Thanksgiving video and that it would have to be a fast turnaround. Director Dowling noted that our Webmaster had a death in the family and not sure about the quick turnaround.

6.1 Linkages Activity

6.2 Pastoral Care Activity

6.3 Newly Elected Trustee Onboarding Discussion

7. Reports From Board Committees/Task Forces

8. Board Education (at the request of the Board)

8.1 OCSTA Communications

Chair Gravelle asked if there were any questions with respect to the OCSTA Communications. No discussion.

9. Policy Discussion

10. Assurance of Successful Board Performance

11. Assurance of Successful Director of Education Performance

12. Potential Agenda Items

13. Announcements (all scheduled for the Catholic Education Centre unless otherwise indicated)

13.1 Upcoming Meetings/Events

Trustees discussed upcoming events. Chair Gravelle noted that the Governance meeting is the same evening as the Special Board on October 17th and asked Trustees whether Governance should take place before or after the meeting. Trustees agreed that Governance should start at 5:00 p.m. and if not complete by the Special meeting of 5:00 p.m., they will recess and resume after the Board meeting.

Trustee Nash questioned why the Board was able to live stream the recent Boundary Review meeting as they were advised in a previous report that the Board would incur an extra cost. Director Dowling noted that he would take back the question back as he did not have that information.

14. Items for the Next Meeting Agenda/Pending Items

Trustees discussed upcoming events.

15. Adjournment – Confirm decisions made tonight. Closing Prayer

15.1 Confirm Decisions

The Recording Secretary confirmed the meeting decisions.

16. Closing Prayer

17. Motion to Adjourn

2022--27 It was moved by Trustee Weiler and seconded by Trustee Nash:

THAT the meeting be now adjourned. The meeting was adjourned by consensus at 9:00 p.m.

Chair of the Board

Secretary



Date: November 7, 2022
To: Board of Trustees
From: Director of Education
Subject: 2022 Community Planning and Partnership Report

Type of Report:

- ☐ Decision-Making
- ☐ Monitoring
- ☒ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☒ Monitoring Information of Board Policy **IV 010: Facilities/Accommodations**
- ☐ Information only of day-to-day operational matters delegated to the CEO

Origin:

[The Community Planning and Partnerships Guideline](#) (CPPG) (Ontario Ministry of Education, March 2015) requires that Boards hold at least one meeting per year to discuss potential planning and partnership opportunities with the public and community organizations.

The guideline focuses on opportunities to share facilities with community partners when:

- Building new schools
- Undertaking significant renovations
- Considering the use of unoccupied space in schools
- Considering properties associated with schools that may close
- Sites that may be considered for future disposition.

Further to the provincial guideline, [APF012 Community Planning and Facility Partnerships](#) provides a framework to work with community organizations to benefit the board, students, and the community. The board must hold at least one meeting per year to discuss potential partnership opportunities.

Policy Statement and/or Education Act/other Legislation citation:

[IV 010: Facilities/Accommodations](#)

"...The CEO shall not...

3. Initiate or enter into projects that involve material changes to facilities without exploring available financing options and public sector partnerships."

Alignment to the MYSP:

There is no active MYSP.



Background/Comments:

It is the role of management to determine which facilities are suitable for partnerships and which entities are suitable as partners. These decisions are made in a way that is well-informed, well-coordinated, transparent, and consistent with the goals and priorities of Waterloo Catholic District School Board (WCDSB)'s Multi-Year Strategic Plan, WCDSB's Catholic values and social teachings, as well as student achievement, well-being, and safety.

APF012 identifies parameters for the determination of suitable space for partnerships together with criteria for the selection of partners. The Board's [2022 Abridged Long Term Accommodation Plan](#) identified enrolment and facility utilization information and strategic priorities.

It is staff's practice to bring an annual report to the Board of Trustees outlining the requirements, process, and any opportunities that may exist and to allow for inquiries directly from Trustee as well as questions from existing or prospective community partners.

Staff invited entities on the Approved Partner List of this public meeting and directed them to information provided herein. Interested entities are invited to submit a proposal or initiate discussions with staff to determine suitability and fit of future projects.

WCDSB continues to embrace its role as the heart of our community. Developing complementary partnerships is an important way to serve the needs of our students and families and to support our role as effective stewards of public resources.

PARTNERSHIP OPPORTUNITIES

Suitable space for sharing with a partner, is defined by [APF012](#) as:

- 200 surplus pupil places, or a school utilization at or below 70% and this trend is expected to continue
- No accommodation review within the next 3 years
- Space not required for school resources or other board programming
- Size and configuration of the available space
- Ability to separate the partnership space from student areas
- Availability of separate exterior entrance
- Adequate parking for both the school and partner needs
- Site use restrictions
- Facility condition including the adequacy of utilities
- Municipal zoning bylaw restrictions
- Other criteria as appropriate

In accordance with the criteria for determining suitable space, only two facilities were deemed suitable based on available pupil places and utilization during the period from 2021/22 to 2031/32, as shown in Table 1.

St. Gregory CES meets the utilization level in 2021/22 and is forecasted to have a utilization rate less than 70% through to 2026/27, however, does not meet the available pupil place threshold at any point in the forecast.

St. Gregory was identified in recent long term accommodation plans as being part of a future boundary review, together with St. Augustine, to provide enrolment relief to St. Augustine. Further, capital priorities funding was requested in 2021 to construct an addition to support the outcome of a future boundary review.

St. Luke CES met the utilization and available pupil place threshold in 2021/22 and was projected to meet both criteria in 2022/23, but not beyond.

Enrolment at St. Luke is projected to increase based on the introduction of French Immersion programming in 2019/20. Surplus space at St. Luke is continues to accommodate St. Isidore administration, literacy / numeracy consultant office space, and central storage in 2022/23



Table 1 - Evaluation of Partnership Space

	Actual 2021/22		Actual ¹ 2022/23		Projected 2026/27		Projected 2031/32	
School	Surplus Pupil Places	Utilization	Surplus Pupil Places	Utilization	Surplus Pupil Places	Utilization	Surplus Pupil Places	Utilization
St. Gregory	94	61%	111	54%	81	67%	31	87%
St. Luke	219	67%	198	70%	137	74%	159	76%

Meets Criteria	
Does Not Meet Criteria	

CO-BUILD OPPORTUNITIES

Proposed new schools, additions and significant renovations are identified in the Long Term Accommodation Plan. Ideally, the board would identify partnership opportunities one to three years in advance of any potential construction start date.

Several strategic priorities identified in 2021 were advanced in the past year including:

- Construction of new Huron-Brigadoon CES
- Capital funding announced for:
 - New Rosenberg CES
 - New St. Patrick CES + child care
 - New Baden CES + child care
- Ministry approval to purchase received for:
 - New East Kitchener 7-12 site
 - New SE Galt CES site
 - New Rosenberg CES site

However, there are limitations in considering further partnerships and co-builds in funded projects:

- New Rosenberg CES built is a planned partnership with the City of Kitchener. Site size will not accommodate an additional partner.
- New St. Patrick CES has approval for a co-located child care. Site size will not accommodate an additional partner.
- New East Kitchener 7-12 will not accommodate an additional partner.
- New SE Galt CES is a joint build with Waterloo Region District School Board and co-located child care. Site size will not accommodate an additional partner.
- New Baden CES to be constructed with co-located child care. Site size will not accommodate an additional partner.

Possible future co-build opportunities may arise, as the board pursues capital priorities associated with new school construction in the following areas:

- Doon South Catholic Elementary School (Kitchener)

¹ September 2022 enrolment



- West Rosenberg Catholic Elementary School (Kitchener)
- New North Cambridge Catholic Elementary School (Cambridge)

Recommendation:

This report is provided as information to the Board.

Prepared/Reviewed By:

Tyrone Dowling
Director of Education

Shesh Maharaj
Executive Superintendent of Corporate Services and Chief Financial Officer

Jennifer Passy
Manager of Planning

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.





Date: November 7, 2022
To: Board of Trustees
From: Director of Education
Subject: Alternative Admissions Process Data

Type of Report:

- ☐ Decision-Making
- ☐ Monitoring
- ☒ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy **XX XXX**
- ☒ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

At a recent Board meeting, Trustees passed a motion to request data on the alternative admissions process outlined in Administrative Procedure APA001 "Admissions to Catholic Elementary Schools". The contents of this report are being provided to satisfy the request.

Policy Statement and/or Education Act/other Legislation citation:

APA001 "Admissions to Catholic Elementary Schools"

Alignment to the MYSP:

There is no current MYSP.

Background/Comments:

Staff have reviewed student enrolments for the 2021-22 school year and data for the 2022-23 school year up to September 28, 2022. Following is a summary of year over year admissions information:

	2021-22	2022-23
Elementary Enrolment	17,023	17,748
APA001 Admissions	2,801	3,314

Detailed enrolment information by school is contained in Appendix 1.



Recommendation:

This report is being provided as information.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

Shesh Maharaj
Executive Superintendent of Corporate Services

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.



Appendix 1 – 2021-22 Elementary Enrolment Data

School	Alternative Admissions	Total Population	Percentage Alternative Admissions	EOI
St Teresa of Calcutta Catholic Elementary School	23	397	5.79%	8.5
Holy Spirit Catholic Elementary School	36	533	6.75%	12.1
Our Lady of Fatima Catholic Elementary School	26	381	6.82%	8
St Elizabeth Catholic Elementary School	27	360	7.50%	11
St Margaret Catholic Elementary School	25	318	7.86%	14.4
St Vincent de Paul Catholic Elementary School	51	601	8.49%	11.8
St Augustine Catholic Elementary School	41	436	9.40%	7
St Gregory Catholic Elementary School	14	138	10.14%	19.8
St Michael Catholic Elementary School	33	307	10.75%	15.4
St Peter Catholic Elementary School	30	271	11.07%	21.6
St Clement Catholic Elementary School	26	233	11.16%	13.5
Saint John Paul II Catholic Elementary School	84	734	11.44%	6.1
St Gabriel Catholic Elementary School	56	442	12.67%	10
St Kateri Tekakwitha Catholic Elementary School	77	598	12.88%	8
Holy Family Catholic Elementary School	46	349	13.18%	7.8
St Brigid Catholic Elementary School	33	249	13.25%	5
St Boniface Catholic Elementary School	32	237	13.50%	6
St Mark Catholic Elementary School	46	336	13.69%	10.6
John Sweeney Catholic Elementary School	93	675	13.78%	11.1
St Anne Catholic Elementary School (Cambridge)	57	399	14.29%	21.7
Sir Edgar Bauer Catholic Elementary School	54	366	14.75%	20
Blessed Sacrament Catholic Elementary School	53	340	15.59%	10.3
St Isidore Catholic Elementary Remote Learning	95	587	16.18%	0
St Luke Catholic Elementary School	71	434	16.36%	7.2
St Dominic Savio Catholic Elementary School	81	491	16.50%	13.6
St Matthew Catholic Elementary School	76	420	18.10%	6.3
Holy Rosary Catholic Elementary School	79	429	18.41%	9.3
Canadian Martyrs Catholic Elementary School	72	384	18.75%	14.1
St Anne Catholic Elementary School (Kitchener)	116	592	19.59%	9.5
St Joseph Catholic Elementary School	50	253	19.76%	15.1
Christ the King Catholic Elementary School	48	241	19.92%	16.3
St Teresa Catholic Elementary School	50	241	20.75%	13.5
Our Lady of Lourdes Catholic Elementary School	61	275	22.18%	12.4
St Teresa of Avila Catholic Elementary School	45	198	22.73%	8.2
St Nicholas Catholic Elementary School	98	428	22.90%	7.2
St Daniel Catholic Elementary School	113	489	23.11%	21.1
St Paul Catholic Elementary School	94	406	23.15%	13.3
St Agnes Catholic Elementary School	103	444	23.20%	14.6
Our Lady of Grace Catholic Elementary School	85	363	23.42%	15.4
St Timothy Catholic Elementary School	67	273	24.54%	10.8
St John Catholic Elementary School	115	417	27.58%	24.5
Monsignor Haller Catholic Elementary School	84	274	30.66%	25.5
St Bernadette Catholic Elementary School	87	269	32.34%	22.7
St Aloysius Catholic Elementary School	148	415	35.66%	27.8
	2,801	17,023	16.45%	



Appendix 2 – 2022-23 Elementary Enrolment Data

School	Alternative Admissions	Total Population	Percentage Other	EOI
St Teresa of Calcutta Catholic Elementary School	25	391	6.39%	9
Our Lady of Fatima Catholic Elementary School	32	383	8.36%	8
Holy Spirit Catholic Elementary School	48	543	8.84%	12
Saint John Paul II Catholic Elementary School	68	749	9.08%	6
St Michael Catholic Elementary School	29	311	9.32%	15
St Elizabeth Catholic Elementary School	39	395	9.87%	11
St Augustine Catholic Elementary School	47	442	10.63%	7
St Margaret Catholic Elementary School	34	319	10.66%	14
St Vincent de Paul Catholic Elementary School	93	667	13.94%	12
St Peter Catholic Elementary School	37	262	14.12%	22
St Clement Catholic Elementary School	35	242	14.46%	14
John Sweeney Catholic Elementary School	105	715	14.69%	11
St Brigid Catholic Elementary School	39	264	14.77%	5
St Gabriel Catholic Elementary School	69	465	14.84%	10
St Gregory Catholic Elementary School	21	137	15.33%	20
St Kateri Tekakwitha Catholic Elementary School	100	620	16.13%	8
Christ the King Catholic Elementary School	41	254	16.14%	16
St Boniface Catholic Elementary School	47	273	17.22%	6
St Isidore Catholic Elementary Remote Learning	24	135	17.78%	-
Holy Family Catholic Elementary School	66	371	17.79%	8
Blessed Sacrament Catholic Elementary School	66	366	18.03%	10
St Dominic Savio Catholic Elementary School	96	532	18.05%	14
Sir Edgar Bauer Catholic Elementary School	79	417	18.94%	20
St Mark Catholic Elementary School	72	369	19.51%	11
St Teresa Catholic Elementary School	52	257	20.23%	14
Our Lady of Lourdes Catholic Elementary School	61	295	20.68%	12
St Anne Catholic Elementary School (Kitchener)	133	633	21.01%	10
St Teresa of Avila Catholic Elementary School	44	201	21.89%	8
St Luke Catholic Elementary School	104	473	21.99%	7
St Nicholas Catholic Elementary School	108	486	22.22%	7
St Paul Catholic Elementary School	98	440	22.27%	13
St Matthew Catholic Elementary School	97	434	22.35%	6
St Anne Catholic Elementary School (Cambridge)	97	432	22.45%	22
Canadian Martyrs Catholic Elementary School	98	436	22.48%	14
Holy Rosary Catholic Elementary School	115	496	23.19%	9
Our Lady of Grace Catholic Elementary School	100	429	23.31%	15
St Joseph Catholic Elementary School	65	265	24.53%	15
St Timothy Catholic Elementary School	82	322	25.47%	11
St Daniel Catholic Elementary School	132	516	25.58%	21
Monsignor Haller Catholic Elementary School	83	321	25.86%	26
St John Catholic Elementary School	132	438	30.14%	25
St Agnes Catholic Elementary School	146	468	31.20%	15
St Aloysius Catholic Elementary School	149	470	31.70%	28
St Bernadette Catholic Elementary School	106	314	33.76%	23
	3,314	17,748	18.67%	



From: [OCSTA - Marie Palombi](#)
To: [OCSTA - Marie Palombi](#)
Subject: OCSTA: Memo re: Catholic District School Boards' Initiatives in Support of National Day for Truth & Reconciliation and Orange Shirt Day
Date: Friday, October 28, 2022 11:38:02 AM
Attachments: [pdf-Rev-Truth Reconciliation-Ontario CDSBs.pdf](#)

Caution - External Email - This Message comes from an external organization. Do NOT click on unrecognized links or provide your username and/or password.

October 28, 2022

MEMORANDUM

TO: First Nations Trustees' Advisory Council
Chairpersons and Directors of Education
- All Catholic District School Boards

CC: OCSTA Directors and Staff
Board Secretaries and Administrative Assistants

FROM: Patrick J. Daly, President

SUBJECT: Catholic District School Boards' Initiatives in Support of - National Day for Truth & Reconciliation and Orange Shirt Day

During a recent meeting of OCSTA's First Nation Trustee Advisory Committee, we received a wonderful presentation with regard to some of the actions/initiatives of Ontario's Catholic school systems commemorating National Day for Truth and Reconciliation and Orange Shirt Day. In the spirit of "Active Listening, Prayer and Right Action", we are pleased to share the attached presentation with you.

We as well were presented with an overview of the "Listening to Indigenous Voices" resource. I

would like to recognize and thank Michelle Tymkin, Indigenous Lead for the Northwest Catholic District School Board for her excellent presentation and inspiring commitment to advance Truth and Reconciliation.



MARIE PALOMBI

Ontario Catholic School Trustees' Association

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Toronto, ON M4R 1K8

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Ontario Catholic School
Trustees' Association

Truth &
Reconciliation
Week 2022



FIRST NATION TRUSTEES ADVISORY COUNCIL MEETING
THURSDAY, OCTOBER 27, 2022

Opening Prayer



Compassionate God,

Thank you for the opportunity to be together and for all the ways we will learn and grow this year. When worries or anxieties arise, bring us brighter days through greater faith in Your care for us. When we encounter others in need of compassion, help us to brighten their days and reflect our faith in You.

For every member of our communities, may we be a sign that You are near.

Guide us to trust in Your Son, Jesus Christ who sustains us in all of the trials and triumphs of life.

Inspire us in our work as a community of faith and grant us a sense of unwavering hope.

Continue to give us your joy, and the powerful presence of your peace as we strive to build your kingdom.

Amen.

Territorial Land Acknowledgement

We begin by showing respect for Indigenous people and recognizing the lands that we stand upon were stewarded by Indigenous people.

These traditional territories date back countless generations and we show respect for the contributions of Canada's Indigenous people.

We recognize the very important role of treaties in establishing Ontario, and acknowledge that those treaties are alive and are relevant to us today.



Algonquin & Lakeshore CDSB



ALCDSB
@alcdsb

We were honoured to hear #ALCDSB students Bella, Bryce and Nathan speak about the importance and meaning of #OrangeShirtDay today at Belleville Market Square. #TruthAndReconciliation #OrangeShirtDay



4:54 PM · Sep 30, 2021 · Twitter for Android



ALCDSB @alcdsb · Sep 30

September 30th is the National Day for Truth & Reconciliation, also known as Orange Shirt Day. This day is to remind us that we must be committed to ongoing education and centering Indigenous Voice. #EveryChildMatters

Artwork by cali,
Tyendinaga
kanien'kehá:ka
(Mohawk)
Territory



Everychild
matters

order this T-shirt @ <https://themandshoppe.ca/products/every-child-matters-t-shirt>

Brant Haldimand Norfolk CDSB



Sarah McIntosh
@sarahmcintosh78

A reminder that our school FNMI Kits have excellent resources to support some very important learning this month for National Truth and Reconciliation Day (Orange Shirt Day) being observed on Fri. Sept 30th.
[@bhncdsb](#) [@bhncdsbSAT](#) [#OrangeShirtDay](#)



BHNCD SB
@bhncdsb

[@CatholicEdu](#)



Holy Trinity CHS [@trinitytitan](#) · Sep 30

Every child matters! HT staff sporting their orange shirts to honour National Day for Truth and Reconciliation.



Bruce-Grey CDSB



Bruce Grey Catholic @BGCD SB · Sep 30

National Day for Truth and Reconciliation Day honours those impacted by residential schools, their families and communities. Reflecting on the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.



National Truth and Reconciliation Day - An Apple for Every Child Matters

This year, Bruce Grey Catholic District Students learned about the Mohawk Institute Residential School that operated in Brantford, Ontario for over 100 years. Students heard directly from some of the survivors of that school by video.

Hunger was a common theme of their stories. For the survivors of this school, one of the biggest memories was the apple orchard that was on the front yard of the school grounds. The orchard was off limits to students and they were forbidden to eat any of the apples.

Students risking severe punishment if caught, would sneak into the orchard and “steal” apples to eat. Even in their hunger they would share the apples with other unfortunate students.

For the survivors, the apple has become a symbol of; courage and determination, sharing and love, resiliency and strength.

Each student in Bruce Grey Catholic was given an apple to remind them of the students, survivors, families and communities that suffered from the cruel and misfortunate treatment from the leaders who were supposed to protect them.

Remember that every Indigenous person you meet is either a child, a grandchild or a survivor of Residential schools.

**National Truth and
Reconciliation Day**



**An Apple For
Every Child Matters**



CDSB of Eastern Ontario



♥ This week, students and staff went well beyond the simple act of wearing orange. By immersing themselves in Indigenous perspectives through readings, art and more, they showed they are active participants in pursuing new understanding of truth.
[#CDSBEOIndigenous](#) [@CatholicEdu](#)



CDSBEO [@CDSBEO](#) · Sep 30
[#CDSBEOIndigenous](#) [#CDSBEO Nurturing](#)

[Virtual Learning Elementary School](#) [@VLES_cdsbeo](#) · Sep 30

Inspired by The Witness Blanket at the Canadian Museum for Human Rights, [@LLWood22](#)'s Gr 7/8 VLS students created a digital witness blanket to share their learning and develop their understanding.
[#OrangeShirtDay](#) [#EveryChildMatters](#) [@CDSBEO](#) [@English_Cath](#) [@jamesonlee_](#)



Dufferin-Peel CDSB

↳ Dufferin-Peel Catholic District School Board Retweeted



Kevin Williams @LearningwithMrW · Sep 29

An amazing day of learning and entertainment [#TruthAndReconciliation](#)
[@StJoachimDPCDSB](#)



Dufferin-Peel Catholic District Schoo... @DPCDSBSc... · Sep 26

Truth and Reconciliation Week begins today.

This year's theme "Remembering the Children" memorializes the children lost to the residential school system and honours Survivors.

Learning from First Nations, Métis, and Inuit communities is an important part of Reconciliation.

REMEMBERING THE CHILDREN

Truth and Reconciliation Week
SEPTEMBER 26 - 30, 2022



↳ 63

♥ 86



Durham CDSB



Halton CDSB

Halton Catholic DSB Retweeted



Holy Cross CES
@HolyCrossHCDSB

Today is a National Day for Truth & Reconciliation, wear your orange shirt in support! @HolyCrossHCDSB @HCDSB



6:55 AM · Sep 30, 2022 · Twitter for iPhone

Halton Catholic DSB Retweeted



St. Benedict Catholic Elementary School @StBeneHCDSB · Sep 30
"Reconciliation is the way we heal a broken relationship." Thank you to our grade 8 students for leading our liturgy for #TruthAndReconciliation today.
@HCDSB @IndigenousHCDSB



5 59

Halton Catholic DSB Retweeted



Canadian Martyrs Catholic Elementary ... @CMartyrsH... · Sep 30
Today, we gather on these Treaty Lands, Standing in Solidarity with our Indigenous Brothers & Sisters 🍊 #OrangeShirtDay2022 @CMartyrsHCDSB #NeverAgain @HCDSB



5 42

Hamilton-Wentworth CDSB

HWCDSD Retweeted



Natalie Crisante
@crisanten1

Listen. Reflect. Reconcile. [@HWCDSD](#)



HWCDSD Retweeted



St. Augustine CES
@staucses

Together we stand for the families and communities to observe the National Day for Truth and Reconciliation.
[@staucses](#) [#truthandreconciliationday](#)



Huron-Perth CDSB



Huron-Perth CDSB Retweeted

St. Anne's CSS @stannescss · Sep 30

Today on the [#NationalDayForTruthAndReconciliation](#), students in Ms. Brennan's Grade 9 Religion class created a display for [#OrangeShirtDay](#) to highlight the important messages shared in their learning today. @HPCDSB



Huron-Perth CDSB @HPCDSB · Sep 30

Today, on [#TruthAndReconciliationDay2022](#), our secondary schools, @stannescss and @StMikesCSS participated in many reflective activities. Below, is St. Anne's CSS Grade 11 World Religion Class exploring local history and residential schools using a large map. @CatholicEdu @DOL_ca



Huron Superior CDSB

Huron-Superior Catholic DSB Retweeted



Syndy Withers
@HSyndy

...

Truth and Reconciliation Day at Sacred Heart School
[#EveryChildMatters](#) [#NTRD2022](#) [@HSCDSB](#)



7:41 PM · Sep 30, 2022 · Twitter for iPhone



Huron-Superior Catholic DSB
@HSCDSB

...

Many activities are taking place today at St. Mary's College recognizing the National Day for [#TruthAndReconciliation](#). One was public display of support for residential school survivors. [@CatholicEdu](#) [#Indigenous](#) [#residential](#) [#faith](#) [#love](#) [#healing](#) [#WeAreMany](#) [#WeAreOne](#) [#SMCAction](#)



11:00 AM · Sep 30, 2022 · Twitter Web App

Kenora CDSB

KCDSB REVEALS NEW ORANGE SHIRT DAY LOGO

Kenora Catholic partners with student for new Orange Shirt Day Logo

Posted on 09/09/2022



The Kenora Catholic District School Board is unveiling a new Orange Shirt Day Logo this year that was designed by recent STAHS graduate Kitana Blackhawk.

"I was really glad that I was offered this opportunity. It was like a memorial piece before I left Kenora and my reserve for school. I was so happy to make this design for kids, and anyone really, who wears it in the future," said Blackhawk.

Kenora Catholic District School Board updated their cover photo.
September 30 at 7:22 AM · 🌐



Kenora Catholic District School Board
September 30 at 8:00 AM · 🌐

Today is Orange Shirt Day, also National Truth and Reconciliation Day. We encourage you to take a moment and read the full story about Phyllis Webstad, and how the Orange Shirt movement came to be by clicking here – <https://www.orangeshirtday.org/>

You are also invited to join us for a live song in honour of Orange Shirt Day beginning at 10:00 a.m. Click here to join us - <https://fb.me/e/3AxytOds4> #EveryChildMatters #OrangeShirtDay #KCDSBFamily

“

I went to the Mission for one school year. I lived with my grandmother on the Dog Creek reserve. I remember going to Robinson's store and picking out a shiny orange shirt. When I got to the Mission, they stripped me, and took away my clothes, including the orange shirt! I never wore it again. The color orange has always reminded me of that and how my feelings didn't matter, how no one cared and how I felt like I was worth nothing.

PHYLLIS WEBSTAD



London DCSB



Paul Lamoureux
@PlamoureuxPaul

Members of our Student Council wearing their Orange T-Shirts loud and proud for the Truth and Reconciliation Day. [#SpartanPride](#) [@MTSspartans](#) [@LDCSB](#)



London District Catholic School Board

September 30 at 8:50 AM · 🌐

September 30 marks the National Day for Truth and Reconciliation. Today honours the lost children and survivors of residential schools, their families and communities. Education about the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.

We encourage all Canadians and our [#LDCSBCommunity](#) to wear orange to raise awareness of residential schools, and to honour the thousands of survivors. [#EveryChildMatters](#) ❤️



Niagara CDSB



A profoundly moving and humbling experience to hear the voices of Indigenous people share their truth this morning @NiagaraParks for #TruthAndReconciliationDay2022 @Camillocipriano @JustinTrudeau @CatholicEdu #Listen



2:36 PM · Sep 30, 2022 · Twitter Web App



The sun rose over Niagara Falls just after 7 a.m. this morning, as a sunrise ceremony to begin the Beyond the Orange Shirt Day events in Niagara Falls got under way.

The morning event capped off a week of Truth and Reconciliation/Orange Shirt Day events in Niagara, organized by Niagara Catholic's Indigenous Lead Brian Kon.

On Monday, our students heard from Phyllis Webstad about the origin of Orange Shirt Day. She was joined by members of her family and other residential school survivors to talk about their experience and how it affected them and their families.

Phyllis was in Niagara throughout the week speaking at events in St. Catharines, Niagara Falls and Fort Erie.

Also this week, Kya Rose, a former student at the Board's Soaring Eagles program, returned to the school with a film crew from APTN for a new series about Indigenous youth currently in production called Warrior Up, which features young changemakers. Hosted by @joel.outlette, Kya spoke about how important the program was to her success in high school, and her teacher Gillian Goodwin spoke about the remarkable changes in Kya after two years at Soaring Eagles. Current students participated in filming land-based learning at the school.

Today's event included Justin Trudeau, who participated in the Sunrise Ceremony, then participated in a private survivors' circle before returning to the public event attended by several hundred Indigenous and non-Indigenous people from Niagara and across Canada, including Chief Fred Robbins of the Esk'etemc Band, in Central Interior BC. Chief Robbins performed several songs throughout the morning, and also gave a powerful testimony during the presentation about the impact the residential school in Williams Lake, BC, had on him and his family.

Having Phyllis, her family, and the many other speakers share their stories with our students has been a profoundly moving and humbling experience. We are grateful to everyone involved who made this very special event happen so we could #listenandlearn.

Follow-up posts will include a song by Fred, Phyllis, and her grandchildren, and comments from the Prime Minister.



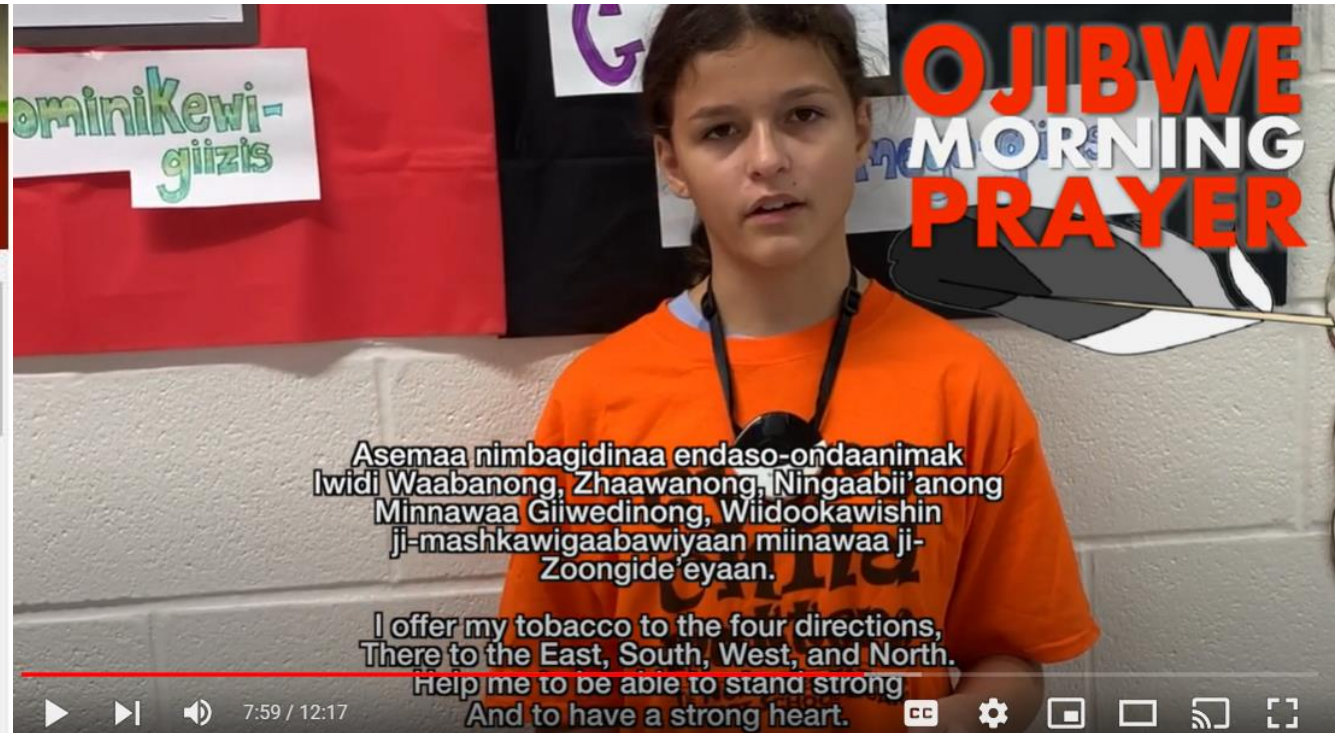
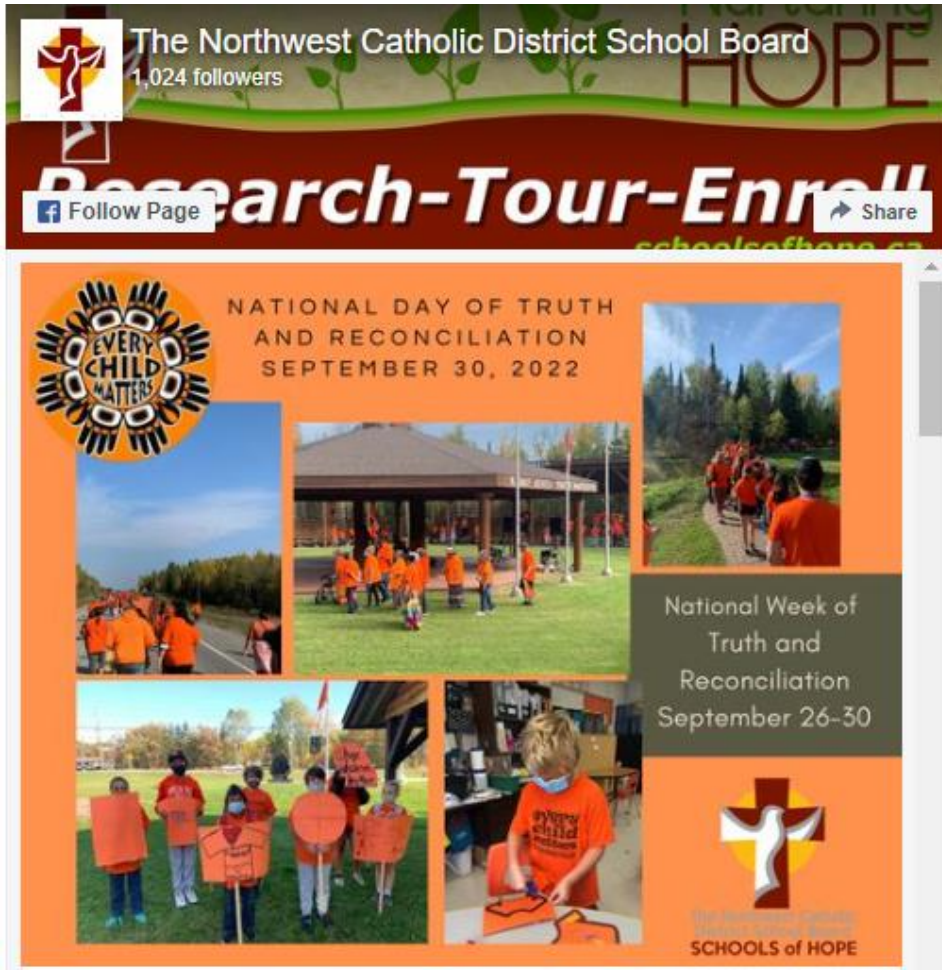
Nipissing-Parry Sound



Northeastern CDSB



Northwest CDSB



<https://youtu.be/uuiNQw5n42U>

Ottawa CSB



Ottawa Catholic School Board
@OttCatholicSB

...

♥ As we commemorate National Day for Truth and Reconciliation this week, we wanted to share a great Indigenous mental wellness resource. ✨ Noojimo offers a variety of support services for individuals and families. 🔗 Learn more: noojimohealth.ca
[#ocsbMentalHealthMonday](#)



Ottawa Catholic School Board
@OttCatholicSB

...

♥ Today, we reflect on how we can continue our journey of Truth and Reconciliation within our communities. Flags at OCSB schools will be at half-mast to commemorate those affected by Residential Schools in Canada. [#ocsbIndigenous](#)
[#OrangeShirtDay](#)



Peterborough VNC CDSB



PVNCCDSB @PVNCCDSB · 4h

Today is officially [#NationalDayforTruthandReconciliation](#).

It is also Orange Shirt Day in our schools, where we focus on the theme [#EveryChildMatters](#).

As a school board, we have an obligation to educate our community and to take action for the future of justice and healing.



1

7

19



[Show this thread](#)



PVNCCDSB Retweeted



St. Patrick CES @STPATPVNC · 21h

Truth and Reconciliation- "We Know and We Care"- [@PVNCCDSB](#)
[#care](#) [#TruthAndReconciliation](#) [#learning](#) [#literacy](#) [#INDIGENOUS](#)



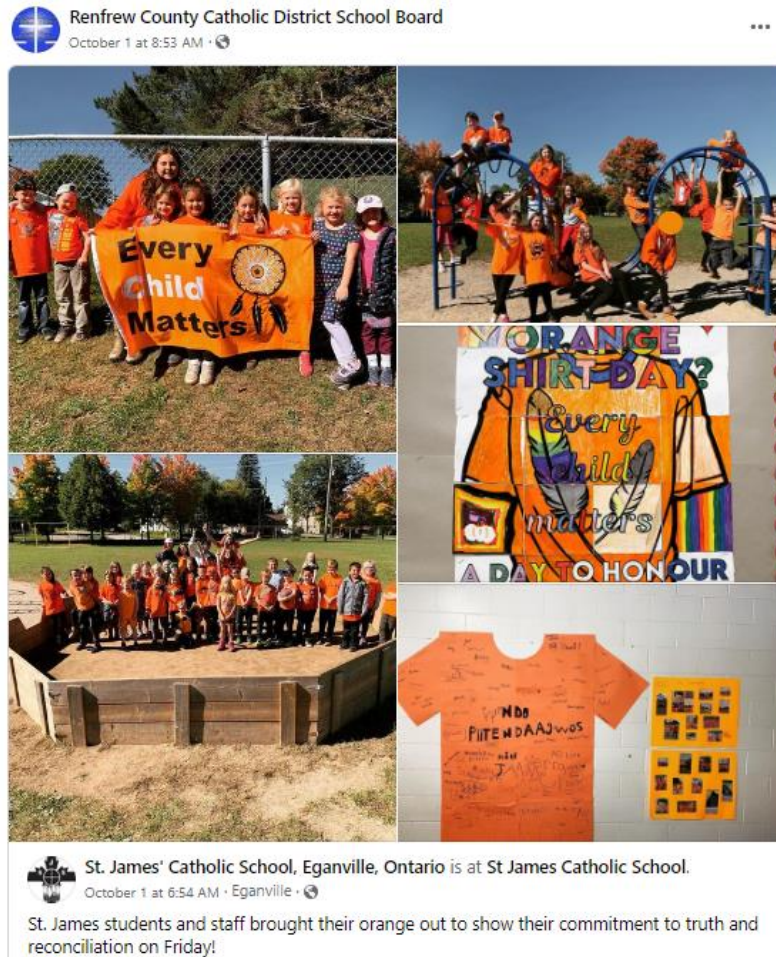
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13



Renfrew County CDSB



Simcoe Muskoka CDSB



St. Clair CDSB



St. Clair Catholic District School Board @SCCDSB · Sep 22

SCCDSB Observes National Truth and Reconciliation Week
We honor all those who were impacted by residential schools. This year's theme for the National Day of Truth and Reconciliation, Orange Shirt Day on September 30, is "Remember the Children"

Read More:



newsdesk.st-clair.net

St. Clair Catholic Observes National Truth and Reconciliation Week – ...
During this time in late September, we honor all those who were impacted by residential schools. This year's theme for the National Da...



St. Clair Catholic District School Board

October 3 at 11:19 AM · 🌐

Ursuline Sisters Join UCC Students in Support of National Day for Truth and Reconciliation

Members of the Ursuline Sisters made a special pilgrimage to Ursuline College on Friday, September 30th, to share in some important events in recognition of the National Day for Truth and Reconciliation – an annual observance, which commemorates the tragic and painful history and ongoing impacts of Canada's residential schools.

Read More..... See more



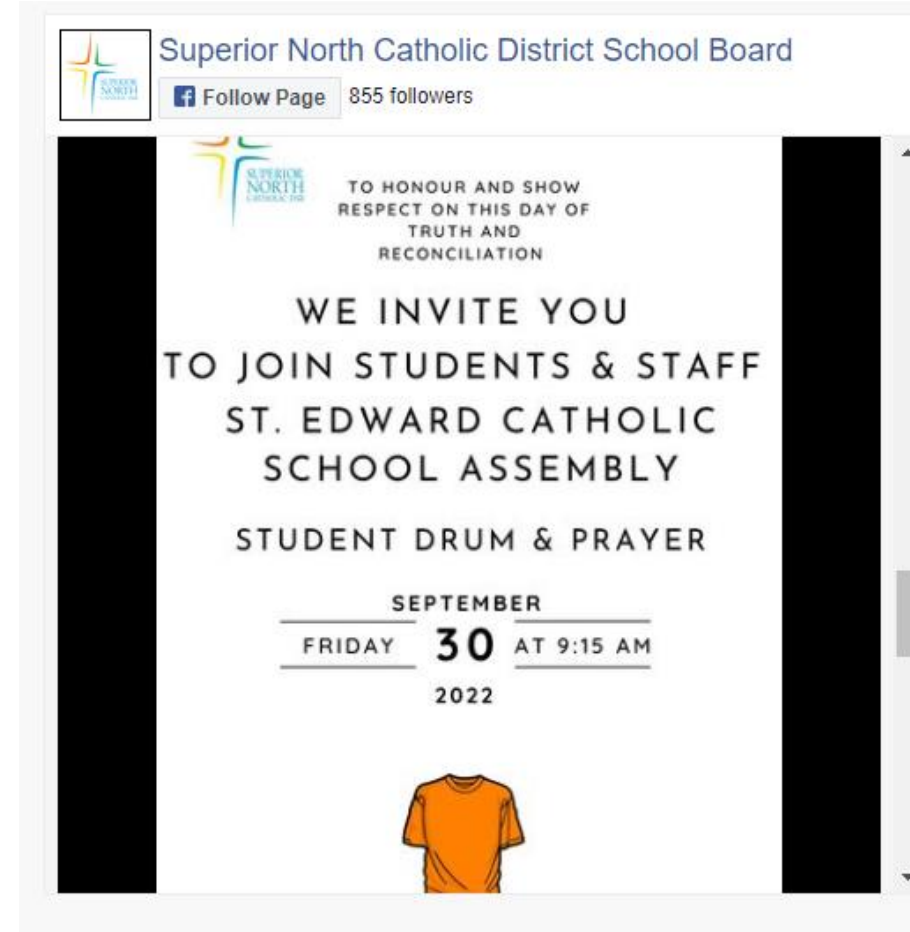
NEWSDESK.ST-CLAIR.NET

Ursuline Sisters Join UCC Students in Support of National Day for Truth and Reconciliation | Newsdesk

Sudbury CDSB



Superior North CDSB



Thunder Bay CDSB



Student Trustees at the OCSTA North West Regional Meeting with Association President Patrick Daly - an opportunity to discuss priorities in education and working together in faith. [#TruthAndReconciliation](#) [#OrangeShirtDay](#) [#onted](#) [#ThunderBay](#)



1:36 PM · Sep 29, 2022 · Twitter Web App



Thunder Bay Catholic District School Board

September 30 at 7:00 PM · 🌐

Together as a Board, we participated in a poignant Truth + Reconciliation Professional Development Day. Here is a snippet of what we experienced.

We were blessed to have several of our students from @StAnnTBCDSB sing and say an opening prayer for us.

We heard from our keynote, Kevin Lamoureux who discussed the past and the future and the importance of truth and reconciliation. Our friend and colleague Esther Diabo shared her deep and personal experience as a Residential ... [See more](#)



YOUTUBE.COM

Truth + Reconciliation - TBCDSB PD Trailer

• Kevin Lamoureux • Survivor Story: Esther Diabo • Honourable Murray Sinclair

Toronto CDSB

🔄 Toronto Catholic District School Board Retweeted



StRita_CS @StRita_CS · 15m

...

#OrangeShirtDay Today we remember the Survivors and intergenerational Survivors of the residential school system. @TCDSB ❤️



🔄 Toronto Catholic District School Board Retweeted



Ms. Narag @MsNarag · 1h

Every child matters ❤️ #OrangeShirtDay2022 #TruthAndReconciliation



Toronto Catholic District School Board and Our Lady of Lourdes

Waterloo CDSB

SEB Stars @SEBStars1 · 22m

Drawing attention to Truth and Reconciliation. Thanking SEB Stars for their support.



1 2 3 4

WCDSB Athletics Retweeted

WCDSBNewswire @WCDSBNewswire · 58m

@WCDSBNewswire stands with Indigenous Peoples on this September 30th as we mark National [#TruthAndReconciliationDay2022](#). We wear Orange today to honour the residential school survivors, those who did not survive and their descendants. [@CatholicEdu](#)

WCDSB Athletics Retweeted

WCDSBNewswire @WCDSBNewswire · 59m

@WCDSBNewswire stands with Indigenous Peoples on this September 30th as we mark National [#TruthAndReconciliationDay2022](#). We wear Orange today to honour the residential school survivors, those who did not survive and their descendants. [@CatholicEdu](#)



1 5 10 4

Wellington CDSB

Wellington Catholic Retweeted

 **StMaryCatholicSchool** @MustangUpdate · 2h
Every Child Matters #OrangeShirtDay
#NationalDayForTruthAndReconciliation



1 4

 **Wellington Catholic** @WellingtonCath · 20h
This year's Bishop's Dinner for Community Needs will benefit the Children's Foundation, whose mission is to empower youth by connecting families with opportunities to build hope for lifelong change.

 **Wellington Catholic District School Board**
September 29 at 2:00 PM · 🌐

Tomorrow, elementary & secondary schools & Board staff will recognize National Day for Truth and Reconciliation and Orange Shirt Day.
A day to discuss the effects and legacy of Residential Schools and commit to the ongoing process of reconciliation.
<https://loom.ly/uVsOL0g>

On this National Day for Truth and Reconciliation and Orange Shirt Day, we ask our community to listen with open ears to the stories of survivors and their families, and to remember those that didn't make it.

Students will be learning about the reasons why we recognize September 30.

The resources shared with students were designed to commemorate the residential school experience, to witness and honour the healing journey of the survivors and their families, and to commit to the ongoing process of reconciliation.

The official Orange Shirt Day website can be found here: <https://loom.ly/hcUjeJ0> It is an excellent resource for students of all ages.

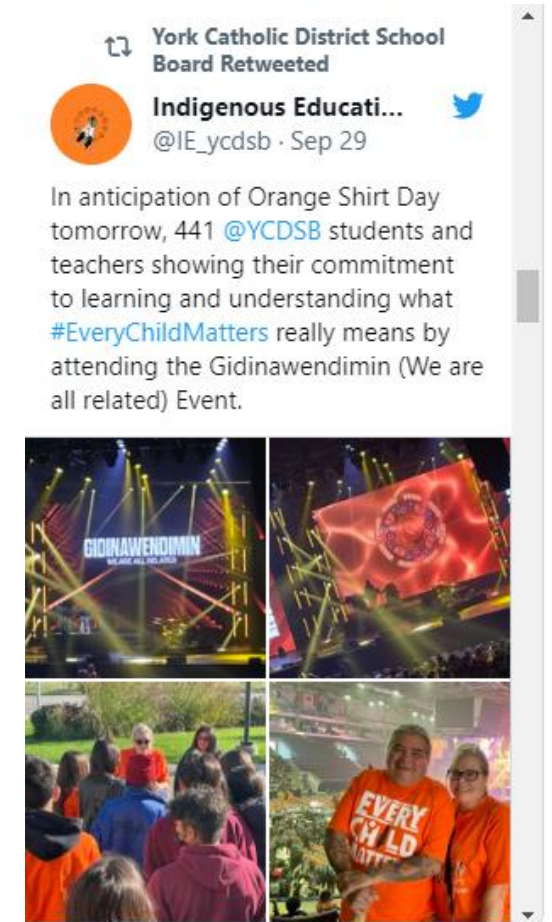


5

Windsor-Essex CDSB



York CDSB



Committee Feedback

From: [OCSTA - Connie DeMelo](#)
To: [OCSTA - Connie DeMelo](#)
Subject: OCSTA Memo: CCB - Communique for the Continental Stage of the Synod
Date: Friday, October 28, 2022 11:57:48 AM
Attachments: [CCB Communique for the Continental Stage of the Synod.pdf](#)
Importance: High

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October 28, 2022

MEMORANDUM

TO: Chairpersons and Directors of Education
- All Catholic District School Boards

CC: OCSTA Directors and Staff
Board Secretaries and Administrative Assistants

FROM: Patrick J. Daly, President

SUBJECT: Canadian Conference of Catholic Bishops – Communique for the Continental Stage of the Synod

The attached Communique from the Canadian Conference of Catholic Bishops is provided for your information.



Attachment

CONNIE ARAUJO-DE MELO | Ontario Catholic School Trustees' Association | 1804-20 Eglinton Avenue West, Box 2064, Toronto, ON M4R 1K8 | t 416-932-9460 ext. 226



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CANADIAN CONFERENCE OF CATHOLIC BISHOPS

Communique for the Continental Stage of the Synod

Thursday, October 27, 2022

28 October 2022

Yesterday, the Holy See's General Secretariat of the Synod issued the Document for the Continental Stage (DCS) of the 2021-2024 Synod: *For a Synodal Church: Communion, Participation, and Mission*. The DCS is the result of the discernment of 112 contributions from episcopal conferences, including the Canadian Conference of Catholic Bishops (CCCCB), as well as contributions from Eastern Catholic Churches, religious congregations, ecclesial associations and movements, the Vatican dicasteries, and individual contributions submitted to the General Secretariat of the Synod.

Bishop Raymond Poisson, CCCC President and member of the writing team for the Canadian National Synthesis, has noted that the DCS “invites us to continue to meet, discuss and question, in a spiritual and prayerful context, in order to bring our Church to where the Spirit is leading it. We have all experienced that this ‘walking together as Church’ does not end; but it does have a goal: to create a space for the mission of every baptized person.”

The Continental Stage of the Synod will see a continuation of the process of listening and discernment rooted in the DCS, in which the CCCC and USCCB will hold 10 virtual Continental Assemblies, in English, French, and Spanish, in late 2022 and early 2023. The Continental Synthesis from Canada and the U.S. will be drafted in February 2023 and submitted to the Secretariat of the Synod by March 31, 2023.

Begun in October 2021, the “Synod on Synodality” was recently extended by Pope Francis through October 2024, to allow for more time for enhanced discernment from both the members of the Synodal Assembly as well as the People of God. The Universal Phase of the Synod will be held in two parts, the first in October 2023 and the second a year later in October 2024.

The Document for the Continental Stage is available at www.synod.va.

From: [OCSTA - Marie Palombi](#)
To: [OCSTA - Marie Palombi](#)
Subject: OCSTA: REVISED TITLE Memo re: OCSTA Statement in Response to Introduction of Labour Legislation
Date: Monday, October 31, 2022 2:20:25 PM
Attachments: [image004.png](#)
[News Release No-130-OCSTA-Statement-CUPE.pdf](#)

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October 31, 2022

MEMORANDUM

TO: Chairpersons and Directors of Education
- All Catholic District School Boards

CC: OCSTA Directors and Staff
Board Secretaries and Administrative Assistants

FROM: Patrick J. Daly, President

SUBJECT: **Memo re: OCSTA Statement in response to Introduction of Labour Legislation**

Please see attached Ontario news release as well as OCSTA statement in response.



NEWS RELEASE

Ontario Introduces the Keeping Students in Class Act

Legislation would deliver stability, support mental health and ensure students stay in class to catch up

October 31, 2022

[Ministry of Education](#)

TORONTO — The Ontario government today introduced the *Keeping Students in Class Act* that would, if passed, ensure students remain in the classroom where they belong by establishing a fair and fiscally-responsible four-year collective agreement with CUPE education workers across the province.

“Students are finally back in class catching up, following two years of pandemic disruptions. We are disappointed that CUPE is refusing to compromise on their demand for a nearly 50 per cent increase in compensation, representing a price tag close to \$19-billion if extended across the sector,” said Stephen Lecce, Minister of Education. “CUPE has now made the decision to strike, putting their own self interest ahead of Ontario’s nearly two million children, who deserve to stay in class learning. We are delivering on our promise to parents that our government will do whatever it takes to keep students in class, so they can catch up and get back to the basics of learning.”

In an attempt to reach an agreement and protect in-class learning for nearly two million students, the government extended an updated proposal to CUPE that enhanced Ontario’s offer. Unfortunately, CUPE is proceeding with strike action, even after a good-faith attempt by the government to deliver a deal that is fair for workers and good for students. To ensure students remain in stable classrooms, the *Keeping Students in Class Act* would, if passed, establish a four-year collective agreement for Ontario’s 55,000 education workers that ensures stability for students and includes:

1. A salary increase of 2.5 per cent (increased from an initial offer of 2 per cent) for employees with the top end of their salary/wage grids below \$43,000 annually (increased from \$40,000) and 1.5 per cent (increased from 1.25 per cent) for employees with the top end of their salary/wage grids above that amount for each year of the contract;
2. An increase in benefits contributions resulting in a \$6,120 annual employer

- contribution per employee by August 31, 2026;
- 3. Funding through the Support for Students Fund, estimated to support up to 875 teachers and between 1,600 and 1,830 education workers;
- 4. Modification to sick leave and short-term disability leave plan provisions that protect stability of student learning, while maintaining generous pension, benefits and sick leave programs;
- 5. \$4.5 million in funding for apprenticeship training; and
- 6. An extension of modified job security provisions.

To protect against legal challenges, which may create destabilizing uncertainty for students and families, this Act would provide that it shall operate notwithstanding sections 2, 7 and 15 of the Canadian Charter of Rights and Freedoms and despite the Human Rights Code.

The government will continue labour bargaining with Ontario's other education unions to reach fair agreements for workers, while ensuring students remain in-class without disruption.

Quick Facts

- 1. Ontario's education workers are among the best paid compared to other provinces.
- 2. The average salary for a CUPE employee is \$26.69 per hour.
- 3. Ontario has hired 29,000 additional education workers since 2002-03 including 4,600 since 2017-18.
- 4. The importance of children remaining in school was stressed throughout the pandemic by pediatric experts who noted that being away from school had an adverse impact on both children's learning and their mental health.
- 5. The recent release of EQAO results for 2021-22 clearly demonstrates that Ontario students need to remain in class without interruption, with a special focus on catching up in math, reading and writing. The impact of the pandemic on student achievement has been consistent with global trends.
- 6. Ontario recently [enhanced its Plan to Catch Up](#) with Math Action Teams being deployed to underperforming school boards; new digital resources to support parents, students and educators; new universal screening for reading for Ontario's youngest learners; and the extension of the government's historic tutoring support program.

Additional Resources

- 1. [Ontario's Education Plan for Students to Catch Up](#)
- 2. [Ontario's Roadmap to Wellness](#)
- 3. [2022 Ontario Budget, Ontario's Plan to Build](#)

Media Contacts

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Ingrid Anderson
Communications Branch
ingrid.e.anderson@ontario.ca
[437-225-0321](tel:437-225-0321)

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MARIE PALOMBI

Ontario Catholic School Trustees' Association
1804 – 20 Eglinton Avenue West
Toronto, ON M4R 1K8
416-932-9460 Ext. 234 | Website: www.ocsta.on.ca



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October 31, 2022

MEMORANDUM

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- All Catholic District School Boards

CC: OCSTA Directors and Staff
Board Secretaries and Administrative Assistants

FROM: Patrick J. Daly, President

SUBJECT: **Memo re: OCSTA Statement in response to Introduction of Labour Legislation**

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NEWS RELEASE

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October 31, 2022

[Ministry of Education](#)

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In an attempt to reach an agreement and protect in-class learning for nearly two million students, the government extended an updated proposal to CUPE that enhanced Ontario’s offer. Unfortunately, CUPE is proceeding with strike action, even after a good-faith attempt by the government to deliver a deal that is fair for workers and good for students. To ensure students remain in stable classrooms, the *Keeping Students in Class Act* would, if passed, establish a four-year collective agreement for Ontario’s 55,000 education workers that ensures stability for students and includes:

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- 3. Funding through the Support for Students Fund, estimated to support up to 875 teachers and between 1,600 and 1,830 education workers;
- 4. Modification to sick leave and short-term disability leave plan provisions that protect stability of student learning, while maintaining generous pension, benefits and sick leave programs;
- 5. \$4.5 million in funding for apprenticeship training; and
- 6. An extension of modified job security provisions.

To protect against legal challenges, which may create destabilizing uncertainty for students and families, this Act would provide that it shall operate notwithstanding sections 2, 7 and 15 of the Canadian Charter of Rights and Freedoms and despite the Human Rights Code.

The government will continue labour bargaining with Ontario's other education unions to reach fair agreements for workers, while ensuring students remain in-class without disruption.

Quick Facts

- 1. Ontario's education workers are among the best paid compared to other provinces.
- 2. The average salary for a CUPE employee is \$26.69 per hour.
- 3. Ontario has hired 29,000 additional education workers since 2002-03 including 4,600 since 2017-18.
- 4. The importance of children remaining in school was stressed throughout the pandemic by pediatric experts who noted that being away from school had an adverse impact on both children's learning and their mental health.
- 5. The recent release of EQAO results for 2021-22 clearly demonstrates that Ontario students need to remain in class without interruption, with a special focus on catching up in math, reading and writing. The impact of the pandemic on student achievement has been consistent with global trends.
- 6. Ontario recently [enhanced its Plan to Catch Up](#) with Math Action Teams being deployed to underperforming school boards; new digital resources to support parents, students and educators; new universal screening for reading for Ontario's youngest learners; and the extension of the government's historic tutoring support program.

Additional Resources

- 1. [Ontario's Education Plan for Students to Catch Up](#)
- 2. [Ontario's Roadmap to Wellness](#)
- 3. [2022 Ontario Budget, Ontario's Plan to Build](#)

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Ontario Catholic School
Trustees' Association

NEWS RELEASE

OCSTA Statement in Response to Introduction of Labour Legislation

FOR IMMEDIATE RELEASE

TORONTO, October 31, 2022 – The following statement is released on behalf of the Ontario Catholic School Trustees' Association with regard to the current status of central negotiations with CUPE and the introduction of the *Keeping Students in Class Act*:

"The Ontario Catholic School Trustees' Association's preference is for an agreement reached through the collective bargaining process that is fair to students, staff, Catholic ratepayers and the 29 Catholic school boards we represent.

We recognize the need to mitigate any further disruption to student learning and remain prepared to continue negotiations with our Trustee Association, CUPE and Crown partners.

We will study the legislation and remain prepared to continue negotiating."

Patrick Daly
President

The Ontario Catholic School Trustees' Association is the provincial voice for publicly funded Catholic education. Founded in 1930, OCSTA represents the interests of Catholic school boards that collectively educates approximately 600,000 students in Ontario, from Junior Kindergarten to Grade 12.

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