



ONTARIO CATHOLIC SCHOOL
BUSINESS OFFICIALS ASSOCIATION

2025 ANNUAL GENERAL MEETING
September 26, 2025 – 8:30 a.m.

Queens Landing Hotel and Conference Centre, Niagara on the Lake

AGENDA

1. Call to Order
2. Land Acknowledgement / Prayer for Meeting
3. Approval of Agenda
4. 4.1 Approval of Minutes of 2024 held on September 27, 2024
5. President's Report
6. Executive Director's Report
7. Audited Statements
 - 7.1.1 Financial Report of Auditor, Roma and Associates as at August 31, 2025
8. Committee Reports
 - 8.1 Conference Planning
 - 8.2 Membership Services
 - 8.3 CAEAS-ECAB Benefits Report
 - 8.4 ICE Liaison
 - 8.5 OCSOA Liaison
 - 8.6 Human Resources Report
9. Nominating Committee
 - 9.1 Honorary Membership Award
 - 9.2 Outstanding Contribution Award
10. Board of Directors' Election Ballot
11. 2026 Conference Date and Location:

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
Association des administrateurs et des administratrices d'affaires des écoles catholiques
de l'Ontario

LAND ACKNOWLEDGEMENT

We are gathered on the ancestral lands and waters of all Indigenous Peoples,
who have left their footprints on Mother Earth before us.

We respectfully acknowledge those who have walked on it,
those who walk on it now, and future generations who have yet to walk upon it.

We pray to the Creator for strength and wisdom that all may continue to serve as
stewards of the earth.

OPENING PRAYER

Lord, we are meeting today to conduct matters of business.

Guide our hearts and our minds in the spirit of fairness,
right thought and speech.

Impart your supreme wisdom upon our activities
so that our affairs may reach a successful conclusion.

Thank you for being our source of guidance today.

Amen

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MINUTES

2024 ANNUAL GENERAL MEETING
Friday September 27, 2024
White Oaks NOTL

President Khaled Elgharbawy opened the 70th Annual General Meeting of the Association. Board of Directors were present as follows:

Present:

Milka Zlomislic Vice President
Kerry Pomfret
Betty Stavropoulos
Jason Attard
Lucy LePera
Brian Capovilla
Kevin Sun

Peter Marchini, Executive Director
Lesley McDowell Administrative Assistant

A number of staff from various boards were also in attendance.

1. Call To Order

Khaled called the meeting to order at 8:30AM. He thanked those in attendance and read the Land Acknowledgement.

2. Opening Prayer

Kevin read the opening prayer.

3. Approval of Agenda

Motion: That the agenda for the OCSBOA 2023 Annual General Meeting be approved.
Moved by: Paul Mignault Seconded by: Carmen Giambattista

Carried

4.1 Approval of 2023 AGM held on September 29 2023

Motion: That the Minutes of the OCSBOA Annual General Meeting held on September 29 2023 be approved as presented.

Moved by: Anne Marie Nicholson Seconded by: Cindy Francis
Carried

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5. Presidents Report 2024

Khaled referred those in attendance to his report and read some of the highlights.

6. Executive Director's Report

Executive Director Peter Marchini presented his report to the membership. Peter indicated that the yearend deficit was \$182

Motion: That the Executive Director's and Presidents Reports be received.

Moved by: Roger Mabardi

Seconded by: Stephanie Cox

Carried

7. Audited Statements

7.1 2023-24 Financial Statement and Auditor's Review

The Financial Statement and Financial Statement Reviewer's Report for the fiscal year September 1, 2023 to August 31, 2024 were reviewed. The financial statements were prepared by Peter Marchini and reviewed by Roma and Associates a Chartered Accounting firm located in Windsor Ontario. For the fiscal period the Association incurred a deficit of \$182

Motion: That the Financial Statement and the Financial Statement Reviewer's Report for the fiscal year September 1, 2023 to August 31, 2024 be approved as presented.

Moved by: Anne Marie Nicholson

Seconded by: Allen Birhane

Carried

8. Committee Reports

Each of the Directors presented their committee report for the period 2023/24

Each committee chair individually spoke to their reports as presented and highlighted various aspects of their committee meetings as well as input and efforts of their members.

Motion: That the 2023/24 Committee Reports be accepted as presented.

Moved by: Mary Ellen Ducharme

Seconded by: Roger Mabardi

9.1. Honorary Membership Award

Khaled indicated that the membership was polled for nominee suggestions.

The name of Joe Geiser for Honorary Membership for

2023/24 The board voted unanimously to approve Joe for this award.

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10. Election to Board of Directors

The report on Election of Board members was reviewed by Peter who indicated that two directors were retiring.

The report indicated that an election of two directors is required. The boards Constitution indicates that the board should consist of 9 Directors.

Peter asked if there were any nominees from the membership.
Allem nominated Roger Mabardi from York Catholic and he accepted.

Rosalia Betti nominated herself from Toronto Catholic.
This concluded the nominations to the board

11. 2025 Conference Date and Location

Peter indicated that the 71st Annual conference will be announced after the Board reviews the tenders received by the various resorts.

12. Other Business

There was no other business to discuss.

13. Final Remarks

Motion: that the AGM be adjourned

Moved by: Rosalia Betti Carried by: Milka Zlomislic

To be approved by the Membership at the 2025 AGM

Peter Marchini



Peter Marchini, Executive Director

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
Association des administrateurs et des administratrices d'affaires des écoles catholiques
de l'Ontario

PRESIDENT'S REPORT TO THE ANNUAL GENERAL MEETING 2025

President's Report

Presented by: Milka Zlomislic, President

Date: September 26, 2025

As we gather in service of Catholic education, I am reminded of Proverbs 16:3: "Commit to the Lord whatever you do, and He will establish your plans."

This verse reflects the heart of our work. As Catholic school board business officials, we are entrusted with stewarding resources, planning long-term strategies, and providing the operational foundation that enables our schools to flourish. Though often behind the scenes, our efforts impact every classroom and student success.

Over the past year, we have faced significant challenges—funding pressures, evolving regulations, infrastructure demands, and the ongoing need to do more with less. Yet, through innovation, collaboration, and steadfast commitment to our mission, we have advanced with prudence and purpose.

The spirit of collaboration and commitment remains strong and thrives within OCSBOA. Through shared resources, mentorship, and collective problem-solving, we demonstrate what a group of dedicated professionals can achieve together for the promotion of Catholic Education around the province.

Today I am pleased to report the significant developments undertaken this past year by OCSBOA, despite the significant challenges faced by the organization.

I am deeply honoured to have served as President of OCSBOA for the 2024–2025 term. I would like to take this opportunity to thank our Executive Director, Peter Marchini, and our Administrative Assistant, Lesly McDowell, for their incredible work in organizing this AGM and Conference, and for their tireless efforts throughout the year. It is not an exaggeration to say that without them, none of this would be possible. Their dedication helps keep our association running smoothly, and we are truly grateful.

To our Board of Directors-

- Brian Capovilla, Vice President
- Khaled Elgharbawy, Past President/Director
- Kevin Sun, Director
- Kelly Pomfret, Director
- Roger Mabardi, Director
- Betty Stavropoulos, Director
- Jason Attard, Director
- Rosalia Betti, Director
- Vince Artuso, Director

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION

Association des administrateurs et des administratrices d'affaires des écoles catholiques de l'Ontario

Thank you for your leadership, your insights, and your unwavering commitment to the mission of this association. You have helped shape a strong and supportive professional community.

To all our members: thank you. Your knowledge, your passion, and your integrity ensure that Catholic education in Ontario remains strong, sustainable, and true to its purpose. I encourage you to go back to your respective Boards and share your experience at this conference to encourage new membership. I also hope that you will consider volunteering on the Board of Directors to ensure that we can continue the work of those that came before us over the last 71 years, to ensure the sustainability of OCSBOA.

2024-2025 Highlights

Innovation in Communication

OCSBOA launched a revamped newsletter this year, designed to offer more comprehensive information and resources for our members. In addition, we strengthened our outreach through new video and multimedia initiatives, aiming to foster deeper connections with our community. The response has been overwhelmingly positive, and we are committed to continued enhancements in our communication and engagement with members.

Professional Development and Training

Ongoing professional development is essential for growth. Acknowledging the challenges of limited time and shrinking PD budgets, OCSBOA introduced *Lunch and Learns* for its members. Several sessions were held over the past year, covering a variety of topics to engage a diverse audience. Plans for upcoming sessions are already in place for the new year. These initiatives were made possible through the support of volunteer members, sponsors, and vendors.

Membership Challenges

This year, many school boards continued to face significant financial constraints, with this year marking the most challenging period to date. The imposition of supervisory measures on certain boards, coupled with ongoing difficulties at several others, has made the task of increasing membership more challenging. In response, our Executive Director, in collaboration with the board directors, has proactively engaged with Directors of Education, Board Business Officials, and various Catholic school board-affiliated organizations. These efforts aim to encourage and strengthen membership during these challenging times.

Financial Management and Partnership

Despite membership challenges, OCSBOA has maintained financial stability, thanks in large part to the unwavering support of our sponsors and the strategic efforts of our executive team. This year, we successfully organized a smaller-scale conference, which was made possible by the continued investment of our sponsors, who have consistently recognized the value of our organization. The dedicated sponsorship campaign in recent years has played a crucial role in sustaining our operations and ensuring that we remain well-positioned for future growth and expansion. Their ongoing support has been instrumental in our ability to deliver on our mission and secure a strong foundation moving forward.

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While we celebrate the positive changes and successes, it is important to acknowledge the challenges we face, particularly the financial constraints experienced by our boards, which have impacted both membership and participation at our AGM. To address these challenges, we must remain innovative, explore new solutions, and cultivate fresh partnerships. While we have made significant strides over the past 71 years, it is essential that we continue to evolve in order to remain effective and relevant in the years ahead. Let us continue to support one another, to lead with compassion, and to ensure that Catholic education remains a beacon of hope and excellence in our province.

Thank you all for attending the conference, for your continued service, and for your commitment to OCSBOA. We look forward to seeing you next year.

Respectfully submitted,

Milk Zlomislic
OCSBOA President

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REPORT TO THE ANNUAL GENERAL MEETING 2025

Date: September 25, 2025
Subject: Executive Director's Report
Prepared by: Peter Marchini, Executive Director

Welcome to the 2025 OCSBOA Annual Conference and Annual General Meeting.

In 2024 we met at White Oaks in beautiful Niagara on the Lake. The conference was well attended by delegates, sponsors and invited guests. The atmosphere was energized by the weather the location and the host of great speakers.

The current fiscal period has seen a few of our Catholic Boards struggle as they try to maintain critical programs with fewer dollars. This has affected this years conference however we will continue to promote the benefits of our association and attendance at our conference. As well we intend to look at new ways of ensuring that our faithful sponsors will be recognized for their contribution.

From a financial perspective, the OCSBOA Balance Sheet position is still fairly strong with over \$30,000 in total equity. Our audited financial statements will indicate a deficit of approximately \$10,400. The board has now found ways to reduce the costs of holding our conference and at the same time hold the line on our registration fees.

During this year, I have been supported wholeheartedly by President Milka Zlomislic and the entire Board of Directors.

We are so fortunate to have working with us Lesley McDowell an HR Specialist employed at the Toronto Catholic School Board. Lesley is eager to bring forth new and innovative ideas to better promote our association.

Please mark your calendars the date and location of our 2026 Conference which will be held once again at White Oaks in NOTL from September 25-27.

Respectfully submitted,



Peter S Marchini
Executive Director

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
Association des administrateurs et des administratrices d'affaires des écoles catholiques
de l'Ontario

ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION

FINANCIAL STATEMENTS

Unaudited - See Review Engagement Report

Sunday, August 31, 2025

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
Association des administrateurs et des administratrices d'affaires des écoles catholiques
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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Board of Directors of
ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION

We have reviewed the accompanying financial statements of **ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION** which comprise the statement of financial position as at August 31, 2025 and the statements of revenues, expenditures and fund balance and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

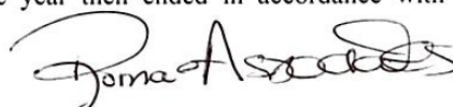
A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of **ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION** as at August 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Tecumseh, Ontario
September 17, 2025



ROMA & ASSOCIATES
PROFESSIONAL CORPORATION
CHARTERED PROFESSIONAL ACCOUNTANTS

AUTHORIZED TO PRACTISE PUBLIC ACCOUNTING BY THE INSTITUTE
OF CHARTERED PROFESSIONAL ACCOUNTANTS OF ONTARIO

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ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
STATEMENT OF FINANCIAL POSITION

Unaudited - See Review Engagement Report and accompanying notes

August 31, 2025, with comparative figures for August 31, 2024	2025 \$	2024 \$
ASSETS		
Current assets		
Cash (note 2)	19,981	53,598
Prepaid expenses and deposits	55,325	42,636
	75,306	96,234
LIABILITIES AND FUND BALANCE		
Current liabilities		
Accounts payable and accruals	2,885	2,828
Payroll deductions payable	259	246
Sales tax payable	420	996
Deferred revenue	41,593	51,509
	45,157	55,579
FUND BALANCE		
General fund	30,149	40,655
	75,306	96,234

On behalf of the Board

Director

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
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ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION
STATEMENT OF REVENUES, EXPENDITURES AND FUND BALANCE

Unaudited - See Review Engagement Report and accompanying notes

For the year ended August 31, 2025, with comparative figures for the year ended August 31, 2024	2025 \$	2024 \$
Revenues		
Memberships	28,691	24,161
Conference	75,414	67,305
Other income	501	346
	104,606	91,812
Expenditures		
Bank charges and interest	5	10
Conferences	72,073	58,914
Executive director	18,401	14,732
Information technology	543	388
Insurance	2,381	2,312
Office	2,052	1,768
Professional fees	2,657	2,570
Rental	5,400	4,500
Secretarial	9,600	4,800
Workshops	2,000	2,000
	115,112	91,994
Excess of expenditures over revenues	(10,506)	(182)
Fund balance, beginning of year	40,655	40,837
Fund balance, end of year	30,149	40,655

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ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION
STATEMENT OF CASH FLOWS

Unaudited - See Review Engagement Report and accompanying notes

For the year ended August 31, 2025, with comparative figures for the year ended August 31, 2024	2025 \$	2024 \$
Cash provided by (used in)		
Operations		
Excess of expenditures over revenues	(10,506)	(182)
Change in non-cash operating working capital (note 3)	(23,111)	(30,604)
Decrease in cash	(33,617)	(30,786)
Cash, beginning of year	53,598	84,384
Cash, end of year	19,981	53,598

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION

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ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION NOTES TO THE FINANCIAL STATEMENTS

Unaudited - See Review Engagement Report

Year ended August 31, 2025

The Ontario Catholic School Business Officials' Association ("OCSBOA") is a not-for-profit organization created for the purpose of furthering the interests of Catholic education in the area of business administration.

1. SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the organization have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. The more significant accounting policies are summarized below:

Fund Accounting

OCSBOA follows the restricted fund method of accounting for contributions.

The General fund accounts for all of organization's activities. This fund reports all unrestricted resources.

Revenue

Memberships, registration, sponsorship and event revenue is recognized as revenue when received or receivable, if the amount to be received can be reasonably estimated, and collection is reasonably assured.

Other investment income is recognized as revenue of the General fund when earned.

Income taxes

Under the Canadian Income Tax Act, the OCSBOA qualifies as a not-for-profit, which is exempt from income taxes.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the year. Actual results could differ from those estimates.

Contributed Services

A substantial number of volunteers contribute a significant amount of their time each year. Because of the difficulty of determining the fair value, contributed services are not recognized in the financial statements.

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ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS

Unaudited - See Review Engagement Report
Year ended August 31, 2025

1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Instruments

The OCSBOA has classified all financial assets included on the balance sheet as either held-for-trading, held-to-maturity investments, loans and receivables or available-for-sale categories. In addition, the standards require that all financial assets be measured at fair value with the exception of loans, receivables, and investments classified as held-to-maturity which are measured at amortized cost.

The gain or loss arising from a change in the fair value of a financial asset classified as held for trading is included in excess of revenues over expenditures (expenditures over revenues) in the period in which it arises. If the financial asset is classified as available for sale, the gain or loss is recognized in a separate account within the general fund balance until the financial asset is recognized and the cumulative gains and losses are then recognized in excess revenues over expenditures (expenditures over revenues).

Similarly, the standard requires that all financial liabilities be measured at fair value on the balance sheet when they are held for trading. Other financial liabilities are measured at amortized cost.

Cash has been classified as held for trading, accounts receivable have been classified as loans and receivables, and accounts payable and accruals, payroll deductions payable, sales tax payable and deferred revenue have been classified as other financial liabilities. Investments have been classified as available for sale.

Investments

The investments are recorded at the lower of cost or fair market value, which is defined as cost plus accrued interest.

Fair value

The fair value of cash, accounts receivable, accounts payables and accruals, payroll deductions payable, sales tax payable and deferred revenue approximate the carrying amounts due to their short term to maturity and that they bear interest at current market rates.

Capital assets

Purchases of capital assets are expensed in the year. During the year no capital assets were expensed (\$nil in 2024).

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ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS

Unaudited - See Review Engagement Report
Year ended August 31, 2025

2. CASH

The cash balance include amounts totaling \$15,053 (\$14,762 in 2024) that are held in an interest bearing chequing account which bears interest at 0.30% (2.1% in 2024).

3. CHANGE IN NON-CASH OPERATING WORKING CAPITAL

	2025	2024
	\$	\$
Accounts receivable	-	184
Prepaid expense and deposits	(12,689)	(29,704)
Accounts payable and accruals	57	-
Payroll deductions payable	13	-
Sales tax payable	(576)	(2,050)
Deferred revenue	(9,916)	966
	(23,111)	(30,604)

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REPORT TO THE ANNUAL GENERAL MEETING 2025

Date: September 26, 2025
Subject: Conference Planning Committee
Prepared by: Peter Marchini Executive Director

Thank you all, OCSBOA Members, Corporate Sponsors and special guests for attending the 71st Annual Conference, September 24-26 at Queens Landing resort in NOTL.

The entire Board of Directors worked diligently all year to plan and deliver an Annual Conference and AGM that would provide all of our delegates insightful and interesting speakers that are relevant to their everyday work lives in Catholic Education.

I and all of my Director colleagues extend a warm welcome to all returning Members, new Members, Corporate Sponsors and Special Guests. The Conference agenda has been developed in order to provide professional development activities, networking opportunities with colleagues and corporate sponsors, and enable collaborative sharing of school board best practices. This Committee is pleased to bring forward keynote speakers and workshop presenters that inform and engage all members, while looking forward to improve and incorporate any further feedback received from this year's Conference to plan next year's Annual Conference.

All Directors extend this opportunity to be engaged in this year's Conference and hope to see everyone again at next year's 72nd Annual Conference that will once again be hosted by White Oaks in NOTL from September 23-25 so please mark your this date in your calendars.

Thank you for your support!

Respectfully submitted,

Peter Marchini
Executive Director

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
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Date: September 26, 2025
Subject: Membership Committee Annual Report
Prepared by: Peter Marchini

Comparative Membership

YEAR	# of Members
2024-25	153
2023-24	134
2022-23	156

2024-25 memberships rebounded from its low point in 23/24 mainly due to the introduction of the associations Lunch and Learn program, which certainly provided our membership with additional professional development opportunities.

In 2025-26 we will once again offer a number of Lunch and Learn sessions that will be centered on topics relevant to today's school board administrators.

OCSBOA is the only association serving Catholic school business officials and the Catholic communities in which they operate. The voluntary membership and active participation by Catholic school business officials is our strongest asset. This provides an effective means through which membership can network, collaborate and share best practices that uniquely serves the interests of students in Catholic school boards in Ontario.

Your Board of Directors not only recognizes past members and their great contributions, but highly recommends that the entire membership continue to create an awareness of the invaluable opportunities that OCSBOA provides. Our association is only as strong as our strength in numbers.

Respectfully submitted,

Peter Marchini
Executive Director

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION
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CAEAS-ECAB

REPORT TO OCSBOA SEPTEMBER 2025

Date: September 26, 2025
Subject: CAEAS -ECAB Annual Report
Prepared by: Betty Stavropoulos

Comprised of all non-union employees of provincially funded school boards in Ontario, as well as a number of partner employers such as transportation consortia and employer associations, CAEAS-ECAB members of the ONE-T ELHT (Employee Life and Health Trust) provide essential services in keeping school boards in Ontario running efficiently and continuously. These services help to ensure that the teaching and learning that occurs in schools can continue uninterrupted. Year after year, our members deal with the challenges and difficulties of mandated changes as well as existing challenges to provide excellent service to our school boards. This is vital work that is often unrecognized. The latest numbers received have us at over 9,100 members plus their dependents.

New Trustee Appointees

This year, in January of 2025, CAEAS-ECAB was pleased to appoint Peter (Pete) Derochie as Trustee on the ONE-T Board for the first of three consecutive three-year terms. For those who were employed in the sector in 2018 when the ONE-T benefits plan began, you will remember Pete as the first President of CAEAS-ECAB from 2016-2019. Pete led the team charged with implementing this new ELHT initiative at the time, a huge undertaking. As former Associate Director of Education (Business and Finance) at the Simcoe Muskoka Catholic District School Board, Pete brings 32 years of experience in public education as well as numerous other leadership experiences to the board. We are excited to have Pete as our new Trustee!

We also are pleased to have extended Tracy Dottori to her second three-year term. Tracy has been a steady voice for CAEAS-ECAB Members on the ONE-T Board, looking out for our members' interests. Tracy is the former Director of Human Resources Services at the Halton Regional Police Service. Prior to this position, Tracy was the Superintendent of Human Resources and Business at Conseil Scolaire Public du Nord Est. She was a major part of the plan design team at the inception of the ONE-T ELHT.

ONTARIO CATHOLIC SCHOOL BOARD BUSINESS OFFICIALS' ASSOCIATION

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Plan Design Changes

In March of this year, ONE-T reported to us that their preliminary actuarial results showed that plan usage had increased beyond their prior projections by a considerable amount. The projection moving forward showed even more increased usage. At this point, claims to the plan are more than revenues (government funding). While we have a large reserve this is not a situation that if left unchanged can be sustained long term. In addition, our funding levels from the government are settled until August 2027 when we will enter discussions.

Increases are due to a number of reasons. Usage of specialty and non-specialty drugs has increased substantially. The introduction of access to anti-obesity medications has had a significant impact. Leading up to this was a spike in usage of these medications for off-label purposes which means that these expensive drugs were being prescribed for general use and not specifically for weight loss. This was a way to get around plan controls. Significant increases in the para medical and mental health areas are also having an impact. The last major factor is increased rates by service providers.

CAEAS-ECAB engaged in numerous meetings with ONE-T to analyze the data and engage in consultations regarding plan design. These discussions were extensive and extended throughout the spring. CAEAS-ECAB was focused on minimizing the impact of plan design changes for members. Ultimately, final decisions around these design changes are the responsibility of the ONE-T board under our Trust Agreement. In prior years, when valuations showed a healthy and sustainable funding reserve, plan changes were made to improve member benefits. This year, given the results and projections, reductions were deemed to be necessary to preserve the financial viability of the plan. Changes were made as follows:

- Effective September 1, a maximum annual coverage of \$2,000 for anti-obesity drugs per person. Note that this maximum does not apply to those taking medications for the treatment of diabetes.
- The introduction of prior authorization formal approval for Plan Members who did not need to go through this process previously for the use of Ozempic, Rybelsus, Contrave, and Xenical. Those affected members have been contacted by Canada Life this summer and will have until October 31, 2025 to submit the required materials.
- Effective September 1, a reduction in coverage for paramedical practitioners from 100% to 90%.
- Effective September 1, a reduction in the annual Health Care Spending Account allocation from \$850 per year to \$500 per year. The rollover of unused amounts from the current year (year ending August 31, 2025) will continue to be the unused portion of the \$850 allocation for the year. Members can view their unused balances by accessing their GroupNet portal.

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We will continue to monitor plan data to assess whether the plan design changes will have the desired effect of reducing usage to a more sustainable level. As the changes just took effect this month, there are no indicators available yet. The latest data, from June 2025, show that usage is slightly lower than projected, however, it is still above the level of funding received from the Crown and will continue to draw down reserves.

Timely access to usage data will be important moving forward. CAEAS-ECAB have engaged our own actuarial consultant to have our own analysis of usage. We are exploring ways to receive more timely data directly from ONE-T to facilitate this process.

New CAEAS-ECAB Website

In April of this year a notice went out to members regarding our new website [CAEAS-ECAB – Education Council of Associations for Benefits](#). The new site will contain member communications and other news and the platform that the website is built on will make changes much more straightforward.

Member Assistance

Members continue to reach out to CAEAS-ECAB to obtain assistance in dealing with eligibility and claims issues. Executive Director Paul Antaya is available to assist members with these issues by answering questions and intervening directly with ONE-T on their behalf. Members are encouraged to contact Paul at info@caeas-ecab.ca

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Institute for Catholic Education Report

Date: September 25 2025
Subject: Institute for Catholic Education (ICE) - Annual Report
Prepared by: Milka Zlomislic, Peter Marchini, OCSBOA Representatives

The Institute for Catholic Education (ICE) held four meetings in 2024/25. This Institute brings together Associations with a shared responsibility for English Catholic Education, and enables collaborative promotion and support for publicly funded Catholic Schools.

OCSBOA has been fortunate to maintain a presence on this Committee and share this opportunity with partner Associations such as the Assembly of Catholic Bishops of Ontario, Catholic Principals' Association of Ontario, Ontario Catholic School Trustees' Association, Ontario Catholic Supervisory Officers' Association, Ontario English Catholic Teachers' Association, and the Ontario Association of Parents in Catholic Education.

During the latest ICE meeting held on September 8, there were a number of issues discussed including:

- ICE Financial Statement to June 30 2025
- Grade 12 Religious Education Online
- ICE 40th Anniversary

It has been a privilege to participate at this gathering of Associations, and we encourage OCSBOA to continue its participation with the Institute for Catholic Education.

Sincerely,

Milka Zlomislic , Peter Marchini
OCSBOA Representatives

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REPORT TO THE ANNUAL GENERAL MEETING 2025

Date: September 26, 2025
Subject: OCSOA
Prepared by: Brian Capovilla

Over the course of the past year, OCSOA has endeavoured to support members by providing ongoing professional learning, networking and faith formation. We welcomed and supported 19 new members through our OCSOA sponsored Mentoring Program. The Board of Directors revised our Bylaws to align with the new ONCA legislation for Non-Profit Organizations, supporting our main goals of promoting Catholic Education and professional learning, advocating for members interests, and facilitating discussion and educational opportunities.

Regional OCSOA representatives organized meaningful meetings of Superintendents and Directors, including topical learning opportunities around A.I., Ethical Leadership, Pilgrims of Hope, Celebrating the Jubilee year, and Reflections on the Synod. The Annual Retreat in Niagara was an opportunity to come together in prayer, reflection, and community, with the theme "Braving the Thin Spaces".

The year concluded with the annual spring AGM and Conference, which was hosted by Bruce-Grey CDSB, Huron-Perth CDSB, London DCSB, St. Clair CDSB, and Windsor-Essex CDSB. The theme of the conference was "Leading with Purpose" helping us to reflect on our renewed sense of mission as Pilgrims of Hope in Catholic Education.

We look forward to and hope for productive relationships this coming year with all our associations for the betterment of Catholic education.

Respectfully submitted,

Brian Capovilla
Director, OCSBO

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ANNUAL REPORT TO ANNUAL GENERAL MEETING 2025

Date: September 26, 2025
Subject: Human Resources Committee Annual Report
Prepared by: Kerry Pomfret

The Human Resources Committee is comprised of approximately 90 members from among the 26 Catholic School Boards in Ontario and the Ontario Catholic Schools' Trustee Association (OCSTA). The Committee met on five (5) occasions throughout the 2024-2025 school year. Four (4) were held virtually and one (1) was held in person.

The Committee continues to be active and discusses relevant and important issues facing Catholic School Boards in Ontario. Attendance at these meetings is excellent with members submitting agenda items prior to the meeting date. This Committee continues to be an excellent opportunity for Catholic School Boards to engage in strategic conversations and develop collaborative solutions to the myriad of issues that are raised.

In addition to the review of grievance and arbitration matters, the following items were brought forward:

- Recruitment strategies
- Staff Well-Being
- Negotiation issues
- Unsatisfactory TPAs
- Health and Safety – Online Reporting Tool
- Prep and planning time related to inclement weather days
- PVP Contract
 - 15 days of work during summer and policy creation and issues related to implementation
 - Sick Leave Adjudication
 - Transfer/promotion/appointment implementation issues

Ontario Catholic school boards faced significant challenges during the 2024-2025 school year. These challenges included financial strain, staffing shortage and political uncertainty.

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On top of the operational pressures, Catholic trustees are facing political challenges as the provincial government considers reducing or eliminating trustee roles. This has prompted political debates over constitutional protections for denominational school governance.

Regardless of the political sphere, Catholic school board human resource departments remain steadfast in their goal to serve our school communities with the highest level of integrity, innovation and faith.

Respectfully submitted,

Kerry Pomfret
Director, OCSBOA

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REPORT TO THE ANNUAL GENERAL MEETING 2025

Date: September 26, 2025
Subject: Nominating Committee Report
Prepared by: Milka Zlomislic

Honorary Membership Award

The Board of Directors is pleased to recommend the following:

Eric Roher

Outstanding Contribution Award

Lesley McDowell

Respectfully submitted:

Milka Zlomislic
Chair, Nominating Committee

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REPORT TO THE ANNUAL GENERAL MEETING 2025

Date: September 26, 2025
Subject: Election of Board Members
Prepared by: Milka Zlomislic

The following Directors are retiring, or the term has expired:

Directors:

- Jason Attard
- Brian Capovilla

President becomes Past President

Milka Zlomislic, by virtue of being President, will assume the role of Past President and is not required to be elected to this role.

By Law Article 3.1

The Directors shall be elected by ballot on an alternating annual basis, with four Directors to be elected each year, thereby staggering the term of office for Directors.

2025 Election

Two directors will be elected for two-year term expiring in 2026, to replace the following and to bring the Board complement to 9 members:

Respectfully submitted,

Milka Zlomislic
Chair, Nominating Committee

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Election of New Directors

Conference Location 2026

White Oaks Resort and Conference Centre
September 23- 25, 2026