



*We are a Christ-centered Catholic faith community  
that celebrates diversity and fosters spiritual growth,  
inspiring all to reach their full potential in mind, body and spirit.*

*AGENDA AND MATERIAL*

## COMMITTEE OF THE WHOLE MEETING

**TUESDAY, JUNE 11, 2024  
6:30 P.M.**



*PUBLIC ACCESS LIVE STREAM LINK*  
<https://niagaracatholic.ca/meetings-livestream/>

*FATHER KENNETH BURNS, C.S.C. BOARD ROOM CATHOLIC EDUCATION CENTRE, WELLAND, ONTARIO*

### A. ROUTINE MATTERS

- |  |      |
|--|------|
| 1. Opening Prayer – Trustee Joyner   | -    |
| 2. Roll Call   | -    |
| 3. Approval of the Agenda  | -    |
| 4. Declaration of Conflict of Interest                                       | -    |
| 5. Approval of Minutes of the Committee of the Whole Meeting of May 14, 2024 | A5   |
| 6. <u>Consent Agenda Items</u>   | -    |
| 6.1 Capital Projects Progress Report Update                                  | A6.1 |
| 6.2 In Camera Items G1   | -    |

### B. PRESENTATIONS

- |  |   |
|--|---|
| 1. New Student Trustee and Co-Chair – Student Senate 2024-2025/2025-2026 | - |
|--|---|

### C. GOVERNANCE POLICIES

- |  |      |
|--|------|
| 1. Governance Policies for Recommendation to the Board             | -    |
| 1.1 Purchasing/Supply Chain Management Policy (600.1)              | C1.1 |
| 1.2 Attendance Area Policy (301.3)                                 | C1.2 |
| 1.3 Equity and Inclusive Education Policy (100.10)                 | C1.3 |
| 1.4 Leadership Pathways Policy (203.4)                             | C1.4 |
| 1.5 Niagara Catholic Education Award of Distinction Policy (100.7) | C1.5 |

### D. COMMITTEE AND STAFF REPORTS

- |                                   |    |
|-----------------------------------|----|
| 1. 2024-2025 Original Estimates   | D1 |
| 2. Monthly Updates                |    |
| 2.1 Student Senate Update         | -  |
| 2.2 Senior Staff Good News Update | -  |

**E. INFORMATION**

1. Trustee Information

**F. OTHER BUSINESS**

1. Cyber Security F1
2. General Discussion to Plan for Future Action -

**G. BUSINESS IN CAMERA**

**H. REPORT ON THE IN CAMERA SESSION**

**I. ADJOURNMENT**

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
JUNE 11, 2024**

***PUBLIC SESSION***

**TOPIC: MINUTES OF THE COMMITTEE OF THE WHOLE  
MEETING OF MAY 14, 2024**

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**RECOMMENDATION**

**THAT** the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting of May 14, 2024, as presented.



# MINUTES OF THE COMMITTEE OF THE WHOLE MEETING

## TUESDAY, MAY 14, 2024

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Minutes of the Meeting of the Committee of the Whole of the Niagara Catholic District School Board, held on Tuesday, May 14, 2024 in the Father Kenneth Burns c.s.c. Board Room, at the Catholic Education Centre, 427 Rice Road, Welland.

The meeting was called to order at 6:30 p.m. by Vice-Chair Burkholder.

### A. ROUTINE MATTERS

1. Opening Prayer

Opening Prayer was led by Trustee Burkholder

2. Roll Call

Vice-Chair Burkholder noted that Trustee Benoit's absence approved due to sanction.

Trustee	Present	Present Electronically	Absent	Excused
Natalia Benoit				✓
Joseph Bruzzese	✓			
Rhianon Burkholder	✓			
Danny Di Lorenzo	✓			
Larry Huibers	✓			
Doug Joyner	✓			
Jim Marino	✓			
Paul Turner	✓			
<b>Student Trustees</b>				
Charlotte Johnstone	✓			
Emilio Geremia	✓			

The following staff were in attendance:

**Camillo Cipriano**, Director of Education; **Lee Ann Forsyth-Sells**, **Kimberly Kinney**, **Gino Pizzoferrato**, **Pat Rocca**, **Domenic Massi**, **Joseph Zaroda**, Superintendents of Education; **Giancarlo Vetrone**, Superintendent of Business & Financial Services; **Clark Euale**, Controller of Facilities Services; **Julia Tiessen**, Executive Officer of Human Resources; **Anna Pisano**, Recording Secretary/Administrative Assistant, Corporate Services

**3. Approval of the Agenda**

Moved by Trustee Marino

**THAT** the Committee of the Whole approve the Agenda of the Committee of the Whole Meeting of May 14, 2024, as presented.

**CARRIED**

**4. Declaration of Conflict of Interest**

No Declaration of Conflict of Interest was declared with any items on the Agenda.

**5. Approval of Minutes of the Committee of the Whole Meeting of April 9, 2024**

Moved by Trustee Marino

**THAT** the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting of April 9, 2024, as presented.

**CARRIED**

**6. Consent Agenda Items**

**6.1 Extended Overnight Field Trip, Excursion and Exchange Committee**

Presented for information.

**6.2 Staff Development Department Professional Development Opportunities**

Presented for information.

**6.3 Capital Projects Progress Report Update**

Presented for information.

**6.4 In Camera Items G1**

Moved by Trustee Joyner

**THAT** the Committee of the Whole adopt consent agenda items.

**CARRIED**

## **B. PRESENTATIONS**

## **C. GOVERNANCE POLICIES**

### **1. Governance Policies for Recommendation to the Board**

#### **1.1. Employee Workplace Harassment Policy (201.7)**

Julia Tiessen, Executive Officer of Human Resources Services presented feedback received from the vetting process and highlighted recommended amendments to the Employee Workplace Harassment Policy (201.7), following the vetting process.

Following discussion, the Committee of the Whole recommended the following additional amendments:

- Paragraph 2 – change to “*The Board will not tolerate any form of discrimination or harassment in any workplace of the Board. This policy applies to all employees and is intended to address workplace harassment from all sources, including employers, supervisors, workers and members of the public.*”

Moved by Trustee Marino

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Employee Workplace Harassment Policy (201.7), as amended.

**APPROVED**

#### **1.2. Employee Workplace Violence Policy (201.11)**

Executive Office Tiessen presented feedback received from the vetting process and highlighted recommended amendments to the P following the vetting process.

Following discussion, the Committee of the Whole recommended the following additional amendments:

- No amendment

Moved by Trustee Turner

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Employee Workplace Violence Policy (201.11), as presented.

**APPROVED**

#### **1.3. Occupational Health and Safety Policy (201.6)**

Executive Office Tiessen presented feedback received from the vetting process and highlighted recommended amendments to the P following the vetting process.

Following discussion, the Committee of the Whole recommended the following additional amendments:

- No amendment

Moved by Trustee Di Lorenzo

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Occupational Health and Safety Policy (201.6), as presented.

**APPROVED**

**1.4. Purchasing/Supply Chain Management Policy (600.1)**

Giancarlo Vetrone, Superintendent of Business & Financial Services presented feedback received from the vetting process and highlighted recommended amendments to the Purchasing/Supply Chain Management Policy (600.1), following the vetting process.

Following discussion, the Committee of the Whole recommended the Purchasing/Supply Chain Management Policy (600.1) be deferred to the June Committee of the Whole meeting.

**2. Governance Policies Prior to Vetting**

**3. Governance Policy Review Schedule**

Director Cipriano presented the Governance Policy Review Schedule.

**4. PPM 128**

Director Cipriano noted that PPM 128, the Provincial Code of Conduct policy, includes updates on mobile device use and vaping legislation. He noted that several Niagara Catholic Policies and Administrative Operational Procedures have incorporated the requirements of PPM 128.

Superintendent of Education Domenic Massi stated that our policies and Administrative Operational Procedures have been reviewed to include the new language. These updates are currently in draft form and are being reviewed by the senior team.

**D. COMMITTEE AND STAFF REPORTS**

**1. Grants for Student Needs Funding**

Superintendent Vetrone presented the Grants for Student Needs Funding for Trustee information.

Superintendent Vetrone answered questions of Trustees.

**2. Niagara Catholic Applied Behaviour Analysis (ABA) Update 2024**

Gino Pizzoferrato, Superintendent of Education provided background information on the Niagara Catholic Applied Behaviour Analysis and introduced Julia Nemcko, BCBA, Behaviour and Communication Services Lead.

Ms. Nemcko presented an update on the Niagara Catholic Applied Behaviour Analysis for 2024.

Ms. Nemcko answered questions of Trustees.

3. **Draft Letter in Response to Bill 185, The Cutting Red Tape to Build Better Homes Act, 2024**

Clark Euale, Controller of Facilities Services provided background information on Bill 185, The Cutting Red Tape to Build Better Homes Act, 2024.

Following discussion the Board requested the letter also be sent to the Minister of Red Tape, the Association of Municipalities of Ontario and a copy be sent to OCSTA and all School Boards.

Moved by Trustee Joyner

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board submit the attached letter as amended, to the Ministry of Education, Ministry of Municipal Affairs and Housing, the Ministry of Red Tape Reduction, Municipalities of Ontario, OCSTA and all School Boards in support of the feedback provided by the Council of Senior Business Officials, with respect to proposed Bill 185, Cutting Red Tape to Build Better Homes Act, 2024.

**CARRIED**

4. **Monthly Updates**

4.1 **Student Trustees' Update**

Charlotte Johnstone, Student Trustee, presented a brief verbal update on the current activities of the Student Senate.

4.2 **Senior Staff Good News Update**

Senior Staff highlights included:

**Superintendent Pizzoferrato**

- On May 9<sup>th</sup>, the first official Indigenous Cultural Fair was hosted at St. Martin Catholic Elementary School
- On May 8<sup>th</sup> St. Martin Catholic Elementary School hosted a Grandparents(s) day with over 700 grandparents attending.
- Mustang Jamboree will be held on Friday, May 17<sup>th</sup> at Saint Michael Catholic High School.

**Executive Officer Tiessen**

- An 8 week food challenge has launched with approx. 550 staff participating in this challenge.

**Superintendent Kinney**

- Fifth Annual Celebrating Kindergarten will take place May 16<sup>th</sup> at Our Lady of the Holy Rosary Catholic Elementary school. The venue had to be relocated from the Catholic Education Centre to accommodate over 750 guests expected to attend.

**Superintendent Massi**

- The Mary Ward Choir, junior and intermediate Tiger Singers achieved a gold excellent standard at the Port Colborne Festival of the Arts and received a scholarship sponsored by the Port Colborne Operatic Society. The Tiger Trebles also achieved first place with a gold standard and awarded the Robert Wood Singer Scholarship for Best Performance by a Primary School Choir.



**Superintendent Forsyth-Sells**

- Adele Filice, Principal at Holy Cross Catholic Secondary School will receive, from the Ontario Council of Administrators of Special Education, the “Outstanding Administrator of Special Education Award” at the provincial conference on May 16, 2024.

A request was made that moving forward any employee winning a provincial award or greater, will receive a congratulatory letter from the Board of Trustee.

**E. INFORMATION**

**1. Trustee Information**

**1.1 Budget Workshop 4:00 pm. June 11, 2024**

Director Cipriano reminded Trustees of the Budget Workshop on June 11, 2024 at 4:00 pm.

**1.2 Director Performance Appraisal**

Chair Di Lorenzo noted that as per *Ontario Regulation 83/24 – Director of Education Performance Appraisal*, the process has been formalized. The committee will consist of four Trustees: Jim Marino, Doug Joyner, Rhianon Burkholder, and himself. Their names will be submitted to the Ministry tomorrow to meet the deadline. The committee is established to ensure all timelines are adhered to.

**F. OTHER BUSINESS**

**1. General Discussion to Plan for Future Action**

**1.1 Trustee Addresses at Graduation Ceremonies**

After discussion, the Board agreed that while Trustees will be acknowledged at Graduation Ceremonies, they will not deliver addresses. Additionally, in the absence of a Government Official, the Governor General's Award should be presented by the attending Trustee.

**1.2 Trustee Invitations to Board and School Events**

Following discussion, the Board requested a timelier notice be given for any board and school events.

**1.3 Letter to the City of Port Colborne**

Copies of a letter addressed to the City of Port Colborne were distributed, expressing disappointment over Lakeshore Catholic High School's exclusion from the announcement of the Honda Factory coming to Port Colborne, despite the participation of students and staff from Port Colborne High School.

Moved by Trustee Marino

**THAT** the Board of Trustee endorse the letter and send a copy to Port Colborne Council, Regional Chair Jim Bradley and Regional Council.

**CARRIED**

## **G. BUSINESS IN CAMERA**

Moved by Trustee Huibers

**THAT** the Committee of the Whole move into the In Camera Session.

**CARRIED**

The Committee of the Whole moved into the In Camera Session of the Committee of the Whole Meeting at 9:17 p.m. and reconvened at 9:56 p.m.

## **H. REPORT ON THE IN-CAMERA SESSION**

Moved by Trustee Huibers

**THAT** the Committee of the Whole report the motions from the In Camera Session of the Committee of the Whole Meeting of May 14, 2024.

**CARRIED**

### **SECTION B: STUDENT TRUSTEES EXCLUDED**

Moved by Trustee Joyner

**THAT** the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting - In Camera Session (Section B: Student Trustees Excluded) held on April 9, 2024, as presented.

**CARRIED (Item G1)**

Collective Bargaining update was provided for information purposes only.

## **I. ADJOURNMENT**

Moved by Trustee Marino

**THAT** the May 14, 2024 Committee of the Whole Meeting be adjourned.

**CARRIED**

This meeting was adjourned at 9:57 p.m.

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Minutes of the Committee of the Whole Meeting of the Niagara Catholic District School Board held on **May 14, 2024.**

Approved on **June 11, 2024.**

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Rhianon Burkholder  
Vice-Chair of the Board

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Camillo Cipriano  
Director of Education/Secretary -Treasurer

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
JUNE 11, 2024**

***PUBLIC SESSION***

**TOPIC: GOVERNANCE POLICIES FOR RECOMMENDATION TO THE  
BOARD  
PURCHASING/SUPPLY CHAIN MANAGEMENT POLICY  
(600.1)**

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**RECOMMENDATION**

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Purchasing/Supply Chain Management Policy (600.1), as presented.

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Prepared by: Giancarlo Vetrone, Superintendent of Business & Financial Services  
Presented by: Giancarlo Vetrone, Superintendent of Business & Financial Services  
Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer  
Date: June 11, 2024



Niagara Catholic District School Board  
**PURCHASING/SUPPLY CHAIN MANAGEMENT POLICY**  
 STATEMENT OF GOVERNANCE POLICY

600 – Business Services

Policy No 600.1

Adopted Date: February 24, 1998

Latest Reviewed/Revised Date: February 25, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board supports the concept of “centralized purchasing” as a means of obtaining maximum value for each dollar expended, consistent with the educational goals of the Board and fair business principles.

The Niagara Catholic District School Board recognizes that fair, open and transparent competition is a basic tenet of public acquisition through the Quotation, Tender and Request for Proposal processes using a variety of source selection methods under varying market conditions, in accordance with the Supply Chain Management regulations. Awards will be given to the qualified bidder(s) who provide the best value to the Board. -

All staff involved in purchasing activities shall abide by all applicable Board Policies, Statutory Acts & Regulations and Code of Ethics stipulated by Supply Chain Canada.

The Purchasing/Supply Chain Management activities will be carried out in accordance with the following Approval Authority Limits.

APPROVAL AUTHORITY LIMITS			
Purchase Authority Limit	Purchase Initiated By	Purchase Approved By	Procedure
<\$5,000	School Staff CEC Staff Program Staff	Appropriate Supervisor or member of Senior Staff	Purchases can be paid by petty cash, purchasing card, <del>payment request</del> <del>cheque requisition</del> or purchase order.
>\$ 5,001 - \$50,000	Administrators Principals Consultants Senior Staff	Appropriate member of Senior Staff	At least three (3) written quotes or a completed Non-Competitive Approval form <del>or referencing a current Vendor of Record agreement (i.e. NPPC, OEMC, MGCS) must be attached to the purchase requisition submitted to the Administrator of Purchasing Services.</del>
>\$50,001 - \$100,000	Administrators Principals Consultants Senior Staff	Appropriate member of Senior Staff & Superintendent of Business & Finance	<del>At least three (3) written quotes or a completed Non-Competitive Approval form must be attached to the purchase requisition submitted to the Administrator of Purchasing Services.</del>
>\$100,001 -	Administrators Principals Consultants	Superintendent of Business & Finance and the Director of Education	Open Competitive Process - <del>Tenders/RFP's issued by Purchasing/SCM Department or</del>

	Senior Staff		Architectural/Engineering Firm Tenders/Request for Proposals/Request for Supplier Qualifications issued by Purchasing/SCM Department, Architectural/Engineering Firm, or supported by a Vendor of Record Agreement (i.e. NPPC, OECM, MGCS)
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\*all Purchase Authority Limits above are pre-tax amounts.

The following capital projects will require Board of Trustees approval:

- i) Non ministry support capital projects
- ii) New builds and additions before tendering
- iii) Any ongoing capital project that exceeds pre-approved ministry funding sources (i.e. priority capital funding, school condition improvement and school renewal).

All contracts and agreements, including community partner agreements, must be approved by an appropriate staff member who has the designated approval authority for the total procurement value of the contract, in accordance with this Policy. All contractual agreements that extend beyond one school year must be signed by the principal and a member of senior administrative staff.

Subject to the provisions listed above, only members of senior administrative staff or the Director of Education have the authority to contractually bind the school board.

On a yearly basis, a listing of awards of contract and capital projects greater than ~~\$750,000~~ one million dollars will be brought to the Board of Trustees for information.

Niagara Catholic will give Ontario businesses preference when conducting procurements for goods and services under a specified threshold amount of \$121,000. (Building Ontario Businesses Initiative Act, 2022).

The Building Ontario Businesses Initiative Act does not override Niagara Catholic’s requirement to engage in competitive procurement.

The Niagara Catholic District School Board believes it is our responsibility to ensure no product we obtain is the result of any child or forced labour. Niagara Catholic expects its business partners, suppliers and contractors with whom we do business to uphold the similar standards by complying with applicable law in the countries where they operate and not engaging or permitting any child or forced labour.

~~Any capital projects exceeding one million dollars will require Board of Trustees approval before tendering.~~

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy

**References**

- - [Canadian Free Trade Agreement \(CFTA\)](#)
  - [Canada-European Union Comprehensive Economic and Trade Agreement \(CETA\)](#)
  - [Ontario Ministry of Government and Consumer Services \(MGCS\)](#)
  - [Supply Chain Canada](#)
  - [Ontario Education Collaborative Marketplace \(OECM\)](#)

- [Ontario Association of School Business Officials \(OASBO\)](#)
- [Niagara Public Purchasing Committee \(NPPC\)](#)
- [Ontario Public Buyers Association \(OPBA\)](#)
- [Building Ontario Businesses Initiative Act, 2022](#)

**Niagara Catholic District School Board Policies/Procedures**

- [Accessibility Standards Policy \(800.8\)](#)
- [Privacy Policy \(600.6\)](#)
- [Corporate Cards, Purchasing Cards and Petty Cash Policy \(600.4\)](#)
- [School Generated Funds \(301.6\) AOP](#)

<b>Adopted Date:</b>	<b>February 24, 1998</b>
<b>Revision History:</b>	<b>December 21, 2010 April 26, 2011 June 16, 2015 February 25, 2020</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
JUNE 11, 2024**

***PUBLIC SESSION***

**TOPIC: GOVERNANCE POLICIES FOR RECOMMENDATION TO THE  
BOARD  
ATTENDANCE AREA POLICY (301.3)**

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**RECOMMENDATION**

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Attendance Area Policy (301.3), as presented.

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Prepared by: Clark Euale, Controller of Facilities Services  
Presented by: Clark Euale, Controller of Facilities Services  
Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer  
Date: June 11, 2024



Niagara Catholic District School Board

**ATTENDANCE AREA POLICY**

STATEMENT OF GOVERNANCE POLICY

300 – Schools/Students

Policy No 301.3

Adopted Date: June 23, 1998

Latest Reviewed/Revised Date: May 26, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board recognizes its responsibility to operate its schools economically and efficiently, while ~~taking into account~~ **prioritizing** ~~the best~~ the education of **our** students, within the limits of the Board's available resources.

The Board will establish Attendance Areas for each of its schools within its jurisdiction to ensure that facilities are used ~~effectively and that Catholic programs and services are provided to students~~ **efficiently**.

The Board acknowledges that there may be changes to ~~S~~school Attendance Areas from time to time, to accommodate ~~the~~ changing demographics, **construction of new schools or additions, or school closures within the Niagara Region**, ~~of the Region and as schools open or close. Changes to School Attendance Areas will follow a public consultation process.~~

The Director of Education **or designate** shall make recommendations to the Board as required to establish an Ad-Hoc Attendance Area Review Committee with specific terms of reference **in order to identify any proposed changes to school Attendance Areas through a public process.**

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy.

**References**

- ***Pope Francis: “when we speak of sustainability, we cannot overlook how important it is to include and to listen to all voices, especially those usually excluded from this type of discussion, such as the voices of the poor, migrants, indigenous people and the young.”***
- **[Education Act R.S.O. 1990, c. E.2, s. 171 \(1\), par. 7](#)**
- ***Niagara Catholic District School Board Policies/Procedures***
  - **[Admission of Elementary and Secondary Students Policy \(301.1\)](#)**
  - **[Pupil Accommodation Review Policy \(701.2\)](#)**

<b>Adopted Date:</b>	June 23, 1998
<b>Revision History:</b>	November 9, 1999 September 12, 2000 September 19, 2001 June 16, 2009 October 23, 2012 May 26, 2020



**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
JUNE 11, 2024**

***PUBLIC SESSION***

**TOPIC: GOVERNANCE POLICIES FOR RECOMMENDATION TO THE  
BOARD  
EQUITY AND INCLUSIVE EDUCATION POLICY (100.10)**

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**RECOMMENDATION**

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Equity and Inclusive Education Policy (100.10), as presented.

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Prepared by: Lee Ann Forsyth-Sells, Superintendent of Education  
Presented by: Lee Ann Forsyth-Sells, Superintendent of Education  
Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer  
Date: June 11, 2024



Niagara Catholic District School Board  
**EQUITY AND INCLUSIVE EDUCATION POLICY**  
 STATEMENT OF GOVERNANCE POLICY

100 – Board

Policy No 100.10

Adopted Date: June 15, 2010

Latest Reviewed/Revised Date: October 27, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board acknowledges that **an equitable, inclusive Catholic education system is fundamental to a positive school climate and student achievement and well-being. The Board recognizes, that** any form of discrimination is incompatible with Catholic moral principles and the teachings of the Church; that all persons are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27); and **is contrary to the *Ontario Human Rights Code*. that every person has the right to freedom from discrimination and harassment.**

**The Board is committed to understanding, identifying, addressing and eliminating barriers and biases to support staff, students, parents/guardians, and volunteers** Niagara Catholic provides in all of its operations an educational and working environment which supports and enables **within its diversity within its** Catholic community in accordance with the denominational rights of the Catholic school system.

**The Board will continue to review and implement policies, programs, procedures and practices, in alignment with the Multi-Year Strategic Plan, and the principles of equity and inclusive education to continue to equip students with the knowledge, skills, and attitudes to live in an increasingly diverse world to support equitable outcomes for all students.**

~~The Board is committed to serving staff, students, and families in its diverse Catholic community by incorporating the principles of equity and inclusive education in its policies, programs, procedures, and practices that are consistent with the *Ontario Human Rights Code* and the teachings of the Catholic Church.~~

The Director of Education will issue [\*Administrative Operational Procedures\*](#) for the implementation of this policy.

#### References:

- [\*Achieving Excellence: A Renewed Vision for Education in Ontario \(2014\)\*](#)
- [\*Accepting Schools Act\*](#)
- [\*Anti-Racism Act, 2017. S.O. 2017 C.15\*](#)
- [\*Assembly of Catholic Bishops of Ontario, \(letter dated October 4, 2010\)\*](#)
- [\*Canadian Charter of Rights and Freedoms\*](#)
- [\*Constitution Act, 1982\*](#)
- [\*Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation, 2014\*](#)
- [\*Accessibility for Ontarians with Disabilities Act \( 2005\)\*](#)
- [\*Ontario Catholic School Graduate Expectations: Institute for Catholic Education, Third Edition 2019\*](#)
- [\*Ontario Human Rights Code\*](#)
- [\*Ontario Leadership Strategy\*](#)
- [\*Ontario Equity and Inclusive Education Strategy\*](#)
- [\*Ontario Ministry of Education - Policy/Program Memorandum No. 108\*](#)
- [\*Ontario Ministry of Education - Policy/Program Memorandum No. 119\*](#)
- [\*Ontario Ministry of Education-Policy/Program Memorandum No. 144\*](#)
- [\*Supporting Students Who Identify as Transgender in our Catholic Schools: Institute for Catholic Education 2019\*](#)
- [\*Niagara Catholic District School Board Policies/Procedures\*](#)

- [\*Access to Board Premises \(302.6.3\) Administrative Operational Procedures\*](#)
- [\*Accessibility Standards Policy \(800.8\)\*](#)
- [\*Bullying Prevention and Intervention Policy \(302.6.8\)\*](#)
- [\*Code of Conduct Policy \(302.6.2\)\*](#)
- [\*Employee Code of Conduct and Ethics Policy \(201.17\)\*](#)
- [\*Employee Hiring and Selection \(Teachers\) \(203.1\) Administrative Operational Procedures\*](#)
- [\*Employee Workplace Harassment Policy \(201.7\)\*](#)
- [\*Employee Workplace Violence Policy \(201.11\)\*](#)
- [\*Opening and Closing Exercises \(302.6.1\) Administrative Operational Procedures\*](#)
- [\*Privacy Policy \(600.6\)\*](#)
- [\*Progressive Discipline \(302.6.9\) Administrative Operational Procedures\*](#)
- [\*Religious Accommodation Policy \(100.10.1\)\*](#)
- [\*Safe and Accepting Schools Policy \(302.6\)\*](#)
- [\*Voluntary and Confidential Indigenous Students First Nation, Métis and Inuit Self-Identification \(301.9\) Administrative Operational Procedures\*](#)
- [\*Equity Action Plan 2023-2026\*](#)

<b>Adopted Date:</b>	<b>June 15, 2010</b>
<b>Revision History:</b>	<b>November 23, 2010</b> <b>June 16, 2015</b> <b>October 27, 2020</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
JUNE 11, 2024**

***PUBLIC SESSION***

**TOPIC: GOVERNANCE POLICIES FOR RECOMMENDATION TO THE  
BOARD  
LEADERSHIP PATHWAYS POLICY (203.4)**

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**RECOMMENDATION**

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Leadership Pathways Policy (203.4), as presented.

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Prepared by: Pat Rocca, Superintendent of Education  
Presented by: Pat Rocca, Superintendent of Education  
Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer  
Date: June 11, 2024



Niagara Catholic District School Board  
**LEADERSHIP PATHWAYS POLICY**  
 STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 203.4

Adopted Date: June 18, 2013

Latest Reviewed/Revised Date: November 24, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board recognizes and values the importance of all staff, academic and non-academic, and the key role they play to support student achievement and well-being of all Niagara Catholic students. programs will continue to be developed and made available to all Niagara Catholic staff, who aspire to leadership positions at the school and system levels within the Board.

Participation in the Leadership Pathway, will afford staff aspiring to leadership positions, with leadership opportunities that focus on professional growth in order to further develop and enhance their current skill set experiences. This professional development opportunity is critical to developing future leaders at both the school and system levels.

The Board offers professional development and leadership opportunities through a variety of platforms, including but not limited to professional activity days, workshops and training sessions, professional learning and leadership programs. Professional development is essential for the growth and development of staff and future leaders at the school and system levels.

Niagara Catholic's Niagara Catholic leadership programs provide leadership tools and resources for that allow participants aspiring leaders to self-reflect, enhance their personal and professional growth, and acquire the skills and competencies required for effective Catholic leadership to create safe, inclusive and engaging learning and work environments. that allow participants to build on and enhance their current skills. Participants will acquire the servant leadership skills necessary to meet the needs of the system, as well as on the gift of Catholic education while deepening their own leadership skills.

The Board promotes and encourages all staff to participate in professional development and leadership opportunities.

It is expected that staff who participate in Niagara Catholic Leadership Programs will on completion have the tools to be dynamic, passionate and skilled leaders, who will focus their vocation and service on the success of all students and staff.

Thus, Participation in the Leadership Pathway will afford staff aspiring to leadership positions, with leadership opportunities that focus on professional growth in order to further develop and enhance their current skill set experiences. This professional development opportunity is critical to developing future leaders at both the school and system levels.

It is expected that staff who participate in Niagara Catholic Leadership Programs will, on completion, have the tools to be dynamic, passionate and skilled leaders who will focus their vocation and service on the success of all students and staff.

### References

- [Education Act R.S.O. 1990, Chapter E.2](#)
- [Institute for Education Leadership \(IEL\)](#)
- [Ontario Catholic Leadership Framework](#)
- [Niagara Catholic District School Board Policies/Procedures/Documents](#)
  - [Niagara Catholic District School Board Mission, Beliefs and Values](#)
  - [Employee Hiring and Selection \(Teachers\) \(203.1\) Administrative Operational Procedures](#)

- *Catholic Leadership: Principal and Vice-Principal Selection (202.2) Administrative Operational Procedures*

<b>Adopted Date:</b>	<b>June 18, 2013</b>
<b>Revision History:</b>	<b>November 24, 2020</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
JUNE 11, 2024**

***PUBLIC SESSION***

**TOPIC: GOVERNANCE POLICIES FOR RECOMMENDATION TO THE  
BOARD  
NIAGARA CATHOLIC EDUCATION AWARD OF  
DISTINCTION POLICY (100.7)**

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**RECOMMENDATION**

**THAT** the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Niagara Catholic Education Award of Distinction Policy (100.7), as presented.

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Prepared by: Pat Rocca, Superintendent of Education  
Presented by: Pat Rocca, Superintendent of Education  
Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer  
Date: June 11, 2024



Niagara Catholic District School Board

**NIAGARA CATHOLIC  
EDUCATION AWARD OF DISTINCTION POLICY**

STATEMENT OF GOVERNANCE POLICY

100 - Board

Policy No 100.7

Adopted Date: October 26, 2004

Latest Reviewed/Revised Date: May 23, 2023

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board believes in the importance of recognizing individuals and groups who have made outstanding contributions to Catholic Education in the Niagara Region.

In honour of these contributions the Niagara Catholic District School Board has established an award known as the “Niagara Catholic Education Award of Distinction”.

The names of the individuals or groups nominated for this award will be brought to the Board for information at an in-camera Board meeting. The names of the recipients of this award will also be brought for information at an in-camera Board meeting.

Annually, these individuals or groups may be recognized with this prestigious honour. ~~The Board reserves the right to approve and/or revoke the prestigious award.~~

The Director of Education will issue [\*Administrative Operational Procedures\*](#) for the implementation of this policy.

<b>Adopted Date:</b>	<b>October 26, 2004</b>
<b>Revision History:</b>	<b>February 22, 2005 December 18, 2012 February 27, 2018 May 23, 2023</b>



**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
JUNE 11, 2024**

***PUBLIC SESSION***

**TITLE: 2024-2025 ORIGINAL ESTIMATES**

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**RECOMMENDATION**

**THAT** the Niagara Catholic District School Board approve the Report on the 2024-2025 Original Estimates for salaries and benefits, as presented.

**THAT** the Niagara Catholic District School Board approve the Report on the 2024-2025 Original Estimates for non-salary operating expenditures, as presented

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Prepared by: Giancarlo Vetrone, Superintendent of Business & Financial Services  
Rosa Rocca, Controller of Financial Services

Presented by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: June 11, 2024



## **COMMITTEE OF THE WHOLE JUNE 11, 2024**

### **2024-2025 ORIGINAL ESTIMATES**

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#### **BACKGROUND**

On April 26, 2024, the Ministry of Education released the 2024-2025 Core Education funding (formerly Grants for Student Needs (GSN)) for the 2024-2025 school year. Total Core Ed is projected to be \$28.6 billion, an increase of \$745 million or 2.7 per cent compared to 2023-24. There is a further \$402.9 million in funding for Responsive Education Programs (REP) and Funding for External Partners (FEP), which together now comprise what was formerly known as Priorities and Partnership Funding (PPF). This brings the total investment in public education to over \$29.0 billion. This additional investment in public education demonstrates the government's commitment to providing students with access to the skills and opportunities they need to succeed. This year's Core Ed includes targeted investments such as labour-related changes and funding adjustments such as the 2021 Statistics Canada census updates, student transportation and other updates to support key priorities.

Going forward, investments will continue to build the education system for the future, continue to position Ontario as a leading jurisdiction in education, and support programs with the two greatest impact in the classroom and on students – including students who need our support the most. To support students across the province, the government is providing funding to support additional teachers, especially in key subjects like reading and math to build important life-long skills.

#### **RESTRUCTURING FUNDING FORMULA**

In June 2023, the Better Schools and Student Outcomes Act, 2023 was passed to enhance the province's public education system, including ensuring transparency and strengthening accountability for parents and families. As part of this work, the ministry undertook a review of education funding to support the goals of streamlining the funding formula to make it simpler to understand and strengthening school board accountability with minimal redistributive funding impacts to school boards.

The funding formula review has resulted in it being significantly restructured for the first time in 25 years. The new model:

- Simplifies the number of grants from 18 in the previous framework to 6 funds and from 77 allocations in the previous framework to 28 allocations within the new Core Ed model to make it easier to understand.
- Removes funding elements that are not permanent and ongoing to provide more certainty for school board planning purposes.

- Renames the funding model to ensure the name matches its intended purposes.
- Revises the enveloping structure to bring greater clarity to how funding is to be used to support student achievement and well-being.
- Expands accountability through the creation of a new School Board Financial Transparency Tool, which includes an easy to follow financial dashboard for each school board.

## **KEY INVESTMENTS AND UPDATES FOR 2024-2025**

### **Updates to salary benchmarks and other funding:**

- A \$1 per hour increase in education worker salary benchmarks in the 2024–25 school year over the 2023–24 school year. This reflects the ratified Canadian Union of Public Employees (CUPE)
- A 1.25 per cent increase for teacher salary benchmarks in the 2024–25 school year over the 2023–24 school year as a labour provision.
- The principals’ and vice-principals’ terms and conditions of employment, which expired August 31, 2023. Salary benchmarks for these staff remain unchanged in the 2024–25 school year from the 2023–24 school year, until new terms and conditions are reached.

A provision for remedy agreements relating to Bill 124 (Protecting a Sustainable Public Sector for Future Generations Act, 2019) is included in the 2024-25 Core Education Funding. These amounts will be updated through benchmarks in revised school board projections and technical guide for school boards to be released in early September. The updated guides will also reflect benchmark increases informed by the outcome of the first arbitration proceedings pertaining to the 2022-26 central agreements.

## **SUNSETTING COVID 19 RELATED FUNDING**

The Safe and Clean Schools Supplement, introduced in 2023-24, was related to COVID-19 and is now being sunset as normal operations in school boards have resumed. This funding, which provided additional support for salaries and benefits costs of additional professionals and paraprofessionals, EAs and custodians, was supplemental to existing amounts in the GSN.

### **Non-Staff Benchmarks**

The ministry is providing a 2 per cent cost update to the non-staff portion of the School Operations Allocation benchmark in the School Facilities Fund to assist school boards in managing the increases in commodity prices (i.e., electricity, natural gas, facility insurance, and other costs).

### **Removal of time-limited funding and debt service costs from the funding formula**

With the focus of the operating funding formula on core education supports, time-limited funding and debt service costs will no longer be reflected in the Core Ed. The debt service costs funding component will be communicated as part of the capital funding stream. Any funding that is identified as time-limited will be communicated as part of the REP to ensure that the Core Ed reflects only funding that is intended to support ongoing operating needs.

## **Strengthening transparency and school board accountability**

Core Ed includes a refreshed enveloping framework to support improved school board accountability and to provide assurance to parents and stakeholders that certain funding is protected for key priorities, while continuing to ensure flexibility for school boards to support their unique needs. While funding may be allocated through a specific fund, school boards have flexibility within the accountability framework.

Niagara Catholic's enrolment is anticipated to continue to grow in the 2024-2025 school year with an estimated increase of approximately 411 students resulting in a total of 21,142 students. The proposed 2024-2025 Original Estimates has resulted in an anticipated operating budget of \$318M million dollars.

### **SUMMARY OF SOME KEY INVESTMENTS FOR 2024-2025**

- Additional funds for English as a Second Language Learner
- Continued support for de-streaming and transition to High School
- Additional Education Assistants for Special Education
- Investment in Special Education reading intervention software
- Additional Education Resource Teacher allocation for Special Education
- Additional Library and Guidance support for schools
- Additional supports for indigenous students
- Additional supports for Mental Health and Wellness
- Earmarked investment for telecommunications – multi-year strategy
- Temporary Accommodations - additional funds for increased portable costs
- Additional funds earmarked for outdoor maintenance
- Security based infrastructure – vape detectors, cameras, safety lighting

The Niagara Catholic is projecting a balanced operating budget for the 2024-2025 school year. In addition, we have achieved full compliance in all categories of funding with the submission of the 2024-2025 Original Estimates.

The following information is attached for the review of the Trustees:

<b>APPENDIX A</b>	Average Daily Enrolment
<b>APPENDIX B</b>	Staffing Full Time Equivalent (FTE) Summary
<b>APPENDIX C</b>	Estimates Operating Revenue
<b>APPENDIX D</b>	Additional One-Time Revenue Responsive Education Program
<b>APPENDIX E</b>	Special Education (Schedule 10A&B)
<b>APPENDIX F</b>	Expenditure Summary (Schedule 10)
<b>APPENDIX G</b>	Board Administration
<b>APPENDIX H</b>	Accumulated Surplus/ (Deficit) (Schedule 5)

**RECOMMENDATION**

**THAT** the Niagara Catholic District School Board approve the Report on the 2024-2025 Original Estimates for salaries and benefits, as presented.

**THAT** the Niagara Catholic District School Board approve the Report on the 2024-2025 Original Estimates for non-salary operating expenditures, as presented

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Prepared by: Giancarlo Vetrone, Superintendent of Business & Financial Services  
Rosa Rocca, Controller of Financial Services

Presented by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

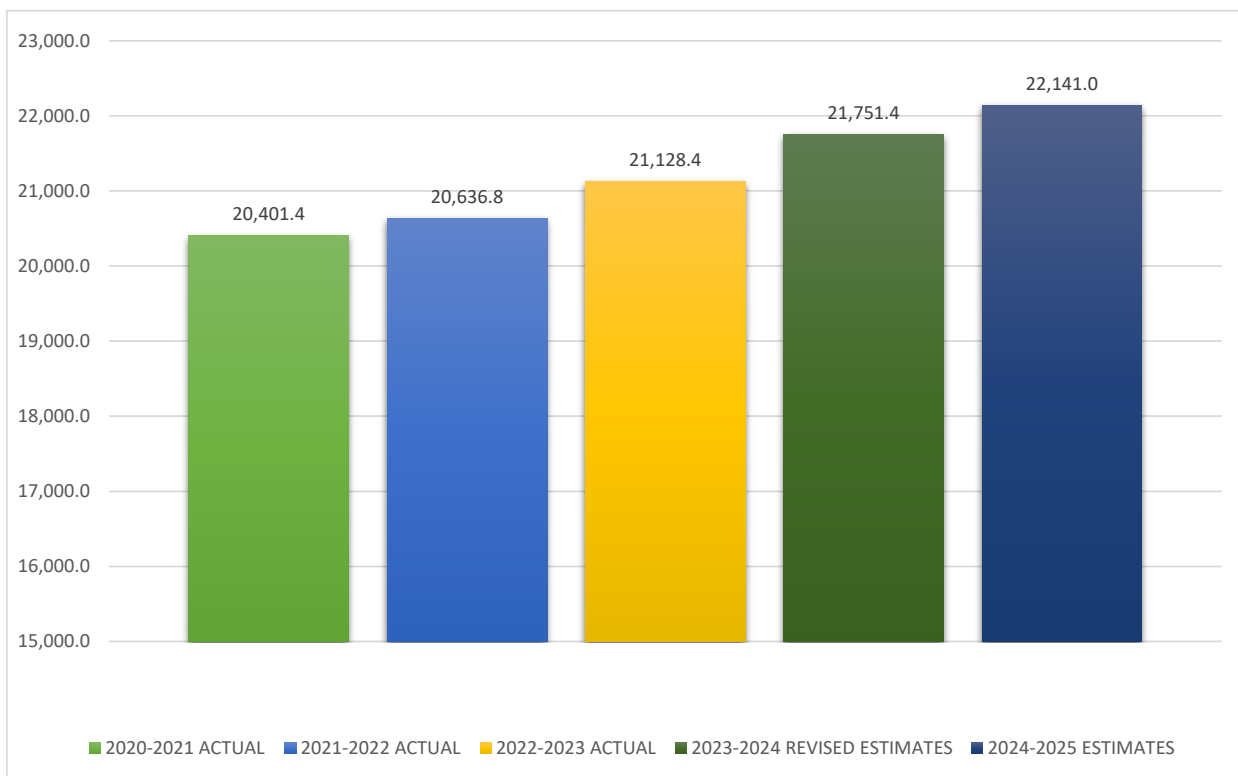
Date: June 11, 2024

ENROLMENT PROJECTIONS

**AVERAGE DAILY ENROLMENT**

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	VARIANCE
	ACTUAL	ACTUAL	ACTUAL	REVISED ESTIMATES	ESTIMATES	EST - REV
JK-SK Kindergarten	2,458.5	2,522.6	2,607.6	2,733.3	2,789.0	55.7
Grade 1 - Grade 3	4,108.6	4,223.2	4,368.6	4,455.5	4,454.0	(1.5)
Grade 4 - Grade 6	4,374.0	4,376.3	4,471.2	4,610.3	4,704.0	93.7
Grade 7 - Grade 8	3,038.4	3,077.7	3,071.8	3,142.5	3,121.0	(21.5)
<b>Total Elementary Day School</b>	<b>13,979.5</b>	<b>14,199.8</b>	<b>14,519.2</b>	<b>14,941.6</b>	<b>15,068.0</b>	<b>147.9</b>
<b>Total Secondary</b>	<b>6,230.9</b>	<b>6,185.0</b>	<b>6,324.2</b>	<b>6,482.8</b>	<b>6,746.0</b>	<b>263.2</b>
<b>Total Day School</b>	<b>20,210.4</b>	<b>20,384.8</b>	<b>20,843.4</b>	<b>21,424.4</b>	<b>21,814.0</b>	<b>411.1</b>
Adult, Con Ed., High Credit and Summer School	191.0	252.0	285.0	327.0	327.0	0.0
<b>Total Enrolment</b>	<b>20,401.4</b>	<b>20,636.8</b>	<b>21,128.4</b>	<b>21,751.4</b>	<b>22,141.0</b>	<b>411.1</b>

Average daily enrolment is the number of full-time pupils enrolled on October 31, 2022 and March 31, 2023



## REGULAR DAY SCHOOL FULL TIME EQUIVALENT (F.T.E.)

## Total Day School Programs

	2023-2024	2024-2025	
	REVISED	ORIGINAL	CHANGE
	ESTIMATES	ESTIMATES	
<b>TOTAL INSTRUCTION</b>			
Classroom Teachers	1,254.8	1,277.8	23.0
Teacher Assistants	298.0	315.0	17.0
Early Childhood Educators	96.0	92.0	(4.0)
Professionals, Paraprofessionals and Technicians	103.5	105.5	2.0
Library & Guidance	57.9	59.9	2.0
Principals & VPs	71.2	71.7	0.5
School Office	93.5	94.0	0.5
Coordinators and Consultants		0.0	0.0
<b>Total Staffing Instruction FTE</b>	<b>1,974.9</b>	<b>2,015.9</b>	<b>41.0</b>
<b>TOTAL ADMINISTRATION</b>			
Trustees	8.0	8.0	0.0
Student Trustees	2.0	2.0	0.0
Director and Supervisory Officers	8.0	8.0	0.0
Directors Office	8.0	8.0	0.0
Board Administration	44.4	44.4	0.0
Administration Support Other	6.0	6.0	0.0
<b>Total Administrations</b>	<b>76.4</b>	<b>76.4</b>	<b>0.0</b>
<b>PUPIL ACCOMMODATION</b>			
School Operations and Maintenance	162.7	166.5	3.8
<b>Total FTE</b>	<b>2,214.0</b>	<b>2,258.8</b>	<b>44.8</b>

CORE EDUCATION

SECTION 1A - SUMMARY OF ALLOCATIONS

	REVISED ESTIMATES	ORIGINAL ESTIMATES	
	2023-2024	2024-2025	VARIANCE
Classroom Staffing Fund (CSF)	\$145,804,949	\$150,605,052	\$4,800,103
Learning Resources Fund (LRF)	\$42,506,790	\$43,765,346	\$1,258,556
Special Education Fund (SEF)	\$32,910,987	\$34,304,836	\$1,393,849
School Facilities Fund	\$23,247,584	\$24,021,920	\$774,336
Student Transportation Fund (STF)	\$11,957,448	\$13,080,298	\$1,122,850
School Board Administration	\$6,845,970	\$6,999,221	\$153,251
<b>General Operating Allocation</b>	<b>\$263,273,728</b>	<b>\$272,776,673</b>	<b>\$9,502,945</b>
Minor Tagible Capital Assets	(\$6,582,958)	(\$6,819,471)	(\$236,513)
Debt charges Allocation	\$117,487	\$117,487	\$0
Interest on Capital Debt Allocation	\$1,817,205	\$1,579,243	(\$237,962)
<b>Operating Allocation</b>	<b>(\$4,648,266)</b>	<b>(\$5,122,741)</b>	<b>(\$474,475)</b>
<b>General Operating Allocation</b>	<b>\$258,625,462</b>	<b>\$267,653,932</b>	<b>\$18,056,940</b>
Capital Grants - Non Land	\$17,100,000	\$19,300,000	\$2,200,000
Minor Tangible Capital Assets	\$6,582,958	\$6,819,417	\$236,459
School Renewal Allocation	\$3,933,465	\$3,966,239	\$32,774
Capital Grants Temporary Accom	\$529,704	\$516,700	(\$13,004)
<b>Total Capital</b>	<b>\$28,146,127</b>	<b>\$30,602,356</b>	<b>\$2,456,229</b>
<b>Total Operating Allocation</b>	<b>\$286,771,589</b>	<b>\$298,256,288</b>	<b>\$22,969,398</b>



RESPONSIVE EDUCATION PROGRAM

NIAGARA CATHOLIC DISTRICT SCHOOL BOARD

KEY PRIORITY	OBJECTIVE	2023-2024	2024-2025
Literacy	Supports student literacy programs, including early reading screening tools and reading intervention programs.	\$1,013,400	\$1,024,700
STEM	Exposes students to STEM learning, as well as supporting students in meeting provincial math standards	\$738,400	\$750,800
Supporting Vulnerable Students	Supports vulnerable students, Including youth facing barriers to success and children and youth with special education needs and/or disabilities, their families and educators.	\$275,900	\$230,800
Mental Health	Supports the critical linkage between mental health and well-being and student success; also provides students with physical health and safety supports	\$158,600	\$190,800
Student Readiness	*Funds programs and projects that support all students. Includes supports for students for transitions to de-streamed Grade 9 throughout secondary school, and as they transition to postsecondary destinations, including apprenticeship, college, university and the workplace	\$1,123,100	\$106,500
Student Readiness	Support to help ensure that the education system is running efficiently and effectively	\$0	\$113,800
<b>TOTAL RESPONSE EDUCATION PROGRAM</b>		<b>\$3,309,400</b>	<b>\$2,417,400</b>

*\*Removed the staffing to support De-Streaming and Transition to High School \$1,053,000*

Operations - Critical physical Security Infrastructure - security based infrastructure such as security cameras, safety lighting, motion sensors and vape detectors. Funding available for three years.

SPECIAL EDUCATION AND OPERATING DEFERRED REVENUE

SPECIAL EDUCATION TOTAL INSTRUCTION	2023-2024 REVISED	2024-2025 ESTIMATES	CHANGE
Classroom Teachers	\$9,040,784	\$10,237,656	\$1,196,872
Supply Staff	\$1,906,666	\$1,906,666	\$0
Teacher Assistants	\$19,490,519	\$21,763,161	\$2,272,642
Textbooks and Supplies	\$787,000	\$787,000	\$0
Computers	\$50,000	\$50,000	\$0
Professionals, Paraprofessionals and Technicians	\$3,966,888	\$5,119,653	\$1,152,765
Staff Development	\$13,000	\$13,000	\$0
Coordinators and Consultants	\$233,136	\$243,730	\$10,594
Self Contained Allocation	(\$976,182)	\$0	\$976,182
<b>Total Expenditures</b>	<b>\$34,511,811</b>	<b>\$40,120,866</b>	<b>\$5,609,055</b>
<b>Total Revenue (Special Education &amp; Other Funding)</b>	<b>\$33,567,788</b>	<b>\$39,193,296</b>	<b>\$5,625,508</b>
<b>Surplus(Deficit)</b>	<b>(\$944,023)</b>	<b>(\$927,570)</b>	<b>\$16,453</b>

OPERATING DEFERRED REVENUE - SPECIAL EDUCATION  
Schedule 5.1

	Balance Sept 1	Transfer to Revenue	Balance Aug 31
Special Education - General Envelope	\$34,304,836	\$3,788,460	\$38,093,296
SEA Formula Based Funding	\$3,266,201	(\$3,266,201)	\$0
ABA Training Funding	\$302,218	(\$302,218)	\$0
Special Education - ASSD Funding	\$220,041	(\$220,041)	\$0
Support for Students Fund SSF		\$1,100,000	\$1,100,000
<b>Legislative Grants - Operating</b>	<b>\$38,093,296</b>	<b>\$1,100,000</b>	<b>\$39,193,296</b>
		<b>Total Expenses</b>	<b>\$40,120,866</b>
		<b>Deficit</b>	<b>(\$927,570)</b>

EXPENDITURE SUMMARY SCHEDULE 10  
2024-2025 ORIGINAL ESTIMATES

	2023-2024 REVISED ESTIMATES	2024-2025 ORIGINAL ESTIMATES	VARIANCE
<b>TOTAL INSTRUCTION</b>			
Classroom Teachers	\$141,799,334	\$149,795,209	\$7,995,875
Supply Staff	\$6,723,919	\$6,806,316	\$82,397
Teacher Assistants	\$19,622,158	\$21,975,378	\$2,353,220
Early Childhood Educators	\$5,531,833	\$6,255,078	\$723,245
Textbooks and Supplies	\$5,741,301	\$6,253,301	\$512,000
Computers	\$1,634,200	\$1,634,200	\$0
Professionals, Paraprofessionals and Technicians	\$9,772,871	\$11,798,825	\$2,025,954
Library & Guidance	\$3,534,657	\$4,690,209	\$1,155,552
Staff Development	\$245,800	\$245,800	\$0
Department Heads	\$330,000	\$330,000	\$0
Principals & VPs	\$10,645,145	\$10,692,592	\$47,447
School Office	\$6,195,087	\$7,511,955	\$1,316,868
Coordinators and Consultants	\$2,549,224	\$2,794,664	\$245,440
Continuing Education	\$5,081,933	\$5,154,065	\$72,132
<b>Total Instruction Expenses</b>	<b>\$219,407,462</b>	<b>\$235,937,592</b>	<b>\$16,530,130</b>
<b>TOTAL ADMINISTRATION</b>			
Administration			
Trustees	\$262,351	\$262,972	\$621
Director and Supervisory Officers	\$1,390,761	\$1,506,138	\$115,377
Board Administration	\$7,517,721	\$8,267,721	\$750,000
<b>Total Administrations</b>	<b>\$9,170,833</b>	<b>\$10,036,831</b>	<b>\$865,998</b>
<b>TOTAL TRANSPORTATION</b>			
Transportation			
Pupil Transportation	\$13,771,407	\$14,390,688	\$619,281
Pupil Transportation - Provincial Schools	\$58,710	\$90,922	\$32,212
<b>Total Transportation</b>	<b>\$13,830,117</b>	<b>\$14,481,610</b>	<b>\$651,493</b>
<b>PUPIL ACCOMMODATION</b>			
School Operations and Maintenance	\$23,315,263	\$25,122,651	\$1,807,388
School Renewal	\$700,000	\$700,000	\$0
Other Pupil Accommodation	\$2,625,242	\$2,317,987	(\$307,255)
Amortization	\$16,172,085	\$15,148,117	(\$1,023,968)
<b>Total Pupil Accommodation</b>	<b>\$42,812,590</b>	<b>\$43,288,755</b>	<b>\$476,165</b>
School Generated Funds Expenses	\$8,480,000	\$8,480,000	\$0
Other Non Operating Expenses	\$782,487	\$782,487	\$0
<b>Total Expenses Schedule 10</b>	<b>\$294,483,489</b>	<b>\$313,007,275</b>	<b>\$18,523,786</b>
Provision for Contingencies	\$1,848,000	\$5,956,434	\$4,108,434
<b>Total Expenses (Incl. Provisions)</b>	<b>\$296,331,489</b>	<b>\$318,963,709</b>	<b>\$22,632,220</b>

BOARD ADMINISTRATION EXPENDITURES  
SCHEDULE 10.6

	2023-2024 Revised Estimates	2024-2025 Estimates	Change
Board Admin - Trustees	\$262,351	\$262,972	\$621
Board Admin - Directors and Supervisors	\$1,390,762	\$1,506,138	\$115,376
Finance	\$712,269	\$762,037	\$49,768
Information Technology Administration	\$1,120,493	\$1,244,735	\$124,242
Purchase & Procurement	\$428,547	\$447,165	\$18,618
Human Resource Administration	\$2,548,243	\$2,825,270	\$277,027
Payroll Administration	\$598,709	\$633,957	\$35,248
Director's Office	\$669,968	\$714,821	\$44,853
Administration and Other	\$499,483	\$680,062	\$180,579
Operations & Maintenance	\$935,206	\$954,870	\$19,664
<b>BOARD ADMINISTRATION EXPENSES</b>	<b>\$9,166,031</b>	<b>\$10,032,027</b>	<b>\$865,996</b>

Accumulated Surplus/(Deficit) - Schedule 5

	Board Working Version Estimates	2024-25 Estimates	No SubCategory Estimates
	Accumulated Surplus (Deficit) - Balance at September 1	Accumulated Surplus (Deficit) - In- Year Increase (Decrease)	Accumulated Surplus (Deficit) - Balance at August 31
<b>AVAILABLE FOR COMPLIANCE - UNAPPROPRIATED</b>			
Operating Accumulated Surplus	\$6,493,374	\$0	\$6,493,374
<b>Available for Compliance - Unappropriated</b>	<b>\$6,493,374</b>	<b>\$0</b>	<b>\$6,493,374</b>
Other Purposes - Operating 1	\$227,190		\$227,190
Other Purposes - Operating 3	\$340,912		\$340,912
Committed Sinking Fund interest earned	\$111,945	(\$45,328)	\$66,617
Committed Sinking Fund interest earned Adjustment	(\$45,328)	\$45,328	\$0
Committed Capital Projects	\$3,103,322	(\$299,132)	\$2,804,190
Committed Capital Projects Adjustment	(\$299,132)	\$299,132	\$0
Other Purposes - Capital 1	\$329,394		\$329,394
<b>Available for Compliance - Internally Appropriated</b>	<b>\$3,768,303</b>	<b>\$0</b>	<b>\$3,768,303</b>
<b>Total Accumulated Surplus (Deficit) Available for Compliance</b>	<b>\$10,261,677</b>	<b>\$0</b>	<b>\$10,261,677</b>
<b>UNAVAILABLE FOR COMPLIANCE</b>			
NON DISPONIBLE AUX FINS DE CONFORMITÉ			
Interest to be Accrued	(\$734,395)	\$0	(\$734,395)
Committed Sinking Fund interest earned Adj	\$45,328	(\$45,328)	\$0
School Generated Funds	\$2,340,457	\$0	\$2,340,457
Committed Capital Projects Adj	\$299,132	(\$299,132)	\$0
Asset Retirement Obligations	(\$330,000)	\$0	(\$330,000)
Revenues recognized for land	\$14,942,765	\$1,000,000	\$15,942,765
Liability for Contaminated Sites	\$0	\$0	\$0
<b>Total Accumulated Surplus (Deficit) Unavailable for Compliance</b>	<b>\$16,563,287</b>	<b>\$655,540</b>	<b>\$17,218,827</b>
<b>Total Accumulated Surplus (Deficit)</b>	<b>\$26,824,964</b>	<b>\$655,540</b>	<b>\$27,480,504</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
COMMITTEE OF THE WHOLE  
MEETING DATE**

***PUBLIC SESSION***

**TOPIC: OTHER BUSINESS  
CYBER SECURITY**

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## Ontario Catholic School Trustees' Association

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Michael Bellmore, *President*  
Marino Gazzola, *Vice President*  
Nick Milanetti, *Executive Director*

May 29, 2024

### MEMORANDUM

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

**FROM:** Michael Bellmore, President

**SUBJECT:** Cybersecurity Legislation

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On May 13, 2024, the Ministry of Public and Business Service Delivery introduced *The Strengthening Cyber Security and Building Trust in the Public Sector Act, 2024* that would provide new tools to prevent and respond to cyber security threats and safeguard critical public services, such as health care and education. In addition, the bill would also strengthen safeguards for children's personal information and lay the foundation for the ethical use of artificial intelligence in the public sector.

The government is also launching a public consultation on the draft legislation that OCSTA will respond. To assist in the development of our submission on this bill, please send any comments to Steve Andrews at [sandrews@ocsta.on](mailto:sandrews@ocsta.on) by June 10, 2024.

Further details on the proposed legislation can be reviewed in the attached news release.

If you have any questions, please do not hesitate to contact me at [mbellmore@ocsta.on.ca](mailto:mbellmore@ocsta.on.ca)

Sincerely,

Michael Bellmore  
President

NEWS RELEASE

## Ontario Strengthening Cyber Security and Protecting People Online

Proposed legislation also laying groundwork for the responsible use of artificial intelligence

May 13, 2024

[Ministry of Public and Business Service Delivery](#)

TORONTO — Today, the Ontario government is introducing legislation that, if passed, would provide new tools to prevent and respond to cyber security threats and safeguard critical public services, such as health care and education. By enhancing cyber resilience, the government is ensuring these essential sectors remain secure and operational, protecting the safety and privacy of all Ontarians while providing them with more connected and convenient services across government.

*The Strengthening Cyber Security and Building Trust in the Public Sector Act, 2024* would also strengthen safeguards for children’s personal information and lay the foundation for the ethical use of artificial intelligence in the public sector.

“Our government is helping ensure people and businesses in Ontario have the right protections in place to freely and safely participate and thrive online,” said Todd McCarthy, Minister of Public and Business Service Delivery. “This new legislation would provide the right tools to prevent and quickly respond to future cyber-attacks and privacy breaches, improve our digital delivery of services and provide a strong framework for artificial intelligence governance.”

The legislation works to better protect the people of Ontario by:

1. **Strengthening cyber security in the public sector.** This includes critical sectors such as hospitals, schools and children’s aid societies. The legislation will help these organizations prevent and rapidly respond



to cyber threats and attacks and minimize service interruptions, ensuring these organizations can continue to operate even when breaches occur.

1. [Safeguarding the data of children and youth](#) from being stolen or used inappropriately with stronger privacy protections when they are in settings like schools. Future regulations could prevent the misuse or sale of student data for predatory marketing by third parties, ensuring children are not unduly targeted or exploited by technology providers.
1. **Modernizing privacy protections.** Increase the authority of the Information and Privacy Commissioner of Ontario (IPC) to investigate and respond to privacy breaches and inappropriate use of personal data and mandating organizations to complete privacy impact assessments.
1. **Building a strong foundation in artificial intelligence (AI) governance** to solidify Ontario's leadership in the responsible adoption of AI and emerging technologies. AI has the potential to transform vital programs and enhance services for the people of Ontario and we are ensuring it is used in a transparent, accountable, and ethical way.
1. **Improving online customer service delivery.** With the proposed changes, Ontarians who choose to opt-in can enjoy a more efficient experience with government services. The introduction of "tell us once" features means users will not have to repeatedly enter the same information during their interactions. This not only speeds up processes but also reduces the potential for errors, making government services more user-friendly and effective.

With more than 400 artificial intelligence firms and institutions, our province is at the centre of an AI-enabled future. As part of our ongoing work to develop safe and responsible AI applications while encouraging collaboration and fostering new partnerships, the Ontario government provided the [Vector Institute with up to \\$27 million in June 2023](#), to help more Ontario companies connect with Vector's AI experts. By continuously working to strengthen our partnerships with organizations like the Vector Institute, we are ensuring Ontario stays at the forefront of AI innovation, retains top AI talent and enhances the delivery of smarter, more efficient government services.

Our government will consult key public sector stakeholders, Indigenous partners, academia, technology and AI experts, the Ontario Human Rights Commission and the IPC as it develops regulations. As technologies continue to

rapidly evolve, we are committed to continuously working with all partners to better protect Ontarians, especially our children.

## Quick Facts

1. [Ontario is implementing new and improved digital health care tools and services](#) to improve patient care and enhance health system coordination. By strengthening cyber security and privacy measures, Ontario is safeguarding personal data to ensure a safe and seamless health care experience for people in Ontario.
2. Ontario is requesting comments on the draft bill from the public through the [Ontario Regulatory Registry](#) until June 11, 2024.
3. [Ontario's Cyber Security Centre of Excellence](#) provides guidance, best practices and education on cyber security to the broader public sector to ensure our schools, hospitals and children's aid societies have the best and most reliable access to every resource Ontario has to offer to prevent and respond to cyber threats and attacks.
4. Ontario is engaging the [AI Expert Working Group](#), experts from tech and AI industry and academia to provide advice and recommendations on the development of [Ontario's Trustworthy AI Framework](#) and responsible use of AI within the public service.
5. According to the [Canadian Centre for Cyber Security](#), cyber-attacks are a growing threat to Ontario. IBM reports that the average cost of an incident in 2023 was [\\$6.94 million](#).

## Additional Resources

[Read more about the proposed legislation](#)

[Ontario Strengthening Safeguards for Children's Personal Information](#)

Visit the [K-12 Zone](#), an online resource for students to learn the importance of online safety.

## Media Contacts

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## BACKGROUND

# Strengthening Cyber Security and Building Digital Trust

May 13, 2024

[Public and Business Service Delivery](#)

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## Table of Contents

1. [Content](#)
2. [Additional Resources](#)
3. [Related Topics](#)

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Safeguarding data and privacy in today's increasingly digital world is a top priority for the Ontario government. As a global leader in the digital space, Ontario is committed to providing the right tools to quickly respond to cyber-attacks and emerging threats, keeping people safe from data and artificial intelligence (AI)-related harms while supporting the growth of a safe and prosperous digital economy.

The proposed *Strengthening Cyber Security and Building Trust in the Public Sector Act, 2024* would, if passed, establish a modern foundation to better protect the data entrusted to us by the people of Ontario, with the flexibility to address emerging challenges with a particular focus on safeguarding children.

The proposed new legislation includes the following initiatives:

### **Protecting Children**

Children are particularly vulnerable to the impact of digital technologies and face greater risks of exploitation, discrimination or exclusion that could have a lasting impact on them. The proposed legislation would establish regulation-making authorities to set information protections for children and youth engaging with schools and children's aid societies.

These protections would help prevent inappropriate data practices in our schools and ensure that applications support the health and well-being of all students. They would also help ensure digital tools for children are safer, such as by restricting software used in schools on school issued devices, like laptops, that do not meet certain standards.

The proposed scope of protections reflect feedback from sector experts and stakeholders, including the [Information and Privacy Commissioner of Ontario](#) who stressed the importance of safeguarding children. If the legislation is passed, the Ministry of Public and Business Service Delivery will work with partner ministries to develop consultation plans with priority sectors, the public and targeted experts. Consultations will include school boards, parents, all groups overseeing children in provincial settings, social media and tech industry experts, and law enforcement.

### **Strengthening Cyber Security**

Cyber threats are on the rise and continuously evolving with the advancement of technologies, such as AI. The proposed legislation would establish regulation-making authority and empower the Minister of Public and Business Service Delivery to lead the cyber security direction for select public sector entities, especially for vulnerable sectors such as hospitals, schools and children's aid societies. Regulations may include sector-specific requirements and mandatory cyber incident reporting to government. These regulations would be developed through consultations with key government and public sector stakeholders to help these organizations better prepare, respond, and recover from cyber threats and attacks.

Ontario is also proposing centralized reporting within government to better respond, deploy and get involved in emergency management of cyber incidents, particularly with those public sector organizations that don't have strong cyber security practices.

Not only will this elevate the overall maturity of Ontario's cyber security regime but will lead to long-term cost-savings by mitigating the quantity and severity of cyber-attacks.

On average, a cyber-attack costs an organization almost \$7 million. Cyber-attacks on public institutions are not just attacks on Ontarians' data, but also their tax dollars that fund and maintain these institutions.

## **Enhancing Privacy Protections**

Being online has become vital to everyday life. Protecting personal data, especially our children's, is critical so that everyone in Ontario can confidently and safely participate in today's digital world, even as technologies rapidly advance.

Ontario is proposing to modernize privacy protections and reduce risks associated with privacy breaches and unauthorized data access, including identity theft through proposed amendments to the [Freedom of Information and Protection of Privacy Act](#) (FIPPA).

The proposed amendments would include establishing requirements for privacy breach notifications and mandatory privacy breach statistical reporting to the Information and Privacy Commissioner of Ontario (IPC) for the Ontario government and FIPPA institutions. This would provide information that is key to mitigating breaches and better ensuring personal information is kept safer and more secure.

To ensure appropriate privacy provisions, analyses, mitigation and oversight, the proposed amendments would also formalize the requirement of FIPPA institutions to conduct privacy impact assessments (PIAs). A PIA is an evaluation process used to identify the actual or potential effects that a program, system or service may have on the privacy of an individual. Mandating PIAs would also help to support responsible, risk-based artificial intelligence (AI) use by ensuring that AI systems are used in a privacy protective manner.

Personal data sharing would be further protected with proposed changes to the IPC's oversight of personal data. The proposed amendments would increase the IPC's oversight of FIPPA institutions by allowing the IPC to proactively conduct privacy investigations and administer compliance orders — ensuring there is an independent body safeguarding personal data.

Protections for whistleblowers are also being proposed that would enable individuals to report privacy wrongdoing confidentially to the IPC without reprisal against them. This would further assist the IPC with investigating inappropriate use of personal data.

## **Setting a Strong Foundation in AI Use**

As we embrace transformational and powerful artificial intelligence (AI) tools to help us build a better province, Ontario is introducing safeguards to ensure AI systems are used transparently, accountably, and responsibly in the public sector.

The proposed legislation includes introducing a definition of an “artificial intelligence system” that is in alignment with leading jurisdictions to create consistency in how AI is defined across the public sector and to support AI-related initiatives across the government.

Ontario is proposing to establish accountability and transparency requirements for the Ontario government and public sector when using AI. For example, requiring these organizations to inform the public of when they are interacting with AI, or mandating that decisions made by AI always have a channel for human review — recognizing AI’s capacity for bias.

The proposed legislation includes creating regulation-making authority to ensure responsible, risk-based AI use by select public sector organizations. This includes ensuring they are following [Ontario’s Trustworthy AI Framework](#) to protect people from unintentional harms and reduce liability and reputational risks that can arise from using AI technologies. These regulations would be developed through consultations with government and public sector stakeholders, Indigenous partners, and AI experts.

These proposed legislative changes would ensure Ontario remains an emerging leader in the guidance and use of AI in a transparent, responsible, and accountable way.

### **Modernizing Digital Service Delivery**

Ontario is continually improving service delivery to provide a consistent, secure, and seamless experience when accessing government programs and services.

The proposed amendments to FIPPA include expanding the definition of customer service information, such as date of birth and language preferences, that service provider organizations, like ServiceOntario, with a person’s consent, can collect, use, and retain for the purposes of digital service delivery.

Updating Ontario’s legislative framework to modernize digital service delivery will offer those who provide consent to benefit from “tell-us-once” features, like pre-populated fields and communications preferences, so they don’t need to restate their information every time they interact with the government.

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## **Additional Resources**

1. [Ontario Strengthening Cyber Security and Protecting People Online](#)
  2. [Ontario Strengthening Safeguards for Children’s Personal Information](#)
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# Related Topics

## **Business and Economy**

Information about Ontario's economy and how to do business here. Includes economic development opportunities, research funding, tax credits for business and the Ontario Budget. [Learn more](#)

## **Education and Training**

Learn about Ontario's early years, education and training systems. Includes information on child care, elementary schools, secondary schools, colleges, universities, skills training and financial aid. [Learn more](#)

## **Government**

Learn about the government services available to you and how government works. [Learn more](#)

## **Law and Safety**

Ontario's laws and related information about our legal system, emergency services, the Ontario Provincial Police and victim services. [Learn more](#)