

2018/2019

# ANNUAL REPORT



ONTARIO PUBLIC  
SCHOOL BOARDS'  
ASSOCIATION

**Leading Education's Advocates**



# STATEMENT OF MISSION AND BELIEFS

The mission of the Ontario Public School Boards' Association (OPSBA) is to promote and enhance public education by: helping member boards to fulfil their mandates; developing effective partnerships with other groups interested in public education; and providing a strong and effective voice on behalf of public education in Ontario.

OPSBA believes that the role of public education is to provide universally accessible education opportunities for all students regardless of their ethnic, racial or cultural backgrounds, social or economic status, individual exceptionality, or religious preference.

## **EXCELLENCE IN EDUCATION IS ACHIEVED BY:**

*Promoting high standards of individual achievement*

*Providing the understanding and basic skills required for active and compassionate participation in the life of the family, the community, the province, the nation, and a global society*

*Cultivating a love of learning*

*Employing highly qualified, highly motivated teachers, strongly committed to ongoing professional development*

*Recognizing the value of diversity among learners and communities*

*Exploring creative educational alternatives*

To maintain excellence, the public school system must be accountable to the community it serves and must build effective partnerships throughout the community.

Local, elected school boards play a key role as part of a democratic process of checks and balances in decision-making by ensuring that schools remain responsive to both provincial program requirements, local needs, and resources.

# MESSAGE TO MEMBERS



**A strong public education system is not only a cornerstone of democracy,** it is essential for a healthy, thriving economy and society. The innovation, skills, and healthy attitudes that are fostered in our schools all across the province have a direct impact on growing our economy and making our very diverse and inclusive society among the very best places in the world to live.

Change is essential as well as inevitable in any sector, and public education is no exception. Since the election of a new provincial governing party for the first time in 15 years in June 2018, the education system in Ontario has experienced significant changes on a number of fronts, including policy, budget, and curriculum.



With the implementation of these changes comes great responsibility for our Association and members; the over 330 school board and school authority trustees, who make decisions affecting more than 1.3 million students. We must continue to ensure that as we move forward, we continue to support the high levels of academic performance that make Ontario students stand out. We have a remarkable record of successful outcomes for all students. On international achievement measures of literacy and science, Ontario's students rank in the top 10 in the world. Our successful evidence-based programs, strategies and assessment approaches continue to be internationally recognized and our five-year graduation rate is now more than 86%. Over the past 10 years, Ontario school boards have made remarkable improvements in literacy among elementary students and more than 80% of our secondary students are passing the Grade 10 literacy test.

Directly supporting this success are school board trustees, the oldest form of democratically elected representation in Canada. Trustees are accountable to their communities. They help shape the education experience, the school environment and the future of our children, communities, and province. Locally elected school trustees put the “public” in public education. They are the connectors who bring community voices to the table and make democracy meaningful. They influence children's experiences today and expand their opportunities for the future.

The work described in the following pages provides a comprehensive account of the many accomplishments throughout the past year, in which we can all take pride.

We thank you for your support in the months ahead, as we will need your help to continue strengthening the programs and services that make real differences in the lives of our children, youth and their families. This is our collective responsibility. As Rosemary Brown, the first Black Canadian woman to be elected to a provincial legislature said, “We must open the doors and we must see to it they remain open, so that others can pass through.”

Handwritten signature of Cathy Abraham in black ink.

Cathy Abraham  
OPSBA President

Handwritten signature of W.R. (Rusty) Hick in black ink.

W.R. (Rusty) Hick  
Executive Director

# THE HIGHLIGHTS

Through our Board of Directors, OPSBA's member boards establish multi-year strategic priorities that position the organization to engage with the key forces affecting high quality public education in Ontario today. They drive how the Association uses its expertise, time and resources. The priorities offer a framework for decision-making and help shape action on ongoing initiatives and emerging issues that are relevant to the Association's mission. OPSBA's multi-year strategic priorities are:

- **The Whole Child and Student Well-Being for Today and Tomorrow**
- **Advancing Reconciliation: First Nation, Métis and Inuit Education**
- **Trustees as Leaders in Public Education**
- **Labour Relations**
- **Education Finance**

OPSBA's priorities and key activities are designed to improve the academic achievement for all students and promote opportunities that offer Ontario's children and youth success in school and in life. The Association advocates not only for first-rate programs, pedagogy and resources, but for a social and educational environment that nurtures the values of universality, inclusiveness, human rights, respect and kindness. OPSBA's multi-year priorities reflect these values.

Our efforts are dedicated to investing expertise and energy in ways that we know will have positive impacts on a wide variety of student needs across the province. We have acknowledged expertise in education program and curriculum, policy, labour relations and finance.

## Legislative Submissions and Government Consultations

OPSBA has engaged in a wide range of advocacy work related to the provincial government's legislative and regulatory agenda, including submissions and letters regarding:

- Bill 108, *More Homes, More Choice Act*, 2019
- Bill 107, *Getting Ontario Moving Act*, 2019
- Bill 100, *Protecting What Matters Most Act* (Budget Measures), 2019
- Bill 66, *Restoring Ontario's Competitiveness Act*, 2019
- Bill 48, *Safe and Supporting Classrooms Act*, 2018
- Bill 47, *Making Ontario Open for Business Act*, 2018
- Bill 36, *Cannabis Statute Law Amendment Act*, 2018
- Education in Ontario, the government's fall 2018 consultation
- The revised mathematics curriculum and the mathematics teacher content test
- EQAO modernization
- E-Learning
- Child care regulatory amendments
- Proposed class size changes
- Grants for Student Needs
- School Board Policies on Service Animals
- Ontario Autism Program changes
- Changes to the 2015 Health and Physical Education Curriculum

## Municipal and School Board Elections

OPSBA once again partnered with the Ontario Education Services Corporation (OESC) to coordinate a series of resources to support trustee candidates and communities in the 2018 Municipal and School Board elections occurring across Ontario. Developed resources included updated versions of guides for trustee candidates and a centralized school board election website. Following



the start of the new term of office, OPSBA's Guide to Good Governance: 2018-2022 was released.

### **OPSBA Advocacy Day**

OPSBA's President, Executive Council members, the Indigenous Trustees' Council Vice Chair, student trustee leaders and OPSBA senior staff participated in an Advocacy Day at Queen's Park on April 8, 2019. The day provided an opportunity for OPSBA representatives to build on collaborative relationships with provincial stakeholders – both MPPs and political staff. OPSBA's advocacy was focused on a commitment to supporting and investing in public education.

### **Mental Health and Well-Being**

OPSBA continues in its role as founding member of the Ontario Coalition for Children and Youth Mental Health, which has positioned itself in an advisory capacity with various ministries to support and model collaborative efforts to positively impact children and youth mental health. The Coalition added members this year to incorporate the voice and advocacy of students at the postsecondary level and is planning a Roundtable/Think Tank meeting during the 2019-20 school year to bring key education partners together to identify challenges and opportunities with the new Ontario health structures. The next Summit on Children and Youth Mental Health is scheduled for April 2021 in Toronto.

### **Indigenous Education**

OPSBA's Indigenous Trustees' Council (ITC) has engaged in a range of initiatives to support the education of Indigenous students, and to ensure all students are educated about the history and culture

of Indigenous peoples. Council members have successfully worked on revisions to the mandatory curriculum to include treaty education, the history and legacy of residential schools, the Sixties Scoop, the High Arctic relocation, the Powley Decision, and the impact of the Indian Act. Members of the ITC provided input during the consultations leading up to the 2019-2020 provincial budget and the Grants for Student Needs. The ITC held productive face-to-face meetings in August 2018 and at the Public Education Symposium in January and Annual General Meeting in July.

### **French as a Second Language (FSL)**

OPSBA continues to lead the Ministry of Training, Colleges and Universities-funded Labour Market Partnership Project with all education partners, including the Ministry of Education, to determine recommendations to support increasing the supply pipeline with qualified and language proficient French language teachers. During the second year of a planned three-year timeline, the Project focused on the implementation of the action plans from the Phase 1 recommendations, as well as conducting research on education workers and their support of FSL programs.

### **Education Funding**

In 2018-19, OPSBA staff submitted a brief during the Ministry's consultations regarding the development of the 2019-20 Grants for Student Needs and the Ontario Budget. OPSBA identified several areas of advocacy and concern that have been expressed to the Association through consultation with school boards and school authorities including student transportation, Special Education, supports for mental health, and facilities and capital-related costs.

# THE HIGHLIGHTS

## Labour Relations and Collective Bargaining

OPSBA remains fully engaged in its role as the Designated Employer Bargaining Agent for all English public school boards in the province. Preparation for 2019 collective bargaining has been ongoing throughout 2018-2019. This included the development of a critical path, consultation on central items to be bargained, bargaining mandate, bargaining priorities and the development of bargaining positions and a brief. The OPSBA Board of Directors established collective bargaining and consultation models, designed to create mandates and local mechanisms to ensure all voices are heard.

## Conferences and Seminars

The 2018 Annual General Meeting, 2019 Public Education Symposium, 2019 Education Labour Relations and Human Resources Symposium, and Regional Meetings held throughout Ontario offered new and returning trustees and school board staff dynamic opportunities for professional learning uniquely tailored to meet the needs of Ontario's education leaders. Staff have also been planning the 2019 Canadian School Boards Association Congress and National Trustees Gathering on Indigenous Education, which OPSBA will host in Toronto in July 2019.

## Daily Services

While we work to achieve concrete outcomes in our priority areas, we are also proud to continue to offer a full range of valued ongoing services. These include: continuous updates on education in the news and support for local media relations, rapid turnaround analyses of funding announcements, daily and weekly reports from the provincial legislature that focus on school board

concerns, timely response on labour relations matters, and development of policy positions on critical educational issues.

Progress on our multi-year strategic priorities is covered on the following pages. As an Association, we take pride in the range of successful outcomes and the impact they have had. With a shared goal of building a better environment and greater opportunities for Ontario students, we have worked productively with our partners in education and across the health and children's services sectors and throughout our communities.

It is important to note that OPSBA's 2018-19 priorities were developed in the spring of 2018, under the previous government. OPSBA is reviewing and considering these areas, as well as future directions, prior to the 2019-20 school year. OPSBA will continue to ensure that we remain flexible and adaptable as an organization in light of the changing landscape in education.





# THE WHOLE CHILD AND STUDENT WELL-BEING FOR TODAY AND TOMORROW



## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Participate in processes to implement Ontario's vision for education**

- Advocated for resumption of key education partner committees related to key program initiatives.
- Regularly discussed relevant issues with the Education Program Work Team to identify and act on opportunities for collaboration, advocacy and action.
- Regularly contacted Ministry staff regarding key issues.
- Participated in all government consultations regarding education program policy and services. These included:
  - Follow-up letter to the Minister from the northern regional directors regarding recommendations to support the northern graduation strategy.
  - OPSBA Submission to Ministry of Education's Consultation: Education in Ontario
  - OPSBA Submission regarding Bill 36, *Cannabis Statute Law Amendment Act*, 2018
  - Second OPSBA Letter to Minister of Education regarding Health & Physical Education Curriculum
  - OPSBA Letter to Minister of Education regarding Health & Physical Education Curriculum
  - OPSBA Letter to Ministers MacLeod and Thompson regarding changes to the Ontario Autism Program
  - OPSBA Submission to the Standing Committee on Social Policy regarding Bill 48, *Safe and Supporting Classrooms Act*
  - Education Program Work Team response to mathematics curriculum and mathematics teacher content test
  - Education Program and Policy Development Work Team response to E-learning consultation
  - OPSBA Letter to Minister Thompson regarding school board policies on service animals
  - OPSBA submission to the Consultation Document regarding Proposed Regulatory Amendments under the *Child Care and Early Years Act*, 2014 and the *Education Act*.

Additional public submissions are available at: <http://www.opsba.org/advocacy-and-action>.



OPSBA believes that improving student achievement and student engagement is directly linked to ensuring that we work collaboratively to support the social, emotional, mental and physical well-being of all children and youth in our increasingly complex world.

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Collaborate with relevant provincial ministries to ensure strong, equitable, accessible, and responsive services and supports for children and youth mental health**

- In its continued role as founding member of the Ontario Coalition for Children and Youth Mental Health, OPSBA is now working to re-establish itself in an advisory capacity with the various Ministries to support and model collaborative efforts to positively impact children and youth mental health.
- Coordinated and prepared for hosting the 2021 Summit on Children and Youth Mental Health.
- OPSBA and the Coalition's advocacy has contributed to significant Grants for Student Needs (GSN) mental health investments for 2018-19 and beyond. This has been consistently advocated for by the Ontario Coalition of Children and Youth Mental Health and highlighted annually in OPSBA's GSN consultation document. As a result of ongoing advocacy, in January 2019, a Transfer Payment Agreement (TPA) was approved for School Mental Health Assist, which is now known under the new name School Mental Health Ontario.
- The Coalition advocated the Premier's office to try to influence Hallway Medicine as it relates to children and youth mental health.

**Continue leadership and advocacy for social justice, equity and inclusion**

- Advocated for, and participated in, a planning committee for trustee professional development in the area of human rights, equity and ethical leadership.
- Continued to support and promote school board efforts linked to culturally relevant and responsive classrooms/curriculum to support student success.
- Provided input into the revision of the leadership framework to include accountability for equity, human rights and inclusive classroom and school practices.
- Regularly contacted Ministry staff regarding key issues.

**Work to support equitable and diverse learning opportunities for all students in our member school boards**

- OPSBA annually surveys school boards and posts exemplary practices on its website to support school board efforts. For 2018-19, the focus was on skilled trades and apprenticeships.

# THE WHOLE CHILD AND STUDENT WELL-BEING FOR TODAY AND TOMORROW

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Build on progress achieved for differentiated resourcing, programming and services to support students, especially in northern school boards, rural and remote areas**

- Continued to work with northern school boards and advocate on their behalf with the Minister and Ministry staff.
- The 2019-20 GSN submission identified the need for differentiated funding and recognition of the unique needs of northern, rural and remote school boards.
- The annual Northern Regional Meeting was not held this year due to the Municipal and School Board Elections, but will occur in October 2019.

**Continue to provide input and feedback to the Ministry of Education regarding the content, measurement and implementation of the Ministry's Well-Being Strategy**

- Well-being and mental health continued to be a core belief that is integral to all Ministry discussions and included within all consultation feedback.
- OPSBA was represented on the provincial advisory committee on student well-being and the Ministry Initiatives sub-committees on student well-being and staff well-being.
- School Climate surveys are being updated based on input and resulting data has been confirmed as the sole property of school boards.

**Monitor and promote increased opportunities, supports and coordinated services for students with developmental disabilities and special needs with a focus on early intervention to maximize learning outcomes for students**

- Regularly contacted Ministry staff regarding key issues.
- Submitted a letter and followed up with Minister's Office and Ministry staff regarding the impact of the proposed government changes to autism supports and services.
- Included a reference to concerns regarding sufficient special education funding in the GSN submission, letters and consultation submissions.
- Continued to monitor feedback from member boards.
- Contributed, as a member, to the Provincial Advisory Group for the Integrated Delivery of Rehabilitation Services to influence the coordination and integration of supports and services.
- Presented to standing committee and wrote a submission regarding Bill 48 implications for service dog policies in school boards.
- Responded to the government consultation on service dog policies in school boards.
- Responded to the government consultation on the Ontario Autism Program.



## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Monitor the implementation of the pending federal legalization of cannabis and its implications for school boards through 2020**

- October 11, 2018 - OPSBA Submission re: Bill 36, *Cannabis Statute Law Amendment Act*, 2018.
- Provided input on store locations/distances relative to schools.
- Continue to gather any feedback now that cannabis has been legalized.

**Continue to advocate for teacher training and professional development that meets the learning needs of students, and reflects the diverse nature of Ontario, including its Indigenous Peoples**

- Held discussions with the executive of the Deans of Faculties of Education.
- Advocated for the continuation of grants that were discontinued to support targeted teacher training.
- Continued to support and promote school board efforts linked to culturally relevant and responsive classrooms/curriculum to support student success.

**Advocate for technological programs and skilled trades as viable student options, and for support for individuals working in the trades to become teachers**

- Proposed approaches and strategies in the fall 2018 Government Education consultation document.
- Participated together with CUPE, OSSTF and the Crown to create apprenticeship opportunities for employees.
- Contributed, as a member, to the Highly Skilled Workforce sub-committee, which is focused on increasing student pathways, experiential learning, cooperative education experiences and career options.
- Continued advocacy for increases in guidance counsellors and associated professional development on current labour market information in both secondary and elementary schools, especially in the middle years.

**Advocate for a graduation diploma or equivalent that has value for students no matter what program pathway they choose, including directly into the world of work**

- Contributed, as a member, to the Transformation Steering Committee that is reviewing all aspects of secondary programming leading to graduation and post-secondary pathways.
- Continued to raise this issue in meetings with Ministry and Minister's staff and in consultation documents.

# THE WHOLE CHILD AND STUDENT WELL-BEING FOR TODAY AND TOMORROW

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Continue to support environmental sustainability practices in curriculum and capital planning**

- Surveyed school boards and posted exemplary practices linked to environmental sustainability on its website to support school board efforts. This is now integrated into the practices of all school boards.

**Advocate for a comprehensive government review of the current delivery of French as a Second Language**

- This was included in the 2019-20 GSN submission.
- Led the Ministry of Training, Colleges and University's Labour Market Partnership Project with all education partners, including the Ministry of Education, to determine recommendations to support increasing the supply pipeline with qualified and language proficient French language teachers.
- Regularly met with Ministry and Minister's Office staff to discuss issues related to the delivery of French as a Second Language (FSL) programs.
- Prepared submissions to access federal grant dollars to support the FSL teacher hiring and retention efforts.
- Participated, as a member, in the FSL Working Group that is focused on the effective delivery of FSL including increasing resources, supports and professional development opportunities.





# ADVANCING RECONCILIATION: FIRST NATION, MÉTIS AND INUIT EDUCATION



## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Advocate for a comprehensive Ontario curriculum that contains clear expectations that every Ontario student will acquire knowledge and understanding of Treaties and of the historical context that gave rise to residential schools, the impact on First Nation, Métis and Inuit children and their families, and the ongoing legacy that is the responsibility of all Canadians**

- OPSBA's Indigenous Trustees' Council (ITC) is supporting school boards in working as partners with First Nation communities, and focusing, with student-centred principles, on developing Education Service Agreements and Reciprocal Education Service Agreements.

**Advocate for sufficient provincial funding to cover curriculum resources, and staff training, to support the implementation of the comprehensive Ontario curriculum**

- OPSBA's Indigenous Trustees' Council (ITC) continues to advocate for this area of emphasis in discussions with the provincial government and other stakeholders.
- See 2018-19 GSN and Provincial Budget submissions.

**Ensure the needs and aspirations of First Nation, Métis and Inuit children and their families are a prominent focus of OPSBA's other priority areas**

- OPSBA's Indigenous Trustees' Council (ITC) continues to advocate for this area of emphasis in discussions with the provincial government and other stakeholders.

**Respect the TRC Call to Action regarding retention and revitalization of Indigenous languages in Ontario schools, taught by fluent Indigenous speakers**

- OPSBA's Indigenous Trustees' Council (ITC) continues to advocate for this area of emphasis in discussions with the provincial government and other stakeholders.

**Expand capacity of First Nation trustees and increase understanding by all trustees of First Nation, Métis and Inuit issues**

- OPSBA's Indigenous Trustees' Council (ITC) continues to advocate for this area of emphasis in discussions with the provincial government and other stakeholders.
- Continue to promote OESC professional developments Modules 16 and 20, via the OPSBA website and social media accounts (See <http://modules.ontarioschooltrustees.org/>).

**Advocate for equity at the federal level in education funding for First Nations students**

- OPSBA's Indigenous Trustees' Council (ITC) continues to advocate for this area of emphasis in discussions with the government and other stakeholders.

**Explore the issues of representation of First Nation, Métis and Inuit students in urban environments**

**Support the development of mechanisms to increase the hiring of Indigenous staff, including in leadership roles**

- OPSBA's Indigenous Trustees' Council (ITC) continues to advocate for this area of emphasis in discussions with the government and other stakeholders.

**Advocate for supports needed to ensure the well-being of Indigenous students**

- Continued ITC membership on and contributions to the Ministry of Education's subcommittee on Indigenous student well-being.

OPSBA believes that through education we will move towards a Canada where the relationship between Indigenous and non-Indigenous Canadians is founded on mutual respect and OPSBA, therefore, supports the Calls to Action of the Final Report of the Truth and Reconciliation Commission (TRC).



# TRUSTEES AS LEADERS IN PUBLIC EDUCATION



## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Continue promotion of the role of trustees as members of the board, including advocacy for clear government support for the role of trustees as a matter of public confidence in education**

- Worked with OESC in the development of resources for the 2018 Municipal and School Board Elections. This included: Making a Difference for Kids: Running for Election as a School Board Trustee, Your Guide to Hosting a School Board Trustee All Candidates Meeting, Public Education Resources (posters and newspaper ads), and the centralized School Board Elections Website.
- Created and distributed OPSBA's Guide to Good Governance: 2018-22.
- Created free templates and resources for member boards, including a revised Code of Conduct template, and updated Conflict of Interest requirements, Trustee Pregnancy and Parental Leave Policy.
- Wrote a letter of support to Quebec English School Boards Association (re-affirmation of CSBA membership).
- Regularly communicated with Minister Thompson's political staff and other ministries and critics.
- Hosted an OPSBA Advocacy Day at Queen's Park on April 8, 2019. Meetings were held with the Ministries of Education and Municipal Affairs and Housing, the Premier's Office, the Treasury Board Secretariat and members of opposition parties (NDP, Liberal and Green).

**Advocate for public education on the significant role and value of local, democratically elected school board trustees**

- OPSBA's 2019 Public Education Symposium (PES) was dedicated to orientation for new trustees and a refresh for returning trustees.
- Sent a letter congratulating the new Association of Municipalities of Ontario (AMO) President, and coordinated a staff-to-staff meeting with AMO.
- Hosted the Education Labour Relations and Human Resources Symposium and planned the OPSBA Annual General Meeting and CSBA Congress.

**Provide supports for first-term trustees and new chairs in the 2018-2022 term of office, including mentorship and active promotion of OPSBA and OESC resources developed specifically to support trustees in their multi-faceted role**

- Hosted OPSBA's 2019 PES, the Education Labour Relations and Human Resources Symposium and planned the OPSBA Annual General Meeting and CSBA Congress.
- Participated in refreshing several OESC professional development modules.



OPSBA believes that local democratically elected trustees make a significant and direct contribution to the achievement of all students through their leadership in directing the policies and priorities of the local school board that shape a culture of continuous improvement.

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

Continue professional learning for trustees as to scope and legal implications of trustee duties and building of deeper awareness of the day-to-day trustee requirements, including accountability and governance, collaboration with municipal partners, conflict management and relationship building

- Created and reviewed a 2018 Trustee Exit Survey.
- Hosted OPSBA's 2019 PES, the Education Labour Relations and Human Resources Symposium and planned the OPSBA Annual General Meeting, CSBA Congress and the National Trustee Gathering on Indigenous Education.

Support the development of communication materials and/or resources for trustees to use in their role to support social justice, equity and inclusion in their board and communities

- Created and distributed new social media recommendations for trustees.
- Created and distributed Summer 2018, Fall 2018 and Winter 2019 electronic editions of Education Today.
- Created and distributed OPSBA's Key Work.

Further strengthen the role of Regional Vice-Presidents and Board of Directors members as OPSBA ambassadors to boards in their region

- Created and distributed a two-page overview entitled, "Quick Start Introduction 2018-2019."

Advocate for improvements in communication from the Ministry to OPSBA, including meaningful consultation and partnership in strategies that affect school boards

- The new Minister of Education Lisa Thompson spoke at December Board of Directors and January's PES.
- Information was summarized and provided in regular Legislative Updates, and through OPSBA Connects, the OPSBA website, Twitter and Instagram.

Advocate for the inclusion of local school board governance in the government/civics curriculum (Grade 5 and Grade 10)

Continued advocacy for greater school board autonomy in hiring

- Included as part of the submission to the consultation regarding Ontario Regulation 274 - Hiring Practices.

Enhance representation of student voice through elected student trustees within OPSBA and at member boards

- Created the OPSBA-OSTA Liaison Committee. This includes:
  - Board of Director presentations by OSTA
  - OSTA membership on OPSBA work teams
  - Survey regarding local practices.
- Wrote a letter to Minister Thompson in support of OSTA-AECO.

# LABOUR RELATIONS

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

Ensure government initiatives (legislation/policy) are assessed from the labour relations/collective bargaining perspective

- Monitoring of legislative and regulatory changes that impact school boards and participation in consultations regarding such matters.
- Develop a comprehensive data set from all school boards to support the development of bargaining priorities.

Continue leadership as a Designated Employer Bargaining Agent in the bargaining of central agreements under the School Boards Collective Bargaining Act

- Provide support for 2017-2019 implementation of extension agreements.
- Preparations for 2019 collective bargaining continues, complete items include critical path, consultation on central items, and mandate. Development of bargaining positions and bargaining brief continues.

Provide leadership in the discussions of central terms and conditions that respects the contributions of principals and vice-principals and their role in improving student achievement and well-being

- Participate in central committees generated through Provincial Discussion Tables:
  - Future Role of the Principalship Committee / Recruitment & Retention Committee.

Provide support to all OPSBA member boards in ongoing labour relations/collective bargaining services

- Hearing grievances and disputes through the central grievance/arbitration process.
- Maintain and improve the OESC/OPSBA Portal.

Facilitate information and learning exchange through the OPSBA Board of Directors, Labour Relations Symposium, Senior Negotiators Committee and the Public Council of Ontario Directors of Education

- Training sessions to support collective bargaining at Public Education Symposium in January 2019 and Labour Relations Symposium in April 2019 to enhance and frame Trustees' understanding of their role in bargaining and implementation of collective agreements.
- Regular presentations at Labour Relations Council, Senior Negotiators and the Public Council of Ontario Directors of Education.

Track board experience with contract implementation for forward planning

- Track grievances, disputes and arbitrations through the Grievance Tracking System (GTS) in coordination with the Council of Trustees' Associations and the Ministry of Education.



OPSBA believes that teachers and education workers deeply influence a positive and productive learning environment for students and are supported in this role through the peace and stability engendered by successfully negotiated collective agreements.

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

### Maintain relationships with key education partners

- Regular participation in: Technical Advisory Group (TAG), Labour Relations Council (LRC), Council of Trustees' Association (CTA).
- Meet regularly with the Labour Relations Council (LRC) to facilitate system-wide information exchange.
- Scheduled meetings of Central Labour Relations Committees (CLRC) for all union groups to problem solve and build relationships.
- To date, all committees generated through collective bargaining have completed their work.
- Provide annual professional development to CEN, NAEN, SOQP and OPSBA Board of Directors.

### Participate in the work of the Provincial Health and Safety Working Group, which is addressing the issue of violence in classrooms as it affects the safety, health and well-being of all employees

- "Workplace Violence in School Boards, A Guide to the Law" was released on March 9, 2018.
- Communication of material from this committee will be disseminated throughout the 2018-19 school year including B memos regarding heat guidelines and the Roadmap training materials.
- A memo addressing the funding for a common online reporting tool for staff to report violent incidents was released in April 2019.

# EDUCATION FUNDING

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

**Advocate for an ongoing cycle of review of the funding model grant categories to ensure that they support the current local needs of all school boards**

- Three submissions:
  - December 14, 2018 - OPSBA Submission Regarding 2019-20 Education Funding.
  - January 22, 2019 - OPSBA Submission to the 2019-20 Provincial Pre-Budget Consultations.
  - May 9, 2019 - OPSBA Letter to Standing Committee on Finance and Economic Affairs regarding Bill 100, Protecting What Matters Most Act (Budget Measures), 2019.

**Advocate for more flexibility in local spending**

- See 2018-19 GSN and Provincial Budget submissions.
- Preparing highlights and overview from both Provincial Budget release on April 11 and GSN by the end of April.

**Advocate for resolution of pressing problems in funding, such as Special Education and student transportation**

- See 2018-19 GSN and Provincial Budget submissions.
- February 27, 2019 - OPSBA Letter to Ministers MacLeod and Thompson regarding changes to the Ontario Autism Program.
- February 25, 2019 - OPSBA Submission to the Standing Committee on Social Policy regarding Bill 48, Safe and Supporting Classrooms Act.
- October 15, 2018 - OPSBA statement regarding seat belts on school buses.
- OPSBA waiting for next steps from the transportation working group led by Joan Green and Michel Paulin.

**Advocate for expanded funding and services to support children and youth mental health and well-being**

- See 2018-19 GSN and Provincial Budget submissions.
- August 10, 2018 - Second OPSBA Letter to Minister of Education regarding the Health and Physical Education Curriculum.
- July 25, 2018 - OPSBA Letter to Minister of Education regarding the Health and Physical Education Curriculum.

**Continue to advocate for full funding by the Ministry of any new initiative**

- See 2018-19 GSN and Provincial Budget submissions.
- August 10, 2018 - Second OPSBA Letter to Minister of Education regarding the Health and Physical Education Curriculum.
- July 25, 2018 - OPSBA Letter to Minister of Education regarding the Health and Physical Education Curriculum.



OPSBA believes that strong and equitable education funding is a foundational factor in setting the conditions that promote and sustain student achievement.

## AREAS OF EMPHASIS

## ACTIONS TAKEN IN 2018-19

Promote collaboration among the four school board systems and enhancement of partnership among boards

- OPSBA continues to work with OESC on common school board resources.

Advocate for infrastructure funding including flexibility in funding approaches, transparency in the approval process for capital projects, alignment between government priorities and capital funding

- See 2018-19 GSN and Provincial Budget submissions.
- Advocating for a change to the EDC regulation and connecting with the COSBO working group who are reviewing the EDC policy framework.

Participate and advocate for OPSBA member board issues during the Ministry's 2018-19 Urban Student Accommodation Engagement

- This initiative has not moved forward.

Ensure strong school board participation in and contribution to the next steps in implementing the recommendations of the Community Hubs Strategic Framework and Action Plan

- The Community Hubs Secretariat is no longer active.

Continue to emphasize the role of First Nation trustees with regard to effective implementation of Education Services Agreements

- Part of the work considered by OPSBA's Indigenous Trustees Council.

Advocate for adequate funding to allow boards to meet AODA compliance deadlines and maintain ongoing compliance in future years

- See 2018-19 GSN and Provincial Budget submissions.
- February 25 – OPSBA Submission to the Standing Committee on Social Policy regarding Bill 48, Safe and Supporting Classrooms Act (proposed service animal policy).
- Provided information updates to member boards and the OPSBA Board of Directors regarding the proposed provincial service animal policy and the Hon. David Onley's 2019 Legislative Review of the AODA.

# EDUCATION FUNDING



The innovation, skills, and healthy attitudes that are fostered in our schools all across the province have a direct impact on growing our economy and making our very diverse and inclusive society among the very best places in the world to live.



# PROFESSIONAL DEVELOPMENT

OPSBA's professional development services support trustees in their role of ensuring Ontario's education system continues to consistently produce excellent results in student achievement and well-being. As leaders in school board governance trustees are committed to initiating the important conversations that improve life chances for students and to engaging in vital professional and personal learning that hones leadership skills.

Our professional development offerings enhance skills, build capacity and provide the kind of information and analysis that supports informed decision-making. This is accomplished through symposia and conferences, single-day events, regional meetings, and other learning opportunities such as the comprehensive suite of online Trustee Professional Development Modules.

The 20 professional learning modules for trustees and school boards reflect the needs articulated by Ontario trustees for greater clarity on their roles as governors of school boards. The full Trustee Professional Development Program is available at [www.ontarioschooltrustees.org](http://www.ontarioschooltrustees.org). The website provides easy access to the learning modules, accompanying videos and resources along with search, read and print functions in English and in French.





# CONFERENCES AND SEMINARS

OPSBA conferences and seminars offer trustees and school board staff a dynamic opportunity for professional learning that is uniquely tailored to the needs of Ontario's education leaders.

## 2018 OPSBA Annual General Meeting (AGM)

At OPSBA's AGM, members determine priorities and directions for the coming year, elect officers and plan for the future. The event also offers a comprehensive professional development program for trustees.

In 2018, the 30th AGM was held in Niagara Falls from May 31 to June 3. Cathy Abraham, Trustee with the Kawartha Pine Ridge DSB, was elected as President for the 2018-19 term, while Michael Barrett, Trustee with the Durham District School Board, was elected 1st Vice-President. Carol Ann Sloat, Trustee with the Grand Erie DSB, was elected 2nd Vice-President. Chief Elaine Johnston was acclaimed as the Indigenous Trustee representative to the OPSBA Board of Directors.

Keynote speakers included:

- **Ann Lopez, Associate Professor, OISE - *Teaching, Leading and Learning in Ontario: Diversity as a Strength of Public Education***
- **Carol Campbell, Associate Professor, OISE - *Review and Evaluation of EQAO's Assessment Findings***
- **Peter Gamwell, Former Supervisory Officer, Ottawa-Carleton DSB - *The Wonder Wall: Leading Creative Schools and Organizations in an Age of Complexity***

The 2018 program also featured a range of workshops that focused on key issues in Ontario's education sector.

## Regional Meetings

OPSBA's five regional councils - Northern, Western, Eastern, Central East, and Central West - share information related to issues and matters affecting their school boards with the Executive Council and Board of Directors. In the 2018-19 school year, the member boards of each region held meetings in the spring (except the Northern Region). The annual fall meetings were not held due to the 2018 Municipal and School Board Elections. In addition, regional meetings were held at OPSBA's Public Education Symposium and the Annual General Meeting. The Northern region's Board of Directors members meet prior to each Board of Directors meeting in Toronto.

## 2019 Public Education Symposium (PES)

More than 320 trustees, student trustees, Directors of Education and senior school board administrators participated in PES 2019, jointly hosted with the Association des conseil scolaires des écoles publiques de l'Ontario (ACÉPO) from January 24 to 26, 2019. This leading professional development symposium, specifically designed for school board leaders, offered dynamic sessions on topics directly affecting the role of trustee and the broader environment within which school boards operate. Keynote speakers included Don Drummond of Queen's University, Canadian Football League legend Michael "Pinball" Clemons, Minister of Education Lisa Thompson, and media training consultant Eric Bergman.

## 2019 Education Labour Relations and Human Resources Symposium

OPSBA's annual Education Labour Relations and Human Resources Symposium is designed to provide professional development to trustees, directors of education, senior human resources officials and labour relations staff. The event, held on April 4 and 5, gave a record audience of more than 200 school board decision makers the opportunity to share ideas and strategies, learn about next and best practices, and explore practical solutions to the challenges faced by Ontario school boards. Presentations covered a wide range of relevant topics, including:

- Invisible Disabilities: Understanding the Challenges and Duties in the Employment Context
- Implementing/Managing a Collective Agreement
- School Boards Collective Bargaining Act (SBCBA)
- Province-Wide Group Benefits – 2 Years Later
- Local Bargaining in 2019 - Keeping Your Own House In Order
- It's April 2019: Where Are We In Central Bargaining?
- Reflection of Values within Collective Bargaining
- Progressive Discipline for School Boards
- Arbitration
- Legal Restrictions on the Role of Trustee as Advocate
- Medical and Recreational Cannabis in Schools: the Law and Best Practices
- OPSBA Portal
- Ambiguity of Trustee Role in Bargaining
- Performance Appraisals for Support Staff
- What's New? A Statutory and Case Law Update



# INDIGENOUS TRUSTEES' COUNCIL

OPSBA's Indigenous Trustees' Council (ITC) is composed of First Nations trustees appointed to school boards, and other Indigenous trustees elected through the regular electoral process.

One of OPSBA's multi-year strategic priorities is Advancing Reconciliation: First Nation, Métis and Inuit Education. The Association believes that through education we will move towards a Canada where the relationship between Indigenous and non-Indigenous Canadians is founded on mutual respect and OPSBA, therefore, supports the Calls to Action of the Final Report of the Truth and Reconciliation Commission (TRC). The Association continues to practice traditional land acknowledgements before all formal meetings of the Board of Directors and Executive Council.

The ITC regularly engages in a range of initiatives to support the education of Indigenous students, and to ensure all students are educated about the history and culture of Indigenous peoples.

For the 2018-19 school year, Algoma DSB Trustee Elaine Johnston served as the Chair of the Indigenous Trustees' Council (ITC) and sat as the Council's representative on the OPSBA Board of Directors. Hastings and Prince Edward DSB Trustee Lucille Kyle served as the ITC's Vice Chair. Members of the Council are also part of OPSBA's Education Program and Policy Development Work Teams.

ITC members provided input during the consultations leading up to the 2019-2020 provincial budget, the development of the 2019-20 OPSBA strategic priorities and the Grants for Student Needs.

The ITC held productive face-to-face meetings in August 2018, at the Public Education Symposium in January and at the Annual General Meeting in July. All meetings are attended by Indigenous and non-Indigenous trustees. Key items of discussion this year included:

- The Ministry of Education's cancellation of scheduled curriculum writing sessions of four Indigenous Studies courses. In July 2018, a letter from OPSBA President Cathy Abraham was sent to Minister Lisa Thompson requesting clarification on the reasoning behind the cancellation.
- The formal role of the ITC within OPSBA
- The role and scope the ITC in relation to the Ministry of Education
- A review of the ITC's strategic priorities



# LABOUR RELATIONS

## **School Boards Collective Bargaining Act (SBCBA), 2014**

Amendments to the SBCBA received Royal Assent March 27, 2017, which allowed for the implementation of extension agreements to occur with ETFO Teachers and Education Workers, OSSTF Teachers and Education Workers, Canadian Union of Public Employees (CUPE), Education Workers Alliance of Ontario (EWAO) and Ontario Council of Educational Workers (OCEW). Extension agreements are in effect September 1, 2017, to August 31, 2019. On April 2, 2019, Ontario Regulation 59/19 was filed which will implement amendments that were made to the SBCBA in 2017. Two amendments that are important to the 2019 round of bargaining are:

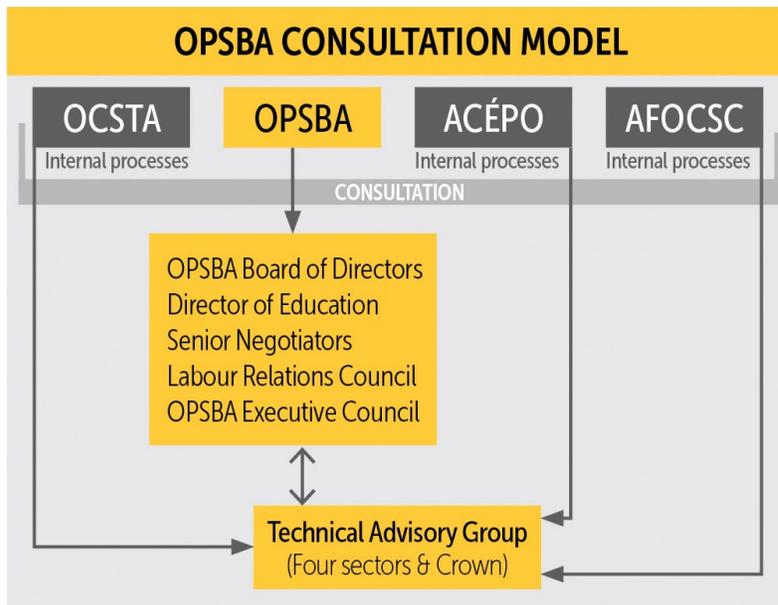
- Mandatory participation in central bargaining that requires all unions to join a central table and allows for UNIFOR to join the OCEW table
- Early notice to bargain was permitted to be given as soon as April 29, 2019.

## **Central Bargaining 2019**

Preparation for 2019 collective bargaining has been ongoing throughout 2018-2019. This included the development of a critical path, consultation on central items to be bargained, bargaining mandate, bargaining priorities and the development of bargaining positions and a brief.

The OPSBA Board of Directors established collective bargaining and consultation models, designed to create mandates and local mechanisms to ensure all voices are heard.

## **Consultation Model**



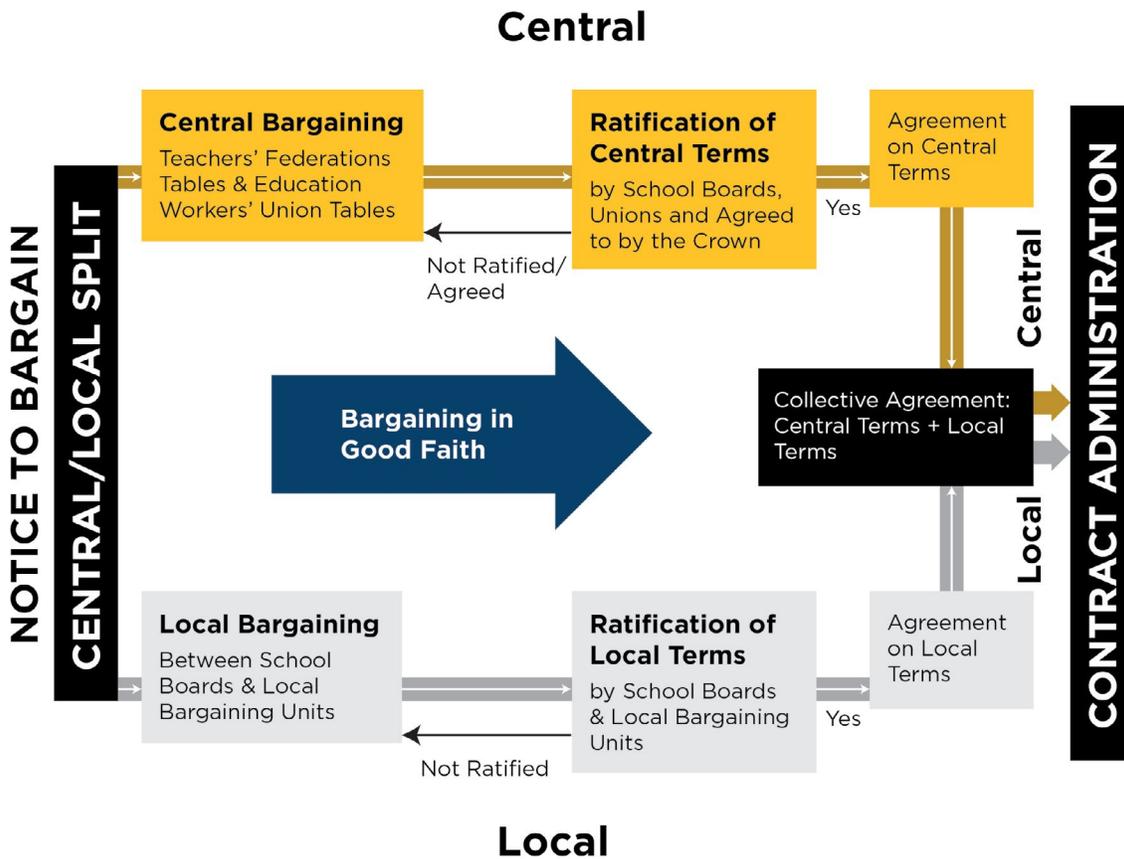


## Bargaining Model

OPSBA BARGAINING MODEL																				
<ul style="list-style-type: none"> <li>• Consultation and approval of mandate and strategic direction</li> <li>• Ratification of central agreements as set out by OPSBA by-laws</li> </ul>	<p>← <b>OPSBA BOARD OF DIRECTORS</b></p>	Trustees as elected by all sector school boards																		
<ul style="list-style-type: none"> <li>• Act as Steering Committee to monitor bargaining and report to Board of Directors</li> </ul>	<p>← <b>OPSBA EXECUTIVE COUNCIL</b></p>	Trustees as elected by the general membership at the Annual General Meeting																		
<ul style="list-style-type: none"> <li>• Consultation with reference groups</li> <li>• Framing of recommended mandate</li> <li>• Participation in table and backroom teams</li> </ul>	<p>← <b>LABOUR RELATIONS COUNCIL</b> Trustees - Executive Council:</p> <p style="text-align: right;">Chair of OPSBA Board of Directors or Designate</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Chair, PCODE + Directors of Education</td> <td style="width: 10%; text-align: right;">4</td> <td style="width: 30%;"></td> </tr> <tr> <td>Sr. Negotiators Chair + 3 HR/Negotiators</td> <td style="text-align: right;">4</td> <td>← SR. NEGOTIATORS (all Member Boards)</td> </tr> <tr> <td>Sr. Business Officials</td> <td style="text-align: right;">2</td> <td></td> </tr> <tr> <td>OPSBA Executive Staff • Finance, Program, Communications</td> <td style="text-align: right;">4</td> <td>← PCODE (all Member Boards)</td> </tr> <tr> <td>Legal Counsel (Ex Officio)</td> <td style="text-align: right;">1</td> <td></td> </tr> <tr> <td>OPSBA Labour Relations Staff</td> <td></td> <td>← OPSBA BOARD OF DIRECTORS (Trustees representing all Member Boards)</td> </tr> </table>	Chair, PCODE + Directors of Education	4		Sr. Negotiators Chair + 3 HR/Negotiators	4	← SR. NEGOTIATORS (all Member Boards)	Sr. Business Officials	2		OPSBA Executive Staff • Finance, Program, Communications	4	← PCODE (all Member Boards)	Legal Counsel (Ex Officio)	1		OPSBA Labour Relations Staff		← OPSBA BOARD OF DIRECTORS (Trustees representing all Member Boards)	<p>← <b>TECHNICAL ADVISORY GROUP</b> (Crown, ACÉPO, AFOCSC, OCSTA, OPSBA)</p>
Chair, PCODE + Directors of Education	4																			
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Legal Counsel (Ex Officio)	1																			
OPSBA Labour Relations Staff		← OPSBA BOARD OF DIRECTORS (Trustees representing all Member Boards)																		
<ul style="list-style-type: none"> <li>• Preparation and presentation of proposals</li> </ul>	<p>↓ <b>NEGOTIATING TEAMS</b> Team for each central table established Director of Education, Senior Negotiator / HR, OPSBA Spokesperson</p>																			
<ul style="list-style-type: none"> <li>• Provision of issue expertise</li> </ul>	<p>← <b>BACKROOM TEAMS</b> Team for each central table established Table Teams plus: Senior Business Official, Principal, HR Official, Trustee, Supervisory Officer plus required expertise by issue</p>																			

# LABOUR RELATIONS

School Boards Collective Bargaining Act: Process Map:



Under the SBCBA:

Local bargaining may occur at the same time as, or after, central bargaining.

A collective agreement is only completed once both central and local agreements are ratified.

*Provided by the Ontario Ministry of Education, Education Labour Relations Office*

## Committees and Workgroups Arising from Collective Bargaining

Coming out of the central collective agreement bargaining, committees were established among the Crown, the unions/associations and the employer bargaining agent. It is important to note that OPSBA is represented on these teams by local School Boards. Ten of these committees concluded their work during the 2017-18 school year.

### SINCE THE COMMITTEE UPDATE IN THE 2017-18 ANNUAL REPORT, THE FOLLOWING COMMITTEES HAVE COMPLETED THEIR WORK:

#### Regulated Support Staff Compensation Sub-Committee

- This consolidated sub-committee (EWAO and OSSTF Education Workers) has collected data from school boards.

#### Long Term Disability (LTD) Plan Working Group

- This consolidated Work Group includes P/VP, ETFO and OSSTF Education Workers, CUPE, EWAO, and OCEW. The successful proponent of the Request for Proposals (RFP) process was shared with school boards for their consideration.

#### OSSTF Adult Day School Teachers

- This joint committee met and worked to establish how funding can be applied to Adult Day School Teacher wage parity. Changes to hourly rates for adult day school teachers were implemented September 1, 2018, with retroactivity to September 1, 2017, as outlined in the extension agreement. A similar process was undertaken for the 2018-2019 school year.

#### OSSTF & CUPE Apprenticeship/Professional Development

- The application process related to system investment funds for on-the-job training for employees as apprentices and/or skills upgrading opportunities was released to boards. Application review and approval occurred in spring 2018 for use in 2018-2019.

#### Consolidated (CUPE, EWAO, OCEW) ECE Committee: Report submitted to the Minister of Education

- In February 2017 recommendations related to ECE class size, student needs, staffing levels and professional collaboration and development were submitted to the Minister of Education.

### SINCE THE COMMITTEE UPDATE IN THE 2017-18 ANNUAL REPORT, THE WORK OF THE FOLLOWING COMMITTEES IS ONGOING:

#### Ministry Initiatives Committee

- This committee was developed during the recent round of collective bargaining to discuss the timing, pace, volume, coordination and coherence of Ministry initiatives.

#### Provincial Health and Safety Work Group

- On March 9, 2018, the Ministry of Labour posted Workplace Violence in School Boards: A Guide to the Law. Training on this document will be provided during the 2018-2019 school year.
- The High Temperature Guidelines were released by the Ministry of Education through a B-Memorandum on April 5, 2019.
- The Roadmap Resource Training Materials were released by the Ministry of Education through a B-Memorandum on April 9, 2019.
- Regular meetings continue to be scheduled to discuss other items of concern outlined in the original terms of reference.

#### Benefits Trust Transition Committees attended by OPSBA and the Crown exist for each bargaining table

- Transition of benefits to Employee Life Health Trusts (ELHTs) is largely complete. The committee continues to meet for problem solving.

OSSTF Hiring Practices (Regulation 274) Committee remains in abeyance and is neither active or complete.

# LABOUR RELATIONS

## Committees and Workgroups Arising from Provincial Discussions

### SINCE THE COMMITTEE UPDATE IN THE 2017-18 ANNUAL REPORT, THE FOLLOWING COMMITTEES HAVE COMPLETED THEIR WORK:

#### Crisis Support for Principals and Vice-Principals Working Group.

- A report was released March 26, 2018.
- Best practices related to crisis intervention and support was developed as a result of information collected from school boards and gathered from Principals and Vice-Principals.

#### Long Term Disability (LTD) Plan Working Group

- This consolidated Work Group includes P/VP, ETFO and OSSTF Education Workers, CUPE, EWAO, and OCEW.

### PRINCIPAL AND VICE-PRINCIPAL COMMITTEES ARISING FROM PROVINCIAL DISCUSSIONS THAT ARE ONGOING:

#### Future Role of the Principalship

- This is a standing committee that also encompasses recruitment and retention strategies.
- Determining administrator supports continues to be the focus of this committee.

## Government Consultations

OPSBA made submissions to the following consultations:

- Consultation on the *School Boards Collective Bargaining Act, 2014*
- 2019/2020 Grants for Students' Needs (GSN) Consultation
- Teacher Hiring Practices Consultation
- Class Size Engagement
  - > Phase 1 – February 14, 2019
  - > Phase 2 – May 31, 2019
- Ontario Public Sector Consultations (Broader Public Sector Compensation)

### Central Labour Relations Committee (CUPE, ETFO, EWAO, OCEW, OSSTF)

The purpose of this committee is to facilitate communication between rounds of bargaining on issues of joint interest.

### Central Dispute Resolution Committee (CUPE, ETFO, EWAO, OCEW, OSSTF)

All collective agreements established a process by which disputes over the meaning of collective agreement language are addressed in an orderly fashion and removed from the workplace through either informal or formal resolution. Central parties may file disputes as a grievance and engage in settlement discussions and it is the responsibility of each party to inform their respective local parties of each step in the dispute resolution process, and to direct them accordingly.



## **PROVINCIAL LABOUR RELATIONS**

In the role of Designated Employer Bargaining Agent, to systematize both the implementation of the current collective agreements and prepare for the next round of bargaining, OPSBA delivers professional learning throughout the year and at the annual Education Labour Relations and Human Resources Conference, and has established or maintains participation in:

### **Labour Relations Steering Committee**

The Executive Council of the OPSBA Board of Directors serves as the steering committee to consider and vet labour relations strategies.

### **Council of Trustees' Association (CTA)**

The CTA involves Labour Relations Teams from ACÉPO, AFOCSC, OCSTA and OPSBA. Consultation among the parties occurs regularly to ensure consistency of practice related to collective agreement implementation across all four publicly funded education systems.

### **Labour Reference Groups**

Expert groups have been utilized from across the teaching and bargaining portfolios to offer advice to labour relations. These teams meet on an ad hoc basis.

### **Labour Relations Council (LRC)**

The LRC is a cross section of OPSBA Executive Council, Directors of Education, HR Officials and Senior Business Officials and OPSBA staff. The LRC meets regularly to give advice and guidance to the bargaining process.

### **Principal and Vice-Principal Associations**

The Ontario Principals' Council is composed of principals and vice-principals in public school boards across Ontario and information is obtained and shared as needed.

### **Public Council of Ontario Directors of Education (PCODE)**

PCODE comprises Directors of Education in public school boards across Ontario. Consultation occurs through the Labour Relations Council by Director Members and updates are provided directly to PCODE by OPSBA staff.

### **Senior Negotiators**

The labour negotiators from the 31 OPSBA member boards meet four times annually to share issues, ideas and solutions from their respective education settings as well as through teleconferences to deal with specific issues.

### **Technical Advisory Group (TAG)**

TAG is composed of Labour Relations Teams from the Crown, ACÉPO, AFOCSC, OCSTA and OPSBA. The purpose is to ensure communication and understanding of implementation issues across provincial educational sectors.

# LABOUR RELATIONS

## NATIONAL AND INTERNATIONAL LABOUR RELATIONS

### **Canadian Education Negotiators (CEN)**

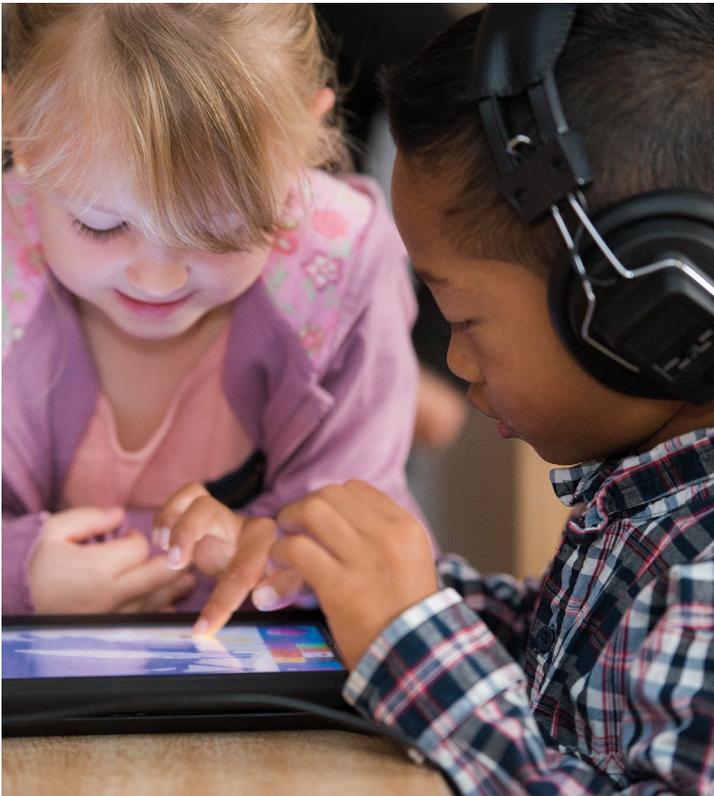
CEN is a team with representation from the Provinces and Territories who are bargaining on behalf of the employer in education settings. Membership comes from the school board associations and/or Governments as applicable.

OPSBA participates in these meetings to understand issues facing Provincial jurisdictions including collective bargaining issues, and changes in legislative frameworks. These meetings take place twice annually and have provided valuable insights into other centralized bargaining models, particularly those that include the Crown.

### **North American Association of Educational Negotiators (NAEN)**

NAEN is an annual conference that brings together educational negotiators and human resources professionals from across Canada and the United States to share challenges and solutions from the sector.





# FINANCE ISSUES

OPSBA was proactive in addressing the education funding issues identified by member boards during successive dialogues with the Minister of Education and Ministry staff.

In 2018-19, OPSBA staff submitted a brief during the Ministry's consultations regarding the development of the 2019-20 Grants for Student Needs (GSN). A modified version of the brief was later shared with the Standing Committee on Finance and Economic Affairs during the provincial 2019 Pre-Budget Consultations. OPSBA identified several areas of advocacy and concern that have been expressed to the Association through consultation with school boards and school authorities. OPSBA members continue to state their top funding concerns and pressures are:

- Special education and supports for mental health
- Student transportation
- Facilities/capital-related costs

In late August, adjustments were made to the GSN and a number of items were put on hold while the government conducted its line-by-line review of provincial spending. OPSBA reviewed these, as well as the changes announced in December 2018 to Education Program Other (EPO) funding, and shared information with its members. In April 2019, OPSBA staff attended the government 2019-20 Ontario Budget lock-up and later that same day, issued an overview of the educational highlights. In late April, the Ministry of Education released the 2019-2020 GSN and OPSBA provided a detailed overview of the funding announcement. Staff will continue to work with member boards concerning the impacts of the GSN and the Priorities and Partnership Fund (which replaces the EPO).

## **Finance Database and Website (EdFinet)**

A continuing focus in OPSBA's advocacy work is increasing public awareness on education finance issues. OPSBA's Education Finance Network – EdFinet – is a valuable resource in supporting the association's advocacy strategies in this area. These resources provide a solid foundation for the association's positions and messages. EdFinet ensures that we have accurate, factual and current information that positions us to speak with authority on emerging funding issues. Our finance consultants respond to user needs through ongoing database enhancements and provide timely analysis of government finance announcements. Access to these resources are available to OPSBA member boards on a request basis.

The site provides school board financial information from 1993 to present. Updates are added as they become available from the Ministry of Education.

## HIGHLIGHTS

The total funding for public education in Ontario is increasing from \$24.53 billion in 2018-19 to \$24.66 billion in 2019-20. Per-pupil funding is projected to decrease \$54 in 2019-20 to \$12,246. The GSN projections show a decrease of approximately \$633 million in the Pupil Foundation Grant, driven largely by increases to class size.

### Details included:

- Student Transportation - Stabilization funding will be provided to school boards that run efficient transportation operations but for which the costs of student transportation exceed the funding provided for that purpose. This funding will be provided in 2019-20 based on boards' 2018-19 transportation deficits while the Ministry of Education undertakes a review of the student transportation funding formula in order to achieve a more efficient and accountable student transportation system in Ontario. Consideration for how much funding boards will get to cover transportation deficits will be based on Efficiency and Effectiveness consortia reviews undertaken from 2008 to 2016. The Student Transportation Grant will be increased by 4% to help boards manage increased costs.
- Behaviour Expertise Amount (\$15.2 million) - The ministry is investing in the Behaviour Expertise Amount allocation with an increase of approximately 100% over 2018-19. This investment will allow school boards to hire more professional staff at the board level who have expertise in Applied Behaviour Analysis (ABA) and to double the training opportunities that will build school board capacity in ABA.
- Local Priorities Fund (LPF) - The LPF, first established in 2017-18 during the last round of collective bargaining, expires on August 31, 2019. Whether the funding for staffing is extended is an issue subject to the upcoming central collective bargaining process.
- Attrition Protection - The ministry is introducing a new Attrition Protection Allocation (within the Cost Adjustment and Qualifications and Experience Grant) for up to four years to protect teachers impacted by the proposed changes to class sizes and e-learning. In theory, this will allow school boards to phase in the proposed class sizes.
- Cost Adjustment Allocation – Base Amount (\$36 Million) - The base amount of the Cost Adjustment Allocation, providing supplemental funding for education worker benchmarks, has been discontinued for the 2019-20 school year. The investments related to adult day school teachers will be transferred to the Continuing Education and Other Programs Grant.
- Human Resource Transition Supplement (\$10 Million) - The Human Resource Transition Supplement, provided to assist school boards in managing the negotiated 2017-19 central collective agreements, expires on August 31, 2019.
- School Renewal Funding - The ministry continues to invest \$1.4 billion in funding to support the repair and renewal of school facilities.
- School Operations Allocation - A 2% cost benchmark update to the non-staff portion of the benchmark to assist boards in managing the increases in commodity prices (electricity, natural gas, facility insurance, and other costs).
- Salary Increases - The ministry will provide a 1% salary benchmark increase for staff in 2019-20, to reflect the 2017-19 central labour agreements.
- International Student Recovery Amount (ISRA) - Beginning in 2019-20, a school board's total GSN operating grants will be reduced by an amount equal to a flat fee of \$1,300 multiplied by the international student enrolment, pro-rated where the students are not full-time.

### 2019-20 Priorities and Partnerships Fund

On April 26, 2019, the ministry issued memo B15 providing details regarding the new Priorities and Partnership Fund (PPF). For 2019-20, the PPF will provide up to \$330 million in funding to education partners to support students. To facilitate school boards' budget planning for 2019-20, the Ministry confirmed approximately \$185 million of PPF funding to school boards and school authorities to support Ministry priorities.

# OPSBA WORK TEAMS

Members of OPSBA's two Work Teams play a meaningful role in advancing the Association's identified priorities through the initiatives they accomplish. They focus on OPSBA's identified priorities and take on tasks that are aimed at action on the Association's priorities.

## Policy Development Work Team

The Policy Development Work Team (PDWT) was actively involved in the Association's legislative and regulatory submissions, meeting several times in person as well as consulting over teleconference, Adobe Connect and through many email discussions.

This year, members of the PDWT dedicated their work to supporting the Association's priorities of The Whole Child and Student Well-Being for Today and Tomorrow, Trustees as Leaders in Public Education and Education Funding.

Specific topics of discussion covered included: the provincial education reform consultation, recreational cannabis retail locations, student transportation, education funding, Education Development Charges, concussion regulations and policies regarding service animals in schools.

In early November, OPSBA sent an email survey to all current trustees who did not seek re-election and those who were not successful in their school board elections. The purpose of the trustee exit interviews was to collect information about how OPSBA can continue to improve its support for new and re-elected trustees in their roles and what Professional Development opportunities are needed.

Significant work was dedicated to the development of resources for member boards. This included a revised Code of Conduct template, Updated

Requirements for Conflict of Interest and a policy template for Trustees Pregnancy and Parental Leave.

## Submissions

Throughout the year, the PDWT provided input on the following matters:

- May 31, 2019 - OPSBA Submission regarding Bill 108, *More Homes, More Choice Act*
- May 23, 2019 - OPSBA submission to the Consultation Document regarding Proposed Regulatory Amendments under the *Child Care and Early Years Act, 2014* and the *Education Act*
- May 22, 2019 - OPSBA Letter to the Association of Municipalities of Ontario (AMO) and the City of Toronto regarding Bill 107, *Getting Ontario Moving Act*
- May 9, 2019 - OPSBA Letter to Standing Committee on Finance and Economic Affairs regarding Bill 100, *Protecting What Matters Most Act (Budget Measures)*, 2019
- May 3, 2019 - OPSBA Letter to Minister Thompson regarding school board policies on service animals
- March 18, 2019 - OPSBA Submission to the Standing Committee on General Government regarding Bill 66, *Restoring Ontario's Competitiveness Act*
- February 27, 2019 - OPSBA Letter to Ministers MacLeod and Thompson regarding changes to the Ontario Autism Program
- February 25, 2019 - OPSBA Submission to the Standing Committee on Social Policy regarding Bill 48, *Safe and Supporting Classrooms Act*; and speaking notes for OPSBA President Cathy Abraham and Executive Director Rusty Hick at the Standing Committee on Social Policy
- January 22, 2019 - OPSBA Submission to the 2019-20 Provincial Pre-Budget Consultations

- December 14, 2018 - OPSBA Submission regarding 2019-20 Education Funding
- December 12, 2018 - OPSBA Submission to Ministry of Education's Consultation: *Education in Ontario*
- November 14, 2018 - OPSBA Submission regarding Bill 47, *Making Ontario Open for Business Act, 2018*
- October 11, 2018 - OPSBA Submission regarding Bill 36, *Cannabis Statue Law Amendment Act, 2018*

### Areas for ongoing consideration

Next year, the work team will continue to be engaged in the following issues:

- Ministry of Education's Task Force on School Boards
- Government's New Vision for Education
- School Board Governance
- Student Transportation
- Pupil Accommodation Review Guidelines



### Members

**CHAIR** - Sheryl Evans-Price, Algoma, Northern (E)

**VICE-CHAIR** - Shelley Laskin, Toronto, Central East

Corrie McBain, York Region, Central East

Jeanne Gray, Halton, Central West

Linda Busuttill, Upper Grand, Central West

Keith Penny, Ottawa-Carleton, Eastern

John McAllister, Upper Canada, Eastern

Jennifer Kitowski, Keewatin-Patricia, Northern (W)

Julia Burgess, Greater Essex County, Western

Fran Morgan, Bluewater, Western

Howard Archibald, Ontario Northeast, Indigenous Trustee

### Executive Council Liaison

Michael Barrett, Durham and OPSBA 1st Vice-President

### Alternates

Donna Edwards, Durham, Central East

Kate Baggott, Niagara, Central West

Susan Humphries, Renfrew County, Eastern

Michael Brant, Hastings & Prince Edward, Indigenous Trustee

Colin Carmichael, Avon Maitland, Western

Bill Steer, Near North, Northern (East)

Dave Cornish, Keewatin-Patricia, Northern (West)

# OPSBA WORK TEAMS

## **Education Program Work Team**

OPSBA's multi-year priorities related to advocating for The Whole Child and Student Well-Being for Today and Tomorrow continued to be the focus for the work of the Education Program Work Team (EPWT) throughout 2018-19.

## **Government Consultations**

OPSBA, through the EPWT, provided responses to all provincial government consultations including Education in Ontario, the revised Mathematics Curriculum, the Mathematics Teacher Content Test, EQAO modernization, E-Learning, Proposed Class Size Changes, GSN consultation, School Board Policies on Service Animals, Autism and Bill 36, *Cannabis Statute Law Amendment Act*, 2018.

OPSBA, through the EPWT and PWDT, took positions on a number of program-related issues and advocated through letters to the Minister, and through meetings and discussion with Ministry of Education political and Ministry staff, including changes to the Ontario Autism Program and the 2015 Health and Physical Education Curriculum.

## **The Ontario Coalition for Children and Youth Mental Health**

OPSBA was the founding member of the Coalition, and through the work team provides ongoing advice to the group. The Coalition's focus this past year was on establishing positive government relations. Coalition meetings continue to promote cross-sectoral and inter-ministerial collaboration and recognition of shared goals on behalf of children and youth mental health.

The Coalition added members this year to incorporate the voice and advocacy of students at

the postsecondary level, including the Centre for Innovation in Campus Mental Health, the Ontario Undergraduate Student Alliance and the College Student Alliance.

The Coalition is planning a Roundtable/Think Tank meeting in 2019-20 to bring key education partners together to identify challenges and opportunities with the new Ontario health structures. A paper with recommendations will be developed from this event for discussion with the provincial government. The next Summit on Children and Youth Mental Health is scheduled for April 2021 in Toronto.

## **First Nation, Métis and Inuit Education**

EPWT continues to advocate for the implementation of Calls to Action from the Truth and Reconciliation Committee's Final Report with regards to curriculum. An Indigenous trustee representative co-chairs the Work Team of the Minister's Advisory Council on Indigenous Education. More information related to this topic is available on page 28.

## **French as a Second Language (FSL)**

OPSBA, through the EPWT, submitted a proposal to the Ministry of Training, Colleges and Universities, to establish a three-year Ontario Labour Market Partnership project to study labour market needs for FSL instruction in the province. The second phase of the project is entitled *Moving Forward with Understanding Perspectives Regarding French as a Second Language Labour Market Issues*. This phase is focused on the implementation of the action plans from the Phase 1 recommendations, as well as conducting research on education workers and their support of FSL programs.

FSL was also identified, both in OPSBA's GSN submission and in discussion with the Ministry, as an area that requires a provincial focus to address issues impacting school boards' ability to deliver high-quality and sustainable programming and instruction.

OPSBA, through the FSL Labour Market Partnership Committee, has readied proposals to access federal funding, when and if it becomes available, to further support the availability of sufficient numbers of language-proficient FSL teachers to support FSL programs.

#### **Exemplary Programs to Support Skilled Trades**

The work team selected exemplary *Programs to Support Skilled Trades* as the focus of its 2018-19 survey of member boards. This survey builds on the OPSBA website repository of effective practice. In the 2017-18 school year, exemplary Alternative Education strategies that have had a positive impact on student learning were posted at [www.opsba.org](http://www.opsba.org).

#### **Members**

**CHAIR** - Jan Johnstone, Bluewater, Western  
**VICE-CHAIR** - Marjorie Adam, Renfrew County, Eastern  
Jaine Klassen Jeninga, Kawartha Pine Ridge, Central East  
Parthi Kandavel, Toronto, Central East  
Alex Johnstone, Hamilton-Wentworth, Central West  
Amy Collard, Halton, Central West  
Donald Cram, Upper Canada, Eastern  
Tom Henderson, Ontario North East, Northern (E)  
George Saarinen, Lakehead, Northern (W)  
Lynette Geddes, Avon Maitland, Western  
Ryan Jacobs, Upper Canada, Indigenous Trustee

#### **Executive Council Liaison**

Carol Ann Sloat, Grand Erie and OPSBA 2nd Vice-President

#### **Alternates**

Cynthia Cordova, York Region, Central East  
Kathy McDonald, Peel, Central West  
Jennifer Sarlo, Algoma, Northern (E)  
Trudy Tuchenhagen, Lakehead, Northern (W)  
Eric Bortlis, Keewatin-Patricia, Indigenous Trustee  
Lucille Kyle, Hastings and Prince Edward, Eastern  
Jane Thomson, Bluewater, Western

### **OPSBA-OSTA Liaison Committee**

The OPSBA-OSTA Liaison Committee met several times over the year to further support the opportunities for, and the voice of, student trustees. Continuing from last year, student trustees were included as part of both the Policy Development and Education Program Work Teams. Discussions and activities included:

- A letter sent on behalf of OPSBA to the Minister of Education outlining support for the student trustee association.
- Legal counsel advice regarding student trustees moving and seconding motions.
- The creation of a survey about local practices with student trustees. The results may be used to create a Student Trustees Best Practices Handbook.
- Presentations from Public Board Council student trustees at the September 2018 and May 2019 Board of Directors Meetings.
- A report, entitled Student Representation Across Canada, will be shared and discussed at this year's OPSBA AGM/CSBA Congress.

Committee representation included trustees from across OPSBA's membership and governance levels.

#### **Members**

Chair, Alex Johnstone, Hamilton-Wentworth DSB  
Cathy Abraham, OPSBA President, Kawartha Pine Ridge DSB  
Ellen Chambers, Lakehead DSB  
Sarah Cipkar, Greater Essex County DSB  
Michael Brant, Indigenous Trustees' Council, Hastings and Prince Edward DSB  
Laurie French, ex officio, Limestone DSB

# LEGISLATIVE ADVOCACY

OPSBA is a non-partisan association that advocates for public education regardless of which political party is in power at Queen's Park. The Association is proud of its expertise and track record in the area of effective advocacy to support its priorities.

Effective advocacy entails sharp analysis of the emerging issues and trends in our sector, confidence that we are representing the thoughtful consensus of our member boards, choosing strategic opportunities for presenting our positions in ways that engage audiences, and, where appropriate, drawing media attention.

OPSBA monitors legislation and regulations that could affect our students and member boards. With the support of our Work Teams, Executive Council and Board of Directors, staff provide submissions and feedback to many government consultations.

OPSBA continues to issue regular Legislative Updates to all member boards on a regular basis. Our Advocacy can be seen at all levels of government.

## MUNICIPAL

### 2018 Municipal and School Board Elections

Municipal and School Board elections were held on October 22, 2018. OPSBA partnered with the Ontario Education Services Corporation (OESC) to produce a series of bilingual elections resources to support trustee candidates and communities, to promote the role of school board trustee and encourage voter interest and participation.

These resources included:

- Making a Difference for Kids: Running for Election as a School Board Trustee
- Your Guide to Hosting a School Board Trustee All Candidates Meeting

- Public education resources – posters and newspaper ads
- Centralized school board elections website

Other supports included a coordinated communications strategy involving news releases, Twitter statements and the production of a two-minute, public service announcement video with OPSBA members about why they chose to run for school board trustee.

Post-election data was shared with members that included the number of elected new and returning trustees, acclamations and the total number of candidates that ran in 2018. Of note, this term has 44% new trustees and 56% returning trustees.

Number of Candidates Seeking Election: 881

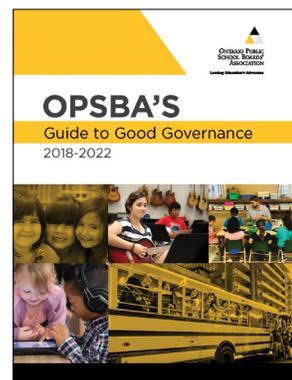
Number of Available Seats: 317

Number of Trustees Acclaimed: 78

Number of Trustees Elected: 239

Number of New Trustees: 141

Number of Returning Trustees: 176



### OPSBA's Guide to Good Governance: 2018-2022

OPSBA produced its own revised guide that contains legislative, policy and funding changes that have occurred over the past four years, with specific relevance for Ontario's English public education

system. The fully updated Guide was initially shared with participants attending the Public Education Symposium in January. Hard copies were sent to a wide range of education stakeholders across the

province and the country. An electronic version is available on the OPSBA website.

In August, OPSBA sent a congratulatory letter to Jamie McGarvey, the new Association of Municipalities of Ontario (AMO) President. OPSBA senior staff met with AMO staff during the year and continue to connect on shared files of interest. OPSBA's President and senior staff will attend the 2019 AMO AGM and Annual Conference in Ottawa.

## PROVINCIAL

Ontario's general election was held on June 7, 2018. Pre-election, OPSBA participated in and created a number of initiatives that involved all major parties. This included a number of board-hosted OPSBA Education Days, a Priorities Questionnaire, an Overview of Party Platform vs. OPSBA Priorities, and regular election information updates to members. All election resources and related information were posted on a dedicated web page and the discussion of education issues was encouraged on social media and used the hashtag #OntEd18 Tweets.

The Progressive Conservative Party of Ontario won a strong majority with 76\* seats, or 40.5 per cent of the vote, easily surpassing the 63 seats required for a majority. Post-election, OPSBA issued a congratulatory media release and sent letters to all party leaders. (\*Three PC MPPs are now sitting as Independent Members)

On June 29, 2018, Doug Ford officially became Ontario's 26th Premier, and he and his 21-member cabinet were officially sworn in. Lisa Thompson was named Minister of Education, with Sam Oosterhoff as her Parliamentary Assistant. In August, it was announced that Nancy Naylor would

be the Ministry of Education's Deputy Minister. Ms. Naylor attended an OPSBA joint work team meeting in November.

OPSBA's President and senior staff met with Minister Thompson in September. She presented at the December Board of Directors Meeting and the Public Education Symposium in January.

OPSBA also ensures regular contact with the other political parties and their education critics. Throughout the year meetings took place between OPSBA President Cathy Abraham and Marit Stiles (NDP critic), Kathleen Wynne (Liberal critic) and Mike Schreiner (Green Party critic).



# LEGISLATIVE ADVOCACY

## OPSBA Advocacy Day

OPSBA's President, Executive Council members, the Indigenous Trustees' Council Vice Chair, student trustee leaders and OPSBA senior staff participated in an Advocacy Day at Queen's Park on April 8, 2019. The day provided an opportunity for OPSBA representatives to build on collaborative relationships with provincial stakeholders – both MPPs and political staff. OPSBA's advocacy was focused on a commitment to supporting and investing in public education.

OPSBA Advocacy Day featured meetings and conversations with all four political parties – the Progressive Conservatives, the New Democrats, the Liberals and the Green Party. President Abraham and Executive Director Rusty Hick also met with staff from the Premier's Office, the Ministries of Education and Municipal Affairs and Housing, and the Treasury Board Secretariat.

## FEDERAL

As a member of the Canadian School Boards Association (CSBA), OPSBA examines provincial and federal legislation that affects Ontario students and our member boards. In areas such as copyright or Indigenous education, the CSBA gives its members a national voice and opportunities for influence beyond the provincial level. President Cathy Abraham and Executive Director Rusty Hick represented OPSBA on the CSBA Board of Directors for 2018-19. Of note, Laurie French, OPSBA's Past President, is the current President of CSBA.

In April, OPSBA sent a letter to Québec's Minister of Education to support the Québec English School Boards Association and the Fédération des commissions scolaires du Québec in their advocacy



against the Québec government's intention to abolish all elected public school boards and convert them into "service centres."

OPSBA continues to monitor federal legislation and in particular:

- Bill C-369, An Act to amend the Bills of Exchange Act, the Interpretation Act and the Canada Labour Code (National Indigenous Peoples Day) – This bill would create a federal holiday called the National Day for Truth and Reconciliation and be observed on September 30.
- Bill C-91, An Act respecting Indigenous Languages – This bill would recognize that the rights of Indigenous peoples include rights related to Indigenous language.

OPSBA will also be active in supporting our education priorities in the upcoming federal election which is scheduled to take place on October 21, 2019.

### **An Advisory Role**

OPSBA's political leadership and staff continue to be active participants in the many consultations that cover a broad range of topics and involve the Ministry of Education and other Ministries. Many of the previously existing Ministry committees, of which OPSBA senior staff and representative trustees were contributing members, were discontinued in the 2018-19 school year. OPSBA continues to advocate for collaborative Ministry of Education committee structures to facilitate education partner dialogue and input into any proposed changes within the education sector. The two active committees are:

- EQAO Assessment Advisory Committee
- Ministry Initiatives Committee

OPSBA also participates in a number of other external organizations through senior staff and trustee membership including:

- Canadian School Boards Association
- Ontario Coalition for Children and Youth Mental Health
- Ophea
- Learnography
- Public Services Health and Safety Association
- Ontario School Bus Association
- OMERS



# COMMUNICATIONS AND MEDIA RELATIONS

The focus of OPSBA's communications and media relations is to ensure that the Association's identified priorities are presented in a strong light, positively showcasing public education and the achievements of school boards.

OPSBA's communications and media relations strategies are designed to increase public confidence in the effectiveness of our public school system. OPSBA continues to stand out as a credible and primary voice of public education in Ontario. As the voice of public education in Ontario, the 2018-2019 year was a successful year for OPSBA in achieving sustained media coverage on a variety of issues. OPSBA is a consistent point of contact for reporters and columnists when they are looking for a provincial perspective on education issues. Throughout the year, OPSBA president Cathy Abraham was a valued commentator, interviewed by the mainstream media on issues that impacted public education including:

## **Ontario government decreases per-student funding for school boards**

***Canadian Press, April 27, 2019***

Cathy Abraham, the president of the Ontario Public School Boards' Association, said the boards will determine individual impacts over the coming weeks, but the decrease in per-student funding is a concern. "We know that it's not costing less to educate children," she said.

## **As Ontario education funding rises by less than inflation, critics call it 'rolling back the clock'**

***Toronto Star, April 11, 2019***

Cathy Abraham, president of the Ontario Public School Boards' Association, said boards will learn their specific grants at the end of the month, but given the funding levels

"there is absolutely really not any increase here for us."

She said association members will participate in any review, but "we are confident they will find out that school boards are already operating in an efficient manner."

## **Ontario government announces new supports for schools ahead of change to autism program**

***Globe and Mail, March 11, 2019***

Cathy Abraham, president of the Ontario Public School Boards' Association, said districts are still reviewing the information but she welcomed additional supports. "I know our staff will do all they can to welcome [students with autism] and find success in our schools even with this late announcement of funding," she said.

## **Province looking for clear rules on service dogs in schools**

***Toronto Star, October 30, 2018***

The Ontario Public School Boards' Association says it has seen a jump in demand for service animals, and would like some guidance. Last year, it voted to ask the provincial government to consult with families of autistic children and others who need a service dog.

## **Ontario school boards still in the dark on sex-ed teaching plan: association**

***Canadian Press, August 16, 2018***

With less than a month before classes resume, Ontario school boards say they still have not received teaching materials related to the older sex-ed curriculum the province expects them to use this fall.

A spokeswoman for the Ontario Public School Boards' Association says that to her knowledge, the boards have also not received any instructions on the issue from the Progressive Conservative government.



Our ongoing commitment to keeping the membership of OPSBA informed on critical issues meant frequent development of up-to-date analysis of breaking news and reports.

In 2018-2019, OPSBA staff provided comprehensive communication support and leadership to member boards on key issues impacting education across the province to ensure positive and consistent messaging and positioning to highlight the strength of public education including the Planning for Prosperity online public consultation, the Auditor General's 2019 Report, the Provincial Fall Economic Statement and the release of the 2019 Ontario Budget and 2019-20 Grants for Student Needs funding.

OPSBA's popular daily "Media Report" service, launched in 2013 in response to a pressing need to issue breaking labour negotiations news to hundreds of trustees and board staff on a daily basis, continues to serve staff and trustees.

Media statements and releases, templates and other communication vehicles and supports were regularly developed and distributed to all trustees, directors of education, senior human resources and finance officials, and communication officers.

A range of feature stories in OPSBA's magazine Education Today, which moved fully online in 2018, touched on issues including special education, the Arts and STEAM: Science, Technology, Engineering, the Arts and Mathematics.

At OPSBA's annual communications officer networking session at the Public Education Symposium in January, OPSBA communications and policy staff discussed updates relevant to

the group of school board communications. McKesson Canada's David Simmonds and the Canadian Management Centre's Lisa Mitchell hosted workshops on strategic communications, government relations and strategic thinking.

OPSBA's communications team continues to work proactively with the Ministry of Education and other branches of the provincial government, seeking to cooperate and collaborate on issues of mutual interest.

#### **OPSBA on Twitter and Instagram**

OPSBA has proactively used Twitter since 2012 as an important digital tool to engage with key stakeholders and strengthen its online presence. It allows direct communication with key online audiences as part of ongoing efforts to be accountable and transparent to member boards.

Twitter was used by the Association and member trustees extensively throughout the 2018 OPSBA AGM (#OPSBA18) and the 2019 Public Education Symposium (#PESym19). As of May 2019, @OPSBA had approximately 6,725 followers and the account had tweeted more than 9,600 times. Since June 2018, the account has gained nearly 825 followers.

As part of the social media strategy for the Public Education Symposium, OPSBA launched its second social media account on the Instagram platform in late January. With more than 40 posts and 130 followers as of May 2019, the account is giving the Association another way to share its strategic messaging through the use of images and Instagram Stories.

 Follow OPSBA on Twitter: @OPSBA

 Follow OPSBA on Instagram: @OPSBA\_Official

# 2019 OPSBA AWARDS

Each year, the Ontario Public School Boards' Association honours individuals who have made significant contributions in the field of education. While it is impossible to honour all those special people who make a difference, the recipients of these awards represent the many who contribute to the creativity and hard work that make our schools and education system leaders in the world.

## **Jack A. MacDonald Award of Merit and Certificate of Recognition**

The winners of these student awards are selected on the basis of a sound academic record throughout their career, accompanied by outstanding community service and leadership. This year's Jack A. MacDonald Award of Merit was presented to Hannah Burrows, Osgoode Township HS, Ottawa-Carleton DSB.

Certificates of Recognition were awarded to Sean McCloskey, Madawaska Valley District HS, Renfrew County DSB, and Stephanie Hrynkiw, Balaclava Elementary School, Hamilton-Wentworth DSB.

## **OPSBA Award of Excellence and Achievement Award**

The OPSBA Award of Excellence and the Achievement Award are presented by the local board to volunteers for outstanding, exemplary and/or unique contributions to the overall well-being of the school or community through in-school, board-wide, extra-curricular and/or volunteer activity.

This year's Award of Excellence was presented to Sandra Binns, Canadian Home and School Federation and Parent Representative, Parent Involvement Committee, Hamilton-Wentworth DSB.

The Achievement Award was presented to the following individuals:

- Colleen Kappel, Superintendent of Education, Lakehead DSB
- Liz Tod, Chair, Special Education Advisory Committee, Lakehead DSB
- Christopher Gamble, Special Education Teacher, Hamilton-Wentworth DSB
- Sandra Binns, Volunteer, Hamilton-Wentworth DSB
- Rita Goverde, Performance Plus Child and Youth Worker, York Region DSB

## **The President's Award**

This award recognizes trustees who have given 25 or more years of service to public education. This year's recipients were Graham Lidstone, former trustee, Algoma DSB, and John Hendry, former trustee, Waterloo Region DSB.



## **Dr. Harry Paikin Memorial Award**

This award is given to an active or retired public school trustee for outstanding service. This year's recipients are Jan Johnstone, Chair, Bluewater DSB, and Gerri Gershon, former trustee, Toronto DSB.

# STRENGTH IN NUMBERS:

# THE BENEFITS OF BELONGING TO **OPSBA**

- Effective advocacy on issues that make a difference for students, including: education funding, child care, Indigenous education, children and youth mental health, French as a Second Language, special education, service animals and student transportation
- High quality professional development opportunities for school trustees
- Media relations, social media and information services support on key issues
- United and credible voice in advocacy and action in legislative and policy changes
- Democratic environment and responsiveness to member board needs
- Practical support for complying with legislative and regulatory change including revisions to the Ontario curriculum, class size regulations, the Ontario Autism Program, and cannabis legalization
- Strategic relations with education partners across Ontario and Canada
- Effective leadership in collective bargaining
- Access to financial savings stemming from interventions on copyright tariffs, and natural gas and electricity rates

(AS OF MAY 2019)

# BOARD OF DIRECTORS 2018-2019

**Cathy Abraham**

President  
Kawartha Pine Ridge District  
School Board

**Carrie Andrews**

Peel District School Board

**Kate Baggott**

District School Board of Niagara

**Michael Barrett**

First Vice-President  
Durham District School Board

**Christine Boothby**

Ottawa-Carleton District  
School Board

**Julia Burgess**

Greater Essex County District  
School Board

**Linda Busuttill**

Upper Grand District School  
Board

**Ellen Chambers**

Lakehead District School Board

**Lisa Anne Chatten**

Hastings and Prince Edward  
District School Board

**Bob Clement**

Rainbow District School Board

**Amy Collard**

Halton District School Board

**Cynthia Cordova**

York Region District  
School Board

**Donna Danielli**

Vice-President, Central West  
Halton District School Board

**Donna Edwards**

Durham District School Board

**Sheryl Evans-Price**

Algoma District School Board

**Jack Fletcher**

Lambton Kent District  
School Board

**Laurie French**

Past President  
Limestone District School Board

**David Green**

Vice-President, Enrolment  
Peel District School Board

**Tom Henderson**

District School Board Ontario  
North East

**Susan Humphries**

Renfrew County District School  
Board

**Robert Hunking**

Vice-President, Western  
Avon Maitland District School  
Board

**Elaine Johnston**

First Nations  
Algoma District School Board

**Alex Johnstone**

Hamilton-Wentworth District  
School Board

**Jan Johnstone**

Bluewater District School Board

**Parthi Kandavel**

Toronto District School Board

**Jennifer Kitowski**

Keewatin-Patricia District  
School Board

**Herb Klassen**

Avon Maitland District  
School Board

**Jaine Klassen Jeninga**

Kawartha Pine Ridge District  
School Board

**Shelley Laskin**

Toronto District School Board

**Angela Lloyd**

Vice-President, Central East  
Kawartha Pine Ridge District  
School Board

**Jodi Lloyd**

Simcoe County District  
School Board

**Mark Mannisto**

Vice-President, Northern  
Superior-Greenstone District  
School Board

**Corrie McBain**

York Region District School  
Board

**David McDonald**

Upper Canada District  
School Board

**Arlene Morell**

Thames Valley District School  
Board

**David Morrison**

Trillium Lakelands District  
School Board

**Jason Nesbitt**

Superior-Greenstone District  
School Board

**Keith Penny**

Ottawa-Carleton District  
School Board

**Kathryn Pierroz**

Rainy River District School  
Board

**Dave Shields**

Vice-President, Eastern  
Renfrew County District School  
Board

**Jake Skinner**

Thames Valley District  
School Board

**Carol Ann Sloat**

Second Vice-President  
Grand Erie District  
School Board

**Bill Steer**

Near North District  
School Board

**Jennifer Story**

Vice-President, Enrolment  
Toronto District School Board

**Scott Templeton**

Durham District School Board

**Carolyn Tavolieri**

John McGivney Children's  
Centre School Authority

**Don Werden**

Grand Erie District  
School Board

**Kathleen Woodcock**

Waterloo Region District  
School Board

# MEMBER BOARDS

## **CENTRAL EAST**

Bloorview School Authority  
 Campbell Children's School Authority  
 Durham District School Board  
 Kawartha Pine Ridge District School Board  
 The Protestant Separate School Board of the Town of Penetanguishene  
 Simcoe County District School Board  
 Toronto District School Board  
 Trillium Lakelands District School Board  
 York Region District School Board

## **CENTRAL WEST**

District School Board of Niagara  
 Grand Erie District School Board  
 Halton District School Board  
 Hamilton-Wentworth District School Board  
 KidsAbility School Authority  
 Niagara Peninsula Children's Centre School Authority  
 Peel District School Board  
 Upper Grand District School Board  
 Waterloo Region District School Board

## **EASTERN**

Hastings and Prince Edward District School Board  
 Limestone District School Board  
 Ottawa-Carleton District School Board  
 Ottawa Children's Treatment Centre School Authority  
 Renfrew County District School Board  
 Upper Canada District School Board

## **WESTERN**

Avon Maitland District School Board  
 Bluewater District School Board  
 Greater Essex County District School Board  
 John McGivney Children's Centre School Authority  
 Lambton Kent District School Board  
 Thames Valley District School Board

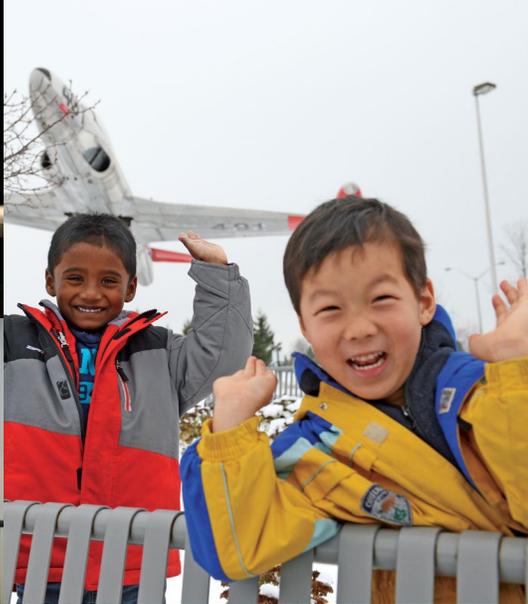
## **NORTHERN SUB REGION EAST**

Algoma District School Board  
 District School Board Ontario North East  
 James Bay Lowlands Secondary School Board  
 Moose Factory Island District School Area Board  
 Moosonee District School Area Board  
 Near North District School Board  
 Rainbow District School Board

## **SUB REGION WEST**

Keewatin-Patricia District School Board  
 Lakehead District School Board  
 Rainy River District School Board  
 Superior-Greenstone District School Board







# ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION

Leading Education's Advocates





ONTARIO PUBLIC  
SCHOOL BOARDS'  
ASSOCIATION

Leading Education's Advocates

**Ontario Public School Boards' Association**

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