2026 ANNUAL GENERAL MEETING
September 25, 2026 – 8:30 a.m.

ONTARIO CATHOLIC SCHOOL
BUSINESS OFFICIALS ASSOCIATION

White Oaks Conference Centre, Niagara on the Lake

AGENDA

1. Call to Order
2. Land Acknowledgement / Prayer for Meeting
3. Approval of Agenda
4. Approval of Minutes of 2024 held on September 26, 2025
5. President's Report
6. Executive Director's Report
7. Audited Statements

   Financial Report of Auditor, Roma and Associates as at August 31, 2026
8. Committee Reports

   Conference Planning

   Membership Services

   CAEAS-ECAB Benefits Report

   ICE Liaison

   OCSOA Liaison

   Human Resources Report
9. Nominating Committee

   Honorary Membership Award

   Outstanding Contribution Award
10. Board of Directors' Election Ballot
11. 2027 Conference Date and Location:

LAND ACKNOWLEDGEMENT

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

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

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

OPENING PRAYER

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

Guide our hearts and our minds in the spirit of fairness,

right thought and speech.

Impart your supreme wisdom upon our activities

so that our affairs may reach a successful conclusion.

Thank you for being our source of guidance today.

Amen

M I N U T E S

2025 ANNUAL GENERAL MEETING
Friday September 26,2025
Queens Landing Conference Centre NOTL

President Milka Zlomislic opened the 71st Annual General Meeting of the Association. Board of Directors were present as follows:

Present:

Brian Capovilla Vice President
Khaled Elgharbawy Past President
Kerry Pomfret
Betty Stavropoulos
Jason Attard
Vince Artuso
Roger Mabardi

Peter Marchini, Executive Director
Lesley McDowell Administrative Assistant

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

Call To Order

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

2. Opening Prayer

Milka read the opening prayer.

3. Approval of Agenda

Motion: That the agenda for the OCSBOA 2025 Annual General Meeting be approved.
Moved by: Khaled Elgharbawy Seconded by: Vince Artuso

Carried

4.1 Approval of 2024 AGM held on September 27 2024

Motion: That the Minutes of the OCSBOA Annual General Meeting held on September 27 2024 be approved as presented.

Moved by: Kerry Pomfret Seconded by: Jason Attard
Carried

5. Presidents Report 2025

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

She also thanked the Directors Lesley and Peter for their efforts in organizing the Conference.

6. Executive Director's Report

Executive Director Peter Marchini presented his report to the membership. Peter indicated that the yearend deficit was $10500 and provided details regarding the Financial Report and the deficit.

Motion: That the Executive Director's and Presidents Reports be received.
Moved by: Kerry Pomfret Seconded by: Vince Artuso
Carried

7. Audited Statements

7.1 2023-24 Financial Statement and Auditor's Review

The Financial Statement and Financial Statement Reviewer's Report for the fiscal year September 1, 2024 to August 31, 2025 were reviewed The financial statements were prepared by Peter Marchini and reviewed by Roma and Associates a Chartered Accounting firm located in Windsor Ontario.

Motion: That the Financial Statement and the Financial Statement Reviewer's Report for the fiscal year September 1, 2024 to August 31, 2025 be approved as presented.

Moved by: Kerry Pomfret Seconded by: Vince Artuso
Carried

Committee Reports

Each of the Directors presented their committee report for the period 2024/2025

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

Motion: That the 2024/25 Committee Reports be accepted as presented.

Moved by: Khaled Elgharbawy Seconded by: Roger Mabardi

9.1. Honorary Membership Award

Milka indicated that the membership was polled for nominee suggestions.
The name of Eric Roher for Honorary Membership for
2024/2025 The board voted unanimously to approve Eric for this award.

10. Election to Board of Directors

The report on Election of Board members was reviewed by Peter who indicated that two directors were retiring.
The report indicated that an election of two directors is required. The boards Constitution indicates that the board should consist of 9 Directors.

Milka asked if there were any nominees from the membership.
Roger nominated Alem Birhane from York Catholic and he accepted.

Kerry Pomfret nominated Stacy Hogg from Bruce Grey Catholic. Stacy accepted.

Betty Stavropoulos nominated Ida Bruno from Huron Superior and Ida accepted
This concluded the nominations to the board

11. 2026 Conference Date and Location

Peter indicated that the 72nd Annual conference will be held at the White Oaks Resort in NOTL from September 23-25.

12. Other Business

There was no other business to discuss.

13. Final Remarks

_____Motion: that the AGM be adjourned
Moved by: Kerry Pomfret Seconded by: Milka Zlomislic

To be approved by the Membership at the 2026 AGM

Peter Marchini



Peter Marchini, Executive Director

President's Report

72nd Annual General Meeting

Leading Forward: Navigating Change with Purpose

Dear OCSBOA Members,

It is my great pleasure to welcome you to the 72nd Annual General Meeting of the Ontario Catholic School Business Officials Association and to our 2026 Conference, **Leading Forward: Navigating Change with Purpose**.
As we gather in service of Catholic education, I am reminded of the words of Isaiah:
"And your ears shall hear a word behind you: 'This is the way; walk in it,' when you turn to the right or the left."
Isaiah 30:21

This verse speaks directly to our work as Catholic school business officials. Every day, we are called upon to navigate change, balance competing priorities, and make decisions that affect students, staff, and communities across Ontario. The path is not always clear, but our faith reminds us to move forward with purpose, guided by sound judgment, stewardship, collaboration, and service.
As business officials, we support Catholic education through leadership in finance, human resources, facilities, information technology, communications, planning, and operations. While much of our work occurs behind the scenes, it provides the foundation that allows our schools and students to thrive.

The Value of OCSBOA
OCSBOA plays a vital role in supporting Ontario's Catholic school boards by providing opportunities for professional learning, collaboration, and networking. Perhaps most importantly, it creates a community of professionals who understand the unique challenges and responsibilities we face.
As a Catholic association, our work extends beyond operational excellence. We are called to lead with integrity, respect the dignity of every person, act as responsible stewards of public resources, and support the mission of Catholic education.
In an increasingly complex environment marked by fiscal pressures, workforce challenges, aging infrastructure, cybersecurity concerns, and evolving regulations, the opportunity to learn from one another has never been more important.

The Importance of Gathering Together
While virtual collaboration has become commonplace, there remains tremendous value in meeting together in person.
The conversations between sessions, shared experiences, and professional relationships formed during this conference often become the source of practical solutions, new ideas, and lasting partnerships.
The strength of OCSBOA has always been its members, and opportunities like this allow us to learn from one another while strengthening our professional community.

2025-2026 Highlights
This past year, OCSBOA continued to expand professional learning opportunities through our successful Lunch and Learn Series, covering topics such as Personal Resiliency, Accessibility in Communications, Equity Conversations, Custom Forms in KEV, and Change Management. All sessions were offered at no cost to members and are available through the member portal.
We also partnered with OCSTA to deliver a professional development session on **Building Trust, Relationship and the Dignity of the Human Person**, featuring Matt Weber, Patrick Daly, Anne O'Brien, and George McAuly. The session reinforced the importance of trust, relationships, faith, and the dignity of each person within Catholic leadership and decision-making. The feedback following the session was extremely positive.

These initiatives demonstrate how OCSBOA can continue to deliver relevant professional learning while responding to the financial constraints experienced by our member boards.
This year also saw continued enhancements to member services, including the expansion of the Member Portal and Member Directory, giving members connect, collaborate, and access resources throughout the year.

Human Resources Committee
The Human Resources Committee, under the leadership of Stephanie Strong, continues to be one of OCSBOA's most valuable initiatives and one that is recognized and lauded province wide. The committee provides an important forum for HR leaders and senior administrators to share best practices, discuss emerging issues, and collaborate on workforce challenges facing Catholic education.
At a time when boards continue to address recruitment, retention, labour relations, employee wellness, accommodations, and changing workplace expectations, the work of this committee has never been more important. I thank Stephanie and all committee members for their leadership and commitment.

Membership and Financial Sustainability
While there is much to celebrate, we must also acknowledge the continuing challenges affecting membership.
Catholic school boards across Ontario remain under considerable financial and operational pressure. Competing priorities, restrictions on professional development and travel expenditures, increased workloads, and staffing pressures have affected the ability of some boards and individuals to renew memberships or attend the annual conference.
These challenges are not unique to OCSBOA. They reflect the broader fiscal environment facing the education sector. Nevertheless, they have a direct impact on this Association and require our continued attention.
Membership is more than an annual fee. It is an investment in professional learning, collaboration, mentorship, and the collective strength of Catholic education. A strong provincial association allows business officials to share resources, learn from one another, build professional capacity, and develop solutions to challenges that extend beyond the boundaries of any individual school board.
The sustainability of OCSBOA depends on active participation from Catholic school boards across Ontario. I encourage members to share the value of the Association within their organizations, invite colleagues to participate, and encourage the renewal and expansion of membership.
Despite ongoing membership and sector challenges, OCSBOA has remained financially stable and fiscally responsible.
Through prudent financial management, careful conference planning, and the continued support of our sponsors, the Association has maintained its financial position while continuing to provide professional development opportunities to members.
This support has allowed OCSBOA to maintain reasonable costs, offer accessible professional learning, and continue investing in member services during a period of financial constraint.
We are sincerely grateful to all our sponsors. Their support demonstrates that they recognize the importance of OCSBOA and the value of bringing together Catholic school business officials from across the province.

Appreciation
I would like to extend my sincere gratitude to our Executive Director, Peter Marchini, and our Executive Assistant, Lesley McDowell.
Their professionalism, dedication, and tireless efforts support every aspect of our Association. From organizing the conference and coordinating sponsors to supporting the Board, maintaining member services, and managing the day-to-day work of OCSBOA, their contributions are invaluable.
Much of what they do takes place behind the scenes, but the impact of their work is evident throughout the year and particularly during this conference. We are deeply grateful for their commitment to OCSBOA and its members.

I would also like to thank our Board of Directors:

- Khaled Elgharbawy, Vice-President
- Kevin Sun, Past President
- Vince Artuso, Director, TCDSB
- Rosalia Betti, Director, TCDSB
- Alem Birhane, Director, YCDSB
- Ida Bruno, Director, HSCDSB
- Stacy Hogg, Director, BGCDSB
- Roger Mabardi, Director, YCDSB
- Kerry Pomfret, Director, WCDSB
- Betty Stavropoulos, Director, TCDSB

Thank you for your leadership, commitment, and dedication to OCSBOA and Catholic education across Ontario. Your hard work, your insights, and support have been extremely valuable.
I also extend our sincere appreciation to our Catholic education partners, including OCSOA, OCSTA, the Catholic Education Foundation of Ontario, and the Institute for Catholic Education, as well as the senior leadership teams of Ontario's 29 Catholic school boards for their continued support and collaboration.

Looking Forward
As we look ahead, the environment in which we operate will continue to change. Fiscal pressures, workforce challenges, aging infrastructure, technological advancements, cybersecurity concerns, and evolving legislation will require thoughtful and coordinated leadership.
Our collective strength lies not only in the expertise of individual members, but also in our willingness to place that expertise in service to one another.
The future of our Association depends on engaged members who are willing to contribute their knowledge, experience, and leadership.
As we navigate an increasingly complex and rapidly changing environment, let us continue to lead with courage, wisdom, faith, and compassion.
Let us remain responsible stewards of the resources entrusted to us. Let us support one another, strengthen our professional relationships, and remain grounded in the Catholic values that give purpose to our work.
Most importantly, let us continue **Leading Forward: Navigating Change with Purpose**, confident in our shared mission and inspired by the important work we undertake each day in support of Catholic education.
Thank you for your attendance, your membership, your service, and your commitment to OCSBOA and Catholic education.

Respectfully submitted,
Milka Zlomislic
President, OCSBOA
2025-2026

Date: ***September 25, 2026***
Subject: ***Executive Director's Report***
Prepared by: ***Peter Marchini, Executive Director***

Welcome to the 2026 OCSBOA Annual Conference and Annual General Meeting.

In 2025 we met at Queens Landing in beautiful Niagara on the Lake. The conference was well attended by delegates, sponsors and invited guests. The atmosphere was energized by the weather the location and the host of great speakers.

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

From a financial perspective, our lower membership numbers has affected our financial position. The OCSBOA Balance Sheet position has been reduced over the past two years with it now at just over $22,000 in total equity.

Our audited financial statements will indicate a deficit for the second year of approximately $7400. The success of our annual conference and the growth in our membership roles is critical to reversing this trend.

During this year, I have been supported wholeheartedly by President Milka Zlomislic and the entire Board of Directors.
We are so fortunate to have working with us Lesley McDowell a Learning and Development Specialist employed at the Toronto Catholic School Board.

Lesley is eager to bring forth new and innovative ideas to better promote our association and is the lead in presenting relevant and interesting Lunch and Learn sessions throughout the year.

Please mark your calendars the date and location of our 2027 Conference which will be held once again at White Oaks in NOTL from September 29- October 1.

Respectfully submitted,

Peter S Marchini
Executive Director

Roma & Associates Professional Corporation
Chartered Professional Accountants

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

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

We have reviewed the accompanying financial statements of **ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION** which comprise the statement of financial position as at **August 31, 2026** and the statements of revenues, expenditures and fund balance and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Practitioner's Responsibility

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

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

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

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of **ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION** as at **August 31, 2026**, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Tecumseh, Ontario
September 16, 2026

ROMA & ASSOCIATES
PROFESSIONAL CORPORATION
CHARTERED PROFESSIONAL ACCOUNTANTS
AUTHORIZED TO PRACTISE PUBLIC ACCOUNTING BY THE INSTITUTE OF CHARTERED PROFESSIONAL ACCOUNTANTS OF ONTARIO

12230 Tecumseh Road East
Tecumseh, Ontario
Canada, N8N 1L9

Tel: 519-979-4448
Fax: 519-979-4468
www.romaandassociates.ca

ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION
STATEMENT OF FINANCIAL POSITION

Unaudited - See Review Engagement Report and accompanying notes

August 31, 2026, with comparative figures for August 31, 2025	**2026** $	2025 $
ASSETS		
Current assets		
Cash (note 2)	**32,358**	19,981
Prepaid expenses and deposits	**33,500**	55,325
	65,858	75,306
LIABILITIES AND FUND BALANCE		
Current liabilities		
Accounts payable and accruals	**2,941**	2,885
Payroll deductions payable	**258**	259
Sales tax payable	**604**	420
Deferred revenue	**39,385**	41,593
	43,188	45,157
FUND BALANCE		
General fund	**22,670**	30,149
	65,858	75,306

On behalf of the Board Director

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

Unaudited - See Review Engagement Report and accompanying notes

For the year ended August 31, 2026, with comparative figures for the year ended August 31, 2025	**2026** $	2025 $
Revenues		
Memberships	**26,706**	28,691
Conference	**61,227**	75,414
Other income	**24**	501
	87,957	104,606
Expenditures		
Bank charges and interest	**-**	5
Conferences	**46,743**	72,073
Executive director	**18,412**	18,401
Information technology	**418**	543
Insurance	**2,440**	2,381
Office	**2,168**	2,052
Professional fees	**2,995**	2,657
Rental	**5,400**	5,400
Secretarial	**9,600**	9,600
Workshops	**7,260**	2,000
	95,436	115,112
Excess of expenditures over revenues	**(7,479)**	(10,506)
Fund balance, beginning of year	**30,149**	40,655
Fund balance, end of year	**22,670**	30,149

ONTARIO CATHOLIC SCHOOL BUSINESS OFFICIALS' ASSOCIATION
STATEMENT OF CASH FLOWS

Unaudited - See Review Engagement Report and accompanying notes

For the year ended August 31, 2026, with comparative figures for the year ended August 31, 2025	**2026** **$**	2025 $
Cash provided by (used in)		
Operations		
Excess of expenditures over revenues	**(7,479)**	(10,506)
Change in non-cash operating working capital (note 3)	**19,856**	(23,111)
Increase (decrease) in cash	**12,377**	(33,617)
Cash, beginning of year	**19,981**	53,598
Cash, end of year	**32,358**	19,981

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

Unaudited - See Review Engagement Report
Year ended August 31, 2026

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

1. SIGNIFICANT ACCOUNTING POLICIES

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

Fund Accounting

OCSBOA follows the restricted fund method of accounting for contributions.

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

Revenue

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

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

Income taxes

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

Use of Estimates

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

Contributed Services

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

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

Unaudited - See Review Engagement Report
Year ended **August 31, 2026**

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1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Instruments

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

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

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

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

Investments

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

Fair value

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

Capital assets

Purchases of capital assets are expensed in the year. During the year no capital assets were expensed ($nil in 2025).

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

Unaudited - See Review Engagement Report
Year ended August 31, 2026

2. CASH

The cash balance include amounts totaling $nil ($15,053 in 2025) that are held in an interest bearing chequing account which bears interest at 0.30% (0.30% in 2025).

3. CHANGE IN NON-CASH OPERATING WORKING CAPITAL

	2026	2025
	$	$
Prepaid expense and deposits	**21,825**	(12,689)
Accounts payable and accruals	**56**	57
Payroll deductions payable	**(1)**	13
Sales tax payable	**184**	(576)
Deferred revenue	**(2,208)**	(9,916)
	19,856	(23,111)

CONFERENCE PLANNING REPORT TO THE ANNUAL GENERAL MEETING 2026

Date: **September 25, 2026**
Subject: **Conference Planning Committee**
Prepared by: **Peter Marchini Executive Director**

Thank you all, OCSBOA Members, Corporate Sponsors and special guests for attending the 72st Annual Conference, September 23-25 at the White Oaks resort in NOTL.

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

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

All Directors extend this opportunity to be engaged in this year's Conference and hope to see everyone again at next year's 73rd Annual Conference that will once again be hosted by White Oaks in NOTL from September 29-October 1 2027 so please mark your this date in your calendars.

Thank you for your support!

Respectfully submitted,

Peter Marchini
Executive Director

MEMBERSHIP REPORT TO THE ANNUAL GENERAL MEETING 2026

Date: **September 25, 2026**
Subject: **Membership Committee Annual Report**
Prepared by: **Peter Marchini**

Comparative Membership

YEAR	***# of Members***
2025-26	131
2024-25	153
2023-24	134

2025-26 memberships were unfortunately well below our fiscal budget mainly due to the financial constraints facing a number of our boards.

In 2026-27 we will once again offer a number of Lunch and Learn sessions that will be centered on topics relevant to today's school board administrators.

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

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

Respectfully submitted,

Peter Marchini
Executive Director

CAEAS-ECAB

REPORT TO OCSBOA SEPTEMBER 2026

Date: **September 25, 2026**
Subject: **CAEAS -ECAB Annual Report**
Prepared by: **Betty Stavropoulos**

The bulk of this report is taken from the Report to Members from the recent Annual Meeting of CAEAS-ECAB which occurred May 27, 2026.

CAEAS-ECAB has greater than 9000 members for the current year. We represent all non-union employees of provincially funded school boards as well as some related employers such as school authorities, transportation consortia, and professional organizations. Our members provide the backbone of services, often unrecognized, which are vital to the smooth and efficient functioning of these workplaces so that the teaching and learning that happens in our classrooms can be carried out without disruption.

Plan Monitoring

The focus this year has been on financial monitoring of your ONE-T benefits plan. Last September, for the first time since plan inception, the ONE-T benefits plan experienced some reductions in benefits levels. This was a direct result of increases in claims costs sharply outpacing funding improvements which have been held to minimal levels. CAEAS-ECAB has retained our own actuary to assist us with detailed monitoring and critical analysis.
The levels of benefits provided are limited to the amount of funding received from the provincial government (defined contribution plan). In the first years of the plan, expenditures were less than funding. This meant that plan benefits were gradually improved. Even with the reductions implemented in September 2025, overall benefits levels are still higher than at plan inception. Actuarial projections last year showed the Claims Fluctuation Reserve was being rapidly reduced which would leave the plan in a deficit position in upcoming years. The changes have slowed the rate of decline in reserves for this past year. However, expenditures still exceed revenue, and the reserves will eventually be depleted without either improvements to funding or further benefits reductions. The projected reserve levels are still above the minimum required for the three-year projection period. For the year ended December 31, 2029, the fund will be in deficit without the prior mentioned funding improvements or spending reductions. Within that three-year period is another funding negotiation. At present, years beyond 2027 are projected with zero funding increases as per actuarial practice. Replacing those zero increases with funding improvements would improve the outlook. CAEAS-ECAB will continue to advocate for improved funding for the next cycle. We have held a series of meetings with the Crown regarding this and will continue to do so.
Mental health supports are showing a high usage rate and prior plan improvements in this area are proving to be a needed benefit for members, but it comes at a cost. Drug costs continue to rise. Of note, the addition of anti-obesity treatments has proven to be very costly. The expected offsetting revenues that ONE-T forecast to pay for this improvement did not occur. Without this revenue stream the provision of this benefit could no longer be supported and as of September 1, 2026, has been eliminated. These GLP-1 drugs will continue to be available under the plan to treat other approved conditions such as Type 2 diabetes. The other cost saving changes are the switch to the Member Rx pharmacy for specialty drugs and a maximum 10% pharmacy markup. We continue to meet with ONE-T on an ongoing basis to advocate for your benefits.

Last fall CAEAS-ECAB petitioned ONE-T for improved financial disclosure of plan results to you, the member beneficiaries of the Trust. We requested that financial statements and the three-year actuarial projection be disclosed on their website for member access. Members are encouraged to visit the ONE-T website for this information as well as a summary of Trustee compensation.

Other Useful Hints

If you are about to experience a large claim or have a change in provider and wish to be sure of your eligibility for the claim or the amount that will be covered, it is advisable to submit for a pre-determination. This avoids disappointment and surprise when a claim is not paid as you expected or in the amount you expected. Common categories where this occurs are certain dental procedures or appliances, prescription orthotics, or other medical assistive devices although this is not exhaustive. The diagnostic method may also negate coverage eligibility. On rare occasions, a benefits provider is de-listed and claims from this practitioner are not approved.

Reasonable and Customary Limits

Reasonable and customary limits are the limits that the plan will pay for certain procedures or devices. These are based on normal amounts for a certain geographic area. Plan members can be surprised to learn that an entire claim will not be paid even though it is under the maximum allowed expenditure. Reasonable and customary amounts can be found on the GroupNet website.

CAEAS-ECAB is always available to assist members with eligibility issues or claims disputes. For assistance from CAEAS-ECAB, email Executive Director Paul Antaya at info@caeas-ecab.ca.

Date: **September 25 2026**
Subject: **Institute for Catholic Education (ICE) - Annual Report**
Prepared by: **Milka Zlomislic, Peter Marchini, OCSBOA Representatives**

The Institute for Catholic Education (ICE) held four meetings in 2025/26 This Institute brings together Associations with a shared responsibility for English Catholic Education, and enables collaborative promotion and support for publicly funded Catholic Schools.

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

ICE meetings were held on four times in the past year: September 8 2025 December 1 2025, February 9 2026 and June 1 2026.

During the latest ICE meeting held on September 14, there were a number of issues discussed including:

- ICE Financial Statement to June 30 2026 and Budget for fiscal 2027
- Grade 10 Religious Education Update
- New Kindergarten Curriculum Resources for Catholic Educators

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

Sincerely,
Milka Zlomislic , Peter Marchini
OCSBOA Representatives

Date: **September 25, 2026**

No Report Submitted

Date: **September 25, 2026**
Subject: **Human Resources Committee Annual Report**
Prepared by: **Kerry Pomfret**

The Human Resources Committee is comprised of approximately 90 members representing Ontario's 26 Catholic school boards, along with the Ontario Catholic School Trustees' Association (OCSTA). During the 2025-2026 school year, the Committee met on five occasions, with all meetings conducted virtually.

The Committee continues to provide a valuable forum for collaboration, knowledge sharing, and strategic discussion on the human resources issues affecting Catholic education across Ontario. Participation remains strong, with members actively contributing agenda items and engaging in meaningful dialogue. Through these discussions, the Committee fosters a collaborative approach to addressing common challenges and identifying practical solutions that support Catholic school boards throughout the province.

In addition to ongoing reviews of grievance and arbitration matters, Committee discussions focused on a number of key issues, including:

- OECTA Sick Leave Pilot Project
- Principal and Vice-Principal Sick Leave Deductions
- Collective bargaining and negotiation matters
- Bargaining open window considerations
- OTIP and LTD premium increases
- Central bargaining developments
- Job evaluation initiatives
- Ministry announcements and policy updates
- Ontario Regulation 521/01

Throughout the 2025-2026 school year, Ontario Catholic school boards continued to navigate challenges related to funding pressures, workforce recruitment and retention, labour relations, and an evolving political landscape. Despite these complexities, Human Resources professionals across Catholic education remained committed to supporting students, staff, and communities through leadership grounded in integrity, innovation, collaboration, and faith.

The Committee remains an important voice within the Catholic education sector and continues to play a critical role in supporting member boards as they respond to emerging human resources challenges and opportunities

Respectfully submitted,

Kerry Pomfret
Director, OCSBOA

REPORT TO THE ANNUAL GENERAL MEETING 2026

Date: **September 25, 2026**
Subject: **Nominating Committee Report**
Prepared by: **Milka Zlomislic**

Honorary Membership Award

The Board of Directors is pleased to recommend the following:

Angelo Romano

Outstanding Contribution Award

Stephanie Strongl

Respectfully submitted:

Milka Zlomislic
Chair, Nominating Committee

REPORT TO THE ANNUAL GENERAL MEETING 2026

Date: **September 25, 2026**
Subject: **Election of Board Members**
Prepared by: **Milka Zlomislic**

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

Directors:
- Rosalia Betti
- Kevin Sun
- Khaled Elgharbawy

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

By Law Article 3.1
The Directors shall be elected by ballot on an alternating annual basis, with four Directors to be elected each year, thereby staggering the term of office for Directors.

2026 Election
Two directors will be elected for two-year term expiring in 2028, to replace the following and to bring the Board complement to 9 members:

Respectfully submitted,

Milka Zlomislic
Chair, Nominating Committee

Election of New Directors

Conference Location 2027

White Oaks Resort and Conference Centre
September 22- 24, 2027