



REGULAR BOARD MEETING AGENDA

Tuesday, January 14, 2025

EDUCATION CENTRE

Closed 5:30 P.M. - Public 7:00 P.M.

PUBLIC

A. PROCEDURAL ITEMS

- I. Roll call
- II. Land Acknowledgement: Read by: Susan Myers
- III. Approval of Agenda
- IV. Conflict of Interest

V. Education Topic and/or Delegation

	Superintendent
N/A	

VI. System Information

	Superintendent
1. Director's Annual Report	L.R.
2. Update on 2025-2026 School Year Calendar Consultation	J.M.
3. Kindergarten Registration for 2025	B.S./B.V.
4. Multi-Year Accessibility Plan	B.V.

VII. Minutes from Previous Meetings

Minutes to be Approved by the Board:

1. Regular Board Meeting Minutes from 2024 11 26
2. Organizational Board Meeting Minutes from 2024 12 03

Minutes to be Received by the Board:

1. SEAC Meeting Minutes from 2024 11 19

VIII. Student Trustees' Report

- ☐ Student Trustees
- ☐ OPSBA
- ☐ Parent Involvement Committee (PIC)
- ☐ Committee Chairs



REGULAR BOARD MEETING AGENDA
Tuesday, January 14, 2025
EDUCATION CENTRE
Closed 5:30 P.M. - Public 7:00 P.M.

PUBLIC

B. ACTION ITEMS	
	Superintendent
1. Completion and Receipt of the Director of Education's Annual Report	L.R.
2. Approval of Policies 1.01 Board Philosophy, Aims & Objectives, 6.08 Short-Term Closing of Schools & Board Facilities	L.R.
C. INFORMATION ITEMS	
1. Committee Appointments for 2025	Chair Sarlo
2. Property and Liability Insurance Renewals for 2025 & OSBIE Refund Statement	J.S.M.
3. Q.1 ADSB Quarterly Report 1	J.S.M.
FUTURE MEETINGS AND LOCATIONS	
2025 02 04	5:30 pm Committee of the Whole Meeting - Closed 7:00 pm Committee of the Whole Meeting - Public



**ALGOMA DISTRICT SCHOOL BOARD
REGULAR BOARD MEETING
MINUTES**

CLOSED SESSION

2024 11 26

5:30 p.m.

H.E. CROWDER BOARD ROOM

The Regular Board Meeting was called to order by Chair Jennifer Sarlo.

- A. (I) Attendance as per attached schedule.

(Resolution #120-2024)

On motion of Trustees Sheryl Evans and Nick Apostle it was approved:

That the Board move into Closed Session at 5:32 p.m.

(II) **Conflict of interest**

N/A

D.1 **Action Items**

N/A

Updates given:

- E.1 Negotiations Update
E.2 Arbitration and Grievance Update
E.3 Personnel/Property/Other Issues

(Resolution #121-2024)

On motion of Trustees Elaine Johnston and Susan Myers it was approved:

That the Board adjourn Closed Session at 6.57 p.m.

(Resolution #131-2024)

On motion of Trustees Susan Myers and Sheryl Evans it was approved:

That the Board resume Closed Session at 9.15 p.m.

(Resolution #132-2024)

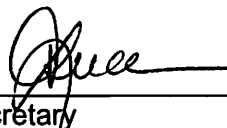
On motion of Trustees Susan Myers and Elaine Johnston it was approved:

That the Board adjourn Closed Session at 9:54 p.m.

Chair



Secretary





ALGOMA DISTRICT SCHOOL BOARD

REGULAR BOARD MEETING – CLOSED SESSION

Date of Meeting: **Tuesday, November 26, 2024**

Time of Meeting: **5:30 p.m.**

Location: **EDUCATION CENTRE**

ATTENDANCE

Name	Abs/Pres	Late Arrival	Early Departure	Comments
Trustees				
Nick Apostle	Present			
Greg Bowman	Present			
Sheryl Evans	Present			
Sue Johnson	Absent			
Elaine Johnston	Present			
Sara McCleary	Present			
Marie Murphy-Foran	On Line			
Susan Myers	Present			
Jennifer Sarlo	Present			
Debbie Shamas	On Line			
Heather Whitley	On Line			
Admin. Council				
L. Reece	Present			
J. Santa Maria	Present			
B. Vallee	Present			
J. Maurice	Present			
M. Bell	Present			
F. Palumbo	Present			
B. Servant	Present			
Others				


Vice-Chair or Trustee Designate



**ALGOMA DISTRICT SCHOOL BOARD
REGULAR BOARD MEETING
MINUTES
OPEN SESSION
2024 11 26
7:00 p.m.
H.E. CROWDER BOARD ROOM**

The Regular Board Meeting was called to order by Chair Jennifer Sarlo.

A. (I) Roll Call

Attendance as per attached schedule.

(Resolution #122-2024)

On motion of Trustees Elaine Johnston and Sheryl Evans it was approved:

That the Board move into Open Session at 7:09 p.m.

(II) Land Acknowledgement – Read by Trustee Sara McCleary

(III) Approval of Agenda

(Resolution #123-2024)

On motion of Trustees Sheryl Evans and Greg Bowman it was approved:

That the Agenda dated 2024 11 26 be approved.

(IV) Conflict of interest

N/A

A. (V) Education Topic and/or Delegation

1. ADSB Recruitment Materials: You.Belong.Here. L.R.
 2. Belonging in ADSB J.M.
-

(VI) System Information

1. Discussion of Policies:
 - 1.01 Mission, Vision and Values Statements,
 - 6.08 Short-Term Closing of Schools and/or Board Facilities. L.R.
-

(Resolution 124-2024)

On motion of Trustees Susan Myers and Nick Apostle it was approved:

A. (VII) Approval of Minutes from Previous Meetings

Minutes to be Approved by the Board:

1. Regular Board Meeting Minutes of 2024 10 29.

(VII) Minutes to be Received by the Board.

1. SEAC Meeting Minutes of 2024 10 22.
-

A. Reports from Committee Chairs, OPSBA Items

(VIII) Reports:

- ☐ Student Trustees
 - ☐ OPSBA
 - ☐ Parent Involvement Committee
 - ☐ Committee Chairs: Audit Committee, Budget & Operations
-

(Resolution #125-2024)

On the motion of Trustees Nick Apostle and Susan Myers it was approved:

B.1 DRAFT FLAG POLICY

NOW THEREFORE BE IT RESOLVED that staff develop a draft flag policy for the interior and exterior of schools that adheres to the guidelines regarding the flying of flags in accordance with Regulation 298 of the Education Act and the Government of Canada Department of Canadian Heritage – Rules for flying the National Flag of Canada, so that the Board of Trustees may review and discuss.

(Resolution #126-2024)

On the motion of Trustees Nick Apostle and Elaine Johnston it was approved:

**B.2 APPROVAL OF AUDITED FINANCIAL STATEMENTS FOR THE PERIOD
SEPTEMBER 01, 2023, TO AUGUST 31, 2024**

2.3.0 Proposed Resolution

2.3.1 That the Board receive and approve the audited financial statements for the year ended August 31, 2024, as outlined in Attachment B.2 #1 of the Director's Report to the Board of 2024 11 26.

(Resolution #127-2024)

On the motion of Trustees Nick Apostle and Elaine Johnston it was approved:

B.3 AUDIT COMMITTEE ANNUAL REPORT 2023-2024

3.4.0 Proposed Resolution

3.4.1 That the Board receive the 2023-2024 Annual Report of the Audit Committee as outlined in the Director's Report to the Board of 2024 11 26.

(Resolution #128-2024)

On the motion of Trustees Greg Bowman and Elaine Johnston it was approved:

B.4 2024-2025 CAPITAL PROJECT APPROVALS

4.3.0 Proposed Resolution

4.3.1 That the Board approve proceeding with the 2024-2025 Capital Projects as identified in the Director's Report to the Board of 2024 11 26.

(Resolution #129-2024)

On the motion of Trustees Sheryl Evans and Susan Myers it was approved:

B.5 TRUSTEE TRAVEL – 2025 OPSBA Public Education Symposium

5.3.0 Proposed Resolution

5.3.1 That approval be granted for up to 11 Trustees to attend the 2025 OPSBA Public Education Symposium being held at the Sheraton Centre Hotel in Toronto, ON, from January 24 to 25, 2025.

C. INFORMATION ITEMS

1. N/A

FUTURE MEETINGS AND LOCATIONS

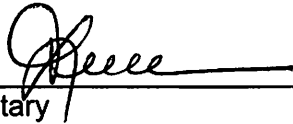
**2024 12 03 5:00 PM Organizational Meeting - Closed – H.E. Crowder Board Room
6:30 PM dinner at Superior Heights CVS Bistro**

(Resolution #130-2024)

On the motion of Trustees Greg Bowman and Susan Myers it was approved:

That the Board move to adjourn the Public Meeting at 8:57 pm.

Chair 

Secretary 



ALGOMA DISTRICT SCHOOL BOARD

REGULAR BOARD MEETING – OPEN SESSION

Date of Meeting: **Tuesday, November 26, 2024**

Time of Meeting: **7:00 p.m.**

Location: **EDUCATION CENTRE**

ATTENDANCE

Name	Abs/Pres	Late Arrival	Early Departure	Comments
Trustees	<i>Present</i>			
Nick Apostle	<i>Present</i>			
Greg Bowman	<i>Present</i>			
Sheryl Evans	<i>Present</i>			
Sue Johnson	<i>Absent</i>			
Elaine Johnston	<i>Present</i>			
Sara McCleary	<i>Present</i>			
Marie Murphy-Foran	<i>On Line</i>			
Susan Myers	<i>Present</i>			
Jennifer Sarlo	<i>Present</i>			
Debbie Shamas	<i>On Line</i>			
Heather Whitley	<i>On Line</i>			
Student Trustees				
Georgie-June Abel	<i>Absent</i>	<i>Arrived 7:16</i>		
Cameron Ciotti	<i>Present</i>			
Addy McEachren	<i>Absent</i>			
Admin. Council				
L. Reece	<i>Present</i>			
J. Santa Maria	<i>Present</i>			
B. Vallee	<i>Present</i>			
J. Maurice	<i>Present</i>			
M. Bell	<i>Present</i>			
F. Palumbo	<i>Present</i>			
B. Servant	<i>Present</i>			
Others				
L. Aceti	<i>Present</i>			
F. Walsh	<i>On Line</i>			
Media				
<i>Brian Kelly</i>	<i>Present</i>			
<i>Darren Taylor</i>	<i>Present</i>			

Elaine Johnston
Vice-Chair or Trustee Designate



**ALGOMA DISTRICT SCHOOL BOARD
ORGANIZATIONAL BOARD MEETING
MINUTES**

CLOSED SESSION

2024 12 03

**5:00 p.m. following Open Session
H.E. CROWDER BOARD ROOM**

The Regular Board Meeting was called to order by Chair Jennifer Sarlo.

- A. (I) Attendance as per attached schedule.

(Resolution #138-2024)

On motion of Trustees Nick Apostle and Sara McCleary it was approved:

That the Board move into Closed Session at 5:16 p.m.

- (II) **Conflict of interest**

N/A

(Resolution #139-2024)

On motion of Trustees Heather Whitley and Greg Bowman it was approved:

- D. **Action Items**

Action Item D.1 as per Closed Session item No.1, dated 2024 12 03, and moved into Open Session as a B item at Regular Board Meeting on **January 14th, 2025**,
Resolution # ____ - _____

- D.1 **RATIFICATION OF COLLECTIVE AGREEMENT WITH THE ELEMENTARY TEACHERS' FEDERATION – OCCASIONAL TEACHER BARGAINING UNIT (ETFO-OT)**

1.4.0 Proposed Resolution

- 1.4.1 That the Board ratify the local Memorandum of Settlement for September 1, 2022, to August 31, 2026 with Elementary Teachers' Federation – Occasional Teaching Bargaining Unit of the Algoma District School Board as contained in the Director's Report to the Board of 2024 12 03.
-

(Resolution #140-2024)

On motion of Trustees Nick Apostle and Sara McCleary it was approved:

That the Board adjourn **Closed Session** at 6:57 p.m.

 _____
Chair

 _____
Secretary



ALGOMA DISTRICT SCHOOL BOARD

ORGANIZATIONAL BOARD MEETING – CLOSED SESSION

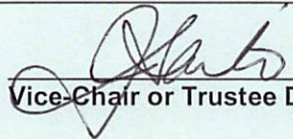
Date of Meeting: Tuesday, December 3, 2024

Time of Meeting: 5:00 p.m.

Location: EDUCATION CENTRE

ATTENDANCE

Name	Abs/Pres	Late Arrival	Early Departure	Comments
Trustees				
Nick Apostle	Pres.			
Greg Bowman	Pres			
Sheryl Evans	Online			Weather
Sue Johnson	Online			Health/Weather
Elaine Johnston	Online			
Sara McCleary	Pres			
Marie Murphy-Foran	Online			
Susan Myers	Online			
Jennifer Sarlo	Pres			
Debbie Shamas	Online			
Heather Whitley	Pres			
Admin. Council				
L. Reece	Pres			
J. Santa Maria	Pres			
B. Vallee	Pres			
J. Maurice	Pres			
M. Bell	Pres			
F. Palumbo	Pres			
B. Servant	Pres			
Others				


 Vice-Chair or Trustee Designate



**ALGOMA DISTRICT SCHOOL BOARD
ORGANIZATIONAL BOARD MEETING
MINUTES
OPEN SESSION**

2024 12 03

5:00 p.m. Education Centre

Meeting was called to order by Chief Executive Officer/Secretary to the Board, Lucia Reece.

- i. Opens Meeting
 - ii. Review's Procedures for conducting the Organizational Meeting of the Board
 - iii. Conducts Election of the Chair
-

A. (I) Attendance as per attached schedule.

(Resolution #133-2024)

On motion of Trustees Greg Bowman and Nick Apostle it was approved:

"That the Board move into Open Session at 5:01 p.m."

Newly elected/acclaimed Chair Jennifer Sarlo assumes Chair for the balance of the meeting.

Chair conducts election of:

- i. Vice-Chair
-

(Resolution #134-2024)

On motion of Trustees Sara McCleary and Greg Bowman it was approved:

"That the Agenda dated 2024 12 03 be approved as distributed."

(Resolution #135-2024)

On motion of Greg Bowman and Nick Apostle it was approved:

B. Action Items**B. 1 RECEIPT OF ELECTION/ACCLAMATION RESULTS OF ELECTIONS**

1.3.1 That the Board receive the following election/acclamation results of the Organizational Meeting of December 3, 2024:

Position:	Elected/Acclaimed Trustee:
Chair	Jennifer Sarlo
Vice-Chair	Elaine Johnston

(Resolution #136-2024)

On motion of Trustees Sara McCleary and Nick Apostle it was approved:

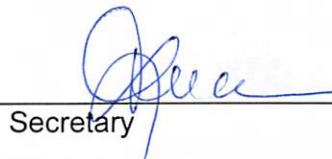
“That all ballots be destroyed.”
(Scrutineers to delete electronic related texts from their phone and/or email account.)

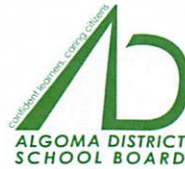
(Resolution #137-2024)

On motion of Trustees Greg Bowman and Heather Whitley it was approved:

“That the **Open Session** of the Organizational Meeting adjourn at 5:13 pm.”

Chair 

Secretary 



ALGOMA DISTRICT SCHOOL BOARD ORGANIZATIONAL BOARD MEETING

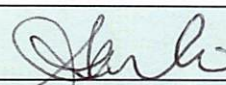
Date of Meeting: **Tuesday, December 3, 2024**

Time of Meeting: **5:00 p.m.**

Location: **EDUCATION CENTRE**

ATTENDANCE

Name	Abs/Pres	Late Arrival	Early Departure	Comments
Trustees				
Nick Apostle	Pres			
Greg Bowman	Pres			
Sheryl Evans	Online			Weather.
Sue Johnson	Online			Health Health
Elaine Johnston	Online			Weather
Sara McCleary	Pres.			
Marie Murphy-Foran	Online			Weather.
Susan Myers	Online			Illness
Jennifer Sarlo	Pres.			
Debbie Shamas	Online			Weather.
Heather Whitley	Pres.			
Student Trustees				
Cameron Ciotti	Excused.			
Addy McEachren	Excused			
Georgia-June Abel	Excused			
Admin. Council				
L. Reece	P			
J. Santa Maria	P			
B. Vallee	P			
J. Maurice	P			
M. Bell	P			
F. Palumbo	P			
B. Servant	P			
Others				
Fran Walsh	P.			
Lina Aceti				
Media				


 Vice-Chair or Trustee Designate



**ALGOMA DISTRICT SCHOOL BOARD
SPECIAL EDUCATION ADVISORY COMMITTEE (S.E.A.C.)**

**MINUTES OF MEETING
November 19, 2024
Sugar Maple Room/Teams
12:00 Start Time**

Present: P. Mick (Member-At-Large), M. Tuomi, (Autism Ontario), M. Barbeau (Community Living Algoma), S. Burns (Thrive CDC - Alternate),

Trustees: H. Whitley (Trustee), S. Evans (Trustee),

Staff: B. Vallee (Superintendent), C. Phillips (Recording Secretary), K. Viita (System Administrator), Krista Lappage (System Administrator)

Regrets: Velma Simon (Member-at- Large), S. Kitts (North Shore Tribal Council), Clinton Snider (Algoma Family Services); Amanda Gauthier (Thrive CDC)

Guests:

Meeting called to order. With the approval of Chair Mick, Superintendent Vallee to facilitate the remainder of the hybrid meeting.

1. Welcome

2. Round Table - Introduction of members, staff, and/or guests.

3. Approval of Agenda and Minutes

- Approval of Agenda. Moved by M. Barbeau Seconded by H. Whitley. All in favour.
- Approval of Minutes (November 19, 2024). Moved by. S. Burns. Seconded by M. Tuomi. All in favour.

4. Correspondence: No Correspondence received this month.

5. Presentation: *Review of the Draft Multi-Year Accessibility Plan* - K Lappage

- We are required to update our Multi-Year Accessibility Plan every five years. The Accessibility Committee has met to discuss updates to the plan. Board staff have developed a draft of the updated January 2025-December 2029 plan. The draft MYAP is always

brought to SEAC for review and feedback. Following this, the Accessibility committee will meet again for further updates prior to bringing the plan to the Board of Trustees.

- K Lappage reviewed all of the components of the plan with SEAC, including the board profile, including definitions, ADSB profile, Accessibility Committee, Strategy for Prevention and Removal of Barriers, including Barrier Identification methodologies and recent barrier removal achievements, on-going initiatives, review and monitoring processes, and communication & feedback.
- An Accessibility “check-list” has also been developed to support principals in looking for accessibility issues during their formal Health & Safety walkthroughs.
- Much of the on-going capital work in our schools has helped to create more accessible spaces, although we still have some older buildings that were ill-designed for accessibility. Thessalon Public School is an example, which is partly why it has been part of our capital priority list for the Ministry for a new school building.
- SEAC members are also welcome to send along further feedback following the meeting.

6. Member Organization Updates

Thrive (Sarah Burns)

- Family Christmas party will be held on November 29, 2024, between 5:30 pm- 7:30pm @ Northland Adult learning Center for movie/ PJ night.
- Winter social skills program through the Ontario Autism Program will be running in January (January 16, 2024 to March 2, 2025, 5 pm -6:30pm) for children who are between 8- to 14-year-old. The focus is social skills, turn-taking, sharing through games. Cost is \$1250.00 per participant and help for funding is available.

Community Living Algoma (M. Barbeau)

- CLA participated in the Transition to School follow-up meeting in October
- Education Committee meeting took place in November
- Second “Job Path” employment training program took place this fall with 9 participants. Focus is on developing job readiness skills and employment opportunities.

Autism Ontario (M. Tuomi)

- Nothing to report this month
- Provincially, continued emphasis on training and resources for SEAC members

P. Mick (Member- At-Large)

- Nothing to report this month.

7. Report from the Board (Trustees)

- Committee of the Whole Meeting scheduled for November 12th was cancelled. The Board meets again on November 26th.

8. Report from Administration (B. Vallee, K. Viita, K Lappage)

- **Professional Development Day (November 8th):** A Professional Development Day took place on Friday, November 8th. All staff participated in a virtual session *on Cultivating and Sustaining Intentional Spaces of Belonging*. School-based staff also

participated in sessions on “*Distractions to Learning (Vaping and Cell Phone Use)*” as well as *Classroom/School Improvement Planning*. Educational Assistants participated in a session with Lianne Vezeau (SLP) on using *Declarative Language*, as well as an *Autism Awareness Refresher* session with Carolyn Nadeau and Laura Austin (ASD Resource Facilitators). Our school counsellors, re-engagement coaches and Indigenous Grade coaches participated in a session on *Attendance & Re-Engagement*, and NSL teachers participated in a full day on mentoring, curriculum implementation and planning.

- **Special Education Resource Teacher (SERT) Professional Learning:** Following our last SEAC meeting, a half-day session took place with our secondary SERTs on Friday, November 15. Secondary SERTs discussed course selection pathways, EQAO (Gr. 9 Math/OSSLT), scheduling of the SERT blocks, Procedures for IPRC, IEP, and Integrated Transition meetings. We will be meeting with our elementary SERTs this coming Friday (November 22nd)
- **OCASE Virtual Symposium.** B. Vallee participated in the Ontario Council for Administrators of Special Education (OCASE) virtual symposium on Thursday, November 14th. The focus of the symposium was on legal issues related to special education. Topics included Human Rights legislation (including competing rights issues), Work Refusal, Exclusions, and the IPRC process.
- **Empower Day 3 Training:** Several of our new Empower teachers have reached the point in program delivery where they are required to complete their next formal training day (Day 3 of 4 total days of training). These sessions, facilitated by SickKids take place virtually with staff from around the province. Day 3 training for some of our teachers began this month and will continue through to the holiday break in December.
- **Progress Reports:** Progress reports for elementary students were sent home during the week of November 11th to the 15th. All students receive a progress report regardless of whether they are in a specialized class or a specialized program. This includes a general update on learning skills as well as progress in applicable subject areas. Secondary progress reports have been sent home this week.

9. **Next Meeting:** December 10, 2024

10. **Motion to adjourn:** Moved by M. Tuomi. Seconded by M. Barbeau.

Meeting adjourned at 12:55 pm



B. 1 Director's Report to The Board

Date: 2025 01 14

Subject: **COMPLETION OF THE ANNUAL REPORT OF THE DIRECTOR OF EDUCATION FOR 2024**

1.1.0 Background and Information

1.1.1 The Education Act requires the production of an Annual Report by the Director of Education. In January 2012, the Ministry advised that posting the Director's report on the Board's website on or by January 31st would satisfy the requirements of the Education Act with respect to Directors' Annual Reports.

1.1.2 An electronic version of the Algoma District School Board's Annual Director's Report for 2024 will be posted on the Board's website (www.adsb.on.ca) by the end of January.

1.1.3 Printed copies of the Annual Report can be provided upon request.

1.2.0 Recommendation

1.2.1 It is recommended that the Board acknowledge completion of and approval for posting, the Annual Report of the Director of Education for 2024 as required by the Ministry of Education, and as contained in the Director's Report to the Board of 2025 01 14.

1.3.0 Proposed Resolution

1.3.1 That the Board acknowledge completion of and approval for posting, the Annual Report of the Director of Education for 2024 as required by the Ministry of Education, and as contained in the Director's Report to the Board of 2025 01 14.



B. 2 Director's Report to The Board

Date: 2025 01 14

Subject: **APPROVAL OF POLICIES**

2.1.0 Background

2.1.1 As part of our policy review process, the following policies have been reviewed by trustees, administrative council and appropriate Board personnel and are attached as items:

- 1.01 Board Philosophy, Aims and Objectives
- 6.08 Short-Term Closing of Schools and Board Facilities

*It is to be noted that all related documents (ie. procedures, forms, protocols, and guidelines), have been/or are being reviewed/updated but do not require Board approval.

2.2.0 Information

2.2.1 The above-mentioned policies have been brought forward and discussed at the Committee of the Whole meeting of 2024 11 12. The following recommendations reflect the changes discussed and made.

2.3.0 Recommendations

2.3.1 It is recommended as part of the regular review process, that the Board approve the following policies:

- a. 1.01 Board Philosophy, Aims and Objectives
- b. 6.08 Short-Term Closing of Schools and Board Facilities

as outlined in the Director's Report of 2025 01 14.

2.4.0 Proposed Resolution

2.4.1 That the Board approve, as part of the regular review process, the following policies:

- a. 1.01 Board Philosophy, Aims and Objectives
- b. 6.08 Short-Term Closing of Schools and Board Facilities

as outlined in the Director's Report of 2025 01 14.

Section 1: Board – Philosophy – Aims & Objectives

Policy 1.01: Mission, Vision, and Values Statements

Supporting Policies:

Supporting Procedures:

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

ADSB Board Improvement Plan for Student Achievement (K-12) (Includes Strategic Priorities)

Approved by Board Resolution #80-2009 04 28

Revised by Board Resolution #024-2011 02 08

Revised by Board Resolution #105-2019 11 26

1. RATIONALE

Organizations use mission and vision statements to define their purpose and the statements are typically in written form to communicate who the organization is, what it values and where it is going. There is research to support that organizations who clearly communicate their mission, vision and values statements perform better than organizations without them.

Generally, a mission statement defines the organization's business and/or its reason for being and how it aspires to serve its stakeholders. The vision statement describes the desired future state of the organization, while the values are the beliefs to which the organization has an emotional investment. Together, the mission and vision statements guide the organization's strategy development, communicate the organization's purpose to stakeholders and inform the goals and objectives established, to determine whether the strategy is on track.

2. MISSION, VISION and VALUES

Through a collaborative process, the Algoma District School Board defines its mission, vision and values as follows:

Mission:

Confident learners, caring citizens

Vision:

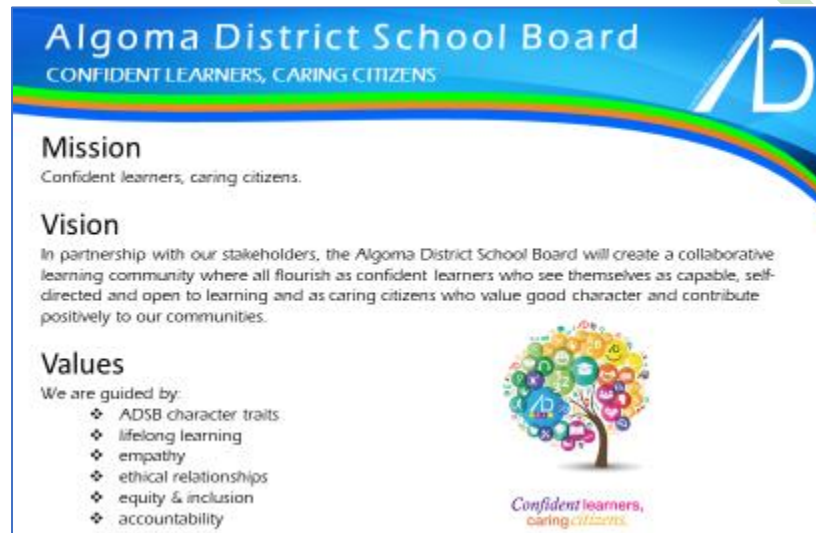
In partnership with our stakeholders, the Algoma District School Board will create a collaborative learning community where all flourish as confident learners who see themselves

as capable, self-directed and open to learning and as caring citizens who value good character and contribute positively to our communities.

Values:

We are guided by:

- ADSB character traits
- Lifelong learning
- Empathy
- Ethical relationships
- Equity & inclusion
- Accountability



Section 6B: Operations - Workplace

Policy 6.08: Short-Term Closing of Schools and/or Board Facilities

Supporting Policies:

Supporting Procedures:

[Procedures for Short-term Closing of Schools and/or Board Facilities](#)

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

*Amended by Board Resolution #041-2009 03 10
Approved by Board Resolution #112-2014 06 17
Revised by Board Resolution #107-2019 11 26*

The Director of Education (or designate) shall be responsible, on behalf of the Board, for the short-term closing of schools or facilities or for altering the school-day operations due to adverse weather, health and/or safety concerns, poor road conditions or physical plant problems, in all areas of the Board. In the event of system and/or school/facility closures, all employees are to make a reasonable effort to report to work for normal starting time unless directed otherwise.

The Director shall, each fall, issue notification to staff and parents regarding the Board's short-term closure policy and procedures.

Section 6B: Operations - Workplace

Policy 6.08: Short-Term Closing of Schools and/or Board Facilities

Supporting Policies:

Supporting Procedures:

[Procedures for Short-term Closing of Schools and/or Board Facilities](#)

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

*Amended by Board Resolution #041-2009 03 10
Approved by Board Resolution #112-2014 06 17
Revised by Board Resolution #107-2019 11 26*

The Director of Education (or designate) shall be responsible, on behalf of the Board, for the short-term closing of schools or facilities or for altering the school-day operations due to adverse weather, health and/or safety concerns, poor road conditions or physical plant problems, in all areas of the Board. In the event of system and/or school/facility closures, all employees are to make a reasonable effort to report to work for normal starting time unless directed otherwise.

The Director shall, ~~each fall~~, issue notification to staff and parents regarding the Board's short-term closure policy and procedures, **as necessary**.

C.2 DIRECTOR'S REPORT TO THE BOARD

DATE: 2025 01 14

SUBJECT: Property and Liability Insurance Renewals for 2025 & OSBIE Refund Statement

2.1.0 Information

The 2025 premium renewal notices for our Board's various insurance coverages from the Ontario School Boards' Insurance Exchange (OSBIE) have been received. Attached is supporting information explaining the changes in rates for 2025 (Attachment C.2 #1). A comparison of the annual premium costs, not including Ontario sales tax are below:

POLICY #SG202	2023	2024	2025
Liability	146,016	131,409	164,401
Property	23,223	24,580	25,099
Boiler and Equipment Breakdown	8,089	9,541	13,997
Crime	5,232	5,387	5,383
Automobile/Trucks	13,806	14,321	13,813
Cyber	8,292	8,253	10,626
Legal Expense Coverage	13,360	13,758	19,598
Total	218,018	207,249	252,917

OSBIE endeavors to provide their members premium protection against insurable financial losses at a discount so that School Boards do not have to find their own insurance. In 2020, OSBIE added some new insurance coverage options for specific legal matters related to four main areas: contract disputes, non-union employment disputes, property disputes and human rights disputes.

The high level of claims services and administrative services as well as the risk management programs provided by OSBIE continue to benefit our Board through lower premium costs than what could be obtained through external insurance providers.

Accident insurance for trustees is being provided by OSBIE for 2024-25. The coverage is for business travel, including incidental personal time. Eligible persons are elected trustees, including students, and others specifically named by the school board. The principal sum for the maximum benefit is \$200,000 and the aggregate limit of indemnity is \$2,000,000. The total premium for this coverage is \$401.10 for the year.

During 2024, OSBIE Board of Directors approved a refund to school boards totaling \$7.8 million. Our proportionate share was \$77,824.44 (Attachment C.2 #2). This is a refund based on the plan's surplus contributions.



OSBIE

ONTARIO SCHOOL BOARDS'
INSURANCE EXCHANGE

November 1, 2024

Joseph Santa Maria
Superintendent of Business
Algoma District School Board
644 Albert Street East,
SAULT STE. MARIE, ON
P6A 2K7

Dear Joseph,

RE: 2025 Premium Invoice

As OSBIE closes out 2024, we do so with a healthy financial outlook while we remain steadfast in our strong governance and risk management practices. Members can be assured that premiums are calculated accurately to protect the longevity and sustainability of the pool. It should be noted, as a not-for-profit, OSBIE does not build profit into funding models. Rates cover only future anticipated claims expenses, administrative costs and reinsurance premiums. Although 2025 rate increases have been applied, Members can be reassured that the 2024 refund more than offsets this increase, with a net benefit of \$4 million to our Members.

OSBIE continues to adhere to a prudent investment strategy that, despite an unpredictable market, has generated an income once again for 2024. This income not only supported the 2024 refund, but it allows us to continue to stabilize premium pricing on an annual basis.

2025 General Rate Changes

OSBIE has approved rate changes that will result in an average 7.7% increase in written premium in 2025, detailed in the following lines of business:

Liability	+4.3%
Property	+8.3%
Boiler/Equipment Breakdown	+50.0%
Legal Expense	+43.0%
Cyber	+10.0%

****Crime and Auto coverages will renew with no rate change.***



2024 PREMIUM REFUND

Statement Date: October 1, 2024
Policy Number: SG 202
Named Insured: Algoma District School Board

Liability Surplus Premium Refund	\$67,468.00
Automobile Surplus Premium Refund	\$4,959.00
Total Premium Refund	\$72,427.00
PST refund applicable (8%) *	\$5,397.44
Total Refund	\$77,824.44

* PST refund tax is applicable to Liability only

For the convenience of Subscribers, OSBIE will be sending an Electronic Funds Transfer (EFT) on or about October 28, 2024.

Contact: Tammy Hicks, Director, Insurance Services, OSBIE tammyh@osbie.ca
519-767-2182 ext. 228

Why did rates increase?

Understanding the context behind OSBIE's rate or premium increases is essential. The insurance sector is facing numerous pressures, including inflation, rising litigation costs, and climate change, which has led to unprecedented wildfires and storms. To date, Canada's insured losses from natural disasters have reached \$7.1 billion, with the year still ongoing. The Insurance Bureau of Canada (IBC) reports a staggering 406% increase in claims compared to the last two decades. These alarming statistics contribute to the rising costs of reinsurance, which is one approach OSBIE uses to reduce the overall exposure to the organization and Members.

Changes to coverage

For our Members who carry Boiler (Equipment Breakdown) coverage, the rate increase is a result of both claims experience, and the expenses associated with TSSA inspection requirements. Due to rising claims costs, the reinsurance provider on this line of business has implemented a \$50,000 deductible for OSBIE. In an attempt to minimize the impact to our Members, OSBIE will only impose a minimum deductible of \$5,000 to this coverage and will pay the rest on behalf of our Members if a claim is to occur.

For our Members who carry Legal Expense Insurance, the rate change is a result of the increased frequency of claims in addition to the rise and variability in legal counsel fees. To stabilize premiums associated with this line of business, OSBIE will be introducing a reimbursement limitation as a loss cost control. Reimbursement for lawyer fees will now be subject to a maximum limit of \$400 per hour.

More information on specific product changes will be provided in the 2025 renewal package.

Included in this invoice package:

- Fact sheet outlining the factors impacting your Board's renewal premiums
- 2025 Premium Invoice

Please contact us at info@osbie.ca with any questions at your convenience.

OSBIE values your Membership and we look forward to working with you in 2025.

Sincerely,



Jessica Mou
Vice President, Insurance Operations

**OSBIE**ONTARIO SCHOOL BOARDS'
INSURANCE EXCHANGE

Invoice Date: November 1, 2024

OSBIE Premium Invoice 2025

Policy Number SG 00202
 Named Insured Algoma District School Board
 Policy Period January 1, 2025 to January 1, 2026

Coverages	Limits (\$)	Deductible (\$)	Premium (\$)
1. Property	Unlimited	10,000	25,099.00
2. Crime	1,000,000	500	5,383.00
3. Boiler and Equipment Breakdown	5,000,000	5,000	13,997.00
4. Liability	27,000,000	N/A	164,401.00
Non-Owned Auto (not taxable)	27,000,000	N/A	1,661.00
Liability Subtotal	27,000,000	N/A	166,062.00
5. Cyber - Enhanced Plus	See Dec sheet for sub limits	50,000	10,626.00
6. Legal expense	500,000	N/A	19,598.00
7. Fleet Automobile (not taxable)			12,152.00
Total Taxable Premium			239,104.00
Premium Subtotal			252,917.00
8% PST on Premiums			19,128.32
Total Premium Payable			272,045.32

Payment is due on January 1, 2025

info@osbie.on.ca
osbie.on.ca

91 Westmount Road,
 Guelph, Ontario N1H 5J2
 Tel: 519-767-2182
 Fax: 519-767-0281



Algoma District School Board
Fiscal 2024-25 Q1 Report
For the 3 months ended November 30, 2024

	Approved Budget (Annual)	Revised Estimates (Annual)	Q1 Actuals (Sept - Nov)	YTD Spend as % of Budget
Total Revenue	208,427,065	216,256,151	54,310,265	26.1%
Expenditures				
Classroom	116,265,958	124,532,986	33,868,464	29.1%
Non- Classroom	92,161,107	91,723,165	19,943,636	21.6%
Total Expenditures	208,427,065	216,256,151	53,812,100	25.8%