



**SUDBURY CATHOLIC
DISTRICT SCHOOL BOARD**

Revised Budget
2024-2025

Budget Framework

Our Mission

To realize each students' potential within our inclusive Catholic learning community by nurturing and developing their mind, body, and spirit.

Our Vision

Leaders in Learning and Faith.

Our Values

Modeling Jesus in the world through faith, respect, community, innovation, and learning.

The following guiding principles, current issues and trends provide guidance and direction for the development of the budget, serve as the basis for expenditure decisions, and align with the following Strategic Pathways:



Strengthen our faith-based, inclusive and equitable community.



Promote innovation.



Advance leadership and learning for all.

Some of the current issues and or trends that the board took into consideration while developing the budget this year are as follows:

- The need to plan for succession and leadership development;
- Changing demographic and diversity of our Sudbury Catholic community;
- Changes to elementary and secondary curriculum;
- Continued need to focus on mental health and well being;
- Emphasis on closing the learning gaps;
- Reducing levels of absenteeism;
- Labour shortage across the system;
- Planning for sustainability of investments in the classroom;
- Continue with Accessibility for Ontarians with Disabilities Act (AODA) planning and implementation;
- Uncertainty regarding Responsive Education Programs (REP);
- Continue implementation of enterprise risk management framework; and
- Certification of union and related implications.

2024-2025 Core Funding

The purpose of the revised estimates process and the basis of this document are to reflect what we have learned through the first few months of operating in the current environment to allow for more accurate forecasting as well as reflecting any additional direction or funding that has been received since June 2024.

Board Budget

In the preparation of the revised estimates budget, we have continued to identify the same significant funding gaps, as we did with the estimates process, in the following areas:

1. Supply Costs – The difference between the amount that we are funded and the amount that it expected to cost the board is approximately \$1.8M.
2. Statutory Benefits – The ministry has not flowed through funding to offset the recent increases in employer CPP costs. The approximate funding gap is \$200K – (as all remedy payment and increases have not yet been determined it could be higher).
3. Transportation – The funding gap is expected to be about \$515K: \$200K which relates to bus monitors that are not funded, but required with escalating behavioural issues and special education needs - \$300K relates to Retention and Recruitment (R&R) funding that MUST flow through to bus operators, however we renegotiated bus operators contracts prior to the new funding model at wages that exceed the benchmark amount and we are not allowed to utilize R&R funding to make up the difference between what we are paying and the benchmark, we have to flow through the entire amount.
4. Inflationary Costs – A range of budget lines show an inflationary increase that is not consistent with actual inflation, which is significantly higher (for example: services contracts (ongoing maintenance) and utilities, etc.). We have not calculated the potential funding gap for all expenses at this time, however the board is projecting closer to a 6% increase in facilities operating costs alone, leaving a significant gap in funding that the board has to use other funds to support.

With the completion of distribution of the Bill 124 remedy payments and the settlement of the OECTA collective agreement, the funding model has been adjusted to reflect updated benchmarking for all positions. However, for many positions the benchmark falls short of the actual salaries leaving the board to cover the shortfall through the core funding.

Enrolment

	Estimates			Revised Estimates			Difference
Elementary	Board	Other Pupils	Total	Board	Other Pupils	Total	
Junior Kindergarten	354			331			
Kindergarten	385			391			
Grades 1 to 3	1,338			1,367			
Grades 4 to 6	1,514			1,538			
Grades 7 to 8	1,044			1,105			
Grades 4 to 8	2,558			2,643			
Total Elementary Day School	4,635	42	4,677	4,732	42	4,774	97
Total Secondary Day School	2,142	51	2,193	2,151	41	2,192	-1
Total Day School	6,777	93	6,870	6,883	83	6,966	96

Summary Budget Analysis

Summary Budget Comparison Analysis

	2024-2025 Estimates (\$)	2024-2025 Revised (\$)
Revenues		
Provincial Grants	105,764,422	111,147,394
Responsive Education Programs	1,359,126	1,652,191
Grants from Other Ministries	728,095	696,129
School Generated Funds	3,093,667	3,154,282
Federal Grants	757,904	2,199,967
Investment Income	190,000	370,000
Revenues from Other Sources	1,922,240	1,786,960
Amortization of Deferred Capital Contributions	6,521,959	6,209,840
	120,337,413	127,216,763
Expenditures		
Admin and Governance	5,983,593	6,085,395
Transportation	8,047,246	8,081,055
Instructional	85,672,313	94,736,464
Pupil Accommodation	15,922,262	16,031,797
Other	5,507,656	3,220,581
	121,133,070	128,155,292
Surplus from Operations for Year	-795,657	-938,529
Less: Unavailable Internally Appropriated	-60,026	-97,751
Less: Unavailable for Compliance	173,799	54,701
Surplus for Compliance	-909,430	-895,479
Opening Accumulated Surplus for Compliance	6,395,596	9,183,613
Surplus for Compliance	-909,430	-895,479
Internally Appropriated		-97,751
Accumulated Available for Compliance	5,486,166	8,190,383
	4.56%	6.44%

Revenues

Revenue increased as follows:

Enrolment – net increase of 96 students resulted in an increase in revenues - \$1,106,621

Jordan’s Principle funding - The increase is due to the inclusion of Jordan’s Principle funding which was not included in Estimates because most approval letters do not come in before June and we adopt a conservative approach. - \$1,252,867

Responsive Education Programs (REP) – See section below for additional REP’s received since Estimates - \$293,065

Staffing Benchmarks – to reflect the increases in salary resulting from the Bill 124 remedy payment and the negotiated collective agreement increases the salary benchmarks in the funding formula have been increased by - \$4,119,775.

Responsive Education Program Funding (REP) and External Grants

REP’s are distributed to boards through the use of transfer payment agreements. These agreements stipulate specifically the amount of the REP and how the funds are to be used. These agreements have to be signed by a representative for the Ministry of Education (MOE)/other funding source and the Director of Education for the board.

The board also receives funding grants from external sources (ie. Ontario Public School Boards’ Association, Better Beginnings, Better Futures) that are included in the below noted listing.

The following amounts have been confirmed for the 2024-25 school year.

Grants included in Estimates:

Name	Description	Amount (\$)
De-streaming Implementation Supports	Provide additional learning supports to students impacted by systematic barriers to success.	\$25,230
Early Educators Professional Development	Professional Learning for Early Childhood Educators	\$9,526
Health, Resources, Training Supports	Support student safety initiatives and positive behavioural supports to prevent bullying and violence.	\$7,637

Entrepreneurship Education Pilot Projects	Promote entrepreneurship education for secondary school students, including developing an entrepreneurial mindset and skills to run a business or social enterprise.	\$10,000
Mental Health Strategy Supports	Promote healthy decision making for students and prevent cannabis use and vaping and provide awareness about substance abuse.	\$7,730
Experiential Professional Learning for Guidance Teacher Counsellors	For guidance teachers to participate in experiential professional learning opportunities to understand skilled trades.	\$12,080
Learn and Work Bursary Program	The program provides a \$1,000 bursary to students who are enrolled in a cooperative education program and have financial and other barriers to completing their diploma.	\$20,000
Math Recovery Plan	Hire a Board Math Lead to monitor progress towards board-wide math achievement, provide math facilitators for Grades 3, 6 and 9 in priority schools and to purchase digital math tools for grades 3, 6, 7, 8 and 9 to support learning.	\$494,912
Skilled Trades Bursary Program	Promote coop students who have plans to pursue the skilled trades and who have financial and other barriers to complete their Diploma.	\$11,000
Special Education Additional Qualifications Subsidy Educators	Support teachers' completion of approved Special Education Additional Qualification (AQ) courses such as "Special Education Specialist".	\$8,123
Special Education Needs Transition Navigators	To help students with special education needs transitioning between schools, out of secondary schools or to post secondary.	\$59,354

Early Reading Enhancements: Early Reading screening tools	To purchase licenses for a ministry approved early reading screening tool.	\$37,146
Education Staff to Support Reading Interventions	To hire teachers to work with students in K-3 who would benefit from more support in reading	\$280,164
Licenses for Reading Intervention Supports	To enable school boards to purchase licenses, resources and professional learning to support evidence-based reading programs.	\$116,763
OYAP - Ontario Youth Apprenticeship Program	OYAP is a school to work program for students to explore and work in apprenticeship trades through a coop program.	\$208,607
Aboriginal Youth Entrepreneurship Program	Encourages Indigenous youth to develop entrepreneurial and business skills, through innovative, hands-on activities and partnerships with the local business community.	\$27,523
BBBF Research Collaboration with St. David School.	Every Child Matters, Fostering Culture Based Approaches within Childhood learning spaces.	\$33,500
Critical Physical Security Infrastructure	To address top security infrastructure needs to improve safety of the schools.	\$36,141

Grants new to Revised Estimates

Name	Description	Amount (\$)
Math Achievement Action Plan – additional qualifications subsidy	To provide incentive to educators to complete math AQ courses.	\$ 9,750
CYIC Transportation and Stability support	To improve educational experiences and outcomes of children and youth in care by ensuring positive and stable connections to school.	\$ 62,000
Ontario Public School Boards Assoc. Lego Kits	To purchase Lego kits	\$5,000
Implementation Supports for Code of Conduct PPM 128	Help school boards implement the recent changes to the provincial code of conduct.	\$25,970
Grade 10 Civics Travel to Legislature	Cover costs for Grade 10 students to visit the Ontario Legislature.	\$35,600

Removing Barriers for Students with Disabilities	Remove barriers for individuals with disabilities and promote accessible, inclusive and equitable education.	\$38,200
Parent Education and Awareness Campaign	Increase parent awareness about problematic and addictive behaviours among youth.	\$12,456
Personal Support Worker	Provide financial support as incentive to increase enrolment and retention in the program.	\$ 132,124

Deferred Revenue

	Outdoor Education	Experiential Learning	SHSM	Student Success	Tutoring Allocation	FNMI	RNEF
2023-24 Funding deferred	44,550	12,136	39,304	94,499	0	242,988	257,323
2024-25 Current year funding	66,590	120,388	317,085	299,436	28,750	2,013,858	196,598
Estimated Budget to be utilized (noted below)	111,140	132,524	356,389	393,935	28,750	1,822,605	382,000
Balance Remaining	0	0	0	0	0	434,241	71,921

Outdoor Education - Plan to use the amount from deferred revenue to enhance outdoor learning including such initiatives as school memberships at Kivi Park, and to subsidize the swim to survive program.

Experiential Learning – This funding supports our Experiential Learning and outdoor education consultant.

SHSM – Specialist High Skills Major program – This supports the programming at our secondary schools. They have programs such as Health and Wellness, Agriculture, Manufacturing, Construction, Hospitality, Business, Arts & Culture, Justice, and Sports.

Student Success – This funding is used by the schools for initiatives such as late busses, equity training, and tutoring.

Tutoring Allocation - Plan to use the in-year amount plus the board topped up to a balance of \$260K.

FNMI – This funding is enveloped and supports many indigenous programs, such as Elders in Schools, Land Based Summer Schools, Graduation Coach, Indigenous Support Workers, Cultural Field trips and Language Instruction.

Rural and Northern Education Fund - Plan to use this funding to help fund field trips for St. Joseph, to support the tutoring and Lexia licenses at St. James, and to continue the robotics program at St. James.

Outdoor Education, Experiential Learning, Tutoring and Student Success funding is no longer enveloped. Any funding remaining at yearend, will be added to the board’s surplus.

Detailed Estimated Expenditures

	2024-25 Estimates Budget (\$)	2024-25 Revised Estimates Budget (\$)	
Description			
INSTRUCTION			
Classroom Teachers	48,974,225	54,673,195	Note 1
Supply Staff	2,914,916	2,974,878	
Teacher Assistants	8,594,948	9,823,298	Note 2
Early Childhood Educator	2,393,214	2,375,304	
Textbooks and Supplies	3,317,558	3,948,478	Note 3
Computers	1,344,836	1,413,980	
Professionals Paraprofessionals and Technicians	5,202,532	5,433,678	
Library and Guidance	989,194	1,096,942	
Staff Development	413,675	429,299	
Department Heads	80,000	133,588	
Principals and VPs	4,285,744	5,054,878	Note 4
School Office	2,911,665	2,966,157	
Coordinators and Consultants	2,343,124	2,434,286	
Continuing Education	800,651	968,716	
Amortization	1,106,031	1,009,787	
Total Instruction Expenses	85,672,313	94,736,464	
ADMINISTRATION			
Trustees	102,650	102,650	
Directors and Supervisory Officers	518,531	522,531	
Board Administration	5,285,327	5,390,561	
Amortization	77,085	69,653	

Total Administration Expenses	5,983,593	6,085,395
TRANSPORTATION		
Pupil Transportation	8,047,245	8,081,055
Total Transportation Expenses	8,047,245	8,081,055
PUPIL ACCOMMODATION		
School Operations and Maintenance	9,590,019	9,865,974
Other Pupil Accommodation	929,289	930,289
Amortization	5,402,954	5,235,534
Total Pupil Accommodation Expenses	15,922,262	16,031,797
OTHER		
School Generated Funds Expenses	2,860,757	3,099,581
Other Non-Operating Expenses	121,000	121,000
Labour Provision	2,525,902	
Other Expenses Category Total	5,507,659	3,220,581
Total Expenses Category	121,133,073	128,155,292

Note 5

Explanation of Variances

Note 1 – Classroom Teachers

There is an increase in teaching staff to accommodate the higher than projected enrolment. The increase represents 3.8 elementary teachers, 0.7 secondary teachers, and 5.0 itinerant teachers. In addition, there were significant salary increases due to Bill 124 as well as the collective agreement settlements. In estimates we included a 3.75% increase for all teacher salary groups, for revised we used the actual negotiated increase of 8.75% (an increase of 5% over estimates) for all teacher groups.

Note 2 – Teacher Assistants (EA)

The increase is due to the inclusion of Jordan's Principle funding which was not included in Estimates because most approval letters do not come in before June and we like to remain conservative. This funding covers the cost of EAs for Indigenous students that qualify for additional support. It is federally funded and must be applied for annually. Thus, the increase in EAs reflect those hired (by temporary contract) under Jordan's Principle.

Note 3 – Textbook and Supplies

The significant increase of \$630K in this category is a combination of many items. There was deferred revenue in the areas of the Rural Northern Education Fund which is to be used to continue the robotics program at St. James, and Indigenous programming which will be used for summer programming along with other resources and Early Math Intervention. There are also additional costs added to this category because software costs were moved from minor tangible capital assets to expense because they do not meet the capital rules.

Note 4 – Principals and Vice Principals

The increase is due to the addition of one VP position to assist with increasing school level demands. The majority of the increase however is due to the recently settled P/VP new salary grids and increase resulting from Bill 124.

Note 5 – Labour Provision

For the Estimates process and according to the 2023: B04 – 2023-24 Grants for Student Needs Funding memo, we included a 3.75% increase for all teacher salary groups and were directed to place the amount in this category.

For revised we used the actual negotiated increase of 8.75% (an increase of 5% over estimates) for all teacher groups and that amount was to be reflected in the appropriate salary categories. There are increases in many categories not specifically identified in the notes. The reason for this is that every category that has staffing costs is significantly impacted by the wage increases and retro payments that have been discussed above.

Special Education

	2024-2025 Estimates (\$)	2024-2025 Revised (\$)	
Revenue			
SEPPA (Special Education per pupil amount)	5,692,829	6,175,831	
Special Equipment Amount	696,305	701,721	
Differentiated Special Education Amount	6,491,962	6,914,981	
Special Incidence Portion Amount	1,662,488	1,809,879	
Section 23 Facilities Amount	187,598	187,598	
Behaviour Expertise Amount	322,314	337,205	
Northern Supports Initiative	454,240	454,240	
Jordan’s Principle	300,000	1,552,867	
Bill 124 Funding	508,627	0	
Total Special Education Allocation	16,316,363	18,134,322	Note 1
Expenses			
All Special Education Teachers	6,514,806	7,198,234	Note 2
Supply Teachers	491,444	506,309	
Educational Assistants	8,554,077	9,683,885	Note 3
Supplies / SEA Equipment	283,780	417,280	
Computers	268,466	268,466	
Professionals/Technical Staff	1,815,531	1,765,382	

Staff Development	37,865	30,320	Note 4
Coordinator / Behavioural Expert	261,079	398,869	
Total Special Education Expenses	18,227,048	20,268,745	
Less: Self-Contained Classes Allocation	649,470	659,758	
Total Special Education Expenses	17,577,578	19,608,990	
Total Deficit to be covered by deferred revenue	-1,261,215	-1,474,668	

Use of Deferred Revenues		
Opening Operating Deferred Revenue	833,199	1,649,503
Revenue for operating	15,562,123	16,127,215
Expense for operating	-16,823,338	-17,601,880
Closing Operating Deferred Revenue	-428,016	174,838

Note 1 – Revenues

Increase in revenues is the combination of an increase in enrolment and revenues added for approved Jordan's Principle support. In estimates, they estimated the Bill 124, in Revised it is incorporated in the benchmarks.

Note 2 – Special Education Teachers

The increase is due to the salary amounts including the negotiated labour increases, however the FTE has remained consistent.

Note 3 – Teacher Assistants

The increase is due to the increase in approved Jordan's Principle support.

Note 4 – Coordinator

Increase is due to the addition of the Multi Language Learner (MLL) position.

Capital Projects Forecasted for 2024-2025

School Condition Improvement (SCI) Funding

a) CEC/ MMA – Window Replacement Phase 2

Description – To replace windows in south elevation of 4th and 1st floor and repair exterior cladding to eliminate moisture infiltration. The scope of work includes repairs to damaged interior finishes and addition of new blinds.

Estimated Budget – \$750,000

Submitting for Board Approval – January 2025

b) MMA – Retaining Wall and Weeping Tile Replacement

Description – To excavate Northwest elevation to replace existing weeping tile system, add moisture barrier to foundation, repair retaining wall, eliminate existing staircase and to reinstate existing grades and finishes.

Estimated Budget – \$300,000

Submitting for Board Approval – April 2025

c) MMA – Domestic Hot Water Boiler/ Tank Replacement

Description – Replace aging domestic hot water system with new high efficiency system.

Estimated Budget – \$150,000

Submitting for Board Approval – April 2025

d) BAC – Roof Replacement

Description – To replace approximately 20,000 square feet of roof assembly due to end of life cycle. The scope includes removal and replacement of existing roof assembly and insulation and replacement with new with a focus on increasing thermal efficiency.

Estimated Budget - \$900,000

Submitted for Board Approval – December 2024

e) BAC/ IMM – PA System Replacement

Description – To supply and install a new school PA system at both locations which will include new user console/ interface and new public facing LED displays for safety measures and other internal communication needs.

Estimated Budget – \$250,000

Submitting for Board Approval – February 2025

f) BAC Washroom Upgrades and Locker Replacement

Description – To supply and install additional fixtures at secondary girls' washroom to ensure washroom capacity is at required levels due to addition of portables. The project also includes the replacement of 131 lockers due to life cycle ending, and to ensure proper functionality.

Estimated Budget – \$250,000

Submitted for Board Approval – November 2024

g) St. Anne – AODA Upgrades and Standpipe

Description – This project focuses on AODA upgrades including: the installation of two chair lifts to ensure accessible access to all levels of school, the renovation of student washrooms and the installation of door operators for the gymnasium, library and main office. The project will also include the replacement of the standpipe fire suppression system which required an upgrade.

Approved Estimate - \$1,300,000

Submitting for Board Approval – January 2025

h) St. Anne – PA System Replacement

Description – To supply and install new school PA system with the addition of new user console/ interface and new public facing LED displays for lock down and other internal communication needs.

Estimated Budget – \$100,000

Submitting for Board Approval – January 2025

i) Pius XII – PA System Replacement

Description – To supply and install new school PA system with the addition of new user console/ interface and new public facing LED displays for safety and other internal communication needs.

Estimated Budget – \$100,000

Submitting for Board Approval – April 2025

j) St. Benedict/ Holy Cross Traffic Study

Description – Engage with a traffic/civil engineering speciality firm to review traffic flow and parking capacity in order to develop a feasibility plan/ design to address current challenges.

Estimated Budget – \$100,000

Submitting for Board Approval – TBD

k) St. Charles College – Replace RTU (Roof Top Unit #4)

Description – To supply and install replacement packaged roof top unit to replace existing unit that has exceed life cycle expectations.

Estimated Budget – \$50,000

Submitting for Board Approval – N/A

l) St. Charles College – Design Study

Description – Engage with a mechanical engineering firm to review existing boiler and domestic hot water capacity requirements and existing infrastructure with the intent to design a future project to replace failing equipment and right size capacity to meet current and future demands. The scope of the study will also include an engineering review of ERV 1 to look at opportunities to improve system reliability.

Estimated Budget – \$75,000

Submitting for Board Approval – N/A

m) St. Charles College – Athletic Field Design Study

Description – Engage with a civil/ athletic field engineer/ specialist with the intent to modernize existing athletic field with a focus on a new field surface, a new running track, updated bleachers and related infrastructure.

Estimated Budget – \$150,000

Submitting for Board Approval – TBD

n) St. Charles College – Bus Loading Zone – Pedestrian walkway

Description – To widen the existing sidewalk area in the front of the school to ensure a properly sized bus loading zone that will support student safety when school buses are loading/unloading.

Estimated Budget – \$350,000

Submitting for Board Approval – March 2025

o) St. John – Exterior Window Replacement Phase 1

Description – Replace existing exterior windows with new energy efficient units.

Estimated Budget – \$350,000

Submitting for Board Approval – March 2025

p) St. John – Classroom Flooring replacement

Description – Replace existing flooring and install new flooring to match current school standards and colours.

Estimated Budget – \$30,000

Submitting for Board Approval – N/A

q) St. Joseph – AODA – Universal Washroom and Barrier Free Path

Description – Renovation to include new universal washroom and AODA door operators and exterior ramp and asphalt parking. Project will also include a structural review on the gymnasium masonry.

Estimated Budget – \$300,000

Submitting for Board Approval – April 2025

r) VAR – Parking Lot Lines and Asphalt Sealing

Description – To enhance existing school parking lots at various locations by repairing/sealing asphalt and applying new parking lines.

Estimated Budget - \$150,000

Submitting for Board Approval – May 2025

s) VAR – Exterior Walkways and Stairways

Description – To repair/ replace existing walkways and stairways at St Benedict and St David due to premature failure of systems.

Estimated Budget - \$150,000

Submitting for Board Approval – May 2025

t) VAR – Blackboard Removal and Installation of Whiteboards

Description – To remove remaining blackboards and replace with new whiteboards/ tackboards at various locations including St Benedict, St James, St Charles (elementary), and Marymount. This is the first phase of a three year plan to eliminate all blackboards in the system.

Estimated Budget - \$400,000

Submitting for Board Approval – TBD

u) VAR – Gym Game Lines

Description – To reinstate existing gym floor game lines at Holy Cross, Holy Trinity, St. David, St. Francis and to include new logo for gym floor at Marymount.

Estimated Budget - \$150,000

Submitting for Board Approval – February 2025

Renewal Funding

v) St. Charles College – Chapel and Music Room Renovation

Description – To convert a second-floor classroom into a new chapel and an Indigenous support space (including smudge room), to renovate the old chapel into a grade 7/8 music room and to convert the old 7/8 music room into two classrooms.

Approved Estimate - \$750,000

Submitted for Board Approval – January 2025

w) St. Charles Elementary – Classroom/ Washroom Refresh and PA Replacement

Description – To update finishes and learning walls in 5 classrooms and 2 washrooms. The scope of work for each classroom will include new flooring, painting, and ceilings along with new white boards and projectors. Washroom scope will include new fixtures, finishes and partitions. PA system replacement includes the addition of new user console/ interface and new public facing LED displays for lock down and other internal communication needs.

Estimated Budget – \$750,000

Submitting for Board Approval – February 2025