

# MAKING RESPONSIBLE DECISIONS



OSSTF ELHT Annual Report With Addendum  
2024/25



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## OSSTF Employee Life and Health Trust

The OSSTF ELHT (Employee Life and Health Trust) was established almost 9 years ago in 2016 with a **primary focus on providing long term sustainable Life Insurance, Accidental Death and Dismemberment, and Health and Dental benefit coverage** for eligible OSSTF members. Two OSSTF plans were established: one for eligible OSSTF Teachers and the other for eligible OSSTF Education Workers.

The OSSTF Benefits Plans are sponsored and managed by the OSSTF ELHT. The ELHT Board of Trustees has representatives from OSSTF, OPSBA (Ontario Public School Boards' Association) and the provincial government. The OSSTF ELHT's sole purpose is to provide life, health and dental benefits to eligible plan members and their eligible dependents.

The OSSTF ELHT Board of Trustees is comprised of 9 Trustees, 5 appointed by OSSTF and the other 4 by OPSBA and the Crown. Full details about the current OSSTF ELHT Board of Trustees are outlined on page 13 of this report.

The governing document of OSSTF ELHT is the OSSTF ELHT Trust Agreement of which the three parties are signatories. For reference, the OSSTF ELHT Trust Agreement is posted on the OSSTF Benefits Website - [OSSTF ELHT Agreement and Declaration of Trust.pdf](#)

The mission statement of the OSSTF ELHT is to promote and support the well-being of Plan members and their families by providing comprehensive and sustainable health and welfare benefits through excellence in governance and service.

The goals of the OSSTF Benefits Plans are to provide:

- Comprehensive coverage for all.
- Affordable financial security.
- Long term sustainability from both a cost and coverage perspective.
- An enhanced member experience.

The OSSTF Benefits Plans provide coverage for eligible OSSTF Teacher and Education Worker members from all OSSTF Districts.



Here are the statistics of participation in the OSSTF ELHT Plans as of May 2025:

### OSSTF ELHT Teacher/Long Term Occasional Teacher (LTO) Plan:

- 31,935 eligible members enrolled in the mandatory Life Insurance and AD&D (Accidental Death and Dismemberment) benefits at May 31, 2025. This represents a very slight decrease of 0.5% compared to May 2024.
- 30,252 eligible members, representing 88,583 eligible claimants, participated in the health care benefits.
- 30,266 eligible members, representing 88,917 eligible claimants, participated in the dental care benefits.
- For the health care benefits
  - ✓ 3% of eligible permanent contract teachers are not participating in the health care benefits. For those who are participating, 21% are opting for single coverage and 79% for family coverage.
  - ✓ 39% of eligible long term occasional teachers are not participating in the health care benefits. For those who are participating, 59% are opting for single coverage and 41% for family coverage.

### OSSTF ELHT Education Worker/Long Term Assignment Education Worker (LTA) Plan:

- 19,732 eligible members enrolled in the mandatory Life Insurance and AD&D (Accidental Death and Dismemberment) benefits, which represents an increase of 3.6% compared to the number of eligible members at May 31, 2024.
- 16,875 eligible members, representing 45,499 eligible claimants, participated in the health care benefits.
- 16,876 eligible members, representing 45,792 eligible claimants, participated in the dental benefits.
- For health care benefits
  - ✓ 11% of eligible permanent members are not participating in the health care benefits. For those who are participating, 23% are opting for single coverage and 77% for family coverage.
  - ✓ 50% of eligible long term assignment education workers are not participating in the health care benefits. For those LTAs who are participating, 38% are opting for single coverage and 62% for family coverage.

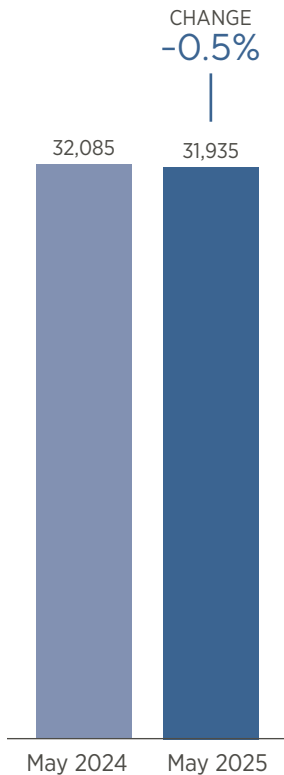
FTE funding is currently being remitted by boards/school authorities based on the estimated FTE (full time equivalent) numbers for 2024/25 which are:

- 29,514.50 FTE OSSTF Teachers.
- 16,575.90 FTE OSSTF Education Workers.
- **46,090.40 FTE Teachers and Education Workers Combined.**

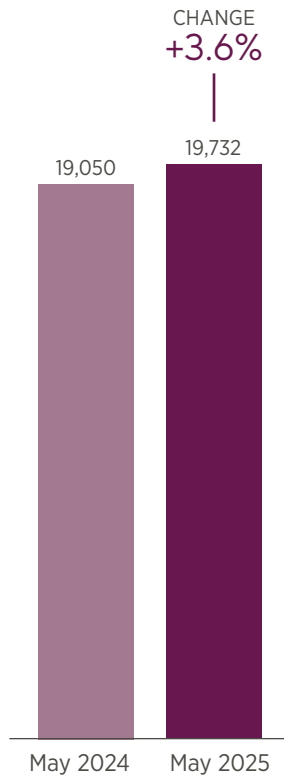


## Enrolment in the OSSTF ELHT

### Teachers & LTOs



### Education Workers & LTAs



OSSTF Employee Life and Health Trust updates their Benefits at A Glance document each year. The current version, [OSSTF-ELHT-Benefits-Guide](#) is posted on the OSSTF Benefits Website, [www.osstfbenefits.ca](http://www.osstfbenefits.ca)

This document provides details about:

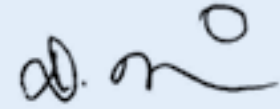
- The OSSTF ELHT benefits plan design.
- The enrolment process.
- Use it Well—information about how members and their dependents can help to protect the plans for when they and their colleagues need it.
- Understanding your Benefits Plan—information about the parties involved in the OSSTF ELHT Benefits Plans, including:
  - > OSSTF ELHT as the plan sponsor,
  - > OTIP as the Plan Administrator,
  - > Manulife as the Claims Payer for Health & Dental Benefits,
  - > Manulife as the insurer of the Life Insurance Benefits,
  - > Teachers' Life as the insurer of the AD&D (Accidental Death and Dismemberment) Benefits.
  - > Information on the roles and responsibility of School Boards and School Authorities to provide OSSTF members employment status and demographic information to OTIP on a regular basis.



**Jim Spray**  
Chair



**Donna Morrison**  
Executive Director



## Report of the OSSTF ELHT Chair and Executive Director

### Funding of the Plans

The ELHT’s sole purpose is to provide life, health and dental benefits to eligible plan members and their eligible dependents, and the OSSTF ELHT Board of Trustees has the fiduciary responsibility for the long term sustainability of the plans.

The OSSTF Benefits Plans are funded by negotiated full-time Equivalent (FTE) funding levels and member contributions.

The negotiated FTE funding, the major source of the funding of the plans, is as outlined in the OSSTF Central Agreements. The current OSSTF Central Agreements for each of Teachers and Education Workers are for the period of September 1, 2022 to August 31, 2026. These central agreements outline the required FTE funding to be contributed to the OSSTF ELHT plans by boards/school authorities for this period of time. Until new OSSTF Central Collective Agreements are finalized, the future FTE funding from September 1, 2026 onward is unknown, and FTE funding levels in place at that time will continue to be remitted by boards and school authorities, therefore essentially flat lining the major source of funding for the plans until new OSSTF Central Collective Agreements for Teachers and Education Workers are ratified and implemented.

This has been taken into account in the Actuarial Valuations for 2024/2025 and projections for 2025/2026, and 2026/2027. Further information on the Actuarial Projections of the OSSTF ELHT plans are illustrated on page 9 of this report.

As outlined in the Trust Agreement, the OSSTF ELHT Board of Trustees has an obligation to take cost containment actions by either amending the plan to realize cost savings or

increase the level of member contributions towards the plan if the Actuarial Valuations projects that the plans do not meet the financial obligations as outlined in the Trust Agreement.

In anticipation of negotiations beginning for new Central Table Agreements, the OSSTF ELHT Board has provided all parties to the Trust with supporting documentation that outlines the many factors that need to be considered regarding the projections of future OSSTF ELHT benefit costs.

Since inception the OSSTF ELHT Board of Trustees has worked hard to maintain the extensive plan and to improve the efficiency of the benefits being provided. Due to the inflationary trends in benefits, the costs of the plan are increasing significantly each year. As illustrated on page 16 and 17, for OSSTF ELHT total health and dental benefit claim costs increased by 7.2% for the OSSTF ELHT Teacher/LTO plan and 6.7% for the OSSTF ELHT Education Worker/LTA plan over the last financial year, September 2023 to August 2024 when compared to the 2022/2023 Financial Year.

It is now more important than ever that members are encouraged to understand the OSSTF Benefits Plans, and to Use Them Well. Here again is the Link to the OSSTF ELHT Benefits at a Glance document [OSSTF-ELHT-Benefits-Guide](#) that provides further information on the details of the OSSTF ELHT Benefit Plans, and how members can help to sustain the plan by using it well. Examples of this includes only accessing the plan for what is medically necessary, researching alternative treatment options, submitting a claim estimate in advance of incurring the expenses, and choosing providers who, in treating eligible members and their families, focus on getting them well!



## OSSTF Employee Life and Health Trust Board Activity

### OSSTF Benefits Member Survey

One of the significant initiatives taken on by the OSSTF ELHT in the 2024/2025 School Year, was the OSSTF Benefits Member Survey. We would like to extend our sincere appreciation to the almost 25% of eligible OSSTF Teacher and Education Worker members who took part in the survey.

Initial key findings of the survey include:

- Most members value the plan and believe it meets their needs in general
  - ✓ 93% of members Agree or Strongly Agree that they have a good understanding of the coverage in our benefits plan.
  - ✓ 89% Agree or Strongly Agree that when they have questions they know where to go for answers.
  - ✓ While there is a good understanding of the plan, there is a strong appetite for more information.
  - ✓ Members showed a general openness to potential trade-offs including increased premiums or coverage reductions to allow for improvements or to maintain the more valued coverages, if and when cost-reductions are needed to keep the plans sustainable.

With over 11,000 OSSTF Member survey participants, a diverse representative sample of OSSTF membership in both the Teachers and Education Workers plans has provided the OSSTF ELHT Board with a rich source of data and insights which will be used to help guide future strategy while continuing to work on improving the member experience.

The OSSTF ELHT Board has committed to:

- Keep OSSTF members apprised of the findings from the survey,
- Work on enhancing communication channels and member access to information, and to
- Give members advance notice of any changes to plan design and/or member required premium contributions.

OSSTF ELHT will continue to work hard on keeping plan members informed. All past communications are, and all future communications will be, posted on the OSSTF Benefits Website, [www.osstfbenefits.ca](http://www.osstfbenefits.ca) for member access when they need it.

### Collection of Member Premium Contributions

OSSTF ELHT has completed the transition from employer payroll deduction of member required benefit premiums to direct billing from the member's bank account, which commenced September 1, 2023 for eligible OSSTF Long Term Occasional Teachers and February 1, 2024 for all other eligible OSSTF members.

More than 99% of affected members have provided their authorization and banking information for the purposes of direct billing of member required premium contributions towards their benefits. In July 2024, a final follow-up notification was sent to affected members who had not provided the required information and as a result, had their affected benefits suspended. This notification was sent via email and Canada Post. Listings of affected members were also provided to OSSTF, so that OSSTF

Bargaining Unit Leaders could follow up directly with their affected members. Subsequently pre-authorized debit is now being used for the collection of member premium contributions for very close to 100% of all eligible OSSTF Teacher and Education Worker members.

A process is in place to allow for escalations to be made directly to the OSSTF ELHT for members who did not provide their banking information where approval can be given for the retroactive reinstatement of suspended benefits for members who agree to pay the outstanding retroactive member premium contributions and provide their authorization for Pre-Authorized Debit bank account withdrawals for future payments.

Collection of member premium contributions via Pre-Authorized Debit from their bank account has proven to be much more efficient and timely from each of the member's, the ELHT's, and OTIP's (the Third Party Administrator) perspective.

### **CUBIC Health FACET Program**

The FACET Prior Authorization program has been utilized by OSSTF Benefits since September 1, 2020 for the prior authorization assessment of specialty drug claims for eligible Plan members and their dependents. The FACET team communicates directly with the prescribing physician to ensure that eligible members and dependents receive the most appropriate, safe and effective treatment for their medical condition. This program ensures that all specialty drug prescription decisions are objective and based on the most up-to-date, evidence-based information available.

Commencing June 1, 2023, the FACET Program was implemented for **the prior authorization of newly prescribed second line diabetes management drugs.**

### **MemberRx**

The OSSTF Employee Life and Health Trust (OSSTF ELHT) has designated **MemberRx as their exclusive pharmacy distributor for certain high-cost specialty medications.**

MemberRx was created in 2023 by OTIP and CUBIC Health as Ontario's first plan sponsor pharmacy where all proceeds related to the distribution of medications, and provision of

pharmacy services, are reinvested into the participating plans to help reduce benefit plan costs. As a plan sponsor pharmacy, MemberRx operates with a zero-EBITDA model that requires an annual, independent financial audit to be performed to verify that all proceeds are being reinvested into the participating ELHT plans which helps to ensure plan sustainability while maintaining a high level of member care.

Through the MemberRx pharmacy model, expensive pharmacy and specialty medication costs are being minimized which will help in supporting the sustainability of the OSSTF ELHT benefit plans, so that the OSSTF ELHT can continue to provide the best specialty medication coverage that plan members and their eligible family members need, at the best value.

This approach ties directly to the OSSTF ELHT Board of Trustee's fiduciary obligation to take the long-term plan sustainability seriously. We must continue to prioritize opportunities that will provide the best collective value for eligible OSSTF plan members. This includes finding the best mix of pharmacy products, services and providers to ensure sustainable access.

Eligible OSSTF Benefits members are fully covered for reasonable and customary fees for all eligible medications with no annual limit, and outside of the small number of specialty medications targeted by MemberRx, plan members are free to use the pharmacy of their choice for any of their traditional non-specialty medication needs.

### **Actuarial Valuation**

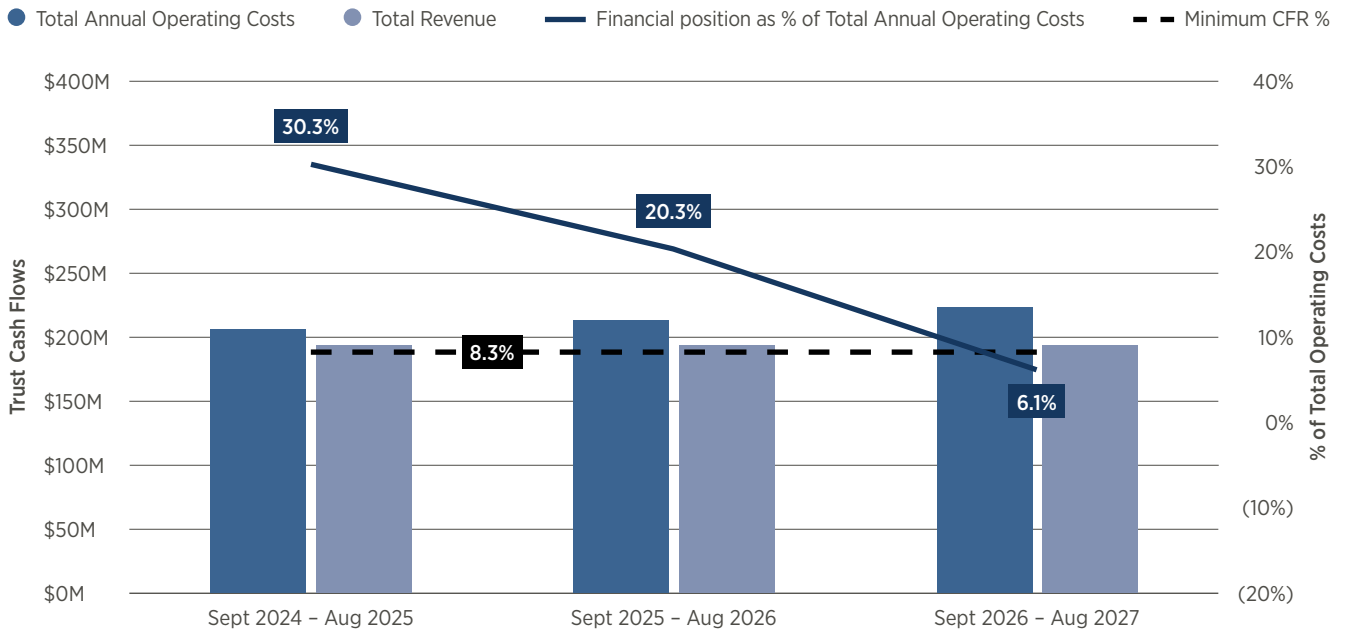
The OSSTF ELHT's actuaries, Eckler Ltd., have completed the eighth annual Actuarial Valuation as of August 31, 2024. The valuation tables show the projected financial position of each of the two OSSTF ELHT benefits plans (Teachers/LTO and Education Worker/LTA) as of August 31, 2024 and projections for the three-year period from September 1, 2024 to August 31, 2027.

As per the Trust Agreement, each plan is required to maintain a minimum Claims Fluctuation Reserve (CFR) threshold of 8.3% of annual operating costs. If the financial position of the OSSTF ELHT Plans is not above the 8.3% threshold, cost containment plan design changes and/or an increase in the member contributions towards the plan will have to be implemented.

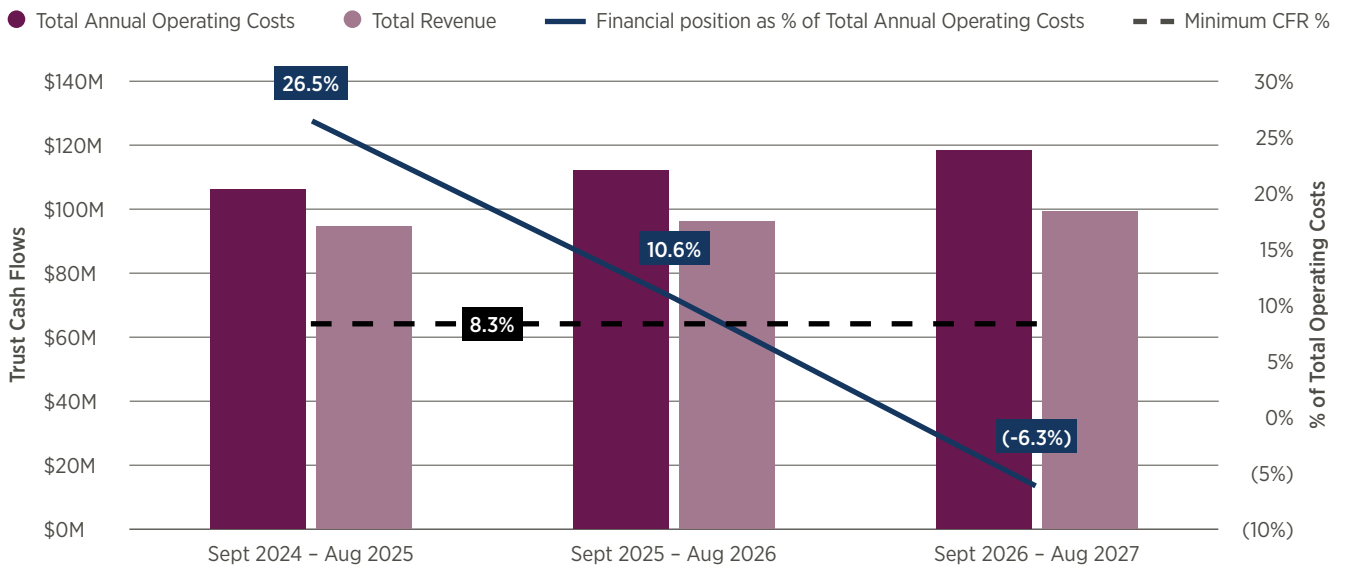
**Please see the Addendum commencing on Page 22 outlining the details of the Subsequent Event to the OSSTF ELHT August 31, 2024 Actuarial Valuation Report.**

The Actuarial Valuation accepted by the OSSTF ELHT Board projects that:

**The Teacher/LTO Plan's CFR will reduce from 30.3% as of August 2025, to 20.3% as of August 2026, and to 6.1% as of August 2027**



**The Education Worker/LTA Plan's CFR will reduce from 26.5% as of August 2025, to 10.6% as of August 2026, and to (-6.3%) as of August 2027.**



OSSTF Benefits Plans are funded by negotiated full-time Equivalent (FTE) funding levels and member premium contributions.

As indicated, the Actuarial Valuation Projections are projecting that the CFR levels under each of the OSSTF ELHT Teacher/LTO and the OSSTF ELHT Education Worker Plans will reduce to less than the required 8.3% level in the September 1, 2026 to August 31, 2027 Financial Year. It is important to note that this is based on no change to the funding of the plans due to the expiration of the current OSSTF Central Collective Agreements at August 31, 2026 as future funding is unknown until new OSSTF Central Collective Agreements are finalized and implemented

In accordance with the Trust Agreement, the OSSTF ELHT Board of Trustees have the fiduciary responsibility of investigating cost containment measures that may need to be implemented commencing September 1, 2026 unless interim solutions and/or the completion of negotiations results in the required FTE funding increases being known by this date.

**Please see the Addendum commencing on page 22 outlining the details of the Subsequent Event to the OSSTF ELHT August 31, 2024 Actuarial Valuation Report.**

### Annual Audit

The OSSTF ELHT auditors, Doane Grant Thornton, have completed the Annual Audit as of December 31, 2024. The Financial Statements from the OSSTF ELHT Annual

Audit are posted on pages 11 and 12 of this report. These Statements illustrate the Assets and Liabilities of the OSSTF ELHT Teacher/LTO and Education Worker/LTA Plans at the end of each calendar year, compared to the previous year. Although the OSSTF ELHT Plans run on a September to August financial year, it is an OSSTF ELHT Trust requirement that the Annual Financial Statements are completed on a January to December calendar year basis.

As illustrated, net assets available for benefits at December 31, 2024 changes are as outlined below:

- Teachers/LTO plan – increased from \$53,415,451 to \$73,317,480
- Education Workers/LTA plan – decreased from \$49,839,076 to \$46,685,583
- Total between both plans – increased from \$103,254,527 to \$120,003,063

It is important to note that during 2024, the increases for the period from September 2022 to December 2024 in Full Time Equivalent (FTE) Funding that are outlined in the OSSTF Central Agreement for Teachers and the OSSTF Central Agreement for Education Workers were paid retroactively, and therefore a cumulative catch up of \$15,109,160 for Teachers and \$1,084,606 for Education Workers was received. These retroactive adjustments are reflected in the 2024 Audited Financial Statement.



# 2024 Financial Information

## Statement of Financial Position

Year ended December 31	2024			2023		
	Education Workers	Teachers	Total	Education Workers	Teachers	Total
<b>Assets</b>						
<b>Current</b>						
Cash	\$ 26,870,585	\$ 37,457,123	\$ 64,327,708	\$ 13,919,836	\$ 18,091,918	\$ 32,011,754
Cash in trust at administrative agents (Note 3)	18,847,333	37,252,289	56,099,622	24,444,580	25,137,871	49,582,451
Investments (Note 9)	8,495,891	13,883,343	22,379,234	18,091,063	26,169,612	44,260,675
Contributions receivable	55,265	75,275	130,540	881,648	1,175,496	2,057,144
Other receivables	426,391	936,953	1,363,344	555,270	1,086,188	1,641,458
Receivable from administrative agent	11,523	1,185,258	1,196,781	45,096	707,753	752,849
Prepaid to insurance administrator	1,992,231	5,114,431	7,106,662	1,038,734	1,855,040	2,893,774
Prepaid expenses	33,243	83,049	116,292	33,712	85,990	119,702
	<u>56,732,462</u>	<u>95,987,721</u>	<u>152,720,183</u>	<u>59,009,939</u>	<u>74,309,868</u>	<u>133,319,807</u>
<b>Liabilities</b>						
<b>Current</b>						
Premium tax and retail sales tax payable	637,517	1,279,305	1,916,822	661,375	1,279,668	1,941,043
Administrative charges payable	315,897	714,670	1,030,567	323,152	532,933	856,085
Accounts payable and accrued liabilities	5,041	12,593	17,634	22,922	50,891	73,813
Reserve for incurred but not reported claims (Note 4)	2,872,300	6,936,600	9,808,900	2,592,400	7,200,800	9,793,200
Contributions deferred	6,216,124	13,727,073	19,943,197	5,571,014	11,830,125	17,401,139
	<u>10,046,879</u>	<u>22,670,241</u>	<u>32,717,120</u>	<u>9,170,863</u>	<u>20,894,417</u>	<u>30,065,280</u>
<b>Net assets available for benefits (Note 5)</b>	<b>\$ 46,685,583</b>	<b>\$ 73,317,480</b>	<b>\$ 120,003,063</b>	<b>\$ 49,839,076</b>	<b>\$ 53,415,451</b>	<b>\$ 103,254,527</b>

## 2024 Financial Information

### Statement of changes in net assets available for Benefits

Year ended December 31	2024			2023		
	Education Workers	Teachers	Total	Education Workers	Teachers	Total
<b>Increase in assets</b>						
Employers' contributions	\$ 87,541,116	\$ 178,097,980	<b>\$ 265,639,096</b>	\$ 83,677,841	\$ 163,344,001	\$ 247,021,842
Employers' contributions - retroactive (Note 6)	1,084,606	15,109,160	<b>16,193,766</b>	—	—	—
Employees' contributions	6,935,915	13,022,588	<b>19,958,503</b>	7,168,071	13,471,922	20,639,993
Board eligible and available surplus contributions (Note 5)	83,449	45,328	<b>128,777</b>	64,176	(4,073)	60,103
Premium and claims experience refund - life insurance	449,158	7,378,835	<b>7,827,993</b>	1,367,143	—	1,367,143
Interest earned	<u>2,461,882</u>	<u>4,209,041</u>	<b><u>6,670,923</u></b>	<u>2,495,760</u>	<u>3,822,656</u>	<u>6,318,416</u>
	<u>98,556,126</u>	<u>217,862,932</u>	<b><u>316,419,058</u></b>	<u>94,772,991</u>	<u>180,634,506</u>	<u>275,407,497</u>
<b>Decrease in assets</b>						
Benefits						
Health and dental claims	91,516,225	175,505,485	<b>267,021,710</b>	87,260,604	166,130,871	253,391,475
Health pool charges	681,902	1,269,607	<b>1,951,509</b>	680,669	1,297,969	1,978,638
Life insurance premiums	3,050,829	8,939,139	<b>11,989,968</b>	3,345,792	9,154,794	12,500,586
Accidental death and dismemberment premiums	285,746	925,407	<b>1,211,153</b>	267,445	873,583	1,141,028
Net change in reserve for incurred but not reported claims	279,900	(264,200)	<b>15,700</b>	220,700	885,700	1,106,400
Administrative charges (Note 8)	<u>5,516,662</u>	<u>10,768,529</u>	<b><u>16,285,191</u></b>	<u>5,160,065</u>	<u>9,860,983</u>	<u>15,021,048</u>
Operating expenses (Note 7)	<u>378,355</u>	<u>816,936</u>	<b><u>1,195,291</u></b>	<u>366,272</u>	<u>705,684</u>	<u>1,071,956</u>
	<u>101,709,619</u>	<u>197,960,903</u>	<b><u>299,670,522</u></b>	<u>97,301,547</u>	<u>188,909,584</u>	<u>286,211,131</u>
Increase (decrease) in net assets available for benefits	(3,153,493)	19,902,029	<b>16,748,536</b>	(2,528,556)	(8,275,078)	(10,803,634)
Net assets available for benefits, beginning of year (Note 5)	<u>49,839,076</u>	<u>53,415,451</u>	<b><u>103,254,527</u></b>	<u>52,367,632</u>	<u>61,690,529</u>	<u>114,058,161</u>
<b>Net assets available for benefits, end of year (Note 5)</b>	<b>\$ 46,685,583</b>	<b>\$ 73,317,480</b>	<b>\$ 120,003,063</b>	<b>\$ 49,839,076</b>	<b>\$ 53,415,451</b>	<b>\$ 103,254,527</b>

## Our Board

The OSSTF ELHT Trust Agreement stipulates that nine voting members on the ELHT Board of Trustees are responsible for operating the plan and ensuring the financial sustainability of the OSSTF ELHT Teacher/LTO and Education Worker/LTA plans. Five members of the Board of Trustees are appointed by the OSSTF, and the other four by Ontario Public School Boards' Association (OPSBA) and the Crown. Each Trustee has a minimum three-year term, which can be renewed twice, subject to a maximum tenure of nine years.

Current OSSTF ELHT Trustees are:

### **Jim Spray**

Chair - OSSTF Appointee

### **Tania Alatishe-Charles**

OPSBA Appointee

### **Dianne Fox**

Crown Appointee

### **Jack Jones**

Vice-Chair - OSSTF Appointee

### **Nick Landry**

OPSBA Appointee

### **Randy McGlynn**

OSSTF Independent Expert Appointee

### **Vaino Poysa**

OSSTF Appointee

### **Darryl Ingham**

OSSTF Appointee

**Note:** The Crown Independent Expert Appointee Trustee position is currently vacant.

The OSSTF ELHT Trustees are responsible for the operational and financial sustainability of the Trust, including but not limited to:

- Review of the design of the OSSTF Teacher/LTO Benefits Plan and the OSSTF Education Worker/LTA Benefits Plans.
- The validation of the sustainability of the OSSTF Teacher/LTO Benefits Plan and the OSSTF Education Worker/LTA Benefits Plan designs.
- Setting and revising Employee Contribution rates or premium requirements and deductibles with respect to the OSSTF Teacher/LTO and OSSTF Education Worker/LTA Benefits Plans.
- Approval of annual reports and audited financial statements.
- Identifying efficiencies that can be achieved in the administration and investments of the OSSTF ELHT.
- Design, adoption, and implementation of policies.
- Compliance with all applicable statutory requirements.
- Procurement of adjudicative, administrative, insurance, consultative and investment services.

Board meetings are attended by all Trustees and staff. Six Board meetings have been held since September 1, 2024.

In addition to the Board meetings, the following OSSTF ELHT Standing Committees have been established and meet regularly to fulfill their responsibilities and make recommendations to the Board:

### **Executive Committee:**

This Committee acts on behalf of the Board between board meetings or in cases of emergency, hires and oversees board staff, and is responsible for bylaws, policy review and trust agreement compliance requirements.

Current Executive Committee members are Jim Spray, Chair, Jack Jones, Nick Landry and Randy McGlynn.

### Finance Investment and Audit Committee:

The Finance Investment and Audit Committee is responsible for ensuring the fiscal health of the Trust. The members review and recommend investment strategies and policies to the Board, review and recommend a board annual budget as well as the appointment of an external auditor and provide oversight of the fund's administrators.

Current Finance Investment and Audit Committee members are: Randy McGlynn, Chair, Tania Alatishe-Charles, Nick Landry, and Vaino Poysa.

### Appeals Committee:

The Appeals Committee is responsible for reviewing and rendering decisions on claim appeals referred to the OSSTF ELHT Appeals Committee by the third-party administrator committee or making recommendations to the Board, as appropriate. The Committee also conducts an annual review of the FACETS Specialty Drug Program.

Current Appeal Committee members are: Dianne Fox, Chair, Jack Jones, Vaino Poysa and Darryl Ingham.

### Funding and Plan Design Modelling and Compliance Committee:

The mandate of this Committee is to ensure that the Plan continues to have long term sustainability. This Committee works with the actuary in the development of the annual valuation and actuarial recommendations to the Board. The Committee members review the Plan's expected liability and asset streams and quarterly changes to the benefit and healthcare environments. This Committee is also responsible for the development and review of the OSSTF Employee Life and Health Trust Funding Policy.

Current Funding and Plan Design Modelling and Compliance Committee members are: Jack Jones, Chair, Tania Alatishe-Charles, Nick Landry, and Darryl Ingham.

Jim Spray, OSSTF ELHT Chair sits as ex-officio on all committees.

### Departing Trustees

OSSTF ELHT wishes to express sincere thanks and appreciation to Tania Alatishe-Charles and Randy McGlynn who have both been OSSTF ELHT Trustees for the maximum 9 year tenure period since inception of the Trust in 2016.

Tania has brought financial expertise from both her public school board and private sector experience to the OSSTF ELHT, which has been invaluable.

Randy has brought his insurance, corporate governance, and education sector knowledge to the OSSTF ELHT which has been priceless.

Both have provided great effort, hard work, and immerse knowledge and experience to the OSSTF ELHT.

### Incoming Trustees

OSSTF ELHT has received notice from OPSBA of the appointment of Matthew Gerard as a new OSSTF ELHT Trustee commencing October 1, 2025.

OSSTF ELHT welcomes Matthew on his tenure as an OSSTF ELHT Trustee and looks forward to his input on the future direction of the Trust.



## OSSTF Benefits Service Providers



**OTIP RAEO.**

**OTIP** is the Third-Party Administrator of the OSSTF Benefits Plan.



**Manulife** is the Insurance Carrier of the OSSTF Benefits Plan for all benefits except Accidental Death and Dismemberment Benefits



**Teachers Life** is the Insurance Carrier of the Accidental Death and Dismemberment Benefits for the OSSTF Benefits Plan.



**MemberRx** is the exclusive pharmacy distributor for certain high-cost specialty drugs for the OSSTF Benefits Plan.



**CUBIC Health** provides the FACET Prior Authorization Drug program for specialty medication.



**Koskie Minsky** is the primary legal counsel utilized by the OSSTF Benefits Trust.



**Doane Grant Thornton** is the Auditor for the OSSTF Benefits Trust.



**Eckler** completes the Actuarial Valuation for the OSSTF Benefits Plan and provides consulting services to the OSSTF Benefits Trust as required.



**Barber Stewart McVittie & Wallace** provides the Consulting Services for the Liability Policies required by the OSSTF Benefits Trust.



Chubb is the underwriter of the Liability Policies.



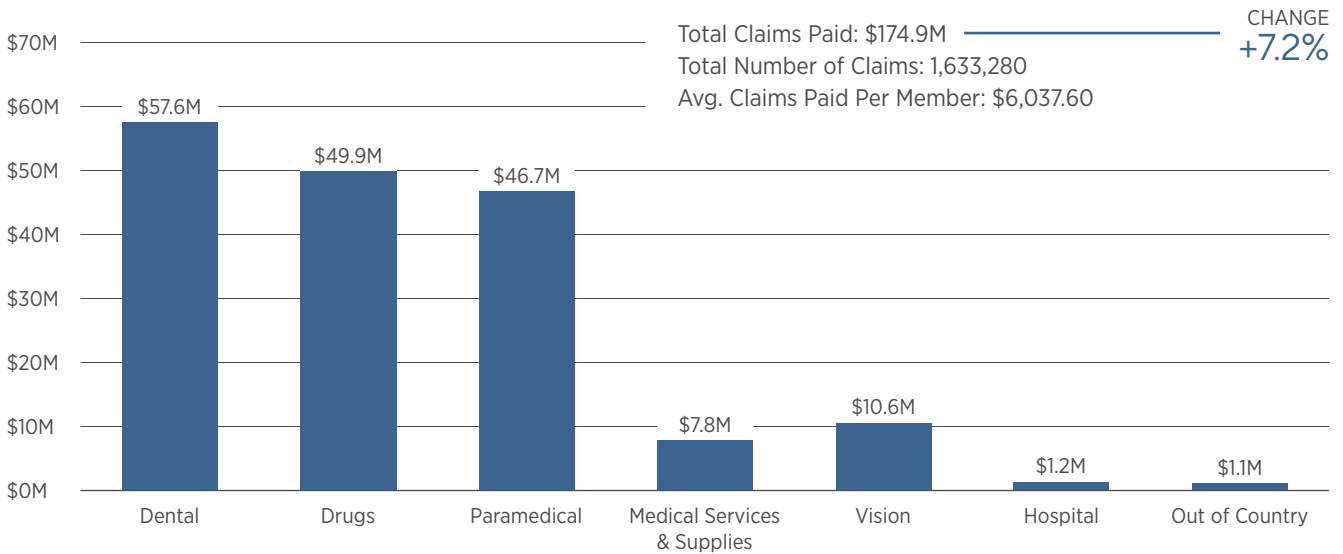
**Intent** maintains the OSSTF Benefits Website and assists OSSTF Benefits with communication.

# Utilization Statistics

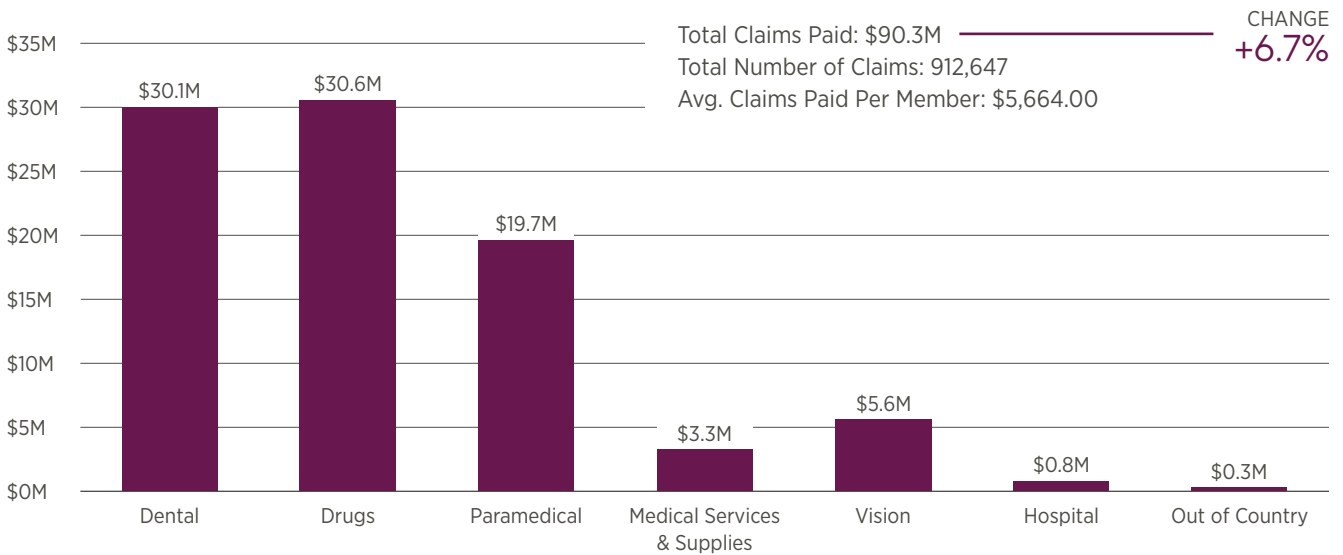
Health and Dental Claims Paid

Sept 2023 – Aug 2024

## Teachers & LTOs



## Education Workers & LTAs



## Utilization Statistics

Increase in Claims Paid 2023-2024 Financial Year  
Compared to 2022-2023 Financial Year

### Teachers & LTOs

Increase in Total \$ Paid

7.2%

Increase in Number of Claims

3.8%

Increase in Average claims  
paid per enrolled member

7.2%

### Education Workers & LTAs

Increase in Total \$ Paid

6.7%

Increase in Number of Claims

3.8%

Increase in Average claims  
paid per enrolled member

6.7%



# Utilization Statistics

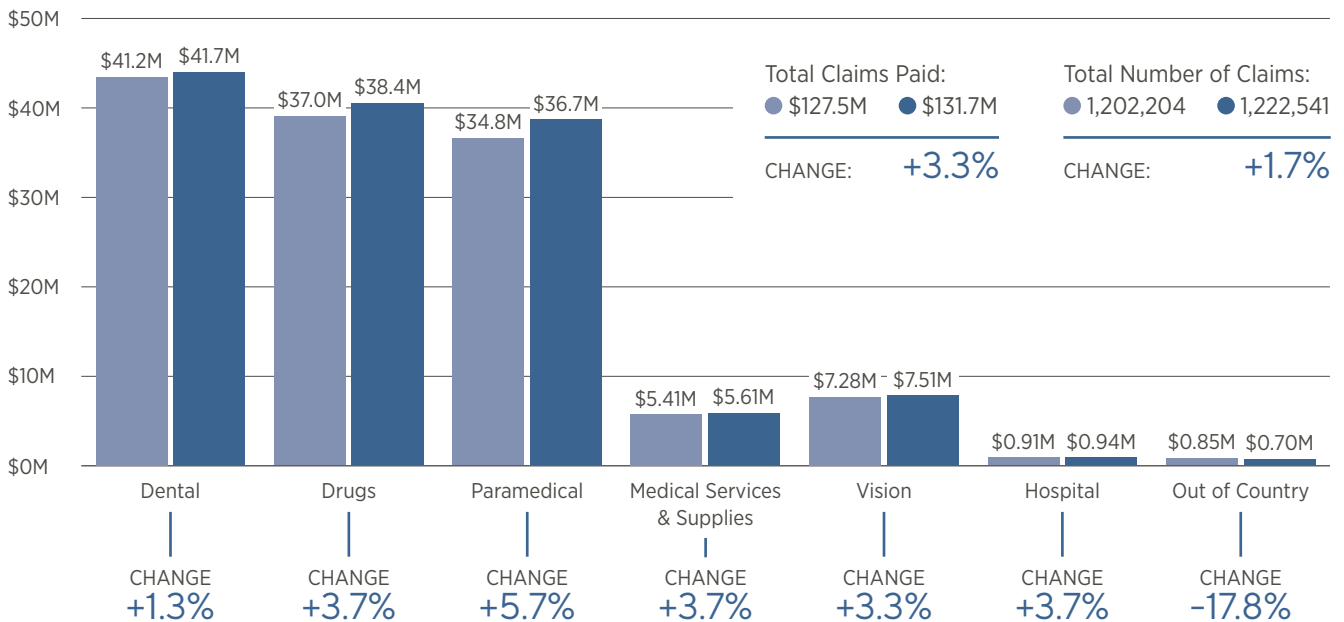
## Health and Dental Claims Paid

Sept 2023 – May 2024 and Sept 2024 – May 2025

### Teachers & LTOs

● Sept 2023 – May 2024

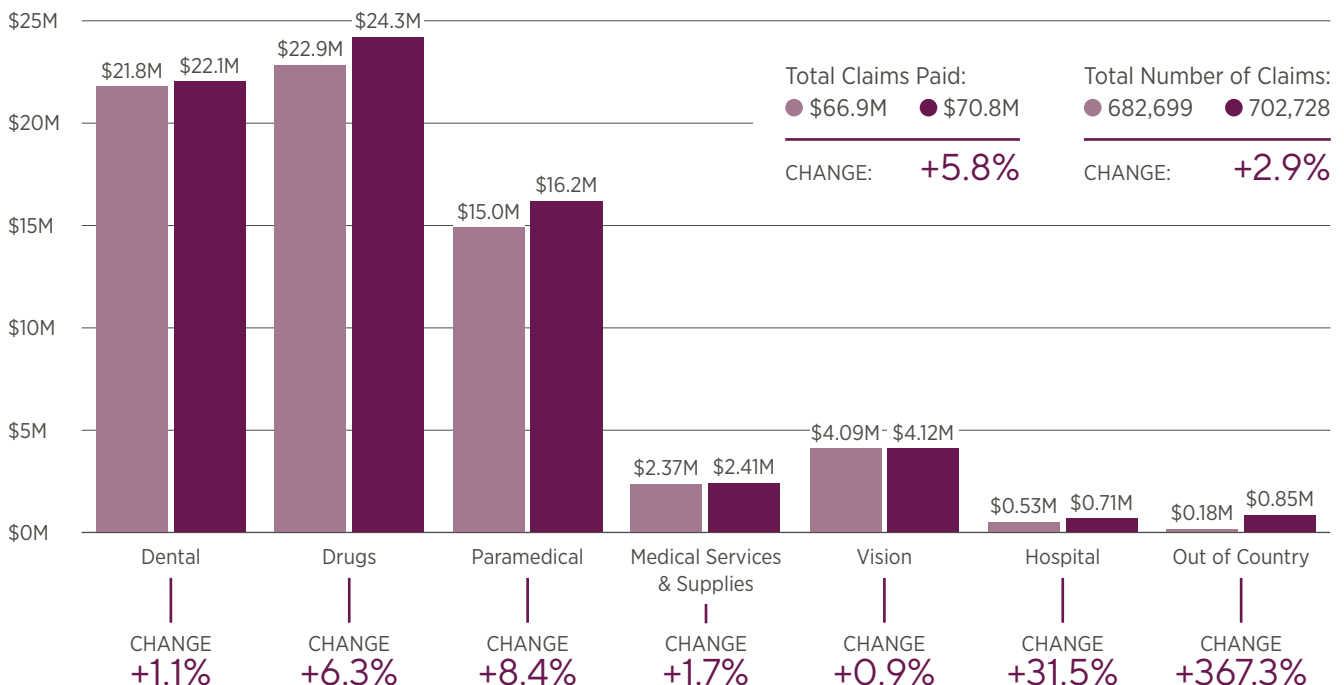
● Sept 2024 – May 2025



### Education Workers & LTAs

● Sept 2023 – May 2024

● Sept 2024 – May 2025



# Utilization Statistics

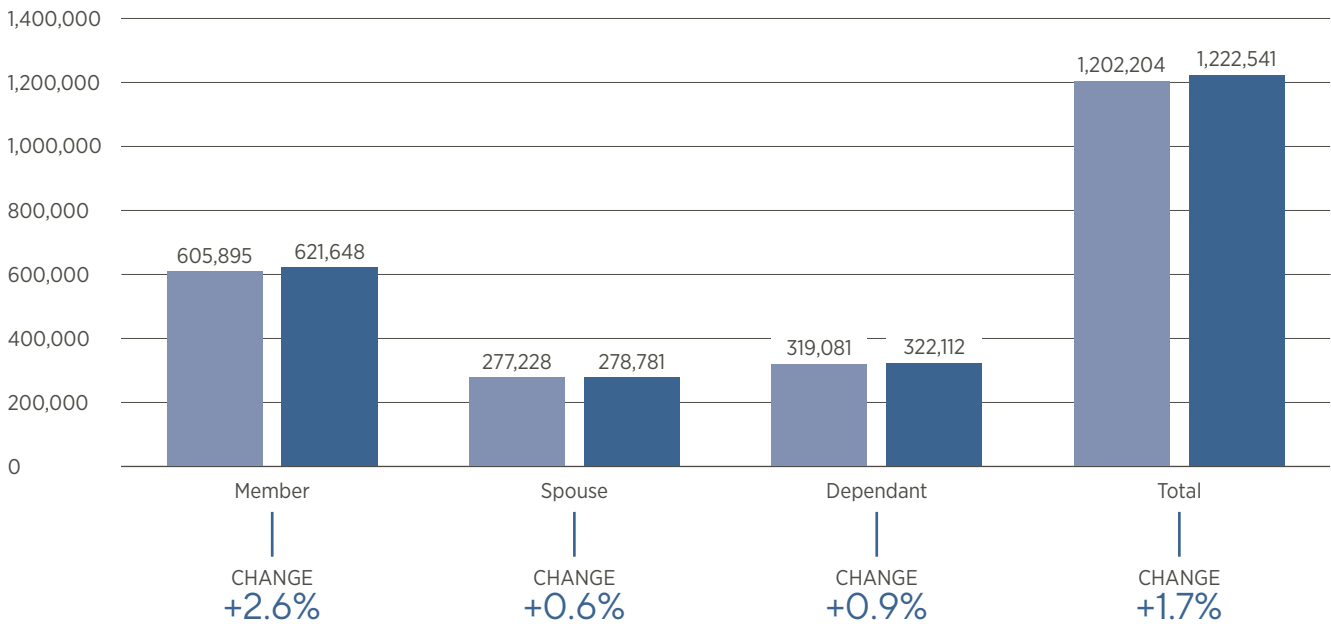
## Number of Health and Dental Claims Paid By Relationship

Sept 2023 – May 2024 and Sept 2024 – May 2025

### Teachers & LTOs

● Sept 2023 – May 2024

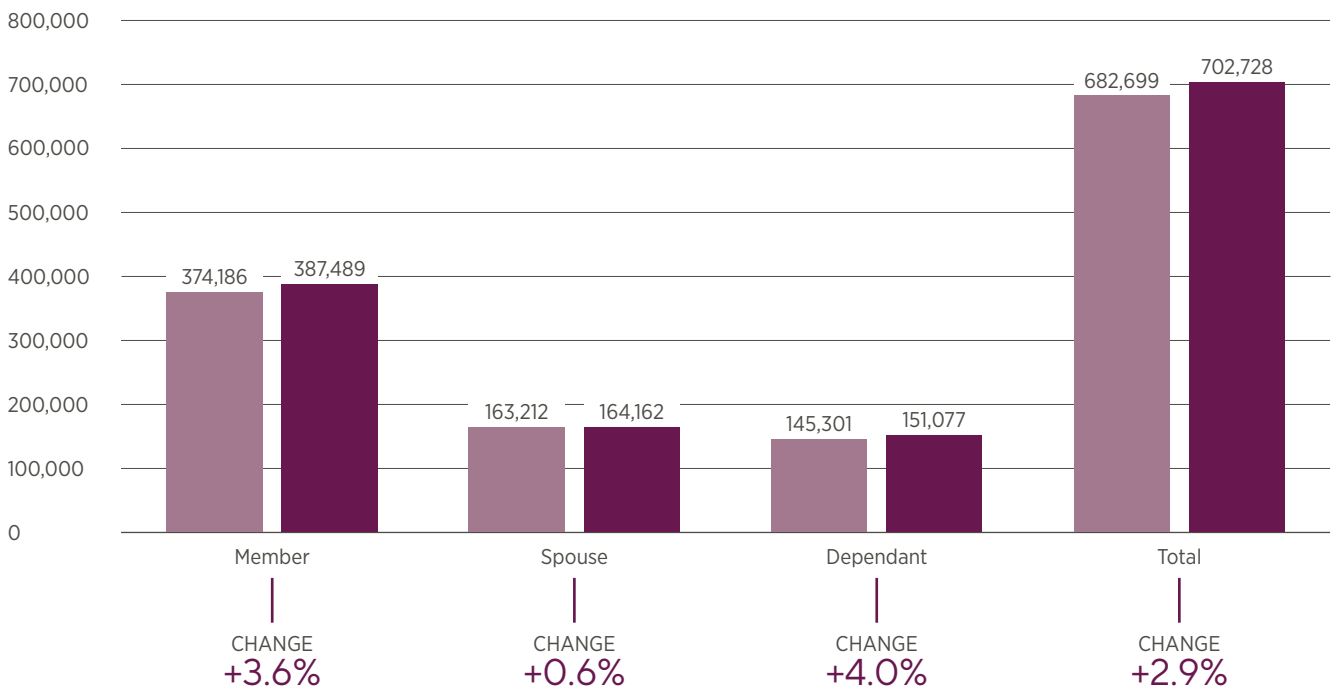
● Sept 2024 – May 2025



### Education Workers & LTAs

● Sept 2023 – May 2024

● Sept 2024 – May 2025

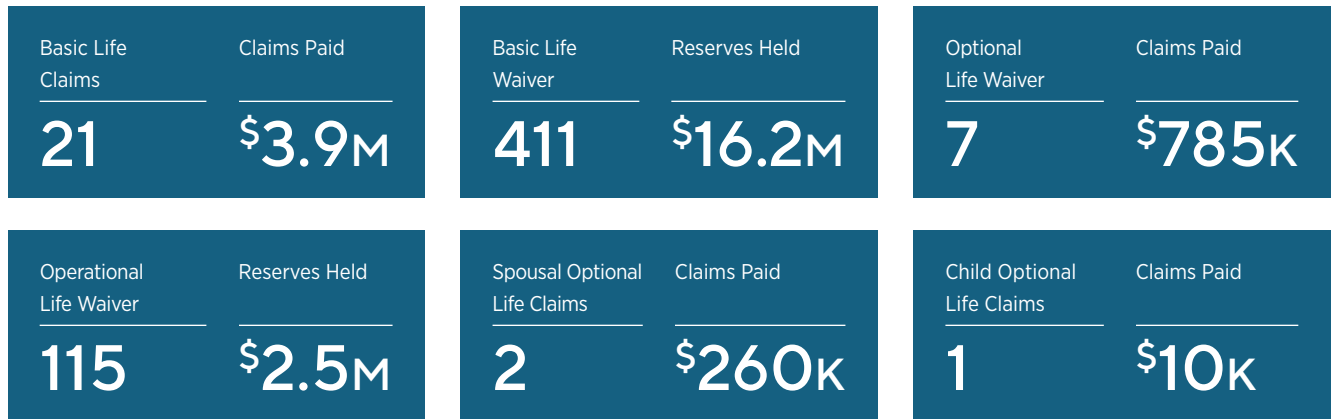


# Utilization Statistics

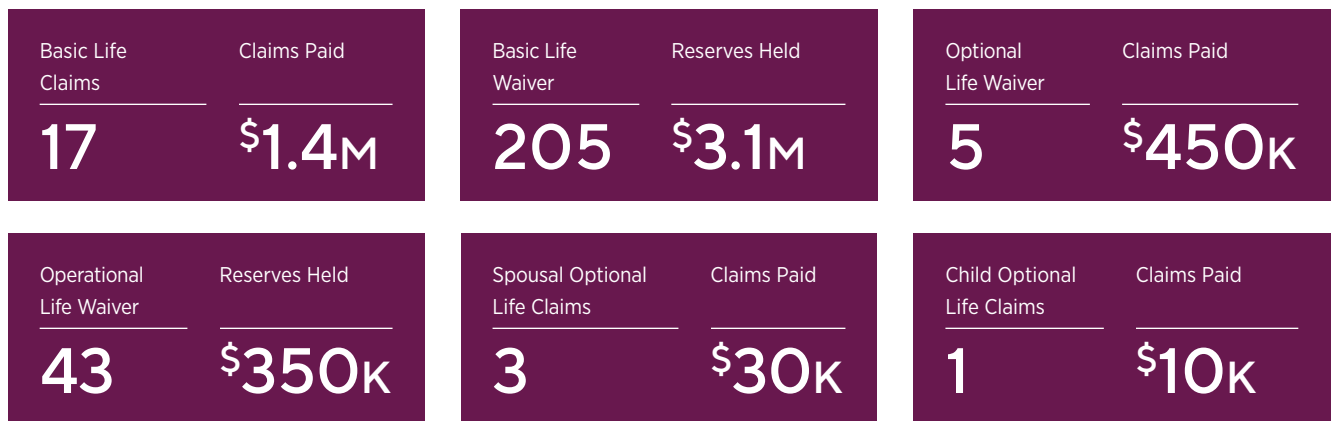
Life Claims Experience Information

Sept 2024 – May 2025

## Teachers & LTOs



## Education Workers & LTAs

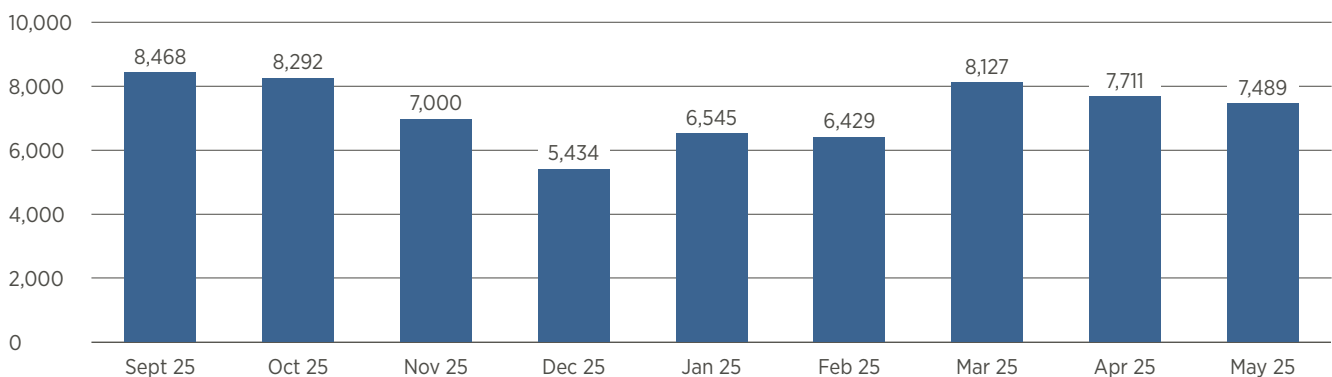


## OTIP Benefits Service Call Centre Number of Calls by Month

Sept 2024 – May 2025

Calls for Teachers and Education Workers Combined

Total Calls: 65,495



## September 1, 2025 Renewal of the OSSTF Benefits Plans for Teachers/LTOs and Education Workers/LTAs

The OSSTF ELHT Benefit Plans are reviewed annually to determine if the amount of premiums that the ELHT pays to the insurance carriers/claims payers to provide the various types of benefit coverages for eligible members (Basic Life and AD&D (Accidental Death and Dismemberment) and health and dental) needs to increase or decrease based on member demographics, utilization trends and claim costs. The OSSTF Benefit Plans for each of Teachers and Education Workers for health, dental and life insurance benefits are provided by Manulife while AD&D benefits are provided by Teachers' Life and renew effective September 1 of each benefit year. September 1, 2025 is the eighth renewal of the OSSTF Benefits plans.

**OSSTF ELHT Board of Trustees have made the decision that member required premium contributions that help fund the benefit plan will not increase effective September 1, 2025.**

Full details regarding the September 1, 2025 Renewal for each of the OSSTF ELHT Teacher plan and the OSSTF ELHT Education Worker Plan are posted on the OSSTF Benefits Website, [www.osstfbenefits.ca/news](http://www.osstfbenefits.ca/news).

If any plan design and/or member premium contribution changes are necessary, plan members will be provided advance notice of them. The effective date of changes may need to be implemented prior to the next scheduled renewal date of September 1, 2026.



# Addendum

## Regarding: The OSSTF ELHT August 31, 2024 Actuarial Valuation Report

This Addendum to the OSSTF ELHT 2024/25 Annual report is being issued to update the information regarding the OSSTF ELHT Actuarial Valuation that is outlined on pages 8, 9, and 10 of the original OSSTF ELHT 2024/25 Annual Report.

A Subsequent Event to the August 31, 2024 OSSTF ELHT Actuarial Valuation has been issued and accepted by the OSSTF ELHT Board of Trustees.

This Subsequent Event was required once it came to the attention of the OSSTF ELHT that a GIC that matured on June 27, 2024 was initially credited entirely to the OSSTF ELHT Teacher Financials in error, instead of being proportionately divided between the Teacher and the Education Worker plans.

As a result, the OSSTF ELHT Teacher plan operating account (Assets) were overstated by \$7,312,068.33, with the OSSTF ELHT Education Worker plan's operating (Assets) being understated by the same amount.

A reconciliation was completed following the valuation, and this amount was subsequently transferred from the OSSTF ELHT Teacher Bank Account to the OSSTF ELHT Education Worker Bank Account. Controls have now been put in place to ensure that this type of error will not happen again.

This correction results in a slightly worsened projected financial position for the OSSTF ELHT Teacher plan, and a slightly improved projected financial position for the OSSTF ELHT Education Worker plan projected for September 2024-August 2025, September 2025- August 2026, and Sept 2026-August 2027, as illustrated below:

### OSSTF ELHT Teacher Plan Updated Valuation Results

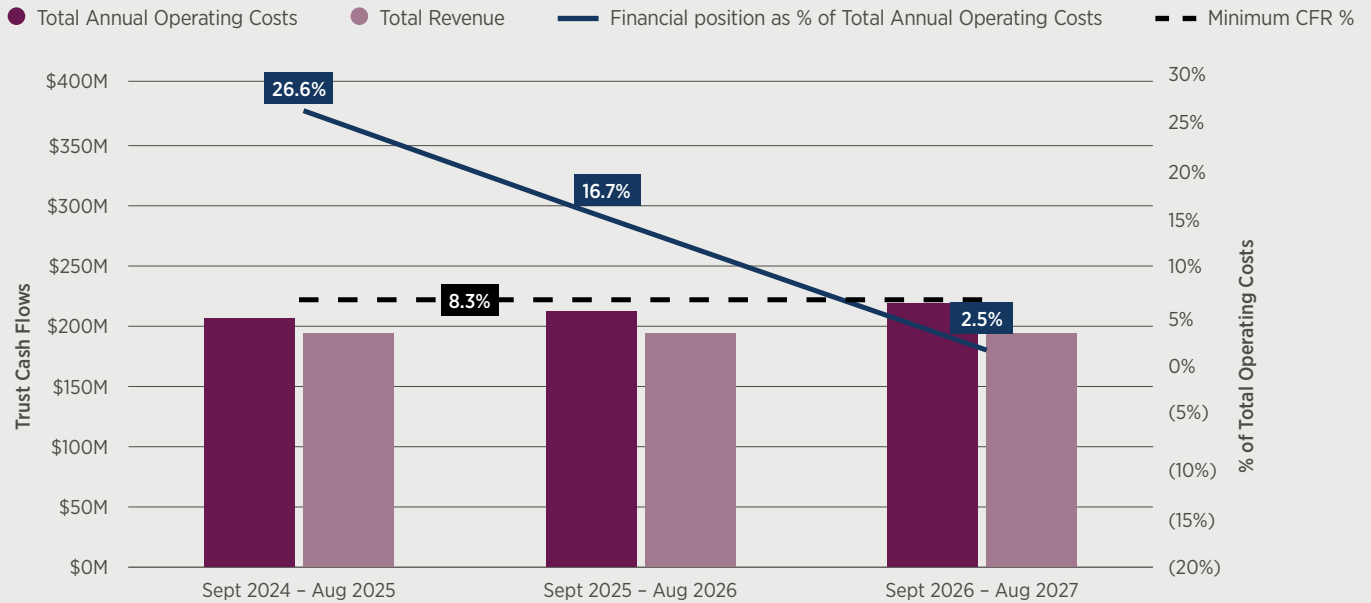
Projected Financial Position OSSTF Plan	Sept 2024 – Aug 2025	Sept 2025 – Aug 2026	Sept 2026 – Aug 2027
August 31, 2024 Actuarial Valuation	30.3%	20.3%	6.1%
Updated financial position reflecting changes – <b>FINAL RESULTS</b>	26.6%	16.7%	2.5%
Minimum CFR Threshold as a % of Annual Operating Costs	8.3%	8.3%	8.3%

### OSSTF ELHT Education Worker Plan Updated Valuation Results

Projected Financial Position OSSTF Plan	Sept 2024 – Aug 2025	Sept 2025 – Aug 2026	Sept 2026 – Aug 2027
August 31, 2024 Actuarial Valuation	26.5%	10.6%	(6.3%)
Updated financial position reflecting changes – <b>FINAL RESULTS</b>	33.6%	17.5%	0.4%
Minimum CFR Threshold as a % of Annual Operating Costs	8.3%	8.3%	8.3%

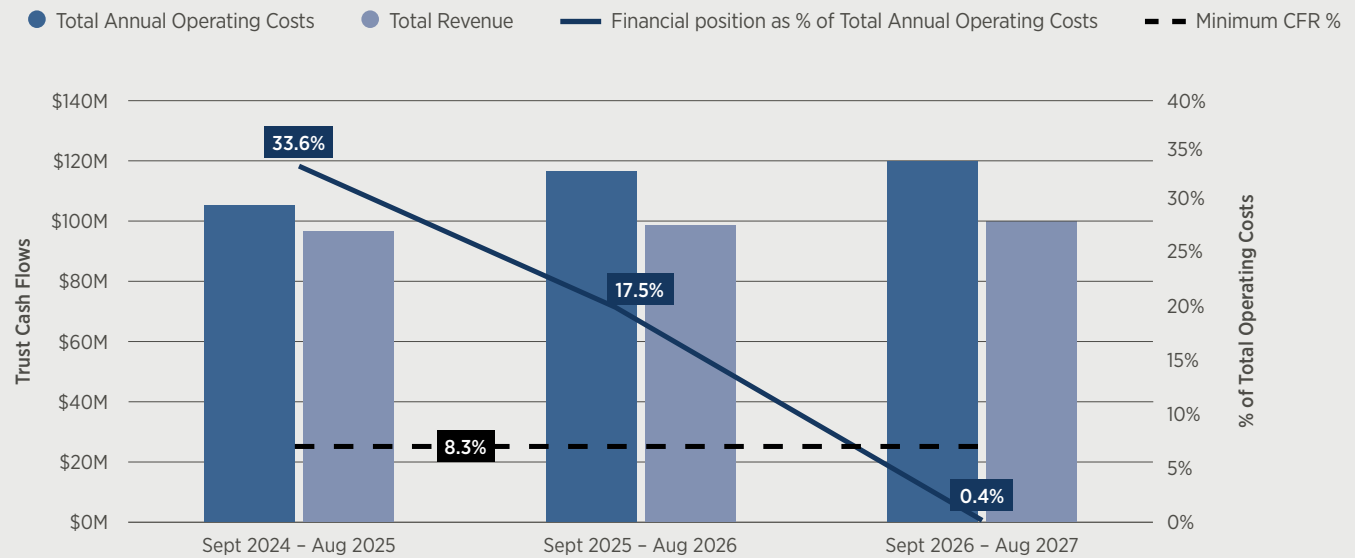
The Teacher/LTO Plan's CFR is projected to reduce from 26.6% as of Aug 2025, to 16.7% as of Aug 2026, and to 2.5% as of Aug 2027.

### Projected Financial Position of the OSSTF ELHT Teacher/LTO Plan Account: Sept 1, 2024 to Aug 31, 2027



The Education Worker/LTA Plan's CFR will reduce from 33.6% as of Aug 2025, to 17.5% as of Aug 2026, and to 0.4% as of Aug 2027.

### Projected Financial Position of the OSSTF ELHT Education Worker Plan Account: Sept 1, 2024 to Aug 31, 2027



These updated projections continue to project that the CFR levels under each of the OSSTF ELHT Teacher/LTO and the OSSTF ELHT Education Worker/LTA Plans will reduce to less than the required 8.3% level in the September 2026 to August 2027 Financial Year. These projections are based on no change to the funding of the plans due to the expiration of the current OSSTF Central Collective Agreements at August 31, 2026, as future funding is unknown until new OSSTF Central Agreements

are finalized. In accordance with the Trust Agreement, the OSSTF ELHT Board of Trustees have the fiduciary responsibility of investigating cost containment measures that may need to be implemented commencing September 1, 2026 unless, before this date, interim solutions are found and/or negotiations are completed, resulting in the required FTE funding increases, which are projected to keep the CFR levels of both plans above the required 8.3%.



## [osstfbenefits.ca](https://osstfbenefits.ca)

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