Welcome to Your Single Source Solution Provider for a Healthy School Board
Our focus is to provide low-cost solutions and services of the highest quality which our clients require to enhance their operating efficiency and effectiveness.

BRIAN BROWN, CHIEF EXECUTIVE OFFICER

WHAT SBCI DOES:

TOTAL EMPLOYEE ATTENDANCE MANAGEMENT & SUPPORT (TEAMS)

- ATTENDANCE SUPPORT
- WELLNESS
- WSIB CLAIMS MANAGEMENT
- HEALTH & SAFETY / ACCIDENT PREVENTION

ACTUARIAL SERVICES

- PSAB
- SICK LEAVE UTILIZATION
- GROUP BENEFITS CONSULTING

TOTAL EMPLOYEE ATTENDANCE MANAGEMENT & SUPPORT (TEAMS)

A healthier workplace and improved student achievement... that’s the promise of our fully integrated and supported TEAMS initiative. It is designed to positively influence the factors that drive attendance - ability to attend work and job motivation. TEAMS is comprised of four distinct yet interdependent elements - Attendance Support, WSIB Claims Management, Health & Safety/Accident Prevention, and Wellness.

ATTENDANCE SUPPORT

In order to help school boards move towards improved organizational health and wellness, SBCI offers four services:

- Needs Assessments
- Disability Management/Support Programmes
- Attendance Management/Support Programmes
- Annual Reports and Benchmarking Performance

LE T THE EXPERTS FROM SBCI ASSIST YOU.
School Boards’ Co-operative Inc.’s purpose is to partner with its members to help them achieve healthy workplaces by providing cost-effective financial, employee and related services.

**WELLNESS**
A key factor in the prevention of sick leave absences is a structured and targeted wellness programme focused on individuals and the organization. SBCI’s Attendance Support programme includes the required Wellness component necessary to effect positive outcomes.

**WSIB CLAIMS MANAGEMENT**
SBCI’s WSIB Claims Management programme covers the widest possible spectrum of services in the field of WSIB. They include:
- Day to day advice and guidance
- Review of Form 7s and submissions
- Appeals representation at the WSIB & WSIAT
- Training
- Programme Audits
- Annual Reports and Benchmarking Performance

**HEALTH & SAFETY / ACCIDENT PREVENTION**
Our goal is to prevent accidents as effectively as possible. We can provide a complete and highly board-specific H&S resource encompassing hands-on preparation of materials, correspondence, meetings, analysis and much more. Additionally, we stand ready to deliver the following:
- On-Site Training
- Programme Audits
- Targeted prevention initiatives
- Development of Policies and Procedures
- Day to day advice and guidance
- Annual Reports and Benchmarking Performance

**ACTUARIAL SERVICES**
Our Actuarial Services practice is focused on three key areas: PSAB, Sick Leave Utilization, and Group Benefits Consulting.

**PSAB**
Our core Actuarial services include determination of liabilities for future benefits, allowing you to establish and maintain compliance with PSAB standards. We can calculate liability amounts for retirement gratuity benefits, non-vested sick leave benefits, various post-retirement benefits, self-insured LTD and WSIB benefits and more.

Our experts can provide cost estimates and experience studies, prepare Schedule 10G and provide whatever level of audit support you need. Let our experience help you deal effectively with retirement or severance benefits, non-vesting sick leave benefits, self-insured LTD and health/dental benefits.

**SICK LEAVE UTILIZATION**
SBCI’s unique and comprehensive analysis of school board sick leave data allows for benchmarking by employee group and against industry average. This analysis is a key component of quantifying the performance of a school board’s attendance programme.

**GROUP BENEFITS CONSULTING**
Our specialists are ready to assist you with planning and design, benchmarking, marketing, negotiations, advice, and review. From benefit programmes to union interactions, from insurance reviews to employee communications and seminars, we’re here for you whenever you need us.
AN INTRODUCTION TO SBCI

SBCI is a not-for-profit co-operative, established in 1994 by a number of Ontario school boards to provide advice and guidance on workers' compensation issues. We currently provide this service to more than 75% of Ontario’s school boards.

Over the past 14 years, our services have expanded to cover Health & Safety and Attendance/Disability Management. This expansion supports our view that all disability claims should be managed uniformly and ultimately begins with the prevention of absences. As your partner in creating and maintaining a Healthy Workplace, our promise is to support school boards by providing a continuum of services that promotes wellness, prevention, rehabilitation and return to work.

In addition to the human aspects dimension of disability management, SBCI also provides financial analysis of disability benefits including sick leave utilization studies and actuarial liability calculations for WSIB benefits, accumulated sick leave credits, retirement gratuities and post-retirement benefits. SBCI leads the way in helping school boards produce and maintain a healthy workplace. Let us show you how.