



KTCEA Regular Board Meeting Minutes

Thursday, June 3, 2021

Meeting Platform: ZOOM - 9:00 am to 12:00pm

Attendees

Board Members	KTCEA & KTC Staff
<ol style="list-style-type: none"> 1. Chief Ivan Sawan, Chair, Loon River First Nation 2. Councilor Tyler Letendre, Loon River First Nation 3. Councilor Shayne Letendre, Loon River First Nation 4. Chief Billy Joe Laboucan, Lubicon Lake Band 5. Councilor Timothy Sawan, Lubicon Lake Band 6. Councilor Jason Laboucan, Lubicon Lake Band 7. Chief Gladys Okemow, Peerless Trout First Nation 8. Councilor Corrine Alook, Peerless Trout First Nation 9. Councilor Judy Sinclair, Peerless Trout First Nation 10. Chief Albert Thunder, Whitefish Lake First Nation 11. Councilor James Nahachick, Whitefish Lake First Nation 12. Councilor Hughie Tallman, Whitefish Lake First Nation 13. Councilor Derek Auger, Woodland Cree First Nation 14. Councilor Frank Whitehead, Woodland Cree First Nation 	<ol style="list-style-type: none"> 1. Dr. Daphne Mai'Stoina, Superintendent 2. Pearl Calahasen, Deputy Superintendent 3. Gord Atkinson, Director of Capital Services 4. Carmen Parent, Strategic Projects Specialist 5. Kimberly Carifelle, Project Coordinator 6. Gabrielle Christopherson, Communications Manager 7. Allan Langevin, Principal Mentor 8. Melbourne Disbrowe, Communications Coordinator 9. Yvonne Noskey, Director of Finance 10. Theresa Brown, Director of Student Services 11. Terry Lynn Cook, Director of Curriculum & Instruction 12. Melvina Thunder, Director of Human Resources 13. Colin Kelly, Board Mentor 14. Heather L'Hirondelle, Executive Assistant
Absent / Regrets:	KTC Admin Staff & Other Guests:
<ol style="list-style-type: none"> 1. Gilbert Okemow, Community Engagement Coordinator 2. Chief Isaac Laboucan Avirom, Woodland Cree First Nation 	<ol style="list-style-type: none"> 1. Al Rollins, KTC Chief Executive Officer

Regular Board Meeting Minutes

1. **MEETING CALLED TO ORDER:** 9:16 am Board Chair, Chief Ivan Sawan
2. **OPENING PRAYER:** Councilor Frank Whitehead
3. **INTRODUCTIONS/ROLL CALL:** Board Chair, Chief Ivan Sawan
 - The Board members acknowledged the recent reporting of the 215 unmarked graves of children found at the Kamloops residential school and reflected on the how this news has affected their families and communities.
4. **SWEARING IN NEW BOARD MEMBERS:**
 - Members were given the oath of office and sworn in by Yvonne Noskey.
 - Frank Whitehead replacing Joseph Jr. Whitehead from the Woodland Cree Nation
 - Hughie Tallman and James Nahachick replacing Darren Auger and Richard Laboucan from the Whitefish Lake First Nation.

5. APPROVAL OF AGENDA/CHANGES /ADDITIONS TO THE AGENDA

- Chief Gladys Okemow requested a meeting with Daphne and Pearl regarding the PTFN graduations.
- Councilor Hughie Tallman requested a summary report on what KTCEA currently is doing in the Whitefish Lake community and to inform the staff of the new members representing Atikameg School.
 - A news release naming the new members will be posted on the website by the communications team.
- Councilor Corrine Alook requested a discussion on bussing be added to the agenda; this topic will be covered in the Capital Services presentation.

- 2021-06-03 #1: Motion to accept the Agenda with the requested additions as mentioned by the Board.
- Moved by Councilor Frank Whitehead. Seconded by Shayne Letendre. All in favor; Motion carried.

6. APPROVAL OF MINUTES:

- No changes or corrections.
- Business Arising / Previous Meeting updates:
 - Follow up is included in the report and reflect the takeaways and directives from the previous meeting.

- 2021-06-03 #2: Motion to accept the Minutes of May 6, 2021 as read by Yvonne Noskey.
- Moved by Councilor Frank Whitehead. Seconded by Chief Gladys Okemow. All in favor; Motion carried.

7. SUPERINTENDENT'S REPORT

Covid Update:

- School Openings
 - The Cadotte Lake and Little Buffalo schools are currently doing at home learning for all students.
 - Clarence Jaycox, Kateri and Elizabeth Quintal Schools remain open to all students.
 - Atikameg School is open for students Grades 7-12.
 - KTCEA continues to monitor the rates of Covid and are following each Nations protocols and directives.
- Student participation rates at the schools continue to fluctuate with the closures, with some increases occurring in those that have remained open. Concentrated efforts have been made to provide supports for the at home learning program and we continue to connect with students and parents.

Curriculum and Instruction:

- Knowledge loss:
 - Teachers have now completed the knowledge loss forms with assessments and benchmarking ongoing in Numeracy and Literacy. The CAT 4 testing is nearing completion with a review to follow.

These processes will assist in helping identify the student’s grade level and gaps in learning and provide information on where we need to focus. The results will be available by student, class and district.

- Graduations:
 - For the 2020-2021 school year we have 23 students set to graduate. The ceremonies have been limited due to Covid for the two previous years. Thank you to the Board members who participated in the picture day and barbeque at Central Office with the students.
 - KTCEA is proposing a large celebration in the fall for the graduates who were unable to host proper ceremonies; there will be more information provided at a later date.
- Jordan’s Principle:
 - Proposed budget total of \$ 4,089,800 to provide supports for the various Inclusive Education programs; these include Speech and Language, OT, PT, Mental Health/ Equine- Assisted Learning, Learning and Behavior consultants, Assistive Technology, and coordination of these programs.
 - The Student Services team have identified the need for these supports and the number of students that are currently accessing the stated programs. We are requesting the Board approve a letter of support for the application of this funding going to ISC.

- 2021-06-03 #3: The KTCEA Board approves and supports the 2021 Jordan’s Principle Application to ISC.
- Moved by Councilor Frank Whitehead. Seconded by Chief Gladys Okemow. All in favor; Motion carried.

- Outreach program update:
 - The goals of the program are to reach those students wanting an opportunity to upgrade their education, to move forward into post-secondary levels, which will include culturally relevant learning with community based values, to improve graduation rates, establish partnerships and to broaden the student’s future opportunities.
- Land based learning subcommittee is requesting the approval of the Draft Terms of Reference by the Board as presented by the Superintendent.

- 2021-06-03 #4: The KTCEA Board approves the Land Based Learning Terms of Reference as presented in the meeting.
- Moved by Councilor James Nahachick. Seconded by Councilor Derek Auger. All in favor; Motion carried.

- Covid 19 Staff Vaccination:
 - Health and safety measures remain a priority for our employees, students and communities. We continue to partner with KTC in providing vaccine awareness, education and incentive strategies.
 - On June 10th, a town hall meeting with Dr. Parminder Tiara will be streamed live on KTC Facebook/ CFWE Radio to provide community and staff an opportunity to ask questions.
- Staff projections:
 - Vaccination rates were presented by school, support and teaching staff. 71 % of teachers and 47 % support staff have been vaccinated.
 - We have contacted our legal counsel and received the following information:

1. Employer must establish a legitimate interest
2. The rule must be clearly communicated and explained to employees.
3. The rule cannot infringe the employee's right to personal autonomy.
4. The rule must account for and accommodate legitimate reasons to refuse vaccination.
5. The rule must be applied and enforced consistently across the authority
6. The consequences for failure to vaccinate have to be proportionate.
7. Refusals- employer must make efforts to ensure it fulfills its duty not to discriminate, and provide reasonable accommodation
8. Must be compliant with Human Rights legislation, Occupational health and safety legislations and Privacy legislation.

- KTCEA proposed the following options for vaccination policies and presented the pros and cons of each.
 - Option 1 – Mandatory Vaccination with exemptions.
 - Option 2 – Voluntary Vaccination
 - Option 3 – Hold Off on Policy decision & implementation
- Next steps: KTCEA will proceed with the Boards directive and have legal counsel review and ensure the option chosen is compliant. Administrative policies and procedures will be developed and implemented in the schools once the decision is made.
- The Board discussed the options proposed by KTCEA with the decision of taking back the information to their respective nations for further review.

- KTCEA is directed to engage in discussions with each of the member Nations to discuss KTCEA staff vaccinations. A special meeting will be called in August following these meetings.
- Moved by Councilor Timothy Sawan. Seconded by Councilor Corrine Alook. All in favor; Motion carried.

Human Resources:

- KTCEA met with each Nation and shared information on how staffing is calculated for the school positons. The year-end letters have been sent to teachers and there are 13 teachers who will not be returning and interviews will be set to fill these vacant positions.
- The MES students have now completed their first year of the program with 17 enrolled. We will be supporting the CIILDI students and education assistants enrolled in the ATEP. A contract with the FN University of Canada has been developed and is under review with legal counsel.

Capital Services:

- Teacher housing units at all locations are undergoing repairs with some replacement of units in the coming year as the capital plans begin to be initiated. Other area work includes fence repair, roof and deck repairs, grounds cleanup and graveling of roadways.

- Data Sharing Agreement:
 - KTCEA requested the approval of a data-sharing agreement with Alberta Education to provide access to information which would allow for better decision making and education strategies. Alberta Education will provide the first report in 2022.

- 2021-06-03 #5: The Board approves the Superintendent sign the data-sharing agreement with Alberta Education.
- Moved by Chief Billy Joe Laboucan. Seconded by Councilor Hughie Tallman. All in favor; Motion carried.

- Strategic Planning: The Board discussed the location of the annual planning session.

- 2021-06-03 #6: The Board recommends the KTCEA 2021 Strategic Planning session take place in Kananaskis on August 17-19, pending COVID-19 restrictions for gatherings in August.
- Moved by Councilor Tyler Letendre. Seconded by Chief Gladys Okemow. All in favor; Motion carried.

Other:

- Upcoming events and dates were shared by the Board and KTCEA.

- 2021-06-03 #7: Motion to accept the Superintendent's Report as presented.
- Moved by Councilor Frank Whitehead. Seconded by Councilor Judy Sinclair. All in favor; Motion carried

Finance:

- The YTD Revenue and Expenses for all departments for the Month Ending May 31, 2021 were presented.

- 2021-06-03 #8: Motion to accept the Financial Statements as presented by the Director of Finance.
- Moved by Chief Gladys Okemow. Seconded by Chief Billy Joe Laboucan. All in favor; Motion carried.

Comments and Questions:

- Councilor Corrine Alook had concerns with busses being extremely hot for the students during the summer. Water needs to be provided to the students, there is no AC in the busses. This needs to be addressed for next year.

ADJOURNMENT:

- 2021-06-03 #9: Motion to adjourn the meeting.
- Moved by Councilor Derek Auger. Seconded by Chief Gladys Okemow. All in favor; Motion carried

8. **CLOSING PRAYER:** Chief Billy Joe Laboucan