

KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY BOARD REGULAR MEETING

MINUTES ~ September 5, 2019

Executive Royal Hotel – West, Edmonton AB

PRESENT:	Name:	Title:
Board Members:	Ivan Sawan Billy Joe Laboucan Gladys Okemow Albert Thunder Isaac Laboucan Avirom Darren Auger John Cardinal Edna Boucher Jason Laboucan Corrine Alook Gilbert Okemow Tyler Letendre Richard Laboucan	Chairperson, Loon River First Nation Chief Director, Lubicon Lake Band Chief Director, Peerless Trout First Nation Chief Director, Whitefish Lake First Nation, Chief Director, Woodland Cree First Nation, Chief Vice Chairperson, Whitefish Lake First Nation Councilor Director, Woodland Cree First Nation Councilor Director, Woodland Cree First Nation Councilor Director, Lubicon Lake Band Councilor Director, Peerless Trout First Nation Councilor Director, Peerless Trout First Nation Councilor Director, Loon River First Nation Councilor Director, Whitefish Lake First Nation Councilor
KTCEA Staff	Daphne Mai'Stoina Yvonne Noskey Gord Atkinson Theresa Brown Kim Carifelle Melvina Thunder Carmen Parent Heather L'Hirondelle Dan Smith Melbourne Disbrowe	Superintendent Secretary Treasurer Director of Capital Services Director of Student Services Intermediate Accountant Human Resources Assistant Structural Readiness Coordinator Executive Assistant Senior Policy Advisor Communications Coordinator
KTC Admin Staff	Al Rollins	KTC Chief Executive Officer
Consultants	Colin Kelly Audrey Breaker	Board Mentor Virtual High School Consultant
Absent /Regrets	Timothy Sawan Shayne Letendre	Director, Lubicon Lake Band Councilor Director, Loon River First Nation

- Meeting Called to Order @ 9:13 am

Topic	Discussion
OPENING PRAYER CHAIR	Delivered by Gilbert Okemow Vice Chairperson Darren Auger
INTRODUCTIONS	
AGENDA	<p><u>Motion # 01-09-05-2019</u> Moved by Chief Gladys Okemow to accept the September 5, 2019 Agenda as presented. Seconded by Jason Laboucan All in Favor. Carried.</p>
MINUTES	<p>Minutes of June 13, 2019 read by Daphne Mai'Stoina and Yvonne Noskey. <u>Motion # 02-09-05-2019</u> Moved by Corrine Alook to approve the minutes with the following correction: Jason Laboucan's name be added as present at the June 13, 2019 meeting. Seconded by Chief Gladys Okemow All in Favor. Carried.</p> <p>Minutes of June 14, 2019 read by Daphne Mai'Stoina and Yvonne Noskey. <u>Motion # 03-09-05-2019</u> Moved by Chief Albert Thunder to approve the minutes of June 14, 2019. Seconded by Chief Ivan Sawan All in Favor. Carried.</p> <p>BUSINESS ARISING FROM THE MINUTES:</p> <ul style="list-style-type: none"> • Darren Auger requested information on the sports and camp calendars. Are we able to communicate the calendars? <ul style="list-style-type: none"> ○ Daphne will be reviewing the dates and times needed together with the administration calendar and will provide Darren with information. • NOTE: Chief Ivan Sawan requested Darren Auger to chair the meeting at 9:40 am. <p>Minutes of August 7, 2019 AGM read by Yvonne Noskey and Daphne Mai'Stoina</p> <ul style="list-style-type: none"> • Daphne requested clarification from Al Rollins as to the process of the AGM minutes and approval. <ul style="list-style-type: none"> ○ Al Rollins clarified the minutes are read as KTC minutes and not KTCEA; they will be reviewed at the next AGM and no motion is required at this time. • Al Rollins requested a 5-minute break to meet with the Chiefs on other matters. <ul style="list-style-type: none"> ○ Meeting reconvened at 10: 22 am

Superintendent's Report:

Daphne Mai'Stoina presented her report on the following:

1. Debrief of the meeting with Alberta Education and the Government of Alberta. The topics of discussion included:
 - Concerns on the current status of the road to PTFN in transporting of students to the new schools.
 - The finalizing of the transfers from NSD where a Ministerial sign off is required.
 - Attraction and retention of staff.
 - Infrastructure issues in the older schools and teacherages.
2. KTCEA / MESC Joint outcomes are:
 - Continued partnership
 - Data sharing
 - Secondment agreements
3. School PAC
 - All 6 schools will have a committee composed of both parents and elders to assist the Principal in community concerns and work together with the Community, Parent and Elder Engagement Coordinator.
4. PAX and Zones of Regulation:
 - Daphne explained the similarities of both programs; we currently use the Zones of Regulation, and there will be more information to follow as the evidence of both programs comes in.
 - Al Rollins spoke on the protocols, processes in navigating the PAX / Zones conflicts, and thanked Daphne for the positive outcome.
 - Theresa Brown noted a system of protocols, process is needed; to follow the proper channels, to ensure agencies, and organizations put the initiatives through the KTCEA first before entering the schools.
5. K4-5 Funding Proposal
 - Funding has been approved; if KTCEA takes over the program, the Nations will no longer have this deficit as the funding had been lacking. The funding will start in January 2020.
 - Early Childhood Specialist has been hired – Wendy Calahasen
- Chief Ivan Sawan questioned the transition for Headstart to KTCEA and when will this be starting. These staff would be managed under the KTCEA so there will be some transition. Budgets also need to be considered at the Nation levels. The other option for LRFN Headstart would be to move out of the school and put the program into the daycare.
 - Daphne and Theresa reported that transition has started and is happening at a slow pace as there is a lot of work that needs to be done. Wendy will be working on this project.

	<ul style="list-style-type: none"> ○ KTCEA will manage Headstart at each Nation level if this is what the First Nations want. ○ The Headstart program is half day and the K4/5 are full days. <p>6. Director of Capital Services: Gord Atkinson provided the update for the Facilities of the Schools.</p> <p>7. Audrey Breaker assisted Daphne with the Virtual School presentation.</p> <p>8. Daphne Mai'Stoina and Dan Smith presented the Board Work plan and Budget to the Board.</p> <p><u>Motion # 04-09-05-2019</u> Moved by Chief Ivan Sawan to approve the Superintendent's Report, Board Work plan and Budget as presented by Daphne Mai'Stoina and Dan Smith Seconded by Jason Laboucan All in Favor. Carried.</p>
	<p>9. <u>Vision, Mission and Strategic Plan</u></p> <p>Daphne presented the Vision, Mission and Strategic Plan completed at the Strategic Planning Sessions held in August 2019.</p> <ul style="list-style-type: none"> ○ The five priorities given by the Board will set the actions plans, target dates and provide a guide to follow in accomplishing the goals as stated in the meetings. ○ This is a living document and can be updated as needed. ○ The one-page document of the Strategic Plan (Summary) will be posted on the KTCEA website. <p><u>Motion # 05-09-05-2019</u> Moved by Chief Gladys Okemow to approve the KTCEA 5 Year Strategic Plan 2019 – 2024 as presented by Daphne Mai'Stoina and Dan Smith. Seconded by John Cardinal All in Favor. Carried.</p>
	<p><u>Update on the proposed New Salary Grids:</u></p> <p>Daphne Mai'Stoina, Pearl Calahasen and Yvonne Noskey presented the proposed New Salary Grids to the Board for approval.</p> <ul style="list-style-type: none"> ● The Grids are updated to reflect the minimum wage requirements and will go into effect September 1, 2019. ● The Grids are based on the type of employees at the school and on education levels. ● The Head start and ECS staff fall under the Education Assistant grid.

Questions and Discussion from the Board:

- The knowledge of Cree Language to be acknowledged in the Grid
- Factors such as social assistance rates, cost of living and demographics of the communities needs to be addressed in the Grid.
- Casual employees' hourly wages need to be higher than \$ 15.00 / hour; this is not adequate considering the locations.
- We are getting equal parity now with funding and we are not doing this in the wages; we need economic based grids.
- Disagree with using MESC information in the new grid process because of the location.
- A presentation of both previous and proposed grids would have been beneficial in seeing the comparison.
 - Daphne suggested a meeting with Penny Laboucan and Joyce Badger to work on this together to come up with a proper grid with addressing of these issues. This will be added to the Strategic Plan.

Motion # 06-09-05-2019

Moved by Gilbert Okemow to approve the New Salary Grid as presented.

Seconded by Chief Billy Joe Laboucan

All in Favor. Carried.

Director of Finance Report:

Yvonne Noskey requested the increase of credit on the total Visa amount.

Motion # 07-09-05-2019

Moved by Chief Gladys Okemow to increase the authorized credit for Principals in the total of the Visa amounts from \$40,000 to \$ 60,000.

Seconded by Corrine Alook

All in Favor. Carried

Yvonne Noskey and Kim Carifelle presented the Financial Statements to the Board.

Motion # 08-09-05-2019

Moved by Chief Albert Thunder to approve the Director of Finance's Report as presented.

Seconded by Chief Ivan Sawan

All in Favor. Carried.

	<p><u>Community updates and questions:</u></p> <p>Ivan – who is heading the PACs ? – Bill Sewepagaham. - Daphne Need the dates – for LRFN Community meeting. To have active elders and parents in this PAC.</p> <ul style="list-style-type: none"> ○ Invited September 19, 2019 – starting at 6pm at LRFN <p>Daphne – we still need to meet with LRFN –and LLB and WCFN</p> <p>Jason – transportation question – one children being transported from Cadotte to LB. – Ryk to be talked to about this.</p> <ul style="list-style-type: none"> ○ Staff retreat for the entire staff of the schools – staff training? 2000 each is for PD – teacher convention in Edmonton or Grande Prairie for annual conference. – Daphne. ○ ○ Isaac – flooring issues, need a stage at the school, mics, audio, what to enhance the gym. ○ Isaac- the calendar – are we following the hockey again this year – Yes – Daphne, but the hours are considered. ○ All schools should be into the hockey program and not just the few interested – there should be some influence from KTCEA to assist in these costs, as the FN’s are paying the costs. Daphne- -we will monitor this and get Deen to look into the hockey program to encourage the students. ○ Darren Auger Re: PAC’s – two members & one portfolio holder from each nation to be part of the PAC’s.
Other:	Chief Ivan Sawan, Daphne Mai’Stoina, Dan Smith and Al Rollins will be attending and presenting at the AFN Education Forum taking place in Calgary on October 8-9,2019.
Next Meeting:	Next Meeting for October 3, 2019 – Rescheduled to a later date.
Adjournment	<p><u>Motion # 09-09-05-2019</u></p> <p>Moved by Chief Gladys Okemow to adjourn the meeting.</p> <p>Seconded by John Cardinal</p> <p>All in Favor. Carried.</p>
Closing Prayer	Gilbert Okemow