



KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY

Regular Board Meeting

Thursday, August 13, 2020, 9:00 am – 4:00 pm

Doubletree Hotel by Hilton, West Edmonton, AB

Attendees:

<p>Board Members:</p> <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 Jason Laboucan, Lubicon Lake Band 6. Chief Gladys Okemow, Peerless Trout First Nation 7. Councilor Corrine Alook, Peerless Trout First Nation 8. Councilor Gilbert Okemow, Peerless Trout First Nation 9. Chief Albert Thunder, Whitefish Lake First Nation 10. Councilor Richard Laboucan, Whitefish Lake First Nation 11. Councilor Darren Auger , Whitefish Lake First Nation (Call-In) 12. Chief Isaac Laboucan Avirom, Woodland Cree First Nation 13. Councilor Derek Auger, Woodland Cree First Nation 	<p>KTCEA Staff:</p> <ol style="list-style-type: none"> 1. Dr. Daphne Mai'Stoina, Superintendent 2. Pearl Calahasen, Deputy Superintendent 3. Carmen Parent, Strategic Projects Specialist 4. Yvonne Noskey, Director of Finance 5. Adam Noskey, Intermediate Accountant 6. Caitlin Elm, Communications Manager 7. Melbourne Disbrowe, Communications Coordinator 8. Gord Atkinson, Director of Capital Services 9. Theresa Brown , Director of Student Services 10. Terry Lynn Cook, Director of Curriculum & Instruction 11. Melvina Thunder, Director of Human Resources 12. Melva White, Human Resources Manager 13. Elijah Ogato, IT Technician 14. Heather L'Hirondelle, Executive Assistant
<p>Absent / Regrets:</p> <ol style="list-style-type: none"> 14. Councilor Timothy Sawan, Lubicon Lake Band 15. Councilor George Merrier, Woodland Cree First Nation 16. Colin Kelly, Board Mentor 	<p>KTC Admin Staff & Other Guests:</p> <ol style="list-style-type: none"> 15. Dan Smith, KTC Chief Operations Officer

Regular Board Meeting Minutes

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Meeting Called to Order 2. Opening Prayer 3. Introductions / Roll Call <ul style="list-style-type: none"> • Welcome newly hired HR Manager Melva White 4. Review of August 13, 2020 Agenda: <ul style="list-style-type: none"> • No changes or additions | <p>9:30 am Chair Ivan Sawan</p> <p>9:25 am Chief Albert Thunder</p> <p>Board Chair</p>
<p>Board Chair</p> |
| <ul style="list-style-type: none"> • 2020-08-13 #1: Motion to approve the August 13, 2020 Agenda as presented. • Moved by Chief Albert Thunder. Seconded by Gilbert Okemow. All in favor, motion carried. | |
| <ol style="list-style-type: none"> 5. Reading of Agenda & Minutes from previous meetings. | <p>Yvonne Noskey, Director of Finance</p> |



KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY

Regular Board Meeting

Thursday, August 13, 2020, 9:00 am – 4:00 pm

Doubletree Hotel by Hilton, West Edmonton, AB

- No changes or corrections

- 2020-08-13 #2A: Motion to approve the Agenda & Minutes of March 5, 2020 as presented.
- 2020-08-13 #2B: Motion to approve the Agenda & Minutes of June 18, 2020 as presented.
- Moved by Chief Isaac Laboucan Aviom. Seconded by Chief Billy Joe Laboucan. All in favor, motion carried.

- **Business Arising from the Minutes:**

- Chief Billy Joe requested more research of other Universities for the ATEP program. The First Nations University of Canada is allotted a portion of the Post Secondary Education funding, and may assist in teacher training.
- Distance maybe a factor for students and KTCEA is continuing to explore all aspects of delivery and other options. Information and updates to follow from Jason Big Charles has been delegated this project.

6. Superintendent Update:

- Dr. Daphne Mai'Stoina presented her report to the Board.
 - The Year-End Kick Off on June 30, 2020 was a success; we are now into the restart planning of the schools. Each individual school restart plan will be presented by the Principals to the Leadership of each First Nation beginning next week; these plans will be more in-depth and school specific.
 - S-PAC will also be involved. The Leadership will be well-informed and be able to respond to their community; each school is different in the student numbers and all specifics have been taken into consideration.
 - Community information will be posted on the website and hard copies will be completed as well by the communications department.
- KTCEA School Restart plan overview was presented along with community engagement information.
- The Health and Safety measures of the plan will include audits conducted weekly and monthly to ensure all protocols are being met. The EHO will provide education in safety and PPE.

Curriculum and Instruction Update:

- The KTCEA Revised time table was presented.
 - Educational program and school calendar revision requested to provide for prep time, blended learning and google classroom time and includes the mandates of the instruction. The time table was changed for the teachers to have cohort time and increased hours of instruction. We are over the 200 days of operational days with June 29 being the last day of school.



KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY

Regular Board Meeting

Thursday, August 13, 2020, 9:00 am – 4:00 pm
Doubletree Hotel by Hilton, West Edmonton, AB

- Instructional movement will replace the Physical Education program. The teachers will be taking the students outside. Open areas are recommended to reduce the risk, this is where LBL will assist.
- The Four Restart phases were presented to the Board.
 - The First Nation daycares need to be notified to adjust for the K4 program in the schools.
 - KTCEA has the go ahead to open the K4 program from three of the five Nations and is awaiting support letters. This program does not affect the Head Start program; as we are offering a curriculum with standards and education learning. This will also create job opportunities for the community for a teacher and education assistant.
 - The Early Learning program registration is happening now; and this is a parental choice to send their child.
- The Blended Learning initiative was presented to the Board.
 - Chief Billy Joe Laboucan proposed to offer a half time position to Marty Wildman from Lubicon Lake Band with the KTCEA possibly providing with the other half; to enhance the Horse Therapy program at the Little Buffalo School.
 - Each community has unique opportunities to offer into the LBL program; more can be done in this area to ensure we provide top quality education and that we are leaders in LBL across Canada.
 - PTFN has begun looking into enhancing its own area for the LBL program, with designating the God's Lake region for the building of traditional cabins; and will be requesting funding assistance from the KTCEA in the near future. Gilbert Okemow has been put in charge of this initiative for PTFN.
 - Four more cabins have been now been completed at the Mikawapikwaniy Camp near Little Buffalo; Chief Isaac recommended to have the learning sessions video taped, to incorporate technology and instill pride in the student participation.
 - Chief Ivan Sawan appreciates the request for assistance in the LBL programs, as we are finally instilling and weaving our traditions into the curriculum.
 - Darren Auger inquired about the Sports Program and what is being done in this area. Daphne mentioned we are unable to have organized sports at this time; as we are following the Alberta rules and Health recommendations. We will be working with cohorts and this is reflected in the time table; as we are not having school to school competitions.
 - Chief Billy Joe recommended to innovate the program; doing sports such as distance running or archery, which are not contact sports.
 - Chief Billy Joe also mentioned how KTCCFS is trying to get a cohort program for mental health worker trainees. In speaking with the Nechi Institute, they have some information on this training and perhaps KTCEA EA's interested in the program can receive a certificate or diploma in this area. This would assist in addressing some of the alcohol and drug issues we face in our communities.
 - Darren Auger mentioned the Nechi Institute is willing to make the program fit the communities. Chief Isaac Laboucan Avirom agreed that KTCEA needs to have a strong arm in this area in addressing education initiatives in the area of drug and alcohol.



KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY

Regular Board Meeting

Thursday, August 13, 2020, 9:00 am – 4:00 pm

Doubletree Hotel by Hilton, West Edmonton, AB

- KTCEA fully supports the need to focus on mental health as we have a difficult time finding people in these positions. We maybe looking at an interagency strategy approach to address these concerns.
- Chief Ivan Sawan and Chief Albert Thunder agree that this area needs to be addressed together with the KTCCFS, KTC Health and KTCEA as reporting has been getting stricter with ISC. The roles as to who is doing what is needed as the three entities of KTC have received Jordan's Principle funding. This will reduce the overlap of services in the communities. The mental health workers are sometimes seen as being intrusive and only have a few hours in the community; we need to raise our own people to learn these programs. This will be beneficial for the communities in the long run.
- The briefing note from student services was presented. This is a request for approval to lease a trailer for one year at each school to provide the mental health and other student services supports; this is due to the limited space in the schools due to Covid 19. These leased trailers will provide a safe and secure environment for both staff and students in accessing the supports as needed.

- 2020-08-13 #3: Motion to approve the leasing of trailer units for the Student Services department for all communities as per the briefing note presented by Gord Atkinson and Theresa Brown.
- Moved by Chief Isaac Laboucan Avirom. Seconded by Chief Billy Joe Laboucan. All in favor, motion carried.

- Connectivity issues will be addressed with a long term solution as KTCEA begins with a feasibility study funded through ISC. The existing internet service providers are not adequate in some locations to provide the connectivity needed for virtual learning. Learning packages will be provided for those without access; and parents are also being provided with supports to cover access costs as this is essential for the blended learning program.
- Dan Smith mentioned there are meetings are coming up with ISC to address connectivity shortages along with other school issues. Chief Isaac noted that a lawsuit may be needed as we are not being provided the same services as the rest of Alberta in the area of connectivity.

- 2020-08-13 #4: Motion to approve the KTCEA School Restart Plan as presented.
- Moved by Chief Isaac Laboucan Avirom. Seconded by Chief Albert Thunder. All in favor, motion carried.

- 2020-08-13 #5: Motion to approve the Superintendent's Report as presented.
- Moved by Chief Billy Joe Laboucan. Seconded by Jason Laboucan. All in favor, motion carried.

- 2020-08-13 #6: Motion to approve the revised School Calendar (August 13, 2020) as presented.
- Moved by Darren Auger. Seconded by Jason Laboucan. All in favor, motion carried.



KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY

Regular Board Meeting

Thursday, August 13, 2020, 9:00 am – 4:00 pm

Doubletree Hotel by Hilton, West Edmonton, AB

- The Human Resources update was presented by Melvina Thunder.
 - Additional supports have been hired as needed in each of the schools; these include teachers, Education Assistants and Custodians.
 - The retention rate is 91 %, with only two teachers resigning this year. There has been a struggle in finding teachers during the pandemic, and we will continue to recruit for these shortages.
 - KTCEA schools will require more cleaning staff and job postings have been sent out along with some security positions. The maintenance and security hires will be assisting with some of the cleaning duties.

- 2020-08-13 #7: Motion to approve the Human Resources update as presented.
- Moved by Chief Gladys Okemow. Seconded by Derek Auger. All in favor, motion carried.

- The Finance update was presented by Dr. Daphne Mai'Stoina and Yvonne Noskey.
 - Discussion on 2020/2021 Budget presented; we are awaiting confirmation from some funding sources such as the Jordan's Principle and ISC Covid relief.
 - Costs have increased due to Covid 19 with the need of extra equipment as we preparing for 1000 students and 200 staff to ensure safety and to ensure learning is still happening.
 - Food services will send be sending food packages to the homes.
 - Some funds have been allocated for school repairs to relieve some of the backlog.
 - Thorough cleaning costs for all the schools is \$80k at this time.
 - The actual surplus and spending costs on the restart plan will be presented in September.

- 2020-08-13 #8: Motion to approve the Finance Update as presented.
- Moved by Chief Gladys Okemow. Seconded by Derek Auger. All in favor, motion carried.

- The Policy update was presented by Carmen Parent.
 - Subcommittees need to review the newly developed policies. Titles to be updated and in the Cree language. Meetings may be held virtually or in-person.
- The Board work plan that was presented last year directs the topics of discussion for the Board meetings; there are adjustments to be made and the revised draft will require approval.
- Chief Ivan Sawan recommended the meetings be held during the first week of the month moving forward.
- Next meeting is scheduled for September 10, 2020 following the KTC Administration Strategic planning meeting.

- 2020-08-13 #9: Motion to adjourn the meeting at 1:32 pm.
- Moved by Chief Isaac Laboucan Aviom. Seconded by Chief Billy Joe Laboucan. All in favor, motion carried.

- Closing Prayer

Chief Gladys Okemow