

KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY BOARD REGULAR MEETING

MINUTES ~ June 13, 2019 DAY ONE

Doubletree Hotel West, Edmonton AB

PRESENT:	Name:	Title:
Board Members:	Ivan Sawan Billy Joe Laboucan Gladys Okemow Albert Thunder Darren Auger John Cardinal Edna Boucher Jason Laboucan Corrine Alook Shayne Letendre 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, 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, Loon River 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	Superintendent Secretary Treasurer Director of Capital Services Inclusive Education Coordinator Intermediate Accountant Human Resources Assistant Structural Readiness Coordinator Executive Assistant
KTC Admin Staff	Al Rollins Veronica Thunder	Chief Executive Officer Executive Assistant
Consultants	Donna Barrett Colin Kelly	Consultant Board Mentor
Elders	Ivan Auger	Whitefish Lake First Nation Elder
Youth Representatives	Alexis Y. Laboucan Jennifer B. Whitehead Silverado Thunder	Youth Rep – Whitefish Lake First Nation Youth Rep – Treaty 8 Youth Council / WFLFN Rep. Youth Rep – Whitefish Lake First Nation
Absent /Regrets	Timothy Sawan Isaac Laboucan – Avirom Gilbert Okemow Pearl Calahasen	Director, Lubicon Lake Band Councilor Director, Woodland Cree First Nation Chief Vice Chairperson, Peerless Lake First Nation Councilor KTCEA Deputy Superintendent

- Meeting Called to Order @ 9:33 am

Topic	Discussion
OPENING PRAYER CHAIR	Delivered by Elder Ivan Auger Chief Ivan Sawan
INTRODUCTIONS	Introduction of newly hired Director of Capital Services - Gord Atkinson
AGENDA	<p><u>Motion # 01-06-13-2019</u></p> <p>Moved by : Chief Albert Thunder to accept the Agenda with the following additions:</p> <ol style="list-style-type: none"> 1. Provincial Achievement Testing questions from Peerless Trout First Nation Board Members. <p>Seconded by Darren Auger. All in Favor. Carried.</p>
MINUTES	<p>Minutes of May 10, 2019 read by Secretary Treasurer Yvonne Noskey</p> <p><u>Motion # 02-06-13-2019</u></p> <p>Moved by Chief Billy Joe Laboucan to accept the minutes as presented with the following changes:</p> <p>M – Camp to read : Mihkowapikwany camp</p> <p>Seconded by: Richard Laboucan. All in Favor. Carried.</p>
BUSINESS ARISING FROM THE MINUTES:	<p><u>Comments & Business Arising from the Minutes:</u></p> <ul style="list-style-type: none"> • Chief Billy Joe inquired as to whether medicinal plants and herbs will be included in the Cree App. <ul style="list-style-type: none"> ○ Superintendent Daphne stated that this will be completed by the Curriculum Coordinator Audrey Anderson will be contacting Treaty 8 as they are doing a project on this. • Chief Ivan Sawan and Chief Isaac Laboucan Avirom requested the KTCEA policy and protocols to include the use of transportation for emergency preparedness for all the communities. <ul style="list-style-type: none"> ○ Transportation Manager Ryk Badger will notified of this request to include this into the policy. ○ CEO Al Rollins reiterated the need for ensuring all communities have an evacuation plan and strategy in place in light of the Peerless Trout First Nation Evacuations.

<p>MINUTES</p>	<p>Minutes of March 14, 2019 read by Secretary Treasurer Yvonne Noskey.</p> <p><u>Motion # 03-06-13-2019</u></p> <p>Moved by Shayne Letendre to accept the minutes with the following corrections:</p> <p>PAX Training: PAX is the latin word for peace. PAX training is a set of strategies to help students learn important self-management skills while collaborating to make their classroom a peaceful and productive learning environment.</p> <p>No acronyms will be used in the meeting minutes.</p> <p>Seconded by Chief Albert Thunder. All in Favor. Carried.</p>
	<p><u>Superintendent’s Report & Comments from the Board:</u></p> <p>Daphne presented the report to the board:</p> <ul style="list-style-type: none"> • A brief explanation of the Student Count and Student Equivalent for each school and how the FTE is funded, this number has changed and some students have been removed and claimed by the proper school district. • Audrey Weasel Traveler reviewed the Nominal Roll along with compliance checks and she will be returning in the Fall. • Three weeks is the time limit for changes to the Nominal Roll. September 30 is the submission date. The basis is on the number of students in the school at September 30 – and 40% requirement is no longer used. • There are two students at the School for the Deaf through High Cost Education funding. • The staffing numbers for all schools at this time, which includes certified teachers, paraprofessionals, transportation, operations and maintenance, is 140. The percentage of First Nations staff in the schools is 25 %. • Chief Ivan Sawan requested the professional development attendance requirements be explained to the staff and to use the proper channels when they have a grievance for non-attendance; has this been addressed at the KTCEA level. <ul style="list-style-type: none"> ○ Daphne agreed this needs further discussion and the grievance process must be followed. This has been done at the local school level and we will be doing more sessions in the Fall. • Daphne presented the Funding received under the REA for this fiscal year – from April 2019 to March 2020. • The new funding has not yet been received for April 2019, Al Rollins will explain this issue. • The KTCEA 2019 2020 – ISC Allocation for Elementary & Secondary Education was presented to the Board. • Dan Smith and Al Rollins have lobbied for the additional funding. The total per FTE is \$ 24,750 ; our funding is allocated similar to those near our areas.

Jason Laboucan questioned the KTCEA Staff Pension Plan and the affects it has on the teachers coming to join the Education Authority.

- Al Rollins explained the two types of pension plans. Under the public system there is a **defined benefit pension plan**; whereas KTCEA's plan is a **defined contribution pension plan**, which does not provide as much as the other. However, the salary grids are comparable but the pension plan is not. Ministerial assistance to change this will be required.
- Daphne explained the Alberta Education Per Student Enhancement funding of \$1,944,000 was received. This has gone down due to student numbers being lower.
 - Al Rollins mentioned at the last Tribal Council meeting with Minister Rick Wilson that the funding commitment by the Alberta Government and would not to be changed.
- Daphne explained the various funding amounts received for the following initiatives:
 - Structural Readiness secured funding for 2018/2019 - \$ 454,433.47 for various transitional elements for the KTCEA. This offsets the meeting costs of the Board and funding ended March 2019.
 - Dan Smith submitted a proposal for Structural Readiness to ISC Educational Partnership program and was approved for \$ 1,821,750.00 for 2019/2020.
 - The Alberta Education IFNE funded the Numeracy, Literacy, Career Counselling, Cree Language, Land Based Learning and Sports programs for three years for a total of \$ 2,371,932.00
- Structural Readiness will also fund the Human Resources Plan beginning March 2019. There are four phases to the plan:
 1. Establishment & Needs Assessment
 2. Reorganization & Implementation – three prong approach
 - a. Education Assistants to become Teachers
 - b. Certified Teachers to become Principals
 - c. Indigenous Language Instructors to become Certified Indigenous Language Teachers
 3. Professional Growth & Succession
 4. “Hiring Our Own”

Update on New Schools:

- A New School Facility Occupancy work plan for the Peerless Trout First Nation schools is now developed. Schools are to open July 31, 2019. Alternative plans are included if the move is not on schedule, in regards to staffing and transportation.
- The Furniture, Fixture & Equipment budget is not sufficient with costs being \$ 4 million and the amount received is \$ 1.6 million; we are looking at the funding for the shortages. The FF&E does not include playground equipment.
- Carmen Parent has developed an expenditure plan for the schools that also includes new kitchen equipment, and training for the Operations & Maintenance of the new schools.
- A formal agreement with Northern Lakes College is needed to clarify the costs and to address the sharing of the school in Trout Lake.
- Chief Ivan Sawan requested a spreadsheet developed for this project indicating timelines and funding shortfalls. Al Rollins spoke on the many areas, facets of the KTCEA and the planning needed to ensure the goals are met and the fit-up, and transition occurs in an organized manner. We have to minimize the loss of days for the students.
- Daphne noted there are ongoing Transition Planning & Priorities meetings happening with the PTFN Band Manager, Principals, Transportation, Operations & Maintenance staff together with Carmen Parent on a monthly basis to ensure all aspects of the New Schools are met.

Update on Jordan's Principle:

2018-2019

Daphne presented the Jordan's Principle proposal and funding - \$ 1,694,917.00 April to March 31, 2019, this covers the following areas:

- Cover Speech and Language Pathologist services at all the schools
- Mental health supports
- Behavior management consultant & psychologist.
- We are using MP Psychology
- Using the Zones of Regulation in the schools – all teachers have taken the training.
- Equine Therapy.
- Knowledge & Employability
- Hi-Low readers
- Sensory resources.

Jordan's Principle 2019-2020

This funding will be on going and we do not know the amount at this time.

Interagency Framework to Support Children and Youth (Draft)

- KTCEA is working with KTC Health and hoping to work with KTC CFS, there will be a framework to guide on continuing supports to the students and families. This will ensure the overlap of services is not occurring.
- There is also a need for an emergency preparedness plan as well.

Carmen Parent presented the Draft 2019-2020 School Calendar to the Board.

- There is no sports calendar & camp calendar; the more detailed calendar will have this.
- Chief Albert recommended the sports and camp be deferred to the weekends if possible.
- Chief Billy Joe Laboucan recommended the Camp days and Sports days be included as instructional days. The students are learning in the camp and sports sessions.
- Tyler Letendre recommended the Sports & Outdoor Education Coordinators be included before approval. Daphne explained the school calendar is for instructional days and not driven by the sports and camps.

Motion # 04-06-13-2019

Moved by: Chief Gladys Okemow

To approve the School Calendar for 2019-2020 with the changes and format.

Seconded by: Chief Albert Thunder. All in Favor. Carried.

Superintendent's Report & Comments from the Board continued:

- Daphne presented the MESC Joint Priorities report to the Board.
- Information meetings with the KTC First Nation's Chief and Councils are ongoing, to address concerns from each community as needed. Lubicon Lake Band and Woodland Cree First Nation meetings will be setup in the near future as their schedules allow.
- Peerless Trout First Nation schools remain closed due to the evacuations. The HVAC cleaning and inspection must be completed before the schools will be reopened. Re-Entry dates will be given when this is done.

- An exemption request has been made for the Provincial Achievement Tests for the two schools due to the evacuation; the Diploma Exams will be given.

Lunch Break

Superintendent's Report & Comments from the Board continued:

Chief Billy Joe Laboucan commented on the following:

- Working with other departments and CFS needs to be added and Ec Dev as well; they need to be someone involved in this.
- Suggestion of the creation of one Human Resources department for all of KTC, to alleviate the "silo" effect.
- ATEP crucial in staff retention.
- Suggested a minimum of a 5-year commitment with monetary incentives to entice them to stay a minimum of 5 years.

Chief Albert Thunder's comments:

- The Human Resources plan will move our people forward in being the educators in the schools.
- Recommended that a one month or week set aside to continue educating the EA's in staff development. This is the message to the youth, to be educators, doctors etc.
- I appreciate that we are in Phase 4 already with some of the teaching staff.
- I have brought some youth from our community to recognize the need and importance of education.
- There are issues at all Nations in literacy with low readers etc. The KTCEA technicians will address the issues that have happened in the past education system.

Chief Gladys Okemow comments:

- There are concerns relating to my community with some families that do not promote education and the students do not attend school. These families do not interact with the rest of the community. These people have addictions issues – what can we do about this? Is this a Social or Education issue?
- How do we assist this issue to promote education– because this leads to low self-esteem and addictions? Should Social Services get involved with families to ensure children are attending school?
 - Chief Billy Joe Laboucan responded to Chief Gladys Okemow's concerns. Perhaps providing literature or making a video of the benefits of education would assist in engaging the people. It is never too late for education, constant encouragement from the leadership and to provide opportunities & training that is of interest to the people.

- Chief Ivan Sawan mentioned the use of ongoing life skills programs to assist these members; for the older people and the younger ones; providing a life skills learning programs at the school level – such as CTS courses.
- Al Rollins mentioned the idea of an overall KTC Human Resources department was discussed at the Executive Board level. Collaboration is what the leadership was wanting and bringing the services together through interagency.
- A recommendation of having Benefits Review Committee (Sub-Committee) to look at the idea of a possible 5 year incentive to assist in teacher retention.
- A recommendation to develop a community liaison position to assist those people who are alienating themselves from the community.
- The KTCEA School need to play a role in the Emergency Response plans of the communities; we need to be in sync with the communities and coordination is needed with bringing all the planners together.
- Tyler Letendre questioned as to who would fund the employees interested in attending school; would this be a Nation cost or KTCEA.

Motion # 05-06-13-2019

Moved by: Chief Albert Thunder to approve the Superintendent's Report as presented.

Seconded by: Corrine Alook. All in Favor. Carried.

Human Resources Report – Melvina Thunder for Deputy Superintendent's Report:

- Positions are coming up and will be posted and sent to all the First Nation's offices and using social media.
- A mass recruitment notice has been done.
- Career fairs have been attended in various urban centers.
- All CWIS and CRIM checks are done prior to hire.
- We continue to interview as we post new positions.
- The Intentions List of those teachers staying or leaving or have not been retained was completed in May 2019.
- Donna Barret has completed the Principal's evaluations.
- Dan Smith and Deputy Superintendent are establishing Cohorts Program at the U of A to access further training for KTCEA staff.
- Edna Boucher and Chief Albert Thunder noted that all paraprofessional staff must be honored and recognized at the Celebrating Teachers event. Veronica Thunder mentioned the list was provided from the Principals.

- Daphne noted the perfect attenders were recognized for both teachers and paraprofessionals.
- Attendance reports on students and staff will be presented in Aug

Motion # 06-06-13-2019

Moved by Jason Laboucan to accept the Deputy Superintendent's Report as presented by Melvina Thunder for Pearl Calahasen.

Seconded by: John Cardinal. All in Favor. Carried.

Secretary Treasurer's Report

Yvonne Noskey & Kim Carifelle presented the Finance report to the Board.

Motion # 07-06-13-2019

Moved by: Chief Gladys Okemow to accept the Secretary Treasurer's Report as presented.

Seconded by: Darren Auger. All in Favor. Carried.

Comments & Questions coming up from the Secretary's Treasure's Report:

- Al Rollins suggested the Post Secondary Education reporting at the Nation level needs improvement and recommending KTCEA to assist the Nations in getting the reports done.
- Richard Laboucan mentioned an employee at Atikameg School payroll was cutoff due to illness, community fund raising was done for her as the Group Insurance was not accessed as she was in coma. This employee starting getting sick at one of the camps.
 - Daphne responded that the payroll was made and KTCEA were waiting on the forms from the family signed on behalf of the employee and the Short Term Disability would then kick in.
 - Chief Ivan Sawan recommended if our employees very are sick, we as the employer should be visiting the employee or inquiring about them to the family.
 - Chief Albert Thunder mentioned that employee issues do come to the Nation that are employed from the KTCEA ; for example, one employee with a husband who has terminal cancer has been deducted for days missed. We need to help them out during these times in the short term, as they are reluctant to come to KTCEA, so they come to the Nation. The employees are the greatest assets.
- Yvonne explained the process of the group insurance for Short Term Disability and sick leave allowances – 2 weeks is paid from KTCEA and then Short Term Disability kicks in; the hiring of a Pension & Benefits Coordinator will assist and alleviate these issues moving forward.

	<p><u>Other Items in Progress:</u></p> <ul style="list-style-type: none"> • Al Rollins mentioned the REA Formal Signing ceremony target date may be during the Woodland Cree First Nation Treaty Days in July 2019. More information to follow on this event. • Melvina Thunder provided the update on the Strategic Planning sessions, this event will take place in Radium Hot Springs; with Marie Delorme facilitating.
NEXT MEETING DATE	August 7, 2019
ADJOURNMENT	<p><u>Motion # 08-06-13-2019</u></p> <p>Moved by Chief Albert Thunder to adjourn the meeting at 2:.05 pm Seconded by Tyler Letendre. All in Favor. Carried.</p>
CLOSING PRAYER	<ul style="list-style-type: none"> • Chief Billy Joe Laboucan