



# KTCEA Regular Board Meeting Minutes

## Friday, September 10, 2021

Meeting Platform: ZOOM - 10:00 am to 2:00pm

### Attendees

Board Members	KTCEA & KTC Staff
<ol style="list-style-type: none"> <li>1. Chief Ivan Sawan, Chair, Loon River First Nation</li> <li>2. Councilor Tyler Letendre, Loon River First Nation</li> <li>3. Councilor Shayne Letendre, Loon River First Nation</li> <li>4. Chief Billy Joe Laboucan, Lubicon Lake Band</li> <li>5. Councilor Timothy Sawan, Lubicon Lake Band</li> <li>6. Councilor Jason Laboucan, Lubicon Lake Band</li> <li>7. Chief Gladys Okemow, Peerless Trout First Nation</li> <li>8. Councilor Corrine Alook, Peerless Trout First Nation</li> <li>9. Councilor Judy Sinclair, Peerless Trout First Nation</li> <li>10. Chief Albert Thunder, Whitefish Lake First Nation</li> <li>11. Councilor James Nahachick, Whitefish Lake First Nation</li> <li>12. Councilor Hughie Tallman, Whitefish Lake First Nation</li> <li>13. Councilor Derek Auger, Woodland Cree First Nation</li> <li>14. Councilor Frank Whitehead, Woodland Cree First Nation</li> </ol>	<ol style="list-style-type: none"> <li>1. Dr. Daphne Mai'Stoina, Superintendent</li> <li>2. Pearl Calahasen, Deputy Superintendent</li> <li>3. Gord Atkinson, Director of Capital Services</li> <li>4. Carmen Parent, Strategic Projects Specialist</li> <li>5. Kimberly Carifelle, Project Coordinator</li> <li>6. Gabrielle Christopherson, Communications Manager</li> <li>7. Gilbert Okemow, Community Engagement Coordinator</li> <li>8. Allan Langevin, Principal Mentor</li> <li>9. Melbourne Disbrowe, Communications Coordinator</li> <li>10. Yvonne Noskey, Director of Finance</li> <li>11. Adam Noskey, Intermediate Accountant</li> <li>12. Theresa Brown, Director of Student Services</li> <li>13. Terry Lynn Cook, Director of Curriculum &amp; Instruction</li> <li>14. Melvina Thunder, Director of Human Resources</li> <li>15. Colin Kelly, Board Mentor</li> <li>16. Heather L'Hirondelle, Executive Assistant</li> </ol>
Absent / Regrets:	KTC Admin Staff & Other Guests:
<ol style="list-style-type: none"> <li>1. Chief Isaac Laboucan Avirom, Woodland Cree First Nation</li> </ol>	<ol style="list-style-type: none"> <li>1. Councilor Cody Letendre, Loon River First Nation</li> <li>2. Councilor Angeline Auger, Loon River First Nation</li> <li>3. Trina Kondo, Emery Jamieson, LLP</li> <li>4. Simon Sihota, ISC, Regional Environmental Health Manager</li> <li>5. Dr. Parminder Thiare, ISC, Public Health &amp; Preventative Medicine Specialist</li> <li>6. Dr. Celeste Loewe, ISC Public Health</li> </ol>

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| 1. MEETING CALLED TO ORDER: | 10:06 am Board Chair, Chief Ivan Sawan |
| 2. OPENING PRAYER:          | Chief Billy Joe Laboucan               |
| 3. INTRODUCTIONS/ROLL CALL: | Board Chair, Chief Ivan Sawan          |

4. APPROVAL OF AGENDA/CHANGES /ADDITIONS TO THE AGENDA:

- A request by Councilor Tyler Letendre to discuss paid leave for the First Nation teachers and staff during moose hunting season for one week, similar to what Northland School Division offers.
  - This item will be discussed under item # 16 of the Agenda.

- 2021-09-10 #1: Motion to accept the Agenda with the requested additions as mentioned by the Board.
- Moved by Councilor Frank Whitehead. Seconded by Councilor Derek Auger. All in favor; Motion carried.

5. APPROVAL OF MINUTES:

- Correction: Motion dates to be corrected to 2021.
- Business Arising / Previous Meeting updates:
  - Follow up is included in the Superintendent's report and reflect the directives from the previous meeting.

- 2021-09-10 #2: Motion to accept the Minutes of June 3, 2021 as read by Yvonne Noskey.
- Moved by Councilor Shayne Letendre. Seconded by Councilor Hughie Tallman. All in favor; Motion carried.

6. MEDICAL OFFICER OF HEALTH:

- Dr. Parminder Thaire, Simon Sihota and Dr. Collette Lowe presented the Board with the current Covid-19 statistics on the state of the region as it relates to the KTC Nations and Treaty 8 Region. Information on transmission, testing for Covid-19 with the Delta Variant being the dominant strain, and preventative measures were discussed.
- With the rise in Covid-19 cases and struggles with low vaccination rates in the KTC communities; the KTCEA Board has been challenged with the decision to provide a proper vaccination policy for its staff members. KTCEA is also looking for ways to promote, educate and engage the staff in vaccinating and testing.
- We are experiencing a fourth wave, unvaccinated and break through cases for single and double vaccinated are happening, there has been an increase exponentially in the cases on reserves in the region. The predominant virus is the Delta Variant.
- Specific to KTC, the region has the lowest vaccine rates with low one and two dose rates; door to door and clinics have been initiated, and social media campaign is being done.
- ISC Public Health continues to work with the First Nation health centers, schools and administrators on the prevention and protection from Covid-19 with providing information, and ensuring proper cleaning and safety protocols are followed.

7. VACCINATION POLICY:

- Lawyer Trina Kondro provided information on the requirements for mandating a vaccination policy for the workplace and the main issues that would need to be addressed to ensure legal compliance.

- The general consensus in the legal community is that vaccination policies are valid and it is legal for employers to enforce them. Employers are required to provide a safe workplace; lawyer firms, banks and others will soon require mandatory vaccinations. Covid-19 is recognized as a workplace hazard.
- The fiduciary duties of the Board, Occupational Health and Safety, Human Rights Laws, Applicable Grounds, Privacy Laws were covered in the presentation as they relate to policy development.
- The core elements of a vaccination policy are: Set a rule. Provide a process where an employee whose human rights are affected can see accommodation. Determine if alternate measures can accommodate an employees whose human rights are affected.
- The Board consensus was to hold off approving a mandatory vaccine policy, and take back and review the sample draft policy with the other leadership members. More discussion to follow at the next meeting with KTCEA to continue to follow the health and safety protocols as approved in August 2021.

8. SUPERINTENDENT’S REPORT:

*The Board and all attendees took a moment of silence to reflect and show respect with the passing of KTCEA Housing Technician and PTFN Member Louie Okemow.*

- The Superintendent presented the following topics to the Board:
  - School Openings & Kick Off
    - School Kickoff was September 1, with all staff attending virtually, 150 + staff attended. The event included various speakers and information sessions for both new and returning teachers and support staff.
    - The Atikameg and Clarence Jaycox School reopened as planned on September 7<sup>th</sup>. Elizabeth Quintal and Kateri Schools will reopen September 13<sup>th</sup>, Little Buffalo School will reopen September 20<sup>th</sup>. Cadotte Lake School has been delayed and continues with at home learning.
  - KTCEA Vaccination and Awareness campaign
    - The statistics are as follows, of the 259 total staff, 172 fully-vaccinated, 11 partially vaccinated, 76 unvaccinated.
    - Door prizes and draws were used as incentives to encourage vaccinations.
    - Testing of staff will be done before school starts.
  - KTCEA has received special permission to provided testing and will be able to provide screening and have rapid testing programs at certain times of the year for the staff who return from their holidays such as Christmas and Easter break; this effort further prevents the spread and limits the amount of time the staff has to self-isolate.

- 2021-09-10 #3: The Board approves mandatory screening for all KTCEA Staff to take place throughout the school year to help mitigate risks of transmission in the schools and central office.
- Moved by Chief Gladys Okemow. Seconded by Councilor Derek Auger. All in favor; Motion carried.

- School Calendar Changes:
  - September 30 to be added, National Day for Truth and Reconciliation.
  - June 21: National Indigenous Peoples Day
  - These changes now reflect the instructional hours to 1009 from 1020 and operational days 190 from 192.

- Outreach Program:
  - The School Code has been established and the first Outreach location is underway at Whitefish Lake First Nation. One Principal/ Teacher and E.A has been hired for this site.
  - The other Nation outreach locations are being identified and the Principal hired will assist in the setup and organizing of these schools, together with the Capital Services team.
- Jordan's Principle Proposal:
  - We have been conditionally approved for \$2.1 M, until March 31, 2021, which is half the amount requested in the proposal. ISC is requesting an Audited Financial Report before releasing the funds. MNP will be starting the Audit in October and this may impede those funds from delayed as our fiscal year ends in August.
- Human Resources Update:
  - The department is working on a HR Roadmap which will have the vision, goals, strategies, objectives, and training needs with the direction taken from the Strategic Planning Session.
  - We are proposing changes to the organizational structure, and move the Cree Specialist from Curriculum and Instruction into the Superintendent's Office with the title Cree Language Strategic Specialist; this position will now integrate and enhance the Cree language into all areas of KTCEA and not just in the classroom.
  - Request to combine the Records Management Clerk and HR / Finance Admin Assistant into one position.

- 2021-09-10 #4: The Board approves the organizational changes presented at the September 10, 2021 meeting.
- Moved by Councilor Frank Whitehead. Seconded by Councilor Timothy Sawan. All in favor; Motion carried.

- Yearly Board Plan:
  - The Annual Board Workplan was presented by the Superintendent.

- 2021-09-10 #5: The Board approves the 2021-2022 Board Workplan as presented at the September 10, 2021 meeting.
- Moved by Chief Gladys Okemow. Seconded by Councilor Corrine Alook. All in favor; Motion carried.

- ISC Meeting Update:
  - The KTCEA Chair, Vice Chair and others met with ISC regarding its commitment to funding as stated in the REA. Ongoing dialogue and key areas were discussed and funding errors were resolved.
- FNIIP – First Nation Infrastructure Investment Plan
  - The documents have been sent to the Band Manager's and a meeting is requested to review the documents and begin the next steps. Capital Services is creating the work plans and requires each Nations input. ISC is preparing the funding now and we need to meet these deadlines for next fiscal year's funding window.

- Staff Accommodations (Central Office)
  - The Superintendent presented the proposed purchase of trailers from PTFN.

- 2021-09-10 #6: The Board approves the purchase and setup of trailers in Red Earth for staff accommodation.
- Moved by Councilor Shayne Letendre. Seconded by Chief Billy Joe Laboucan. All in favor; Motion carried.

- Questions & Comments:
  - ATEP questions were answered by the HR Department regarding enrollment and process.
  - Personal leave for hunting trips – more research to follow on this question at the next Board meeting.
  - Work experience programming was suggested by the Board member Frank Whitehead.

9. ADJOURNMENT:

CLOSING PRAYER: Chief Gladys Okemow