

KEE TAS KEE NOW TRIBAL COUNCIL EDUCATION AUTHORITY BOARD REGULAR MEETING

MINUTES ~ March 14, 2019 KTCEA Head Office – Loon River, AB

PRESENT:	NAME:	TITLE:
COMMITTEE:	Ivan Sawan Gilbert Okemow Billy Joe Laboucan Timothy Sawan Jason Laboucan Gladys Okemow Corrine Alook Isaac Laboucan – Avirom John Cardinal Edna Boucher Darren Auger James Nahachick	Chairperson, Loon River First Nation Chief Vice Chairperson, Peerless-Trout First Nation Councilor Director, Lubicon Lake Band Chief Director, Lubicon Lake Band Councilor Director, Lubicon Lake Band Councilor Director, Peerless Trout First Nation Chief Director, Peerless Trout First Nation Councilor Director, Woodland Cree First Nation Chief Director, Woodland Cree First Nation Councilor Director, Woodland Cree First Nation Councilor Director, Whitefish Lake First Nation Councilor – Proxy Chief Director, Whitefish Lake First Nation Councilor
OTHERS:	Glenda Gladue Paul Gladue Sr. Ruby Auger Elder Hermas Houle Virginia Laboucan Larry Ominayak Pearl Auger Viola Laboucan Marie Alook Emile Burntail	Elder Driver – Woodland Cree First Nation Elder – Woodland Cree First Nation Elder – Woodland Cree First Nation Elder – Loon River First Nation Elder – Lubicon Lake Band Elder – Lubicon Lake Band Elder – Whitefish Lake First Nation Elder – Whitefish Lake First Nation Elder – Peerless Lake First Nation Elder – Peerless Lake First Nation
KTCEA STAFF:	Daphne Mai' Stoina Pearl Calahasen Yvonne Noskey Dan Smith Carmen Parent Heather L'Hirondelle Melvina Thunder Kim Carifelle Travis Eldridge arrived @ 1:00 pm	Superintendent Deputy Superintendent Secretary Treasurer Senior Policy Advisor Structural Readiness Coordinator Executive Assistant KTCEA Human Resources Assistant Finance – Intermediate Accountant Operations & Maintenance Manager
ABSENT/REGRETS:	Albert Thunder Roseanne Letendre	Director, Woodland Cree First Nation Chief Elder – Loon River First Nation

➤ Meeting Called to Order @ 10.15 a.m.

Topic	Discussion
OPENING PRAYER CHAIR	Delivered by Hermas Houle Chief Ivan Sawan
AGENDA	<u>Motion # 01-03-14-2019</u> Moved by Chief Okemow to accept the agenda with the following additions/changes: <ul style="list-style-type: none"> • Isaac requesting schedule for Pearl and Daphne to visit the community Seconded by: Chief Isaac Laboucan – Avirom All in Favor. CARRIED.

<p>MINUTES</p>	<p>Minutes of February 19, 2019 read by Yvonne Noskey</p> <p><u>Motion #02-03-14-2019</u> Moved by Corrine Alook to accept the minutes as presented with the following changes:</p> <ul style="list-style-type: none"> • Deputy Superintendent requested the removal of names off the previous minutes, page 5 to read: <ul style="list-style-type: none"> ○ The previous Executive Secretary has stepped down and will be the Receptionist and the Finance Assistant will be replacing the position. ○ The previous Receptionist has been transferred to the Finance Assistant position. ○ The new Structural Readiness Coordinator has been seconded from AB Education and will be continuing work on the SR Proposal. <p>Seconded by Johnny Cardinal. All in Favor. CARRIED</p>
<p>BUSINESS ARISING</p>	<ul style="list-style-type: none"> • Chief Isaac Laboucan Aviom requested a maintenance assessment report on the Cadotte Lake School. The gym floor is not adequate for holding sporting events. Edna Boucher expressed her concerns of the leaking roof at Cadotte School. <ul style="list-style-type: none"> ○ Daphne reported that this is being looked at by the Operations & Maintenance manager Travis Eldridge. • Darren Auger and James Nahachick mentioned the concern of the dirty & discolored water issue and mechanical issues at Atikameg School. <ul style="list-style-type: none"> ○ Travis Eldridge will be notified of these concerns. • Chief Isaac requested an update on the bus monitoring, and having a system in place immediately as well as a timeline for this to be completed. Edna Boucher spoke on the issues of bussing for sporting events interfering with regular bus runs which needs to be sorted out. <ul style="list-style-type: none"> ○ Pearl responded that cameras will be installed in the new buses and the continued use of bus monitors to alleviate these issues. ○ Chief Ivan agreed to have a follow-up on the safety measures, cameras and bus monitors. • Jason Laboucan had a concern of school closures and the loss of days affecting the school calendar. What happens when this drops? Who monitors this? Edna mentioned the schools not being in line with the calendar, and that these days aren't announced. Isaac stated the school calendar is accommodating the hockey and sports events when the school calendar should be accommodated, this is raising concerns for the parents. <ul style="list-style-type: none"> ○ Daphne explained the Principals are responsible in managing the school days and times. Also, some schools close for funerals and the principal will change some dates to get those school days back. ○ Gilbert noted that we should try to stay within the calendar dates as set, but closures for funerals must be respected.

- Questions were asked regarding funding of off-reserve students. These include students living on reserve and attending off-reserve schools and students who have moved off the reserve. There is no funding for room and board such as what NSD provided. Students living off reserve are funded under the provincial school divisions and authorities. The REA Funding only allows for those students attending the KTCEA schools.
 - Chief Billy Joe stated that this is a legitimate concern and requested this topic be researched further.
 - Superintendent Daphne noted the funding is now based on the Nominal Roll System with the funding based on the number of students in the school. If the on-reserve schools can't provide the courses needed, the funding for this limitation maybe considered. Where some First Nation students may fall under provincial school jurisdiction; they do still have the treaty right to education.
 - James Nahachick suggested providing a list of resources for those parents who are having these issues with our students off the reserve.
 - Deputy Pearl Calahasen mentioned a Post-Secondary Education guide that was developed, for companies to invest in students at Northland School Division; perhaps this can be done as well; for KTCEA students.
 - Chief Ivan requested the administration to look into those students off reserve; to work with the Nations to identify these numbers.
 - Daphne will arrange a meeting with the Career Counselor Specialist to research this further.
- Darren Auger asked about the meeting invites for IKWC and CMHC.
 - Daphne noted the meeting will be March 26, 2019 in Edmonton at the IKWC. The CMHC education presentation on Keeper of My Home will be arranged for the next meeting.

Opening Remarks – Chiefs:

Chief Billy Joe Laboucan

- The update on the M_ Camp cabins being built for the student accommodation. Two are completed and ten more coming. We are approaching the use of the cabins as not only for a student gathering place for learning but also accommodating other types of venues; such as retreats and workshops for other agencies.
- We are also looking at enhanced community policing; perhaps we can look at partnering up with the other First Nations in forming a Police Cadets initiative for students.

Chief Gladys Alook

- My main concern is the children and where we are now; with the abuse of medications and other drugs. We need to teach them at an early grade level about the effects of drugs and alcohol. This should be included in the curriculum and also look into PAX training program for teachers. Elder involvement is needed to assist in these teachings.

Chief Ivan Sawan

- I agree with the comments. Thank you Elders for coming today, we encourage your involvement. You know what works and what doesn't. Together we will find better ways of educating our students, all people, our children; on and off reserve.

	<p>Darren Auger – Proxy Chief for Albert Thunder</p> <ul style="list-style-type: none"> ○ I would like to mention the Parent Advisory Group, as this is important for Whitefish Lake First Nation. This idea has been in the works for a long time; the PAG will assist in improving our education and we need the Elders help and involvement in this. <p>Chief Isaac Laboucan Aviom</p> <ul style="list-style-type: none"> ○ The other Woodland Council are hearing issues from the parents and community, we are needing more visits out to the community; requesting the Superintendent and Deputy to attend a council meeting as well.
	<p><u>Discussions and Concerns from the Board and Elders:</u></p> <p>Timothy Sawan had questions on how the KCTEA staff and principal are held accountable and what is the protocol for reporting school emergency incidents.</p> <ul style="list-style-type: none"> ○ Pearl responded by explaining that the principals are accountable and reports are given to the administration and all incidents are addressed from both sides concerned. A staff evaluator is also used in some situations; we make sure to follow due process. ○ Daphne will be requesting the incident report and follow up with the school staff together with Pearl. ○ Chairperson Ivan stated we need to address the severity of the issue as well. <p>Jason Laboucan questioned why the incident reports aren't given at these meetings and who has the forms.</p> <ul style="list-style-type: none"> ○ Daphne explained the information is given at the principals meeting and each school has the forms and policies. <p>Chief Isaac stated monthly meeting are needed to address this at the school level.</p> <ul style="list-style-type: none"> ○ Daphne noted the Parent Advisory Circle will address some of these issues. <p>Darren Auger suggested that members having access to the policy would assist the parent's concerns; perhaps having a new orientation board process for the PAC.</p> <p>Elder Viola Laboucan recommended all staff had First Aid and Defibrillator in the schools.</p> <p>Chairperson Ivan thanked all the Elders for the information and solutions brought forward today; and expressed how we need to learn from them and utilize this information at KTCEA.</p>
	<p><u>Loon River First Nation - new KTCEA Board Reps.</u></p> <ul style="list-style-type: none"> ○ Chief Ivan requested the introductions of the LRFN Council tabled until next meeting; as they could not attend the meeting today.
	<p><u>Inclusive Education Week – You Tube Video Presentation (Theresa Brown)</u></p> <p>Daphne reported on Inclusive Education week and how the activities promote anti-bullying along with special needs awareness and introduced the video produced in February.</p>

Gilbert Okemow translated in Cree how the children with speech and other learning disabilities are now placed into the regular classroom setting; not set aside separately but promoting inclusiveness with other students. The Jordan's Principle funding assists the Inclusive Education Program.

Presentation of Draft Policy Discussion & Recommendations: Daphne MaiStoina & Dan Smith

Dan Smith presented the draft policies to the Board and attendees for information and revisions. The following comments were given:

- a. School – Parent Advisory Circle
 - This policy will provide for the need for effective communication to the committee from the school and each school will fall under this policy.
 - The advisory circle members will consist of community members.
 - They will work with parents, principal and staff to assist in resolving issues at the school level.
- b. School – Parent Advisory Circle – Terms of Reference
 - This document will assist the members in understanding the scope of the policy while giving direction of what the group should be discussing with respect to privacy issues.

Dan explained the PAC does not affect how the Board does business, they are not the voice of the Board but the group who will bring the suggestions and possible resolutions to the Board. The specifics of the issues will be addressed with the Parent and Principal; the PAC scope is for general discussion without the privacy of names.

- Gilbert suggested members who are vocal in the community for the PAC.
- Chief Billy Joe recommended a balance of both Elders & Parents; with the inclusion of Cree language and culture, we need to put this forward with more native input.
 - Dan responded that KTCEA is working on this; and the Elders and Parents will bring the balance we are looking for.

Chief Isaac expressed concerns about the behavior issues and how they will be addressed. The parents of the children without issues also want quick academic advancement in the school so they don't have to take the children out of the school; is this addressed in the policy.

- Daphne stated there will always be ongoing behavior issues, some severe and some not; these needs are identified and addressed by the Principal and Inclusive Education Coordinator at this time. There has been some difficulty in recruiting for special needs coordinators, but we are continuing to improve in providing the supports for the students. The new Organizational chart will focus on curriculum and instruction positions; and the LBL curriculum based instruction will be the main focus which is still being ironed out.

- Chief Billy Joe mentioned the Horse Therapy as an example; using this program for those students with extreme issues. We need to train our own to use this type of therapy; similar to the Store Front program approach. Also, there must be involvement from the Chief and Council Education Portfolio holder to provide the link with the PAC.

Dan noted the KTCEA will assist the PAC in providing supports for the meetings as stated in the policy.

Jason Laboucan requested an update about the Cree App.

- Daphne explained Audrey Anderson has scheduled the Elder recordings in will be completed in May and will be tentatively presented to the staff in June.
- Pearl talked about the recording and formatting of the curriculum along with timelines has affected the Cree App. The Cree Language Specialist was to work with Audrey incorporating the complete working curriculum for the teachers to utilize.

Pearl Calahasen explained the Cree Language Specialist position has not been filled with the tentative candidate not being able to make the commitment. KTCEA will continue to find another candidate, possibly finding someone internally within the Nations.

Daphne mentioned the need for a curriculum writer right away; and has planned discussions with Dan Smith on building this capacity.

c. Food Service Policy – Final Draft

Dan Smith presented the food service policy which covers the areas of safety, sanitation and hygiene; and the Canada food guide and sovereignty food declaration. Cree language use in the policy was made open to suggestion. The policy will be followed with the procedures.

Gilbert explained that Clifford Gladue is in charge of nutrition programming in the schools. He is responsible for how and what the students are fed and is using a traditional aspect in the program.

Food services concerns were made by Elders and Board members regarding the monitoring of food preparations, food waste, food allergies and menu choices.

- Clifford explained that monthly staff meetings are held to resolve any issues arising from the cooks and helpers; and menus can be given to parents if requested.
- Daphne stated this will be included in the procedures process.

d. Transportation Policy – Final Draft

Dan Smith presented the Transportation Policy to the Board; he has also meet with the Policy Committee and will be drafting one overall policy. The procedures will be part be separate from the policy.

- Gilbert stated Cree Language to be included in the policy wording of Student Transportation.

Board members expressed concerns relating to the Transportation Department in regards to the following:

- Hiring process and monitoring of the bus drivers; safety is the most important aspect of transportation of our children. Better screening of potential hires is needed as well.
- Bussing lateness and wait times are affecting the students and parents are frustrated. The planning and coordinating of schedules needs to be addressed with sports activities and regular routes.
- The manager needs to be more active in ensuring all problems are resolved in a timely manner as they occur; better communication is needed.
- Serious incidents must be reported; those drivers who are at fault must be terminated immediately and not rehired. We cannot put the children at risk.
- Job postings need to be better communicated to all the FN's;

Daphne explained the transportation manager is on leave for 2 weeks and the issues of the bussing incidents have been addressed.

- Some of the workload has been assigned to Angela Laboucan in the interim to assist in coordinating the bussing schedules.
- We have had issues hiring bus drivers; the paperwork needs to be provided and there has been resistance to this.
- We are willing to cover costs associated with getting all the paperwork and providing training for applicants interested in transportation.
- We are purchasing a routing program which will provide information on the student drops off times, locations and distance measurements for all busses under the Authority.
- The bus drivers need to be from the communities; and recruitment will be better communicated to the First Nation communities.

Pearl stated that safety and having proper paperwork is extremely important; if there is no criminal record check and no CWIS, then they will not be hired, we cannot allow these to be overlooked.

The new policies will be inserted and older versions removed in the Board Policy binders after they are corrected and approved.

The Cree Language translations of the policy names will be reflected in the corrected and approved copies of all policies presented today; Dan Smith will present the final draft for review.

	<p><u>Motion # 03-03-14-2019</u></p> <p>Moved by Jason Laboucan</p> <p>The KTCEA Board of Directors approves the following:</p> <ul style="list-style-type: none"> • New KTCEA School Nutrition policy; • Revised KTCEA transportation policy to replace all existing transportation policies in the KTCEA Policy Manual; • New School – Parent Advisory Circle policy; • New School – Parent Advisory Circle Terms of Reference; and, • For the KTCEA Policy Committee to continue to review the existing KTCEA Policy Manual with the intent of strengthening policies and making it more concise. <p>Seconded by Darren Auger All in Favor. CARRIED.</p>
	<p><u>Superintendent – Report :</u></p> <ul style="list-style-type: none"> • Daphne explained the REA increases in the funding per student significantly from \$6000 to \$24000 which doesn't include. This agreement is the first of its kind in Canada. The signing of the REA will be in April 2019. • A consultant will be working with Travis Eldridge to determine the shortfalls for Operations & Maintenance in the schools. • The letter of intent to all teachers will be given April 12, 2019 at the Regional PD. They must give notice by May 31. <p><u>Motion# 04-03-14-2019</u> Moved by Chief Isaac Laboucan Avirom to accept the Superintendent's Report as presented. Seconded by James Nahachick. All in favor. CARRIED.</p>
	<p><u>Deputy Superintendent's Report</u> Pearl Calahasen presented the numbers and shortfalls in the staffing of each school and the current postings.</p> <p><u>Motion #00-03-19-2019</u> Moved by Chief Gladys Okemow to accept the Deputy Superintendent's Report as presented. Seconded by Chief Billy Joe Laboucan</p>
	<p><u>Secretary Treasurer Report</u> Yvonne Noskey presented the Financial Statements to the Board.</p> <p><u>Motion #00-03-19-2019</u> Moved by Johnny Cardinal to accept the Secretary Treasurer's Report as presented. Seconded by James Nahachick. All in Favor. CARRIED.</p>

NEXT MEETING DATE	<ul style="list-style-type: none"> • April 11, 2019 – Cancelled (KTCCFS meeting overlap) • April 30, 2019 – Cancelled • May 10 – KTCEA Regular Board Meeting – Executive Royal Inn -Edmonton
ADJOURNMENT	<p><u>Motion #-00-03-14--2019</u> Moved by Chief Ivan to adjourn the meeting at 4:00 p.m. Seconded by. Gilbert Okemow. All in Favor. CARRIED.</p>
CLOSING PRAYER	<ul style="list-style-type: none"> • Paul Gladue Sr.