



Indigenous Education Council Meeting Minutes

April 13, 2023

School Board Office Boardroom

9:00 am – 12:00 pm

Meeting attendees:

Kelly Shopland, North Island College/Chair
Regrets Shauna Carey, CV Aboriginal Head Start
Regrets Ramona Johnstone, K'omoks First Nation
Bryce Mercredi, MIKI'SIW Metis Association
Wachiay Friendship Centre - NIA
Trish McPhail, UIWONA
Letitia Pokiak – Parent Rep
Regrets Alex Jules, Parent Rep
Regrets Meagan Goudreault, Parent Rep
Malista McIntyre, Parent Rep (online learners)
Heather Royal-Brant, Parent Rep

Karla Neuffer, CDTA
Denise Bullock, CUPE439
Susan Leslie, Trustee
Felicity Chitty, KFN Education Coordinator
Regrets Coral McKay, KFN Counsellor
Christi May Sacht, Trustee
Jason Cobey, CVPVPA
Geoff Manning, Assist Superintendent
Bruce Carlos, District Principal
Sue Cambrey, Sr. Administrative Assistant

Proposed Meeting Schedule

9:00am	Meeting begins, acknowledgement, priorities, adoption of minutes.
9:20am	Verbal reports and questions from representative submitted written reports.
9:45am	New Business / Unfinished Business / Staff Updates / Guests
10:00am	Break
10:15am	In Camera Meeting (voting IEC members)
12:00pm	Meeting ends.

1. **Acknowledgement of K'omoks First Nation Territory** **K Shopland 9:12 am**
2. **Agenda additions and priorities**
3. **Adoption of meeting minutes of March 16, 2023** **Consensus**
4. **Verbal Reports:**
 - **Superintendent – NIA – Geoff Manning – Assistant Superintendent**
 - Capacity issues in the district, hiring new principals, interview day Apr 25th
 - Staffing process start next week, staffing matrix and divisions
 - 700 new registrations thus far, monitored weekly
 - Deep look into the Comox corridor, growth, school space will be an issue
 - Budget process underway, BHooker outlined these at yesterday's meeting
 - Equity Scan - finalizing the survey, will send out to IEC to vet, update and approve to send out

Question and comments:

- TMcPhail Comox EI? - *State of disrepair, upgrades earthquake wise, continue to look at it, possible partnership with Comox*
- Hiring? Priority to hire Indigenous teachers? - *Not many apply with the Indigenous ancestry*
- Provided priority may make a difference - *CDTA – topic has been discussed, looking at indigenous experience equal to academic experience, institutional barriers*
- SLeSlie Wonders– Section 42 - Indigenous applicants where do they fit? District stand on Truth and Reconciliation, Indigenous applicants need to rise to the top, make sure they get an interview, have them on stand by when jobs come up you know who you have. This action is the equity for all educators
- BCarlos Section 42 is the human rights exemption, successful with the InEd department, coordinator is recruitment, 1 position vacant now and we are on the verge of having a full indigenous team, teachers, administrator, and K/1 Program teacher is requirement
- Any queries I receive, I encourage to apply via make a future
- SLeSlie District as a whole, is there a structure in place for hiring Indigenous teachers?
- KShopland NIC has a human rights, UVIC has a new position considered under section 42, fully looked at first
- LPokiak NWT Gov't hiring policy states that if you have Indigenous ancestry, and are qualified for the posted positions, you would be prioritized in the hiring process.
- TMcPhail University policy in place allow equity across all divisions

- **Trustee/IEC Liaison SLeSlie, CSacht**

- Tuesday - Heather Royal-Brant joined the open committee of the whole, 23-24 budget and budget process
- Explained about targeted funds received are for InEd students only
- Equity scan meeting next week, governing group is meeting, strategic planning, conversations, district data,
- Invitation sent out to come to lunch/dinner with the Trustees and Senior Management.
- Conservative with the budget, we are at the mercy of the province for funding
- SLeSlie – all about priority, lot of \$\$ are paid to staffing, teachers are big tickets to pay out
- SD71 asking for more \$\$, growth in the district needs more funding

Questions and Comments:

- TMcPhail Process of budgets – are they different for each department?, is the IEC budget presented to the Trustees or ?
- BCarlos *presents a proposed budget to the IEC, then works with the Director of Finance, will be presenting today to the IEC at the in-camera meeting*
- TDemeo *Approved by TDemeo, questions the budget but does not change the budget, numbers added up by Finance. many districts have no approval of the IEC*

KShopland **To confirm, the IEC's role is to approve the targeting funding budget, and that the budget approved by the IEC cannot be changed without discussion with IEC.**

TDemeo *Yes, the IEC approves the targeting funding budget, which is later approved by the Board as part of the overall budget for the District.*

BCarlos IEC supports people in front of kids, less stuff more kids

KNeufer *Is the teacher staffing directly to support students with ancestry?*

BCarlos *InEd teachers support all teachers, targeted funding - not permitted to hire enrolling teachers*

TDemeo *All teachers are under the 71 umbrella, seniority entitled to a job,*

KNeufer Would the district support this InEd Curriculum support teacher position if not funded by InEd?

TDemeo *Quite possibly*

LPokiak What is the budget process for approving the InEd budget?

KShopland *IEC creates a budget committee to discuss the next years budget, IEC approves and then BCarlos presents to TDemeo*

Lpokiak Usual budget process does not give the opportunity for deeper conversations, not much time to discuss

BCarlos IEC has approved 3 new positions, budget will be presented at the District Budget meeting and will ask SD71 to pay for these positions

KShopland need to prioritise the budget on how the funds are being spent, allocate to new items, create an action item to consult with council, look at a budget item every meeting

BCarlos upcoming capacity building days - might be a good time to review the budget

- Indigenous Education District Principal
 - Mosaic Forestry requested partnership with KFN – 15 yellow cedar logs gifted to InEd
 - Sandwicke will work with them in their mill
 - Worked with the Director of Finance on the budget
 - Increase in targeted funding for next year
 - 3 new hires – 1 started this week, as well as a practicum student coming in May
 - Gym nights are up and running and IPAC meetings monthly
 - BCCPAC – retired superintendent John Gateman. Why is IPAC not recognized as a PAC?
Willing to come to meet with IPAC
 - Meet with ISW/Staff every spring, what they see for their next school year?
 - Dinner at KFN and the LEA team for a celebration dinner, nice evening

Representative Written Reports - questions arising from provided reports:

- | | |
|-------------------------------|---|
| 1. K'omoks First Nation | 8. District Parents Advisory Council (DPAC) |
| 2. MIKI'SIW Metis Association | 9. Comox District Teachers (CDTA) |

3. UIWONA
4. North Island College
5. CV Aboriginal Head start
6. Wachiay Friendship Centre
7. Indigenous Parents Advocacy Club (IPAC)

10. Canadian Union Public Employees (CUPE Local 439)
11. Comox Valley Principals Vice Principals -

K'omoks First Nation – FChitty

- Future and the summer keeping comprehension up for the students
- Looking at Early learning and childcare programs
- LEA dinner, important relational piece, to make big decisions together we have to know each other
- Community night planned for late May or June, possible location Aspen school
- Year behind on our action plan for the LEA because of turnover and wanted to understand my job
- Working on Term of reference and a couple of committees
- Ready to go for the next school year

Question:

SLealie Understanding and learning that there are many different recognitions of territory , appropriate one for my email, what is approved? Clarification on what version....BC process is under way,

Miki'siw Metis Association - BMercredi

- Looking for a bus driver for elders tour of the valley and Campbell River
- Dinner hosted by the Metis youth
- 40 Sashes donated by MNBC
- InEd day in the planning stages
- Tanning workshop, hoping for good weather

North Island College - KShopland

- Core competency course, learn about the territory Comox module
- Community dinner May 4th
- Registration in May – timetable released yesterday – meet with navigators prior to May
- Student housing - trees cut down donated to KFN, then donated to SD71 to mill
- International department – to have an indigenous focus - Journey together presentation (first in Canada) , to Montreal and Washington – action to newcomers coming to Canada, International students first day is an orientation at the KFN

IPAC - BCarlos

- Continuing good turnout, thank you for CMSacht for attending
- Would like to have one member of IPAC attend DPAC meetings

CUPE - DBulluck

- Staffing process started for next school year - admin and program workers, ISW at the end of May
- April 26 CUPE BC - 90 resolutions to work through
- 2 paid cultural days for support staff – staff excited
- Recognition of Territory into collective agreement

CVPVPA - JCobey

- Trying to work with matrix's and grids for staffing for next school year

5. SPECIAL GUESTS / Staff Presentations:

- None today

6. NEW BUSINESS

- SD71 Annual Budget - Open Committee of the Whole Meeting (Heather attended)
Link to the presentation sent out to IEC members

7. Old Business

• 2023-24 indigenous Education Budget

Targeted funding - \$1,585 per student increased to \$1,710 (increase of \$214,000)

- IEC Capacity Building (Tuesday / Wednesday) May 17 / 18 hosted at KFN Hall

- Day 1 – capacity building (review Terms of Reference) - *Annual look at budget, monthly look at line items*
- Day 2 – May 2023 IEC meeting (AM) and join students in Big House in the afternoon.
Less reports to continue the Day 1 conversation
Facilitator likely BCarlos - Building capacity for parents - struggling to find parent reps – could future parent reps attend - yes

• Update on Equity in Action project – response from Superintendent (see attached)

Comment - Kneufer why did the IEC have to ask to attend?

- SLeslie - the board chair has responded and no further comment
BCarlos spoke with TDemoe to meet with Kshopland and the Board Chair

• Vacant InEd staff positions → Indigenous Support Workers

Online learning

8. Action Items for next meeting (Action items are standing items for upcoming meetings)

Coral Mackay will attend Apr 20 @ 3:30

- Arrange a gathering (dinner) with IEC members and SD Trustees (item December meeting).

- See invitation below (emailed to IEC members Wednesday morning)
- May 2nd Dinner at the SBO has been decided by the IEC

9. **In Camera Meeting (voting members)**

- Review of 2023-24 budget

Meeting ends 11:10 am



***Next Indigenous Education Council (IEC)
Capacity Building and meeting
May 17 & 18, 2023 hosted at Komoks First Nation Hall***

For discussion – invitation to luncheon / dinner with Trustees



