

**MISSISSAUGAS OF THE NEW CREDIT FIRST NATION
EDUCATION & SOCIAL SERVICES COUNCIL
PUBLIC MINUTES
August 14, 2017**

Start 9:18 am

Finish 4:50 pm

Chief Councillor

R. Stacey Laforme (Sick)

Councillor

Erma Ferrell

Councillor

Casey Jonathan

Councillor

Evan Sault

Councillor

Veronica King-Jamieson

Councillor

Margaret Sault

Councillor/Chair

Cathie Jamieson

Councillor

Stephanie LaForme

Executive Director

Cynthia Jamieson

Recorder

Charlotte Smith

LMR Director

Julie Laforme & Charlene Thomas

PW Director

Arland LaForme

DSED

Wade Griffin

SHS Director

Rachelle Ingrao

ECC Supervisor

Patti Barber

HR Manager

Kerri King

Guests

Pat Mandy, Betty Wybenga, Ellen Coady

AGENDA ITEM NO. 1 – OPEN MEETING

Chair/Councillor Cathie Jamieson opened the meeting at 9:18 am. The Chief is away sick.

AGENDA ITEM NO. 2 – REVIEW AND ACCEPT AGENDA

MOTION NO. 1

MOVED BY EVAN SAULT

SECONDED BY ERMA FERRELL

That the MNCFN Education & Social Services Council accepts the Agenda with the following additions:

- Agenda Item No. 4a) – Presentation by Band Members Regarding Zoning By-Law;
- Agenda Item No. 13a) – Workshop with Delaine Hampton.

Carried

AGENDA ITEM NO. 3 – REVIEW & ACCEPT THE JULY 10, 2017 EDUCATION & SOCIAL SERVICES COUNCIL (PUBLIC) MINUTES

MOTION NO. 2

MOVED BY EVAN SAULT

SECONDED BY ERMA FERRELL

That the MNCFN Education & Social Services Council accepts the Public Minutes of Education & Social Services Council dated Monday, July 10, 2017.

Carried

AGENDA ITEM NO. 4 – MATTERS ARISING FROM THE MINUTES

There was no Matters Arising from the Minutes.

Band Members Betty Wybenga and Ellen Goady in at 9:00 am.

AGENDA ITEM NO. 4a) – PRESENTATION BY BAND MEMBERS REGARDING ZONING BY-LAW

Band Member handed out a letter which she read aloud. One of her concerns is with the addition being added to MJ's restaurant that the environment and safety of the gas tanks are too close to her home. Another concern this Band Member has is that she was at an earlier Council Meeting (approximately November 2016) and it appears that none of her concerns were addressed. She feels there is a lack of communication between Chief and Council and Band Members.

Councillor advised that information will have to be gathered from all three departments – Public Works, Economic Development and the LMR Department and suggested that this item be put on the next Regular Council Agenda (Monday, August 18, 2017).

This item was put on hold until the A/LMR Director arrives.

SOCIAL & HEALTH SERVICES

SHS Director in at 9:40 am.

AGENDA ITEM NO. 5 – RFP SUBMISSIONS

SHS Director stated in her Briefing Note that she requires Chief and Council authorization to accept Request for Proposal Submission for Health Canada Health Plan, block funding model.

MNCFN is moving from set to block funding as of April 1, 2018, for all Health Canada funded programs.

Health Canada, First Nations and Inuit Health Branch (HC-FNIHB) have provided governance funding in the amount of \$123,070.00 for the “Laying Foundations” phase of the Health Planning process. The expectation is that the entirety of this allocation, less \$2,500.00 which is to be set aside for training opportunities for the Health Planning Committee to create the health plan. A Request for Proposal (RFP) was approved by Chief and Council for this project, with a July 28th deadline for submission

Two RFPs were received by the deadline.

One RFP does not contain the requested information, (Dominic Turtle) while the second is very comprehensive and contains all of the requested information (Diegel and Associates).

The eligible RFP is requesting \$127,000 for the project, whereas the incomplete proposal is requesting \$10,000.

Diegel and Associates have indicated that they are open to cost negotiation

MOTION NO. 3

MOVED BY EVAN SAULT

SECONDED BY STEPHANIE LAFORME

That the MNCFN Education & Social Services Council authorizes the SHS Director to accept the RFP submission from Diegal and Associates. Further, that the cost be negotiated to reflect the \$120,570.00 (One Hundred Twenty Thousand Five Hundred Seventy Dollars) that has been allocated to SHS for this undertaking.

Carried

2nd Reading Waived

SHS Director out at 9:50 am.

Pat Mandy in at 9:30 am.

AGENDA ITEM NO. 6 – ABORIGINAL HEALTH CENTRE REQUESTING SPONSORSHIP

Pat Mandy works for the Aboriginal Health Centre in Hamilton and is requesting sponsorship of \$10,000.00 to hold a National Indigenous Health Practice and Research Conference in Hamilton, Ontario on October 17 – 18, 2017.

Ms. Mandy stated that she would like to keep the profile of MNCFN high.

A decision will be made later on in the Agenda.

Pat Mandy was thanked for her presentation and left at 9:55 am.

AGENDA ITEM NO. 7 – OTHER/NEW BUSINESS

There was no Other/New Business.

EKWAAMJIGENANG CHILDREN'S CENTRE

ECC Supervisor in at 9:50 am.

AGENDA ITEM NO. 8 – PURCHASE OF SERVICE FOR EARLY INTEGRATION SERVICES WITH LANSDOWNE CHILDREN'S CENTRE

ECC Supervisor informed that in 2012-2013 the Ministry of Education (MEDU) provided funding for Special Needs Resourcing (SNR), and since that time the Children's Centre has entered into an annual purchase of service agreement. This agreement is to pay for Resource Teacher (RT) services and special needs equipment provided by Lansdowne Children's Centre through their Early Integration Program (EIP). The RT assists children, staff and families by supporting mental health, behaviours, and developmental concerns utilizing assessment tools, individual plans, consultations and workshops.

The Children's Centre has been utilizing the EIP services on an ongoing basis and anticipate the same level of funding from MEDU. In an effort to save time and money we wish to enter into a five year purchase of service agreement with Lansdowne Children's Centre. This would show Lansdowne that we are committed to collaboratively working with them as we have been for over ten years.

ECC Supervisor noted that she would know 30 days in advance if funding was not available. She cannot see the government taking away these dollars, but if this happened she would make a request to Chief and Council.

Executive Director reiterated that these dollars are annualized.

With regard to the children who are transitioning to school, ECC Supervisor informed that the Plan of Care goes with them.

MOTION NO. 4

MOVED BY MARGARET SAULT

SECONDED BY ERMA FERRELL

That the MNCFN Education & Social Services Council agrees to enter into a Five Year Purchase of Service Agreement with Lansdowne Children's Centre with the cost not to exceed the MEDU SNR funding of \$44,900.00 (Forty Four Thousand Nine Hundred Dollars) annually for the next five years as per the attached service agreement.

Carried

2nd Reading Waived

DIRECTION NO. 1

That the MNCFN Education & Social Services Council directs the ECC Supervisor to follow up with the Education Director regarding children who transition to school and how these children's needs will be met.

Executive Director signed both copies of the above Agreement.

AGENDA ITEM NO. 9 – THE JOURNEY TOGETHER: ONTARIO’S COMMITMENT TO RECONCILIATION WITH INDIGENOUS PEOPLES

ECC Supervisor noted that at the June 5, 2017 Infrastructure and Development Council meeting it was moved by way of Motion No. 16 which approved the submission of the capacity funding application for up to \$50 000.00 (Fifty Thousand Dollars) in 100% provincial funding to the Ministry of Education.

The Ministry of Education (EDU) has made a number of commitments in response to the Calls to Action of the Truth and Reconciliation Commission. As part of this, EDU has committed to working closely with First Nations to enhance existing provincially-funded child and family programs on reserve, and to make culturally relevant child and family programs available in more communities. On May 30, 2016, the Ontario government released *The Journey Together: Ontario’s Commitment to Reconciliation with Indigenous Peoples*. This document sets out a government-wide action plan to invest up to \$250 million over three years in programs and actions that are responsive to the Truth and Reconciliation Calls to Action released in December 2015. Under the theme of “Closing the Gaps and Removing Barriers”, the province committed to expanding child and family programs on reserve, and to make culturally relevant child and family programs available in more communities.

MNCFN must complete a needs assessment and submit a proposal to EDU to access funding for this purpose as this would be part of the next steps for submission by September 29, 2017. The focus on enhancing child and family programs aligns with the draft MNCFN Strategic Plan, and is a key opportunity to continue to create a strong infrastructure for lifelong learning in our community.

On August 9, 2017 the Children’s Centre received approval for one time capacity funding in the amount of \$34,410.00 (Thirty Four Thousand Four Hundred and Ten Dollars) to hire a consultant to complete the community needs assessment and develop a proposal for a child and family program for submission to the province.

MOTION NO. 5

MOVED BY ERMA FERRELL

SECONDED BY EVAN SAULT

That the MNCFN Education & Social Services Council accepts and approves the Capacity Funding in the amount of \$34 410.00 (Thirty Four Thousand Four Hundred and Ten Dollars) in 100% provincial one time funding from the Ministry of Education. Of which the expenditure breakdown is attached in Schedule “G” listed on Page 22 of the Transfer Payment Agreement and further accept Option 1 below which states:

In order to develop a model of child and family programs that meets the needs of Indigenous persons living both on reserve and off reserve, the County of Norfolk and staff of the MNCFN would like to work together to collaborate on both community needs assessment projects. This process will be supported through the use of a working group, consisting of the MNCFN hired consultant, the H/N consultant, the Children’s Services Program Manager from the County of Norfolk, the Ekwaamjigenang Children’s Centre Supervisor, and the MNCFN Director of Education.

Carried
2nd Reading Waived

ECC Supervisor out at 10:09 am.

AGENDA ITEM NO. 10 – OTHER/NEW BUSINESS

There was no Other/New Business.

Council moved back to Agenda Item No. 4a).

LMR Director and Community Consultation/Lands & Membership Officer (Charlene Thomas) in at 10:09 am.

AGENDA ITEM NO. 4a) – PRESENTATION BY BAND MEMBERS REGARDING ZONING BY-LAW

A/LMR Director reiterated that the Zoning By-Law was approved and put on the MNCFN Website.

A/LMR Director informed that she spoke with the Owner (Band Member) of MJ's. Band Member informed that the gas station she is building will be put on the other side of the restaurant and not on the side facing the corner. This is where the ice cream store will be located.

A/LMR Director also reiterated that Chief and Council have already approved the gas station. Band Member informed the A/LMR Director that she may have to seek Legal Counsel regarding the gas station. The Band Member who brought this issue to Council this morning reiterated that she has a concern about the environment. A/LMR Director informed that this has nothing to do with the Zoning By-Law and that this is an issue for Public Works and Economic Development. Former Director of Economic Development informed that these kinds of gas tanks (above ground) are digitized and environmentally safe.

Councillor had a concern regarding the distance of the gas station from the road to the highway. A/LMR Director replied that this is not a concern at this point. Band Member/Owner said she is installing above ground tanks.

Councillor stated that the building will be monitored regarding expansion progress.

Executive Director pointed out that the big issue with many First Nations are the Zoning By-Law and Residency By-Law – who would enforce them? A/LMR Director answered that these kinds of issues would go through the courts if Chief and Council do not get an agreement with the OPP.

A/LMR Director informed that with all due respect, the land no longer belongs to the Band Member who sold it.

Band Member (Betty Wybenga) was thanked for her presentation and left at 10:30 am.

OTHER/NEW BUSINESS

Council moved to Agenda Item No. 11.

HR Manager in at 10:30 am.

AGENDA ITEM NO. 11 – EMPLOYMENT POLICY REVIEW 2017 (HR MANAGER)

HR Manager stated in her Briefing Note as per past practice, the Employment Policy undergoes an extensive review during the outgoing term of Chief and Council.

Since the HR Manager's hire, notes were maintained on various situations in the organization that would suggest a policy amendment. Likewise, a number of amendments were proposed to the policy to bring it in line with the Canada Labour Code and to ensure fairness and consistency with staff.

On July 24, 2017, OMT spent the better part of the day reviewing the proposed changes and coming to a consensus in areas. As such, the attached policy is a reflection of that work. The areas in red are proposed changes, the areas in green are suggestions for Council to consider and the areas for deletion are ~~struck out~~.

It is recommended that the Employment Policy revisions be approved as presented, with an effective date of September 1st, 2017 in order to permit time for final revisions and printing. It is also recommended that Council approve the proposed change to monthly sick time accumulation, with the understanding that this section will become effective date of April 1st, 2018 in order to provide staff with ample notice of the change.

HR Manager went through the Policy and highlighted certain pages where Council had questions and comments.

Some changes have also been done a legal basis.

The changes that have been made are consistent with the Strategy Plan.

Councillor questioned if the word to be used is "organization" or Administration". HR Manager answered that "Administration" is staff.

Page 10, last paragraph is an existing Council Motion.

Page 12, Item No. 3 – Councillor disagrees with this as she says it is racism. Executive Director answered that MNCFN can preferably hire and this is not racism.

Page 16 – k) – Add smudges, but confirm with Supervisor first, and ensure proper ventilation.

Page 16 – l) – Add "immediate".

Page 19 – Councillor stated this causes even more low morale.

Page 26 – Add "approval process". Item no. 9 – add "in consultation with Executive Director".

Page 27 – Employees can negotiate their vacation.

Page 32 - No. 7 – Add “with the exception of provisions for essential services”.

Page 45 – A) – second paragraph – change to one day instead of two.

Page 46 – HR Manager noted that there is a separate Policy for the Working Manager and NCVGB which will be reviewed by HR Manager and Executive Director.

Page 47 – Councillor informed that a Band Member told her that at age 35 one cannot be paid for educational purposes. HR Manager will check and confirm this.

Page 46 – Item No. 3. – Take out “possible”.

Page 50 – HR Manager stated that a person would have to resign if he/she is successful for another term of Council.

Page 56 – Disciplinary Action Report. It is noted that Records will have to keep these reports for a certain number of years before they are destroyed.

Page 63 – Employee Recognition Program – Executive Director pointed out that this will be a cost to Council.

Councillor stated that targets need to be set for the coming year. HR Manager answered that these targets will have to be defined.

MOTION NO. 6

MOVED BY STEPHANIE LAFORME

SECONDED BY EVAN SAULT

That the MNCFN Education & Social Services Council approves the MNCFN Employment Policy with noted revisions as presented with an effective date of September 1st, 2017; it is further recognized that the change to the monthly sick time accumulation will become effective as of April 1st, 2018.

Carried

NOTE: This item will come back to the next Executive Finance Council Meeting on Monday, August 28, 2017 (after the revisions are made) for 2nd Reading.

AGENDA ITEM NO. 12 – CHANGE OF GROUP BENEFITS PROVIDER (HR MANAGER)

HR Manager noted that Council consideration is required for a change to our current group benefits provider.

Our current provider (SSQ) has increased their premiums for our group benefits. As such, WP Financial has completed a RFP for a new carrier.

As of July 2017, our premium for group benefits has increased by 25.2%. Through the RFP process, Manulife Financial and Great West Life have offered competitive rates to provide the First Nation with these services. WP Financial is recommending that we move forward with a change to Manulife Financial based on their proposed rates and the services they can provide for the staff. Their monthly fees would be dependent on whether we change the plan to a 100% dental plan for everyone, eliminating the NIHB coordination process.

MOTION NO. 7

MOVED BY MARGARET SAULT

SECONDED BY STEPHANIE LAFORME

That the MNCFN Education & Social Services Council agrees to terminate their relationship with SSQ and change insurance providers to that of Manulife Financial. Further, that the MNCFN agree to maintain their current NIHB coordination plan relating to basic dental services for status employees at this time. Funds to be covered through current approved departmental budgets.

Carried

2nd Reading Waived

Council moved back to Agenda Item No. 6.

AGENDA ITEM NO. 6 – ABORIGINAL HEALTH CENTRE REQUESTING SPONSORSHIP

MOTION NO. 8

MOVED BY MARGARET SAULT

SECONDED BY CASEY JONATHAN

That the MNCFN Education & Social Services Council gives approval to the Aboriginal Health Centre (De dwa da dehs ney>s) to access \$5,000.00 (Five Thousand Dollars) from the Events Funding Account for the purpose of making a donation to the National Indigenous Health Research and Health Practice Conference to be held in Hamilton, Ontario on October 17 -18, 2017.

Carried

2nd Reading Waived

Council moved to Agenda Item No. 13a).

AGENDA ITEM NO. 13a) – WORKSHOP WITH DELAINE HAMPTON

Councillor reminded everyone of the workshop with Delaine Hampton on Friday, August 18, 2017. Ms. Hampton would like everyone present to be put into working groups.

MOTION NO. 9

MOVED BY ERMA FERRELL

SECONDED BY CASEY JONATHAN

That the MNCFN Education & Social Services Council moved In-Camera at 3:40 pm.

Carried

