



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 25-03 AGENDA

Location: DoubleTree West Edmonton	
Zoom:	
Meeting ID: Passcode:	Phone: 1 (587) 328-1099
Date: Saturday, March 22, 2025	Time: 9:00 a.m. - 4:30 p.m.

If you want to join the public meeting, please contact Media Relations Manager Curtis Walty at 780-624-2060, ext. 6183 or curtis.walty@nsd61.ca.

Note: If the agenda is ahead of schedule, items will be moved up.

A. CALL TO ORDER

No.	Title	Responsible	Action	Page No.
1.	Recognition of Traditional Lands	Chair		-
2.	Opening Prayer, Cultural Reflection or Reflection	Trustee		-
3.	Adoption of Agenda	All	Motion	-
4.	Closed Session	All	Motion	-

B. BUSINESS ARISING FROM CLOSED SESSION

C. BOARD MATTERS

D. MINUTES

No.	Title	Responsible	Action	Page No.
1.	February 14, 2025 Regular Meeting Minutes	All	Motion	04
2.	Board Action Items	Superintendent Johnson	Information	11

E. BUSINESS ARISING FROM MINUTES



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F. CONSENT AGENDA

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Chair Fayant	Information	14
2.	Superintendent of Schools Report	Superintendent Johnson	Information	15
3.	Trustee Activity, Committee and/or Board Representative/Association Reports	Trustees	Information	-

G. ACTION ITEMS

No.	Title	Responsible	Action	Page No.
1.	Monthly Financial Report	Secretary-Treasurer Aird	Information	18
2.	Student Engagement, Attendance & Completion Report	Associate Superintendent Owens	Information	20
3.	Monthly Enrollment Report	Superintendent Johnson	Information	25
4.	Policy 4 - Trustee Code of Conduct	Chair Fayant	Motion	27
5.	Policy 4 Appendix A - Trustee Code of Conduct Sanctions	Chair Fayant	Motion	39
6.	Policy 5 Appendix A - Signing Authority Chart	Chair Fayant	Motion	43
7.	Policy 13 - Appeals and Hearings Regarding Student Matters	Chair Fayant	Motion	46
8.	2025-2026 School Calendar	Associate Superintendent Veitch	Motion	51
9.	Bus Tender	Secretary-Treasurer Aird	Motion	53
10.	2026-2029 Capital Plan	Secretary-Treasurer Aird	Motion	54
11.	Projected Enrollment for 2025-2026	Secretary-Treasurer Aird	Information	78
12.	Preliminary Revenue/Expenses for 2025 Budget	Secretary-Treasurer Aird	Information	80
13.	Advocacy Request from Pediatric Physicians to Restore Program Unit Funding (PUF)	Superintendent Johnson	Motion	82
14.	Locally Developed Course - Forensic Studies 35	Associate Superintendent Owens	Motion	87
15.	Educational Assistant Practice Course	Associate Superintendent Owens	Motion	88
16.	ASBA Edwin Parr Nomination	Superintendent Johnson	Motion	89
17.	Tri-Annual Report	Superintendent Johnson	Information	91



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H. MONITORING REPORTS

No.	Title	Responsible	Action	Page No.
1.	Awards/Celebrations/Presentations <ul style="list-style-type: none">● NSD Online School Presentation	Superintendent Johnson	Information	104
2.	Board Chair Highlights	Chair Fayant	Information	114
3.	Superintendent Highlights	Superintendent Johnson	Information	122
4.	OH&S Department Report	Associate Superintendent Veitch	Information	137
5.	Housing Department Report	Associate Superintendent Veitch	Information	140

I. PRELIMINARY DISCUSSION

No.	Title	Responsible
1.		
2.		

J. ADJOURNMENT & CLOSING CULTURAL REFLECTION



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 25-02 MINUTES**

Location: DoubleTree West Edmonton

Date: Friday, February 14, 2025

Time: 9:00 a.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Cal Johnson	Superintendent of Schools
✓	Marianne Moberly	Trustee Ward 2	✓	Scott Meunier	Deputy Superintendent
✓	Bonnie Lamouche	Trustee Ward 3	✓	Mark Owens	Associate Superintendent
✓	Jesse Lamouche	Trustee Ward 4	✓	Krista Veitch	Associate Superintendent
✓	Tanya Fayant	Trustee Ward 5	✓	Douglas Aird	Secretary-Treasurer
x	Vacant	Trustee Ward 6	x	Curtis Walty	Media Relations Manager
✓	Robin Guild	Board Chair	✓	Cheryl Osmond	Executive Assistant
✓	Wally Rude	Trustee Ward 8			
✓	Aimee McCamon	Trustee Ward 9			

A. CALL TO ORDER

1. Call to Order

Chair Fayant called the meeting to order at 9:00 a.m.

2. Recognition of Traditional Lands

Chair Fayant provided the land acknowledgement.

3. Opening Prayer, Cultural Reflection or Reflection

Trustee Rude provided the opening prayer, cultural reflection or reflection.

4. Adoption of Agenda

MOTION: Trustee Moberly moved that the Board of Trustees approve the agenda as presented.

26055/25 CARRIED

5. Closed Session

MOTION: Trustee McCamon moved that the Board of Trustees meet in closed session with only the administration at 9:06 a.m.

26056/25 CARRIED

6. Regular Session

MOTION: Vice Chair Guild moved that the meeting revert to regular session at 9:09 a.m.

26057/25 CARRIED



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 25-02 MINUTES**

B. BUSINESS ARISING FROM CLOSED SESSION

There was no business arising from the closed session.

C. BOARD MATTERS

There were no board matters brought before the Board of Trustees.

D. MINUTES

1. January 25, 2025 Regular Board Meeting Minutes

MOTION: Trustee B. Lamouche moved that the Board of Trustees approve the January 25, 2025 Regular Board Meeting minutes as presented.

26058/25 CARRIED

2. Board Action Items

Superintendent Johnson reviewed the Board Action Item list with the Board of Trustees. Deputy Superintendent Meunier provided an update on the FNMI Webinar Series that Elder Virginia Cardinal is hosting.

There was a discussion regarding IMR projects versus Capital Projects and the potential for additional IMR projects, such as paving at Calling Lake School.

Closed Session

MOTION: Trustee Rude moved that the Board of Trustees moved into a closed session at 9:16 a.m.

26059/25 CARRIED

Regular Session

MOTION: Trustee Rude moved that the Board of Trustees return to regular session at 9:30 a.m.

26060/25 CARRIED

The Board Action Items were received and filed as information.



NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 25-02 MINUTES

E. BUSINESS ARISING FROM MINUTES

There were no business items arising from the minutes.

F. CONSENT AGENDA

1. Consent Agenda

MOTION: Trustee McGillivray moved that the Board of Trustees approve the consent agenda, which adopts the following reports:

1. Board Chair Report
2. Superintendent Reports
3. Trustee Activity, Committee and/or Board Representative/Association Reports

26061/25 CARRIED

G. ACTION ITEMS

1. Monthly Financial Report

Secretary-Treasurer Aird presented the financial report to the Board of Trustees as of January 31, 2025. The monthly financial report was received and filed as information.

2. Student Engagement, Attendance & Completion Report

Associate Superintendent Owens presented the Student Engagement, Attendance and Completion Reports for January 2025. The Student Engagement, Attendance and Completion Reports were received and filed as information.

3. Monthly Enrollment Report

Superintendent Johnson and Associate Superintendent Owens presented the monthly enrollment report to the Board of Trustees. Enrollment has slightly increased from last month, and the second semester has just started. The Monthly Enrollment report was received and filed as information.

NORTHLAND SCHOOL DIVISION
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4. Policy 7 - Board Governance and Operations

MOTION: Trustee Rude moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 7 - Board Governance and Operations.

26062/25 CARRIED

5. Policy 7 Appendix A - Schedule of Rates

MOTION: Trustee McGillivray moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 7 Appendix A - Schedule of Rates effective March 1, 2025 with the increase the meal per diem as follows:

Breakfast: \$20.00

Lunch: \$25.00

Dinner: \$35.00

If individuals are out of the country conducting division business, they will be reimbursed for the cost of the meal based on the country's current daily exchange rate at their Supervisor's discretion. Receipts must be provided. If no receipts are provided, individuals will be reimbursed for the daily meal per diem.

26063/25 CARRIED

6. Policy 14 - Hearing on Teacher Matters

MOTION: Vice Chair Guild moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 14 - Hearing on Teacher Matters.

26064/25 CARRIED

NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 25-02 MINUTES

7. Policy 19 Welcoming, Caring, Respectful, Safe, Healthy Learning and Working Environments

MOTION: Vice Chair Guild moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 19 - Welcoming, Caring, Respectful, Safe, Healthy Learning and Working Environments.

26065/25 CARRIED

8. Professional Improvement Leave

Superintendent Johnson advised the Board of Trustees that no applications were received for the Professional Improvement Leave for the 2025-2026 school year. This information was received and filed as information.

9. Bus Replacement Plan

Secretary-Treasurer Aird presented the bus replacement plan to the Board of Trustees.

MOTION: Trustee McCamon moved that the Board of Trustees approve the bus replacement plan as presented.

26066/25 CARRIED

10. ASBA Friends of Education Award

MOTION: Trustee J. Lamouche moved that the Board of Trustees nominate Pearl Lorentzen, with the Lakeside Leader, for the ASBA Friends of Education Award.

26067/25 CARRIED

11. Locally Developed Course - Traditional Ceremonies

Associate Superintendent Owens shared with the Board of Trustees that the Administration is partnering with the Athabasca Tribal Council (ATC) and local Elders to develop a Locally Developed Course on Traditional Ceremonies. Once all parties have reviewed the course, it will be submitted to Alberta Education for approval. This information was received and filed.

NORTHLAND SCHOOL DIVISION
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12. ASBA Honouring Spirit: Indigenous Student Award Nomination(s)

Superintendent Johnson advised the Board of Trustees that the four Northland School Division students have been nominated.

- Brooklyn Wiltzen, Grade 5, Anzac Community School
- Avery Gladue-Auger, Grade 12, Mistassiniy School
- Miles Desjarlais, Grade 8, Northland Online School
- Zoey Powderhorn-Desjarlais, Grade 11, Northland Online School

This information was received and filed.

H. MONITORING REPORTS

1. The Board of Trustees received and filed the following reports:

- a. NSD Elder and Youth Council Podcast Presentation
- b. Board Chair Highlights
- c. Superintendent Highlights
- d. Student Services Department Report
- e. Occupational Health & Safety Report

I. PRELIMINARY DISCUSSION

There were no items discussed.

J. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee McCamon moved that the Board of Trustees declare the meeting adjourned at 11:21 a.m.

26068/25 CARRIED

2. Closing Prayer, Cultural Reflection or Reflection

Trustee B. Lamouche provided the closing prayer.

Tanya Fayant, Board Chair

Douglas Aird, Secretary-Treasurer

Current Board Action Items:								
Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action	Key Contact
Board	28-Sep-2024	Administration	Website	FNMI Department to list the resources available on the NSD website, just like Rupertsland	30-Jun-2025	In Progress	Reference: https://www.nupertsland.org/# January 2025 Update (Scott) - February 2025 Webinar Series (Preview) . This series has been prepared by our FNMI Team in collaboration with the Educational Technology department and will be available to any interested party online. March 2025 Update (Scott) - Webinar series continuing, conversations with Supporting Indigenous Language Revitalization (SILR) at the University of Alberta to develop localized resources for language instructors that support Indigenous language preservation across the Division.	Scott
Board	25-Jan-2025	Administration	IMR Project List	Review Grouard School IMR List to include PA System, paving of the parking lot, repair of the downspout drainage and hole in the bathroom ceiling.	30-Apr-2025	In Progress	March 10 2024: The PA system is being replaced throughout the school and the Maintenance work has been planned, pending the weather.	Doug
Board	25-Jan-2025	Administration	IMR Project List	Review J.F. Dion School IMR List to include removal of planters, landscaping and repairs to the sidewalks.	30-Apr-2025	In Progress	January 29, 2025: The planters have been removed as per the custodian. March 10, 2025: The Maintenance work has been planned, pending the weather.	Doug
Board	14-Feb-2025	Administration	Jordan's Principle	Draft a letter to ISC advising of the complications of discontinuing the JP funding. Copy letter to school divisions and ASBA.		In Progress		Curtis
Board	14-Feb-2025	Administration	NSD Online School	Promote Online School to other school divisions; Asynchronous and Synchronous learning and being an Indigenous school division	30-Mar-2025	In Progress	March 2025: Presentation to Board of Trustees, outward-facing advertizing efforts to follow Board update.	Scott
Board	24-Feb-2025	Administration		Develop a summary sheet on addressing teacher compensation disparities in the Division.	2-Mar-2025	Complete	A one page summary was developed and shared with trustees attending the ARES conference.	



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Approval of Consent Agenda
REFERENCE(S) & ATTACHMENTS:

RECOMMENDATION
THAT the Board of Trustees approves the consent agenda, which approves the following items:

- C1 - Board Chair Report
- C2 - Superintendent Report
- C3 - Trustee Activity/ Committee and/or Board Representative/Association Reports

BACKGROUND

The consent agenda process is based on the assumption that everyone reads all the consent agenda items and asks questions outside the meeting. Questions about the items can be directed to the Superintendent, who will answer them by email, letting all trustees know the question and the response.

Consent agenda items can be pulled from the consent agenda and put into the regular agenda if a trustee feels there needs to be action on something contained in the item. This needs to be done before the approval of the agenda and simply requires a trustee to request the item be pulled from the consent agenda and placed on the regular agenda.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION
BOARD CHAIR REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Tanya Fayant, Board Chair, Ward 5
SUBJECT: Board Chair Report

DATE	EVENT
February 11, 2025	TEBA Meeting (Virtual)
February 13, 2025	ATA Local No. 69 ATA Induction Ceremony & Dinner
February 14, 2025	Corporate Board Meeting
February 24, 2025	Agenda Review (Virtual) Policy Committee Meeting (Virtual)
February 25, 2025	PAC Meetings <ul style="list-style-type: none"> ● NSD Online School ● Elizabeth School
March 2 - 4, 2025	Alberta Rural Education Symposium, Edmonton
March 7, 2025	Paddle Prairie Meeting (Virtual)
March 12, 2025	TEBA Meeting (Virtual)
March 13, 2025	NSD Online Community Engagement Session (Virtual)



Superintendent's Report

C. Johnson

MARCH 22, 2025

TEBA Monthly Engagement Session	February 11, 2025
Spring Conference Meeting	February 13, 2025
Met with CASS representatives to discuss the Spring Conference Meeting and NSD presentation.	
ATA Local No. 69 Teacher Induction Celebration & Dinner	February 13, 2025
Attended the ATA Local Teacher Induction celebration and dinner in Edmonton.	
Monthly Corporate Board Meeting	February 14, 2025
Attended the monthly corporate board meeting in Edmonton.	
Superintendent's Youth Council Follow-Up Meeting	February 19, 2025
Hosted the Superintendent's Youth Council Follow-Up Meeting via Zoom.	
Superintendent's Elder & Knowledge Keeper Council Follow-Up Meeting	February 20, 2025
Hosted the Superintendent's Elder and Knowledge Keeper Council Follow-Up Meeting via Zoom.	
Office of the Auditor General Meeting	February 21, 2025
Met with representatives from the Office of the Auditor General to discuss plans, processes and timelines to complete work from the two recommendations.	
Agenda Review	February 24, 2025
Participated in the monthly Agenda Review meeting for the March corporate board meeting.	
Policy Committee Meeting	February 24, 2025
Participated in the monthly Policy Committee Meeting via Zoom.	

Legal Meeting	February 25, 2025
Met with Legal Counsel to discuss legal matters.	
Hillview School Community Engagement Session/School Visit	February 25, 2025
Hosted the Hillview School Community Engagement Session in East Prairie.	
Alberta Education Oversight Committee Meeting	February 25, 2025
Met with the Alberta Education Oversight Committee for their monthly meeting.	
Bishop Routhier School Community Engagement Session/School Visit	February 26, 2025
Hosted the Bishop Routhier School Community Engagement Session in Peavine.	
NSD Bullying Presentations - Division Wide	February 27, 2025
Attended the virtual NSD Bullying presentations hosted by Alain Pelletier.	
Grouard Northland School Community Engagement Session/School Visit	February 26, 2025
Hosted the Grouard Northland School Community Engagement Session in Grouard.	
Alberta Rural Education Symposium	March 2 - 4, 2025
Attended the Alberta Rural Education Symposium in Edmonton.	
Legal Meeting	March 4, 2025
Met with Legal Counsel to discuss legal matters.	
Principals' Meeting	March 5, 2025
Attended the monthly Principals' meeting in Edmonton.	
Paddle Prairie Meeting	March 7, 2025
Met with Paddle Prairie representatives virtually.	
Meeting with Simplify Energy	March 7, 2025
Met with a consultant from Simplify Energy to discuss the DRAI Program, preliminary audit findings, engineering projects and the next steps.	

Learning Coach Meeting	March 10, 2025
Attended the Learning Coach meeting.	
Gift Lake Community School Community Engagement/School Visit	March 11, 2025
Hosted the Gift Lake School Community Engagement Session in Gift Lake.	
CASS Spring Conference Meeting of Presenters	March 12, 2025
Attended the CASS Spring Conference Meeting of Presenters virtually.	
Paddle Prairie School Community Engagement/School Visit	March 12, 2025
Hosted the Paddle Prairie School Community Engagement Session in Paddle School.	
CASA Mental Health Meeting	March 13, 2025
Met with CASA Mental Health representatives to discuss a potential partnership.	
NSD Online Community Engagement Session	March 13, 2025
Attended the NSD Online Community Engagement session.	
ASBA Zone 1 Meeting	March 14, 2025
Attended the ASBA Zone 1 virtual meeting.	



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Monthly Financial Report
REFERENCE(S):
ATTACHMENTS: Monthly Financial Report as of February 28, 2025

INFORMATION ITEM
The Monthly Financial report for the month of February 28, 2025, has been received as information and filed.

BACKGROUND

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION
As at February 28, 2025
Statement of Revenues and Expenses

REVENUE	Budget				
	2024-25	YTD Budget	YTD Actual	Variance	%
Alberta Education	\$ 43,413,453	\$ 21,706,727	\$ 19,562,421	\$ (2,144,306)	(10)
Federal Government & First Nations	11,375,099	5,687,550	8,128,063	2,440,514	43
Other Revenue	2,290,899	1,145,450	1,047,811	(97,639)	(9)
	<u>\$ 57,079,451</u>	<u>\$ 28,539,727</u>	<u>\$ 28,738,295</u>	<u>\$ 198,569</u>	<u>1</u>
EXPENSES					
Schools	\$ 23,778,823	\$ 11,889,412	\$ 11,485,556	\$ 403,856	3
Instructional Support	7,184,433	3,592,217	3,711,951	(119,735)	(3)
Instructional Supply	5,949,243	2,974,622	3,044,275	(69,654)	(2)
Transportation	3,854,628	1,927,314	2,237,873	(310,559)	(16)
Operations and Maintenance	8,739,791	4,369,896	4,350,249	19,647	0
External Services	3,877,194	1,938,597	2,015,403	(76,806)	(4)
System Administration	2,563,525	1,281,763	1,634,313	(352,551)	(28)
Corporate Board	526,063	263,032	301,109	(38,078)	(14)
Insurance (Buildings)	861,691	430,846	461,762	(30,917)	(7)
	<u>\$ 57,335,391</u>	<u>\$ 28,667,699</u>	<u>\$ 29,242,491</u>	<u>\$ (574,797)</u>	<u>(2)</u>
NET SURPLUS (DEFICIT)	<u>\$ (255,940)</u>	<u>\$ (127,972)</u>	<u>\$ (504,196)</u>	<u>\$ 773,366</u>	

VARIANCE ANALYSIS

Overall - At the end of the sixth month we are on track with our revenues, expenditures and planned use of reserve funds.

Revenues

Revenues received and accrued have been in line with the budget (+1%).

Adjustments for enrollment being below forecast will be received by mid-March.

Expenses

Expenses are slightly over budget (+2%) including unbudgeted Jordans costs.

Certified salaries and benefits are below budget (2%).

Uncertificated salaries and benefits (+34%) include additional student supports and Jordans staffing (\$1.3M year to date) which is funded by Canada and not included in the annual budget.

The Transportation variance (+16%) will be reduced as fleet costs are re-allocated to programs.

Operations and Maintenance (+0%) expenses are being monitored closely. Utility and maintenance cost pressures continue.

System Administration costs (+28%) include some division-wide costs which will be re-allocated.

External Services (+4%) are monitored closely to ensure Housing operations, renovations and School Food Services remain on plan.

Salaries and Benefits Detail

	Budget				
	2024-25	YTD Budget	YTD Actual	Variance	%
Certificated salaries and benefits	\$ 20,035,569	\$ 10,017,785	\$ 9,791,662	\$ 226,123	2
Uncertificated salaries and benefits	15,900,011	7,950,006	10,686,110	(2,736,104)	(34)
	<u>\$ 35,935,580</u>	<u>\$ 17,967,791</u>	<u>\$ 20,477,772</u>	<u>\$ (2,509,981)</u>	<u>(14)</u>



The Northland School Division

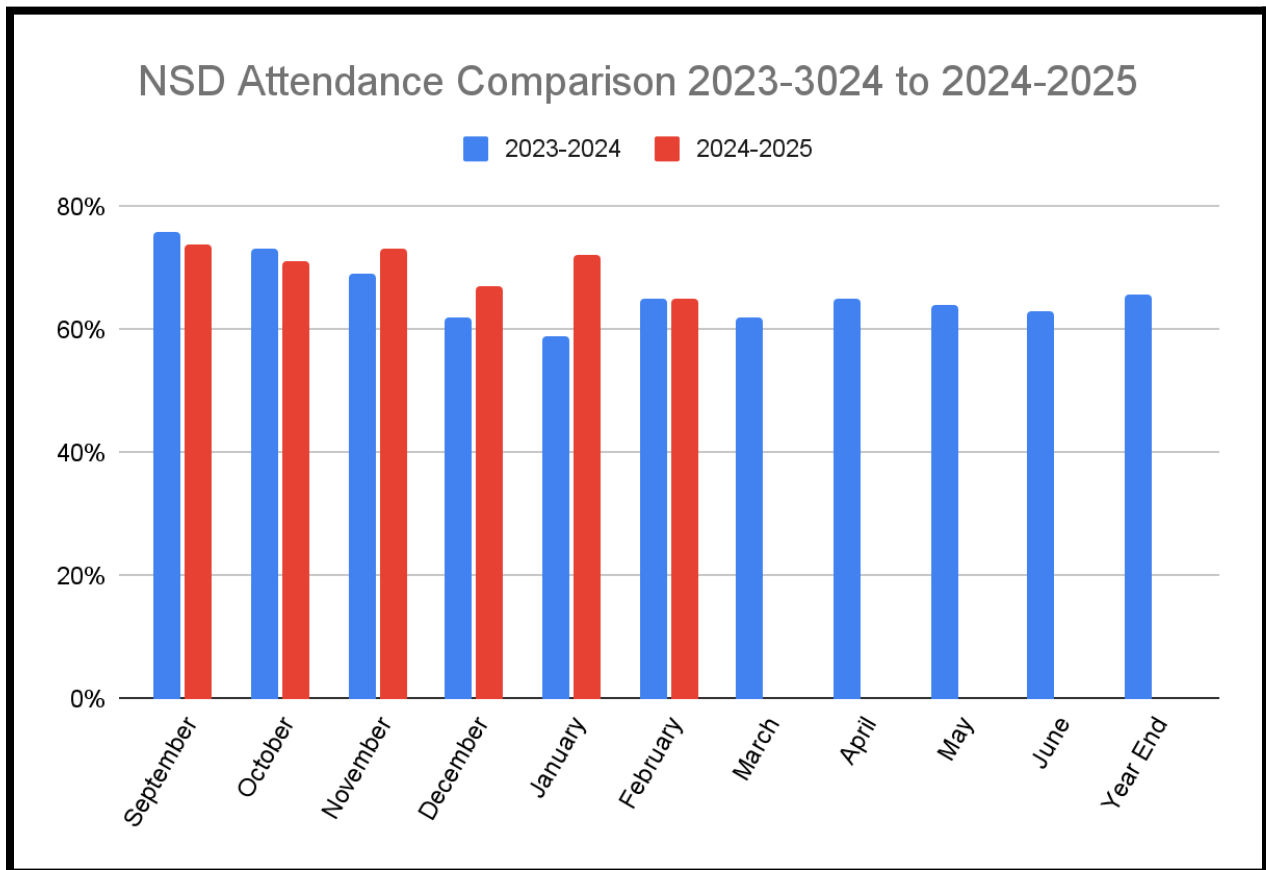
Director of Engagement and High School Completion Board Attendance Report

March 2025

Monthly Attendance Rates from the previous year to the current year (2023-2024 to 2024-2025)

Strategy 1.1: Standardize attendance tracking processes

Table 1 - YR-YR Comparison			
Month	2023-2024	2024-2025	Difference
September	76%	74%	2%
October	73%	71%	2%
November	69%	73%	4%
December	62%	67%	5%
January	59%	72%	13%
February	65%	65%	0%



Highlights

- **50% of schools had improved attendance from Feb 2024 to Feb 2025**
- **Anzac and Chipewyan Lake had over 60% of their students with over 80% attendance**
- **Over 600 students had between 70% and 100% attendance**
- **9 schools were within .5% or better of their target**
- **Maintained the same rate as Feb 2024 with defeatist temperatures, bus cancellations and Teachers Convention week.**

February 2024 to February 2025 attendance rates by individual school

School	Feb 2024	Feb 2025
Anzac	80%	81%
Bill Woodward	66%	58%
Bishop Routhier	59%	62%
Calling Lake	58%	66%
Chipewyan Lake	70%	81%
Conklin	82%	66%
Elizabeth	77%	73%
Father R Perin	54%	55%
Gift Lake	53%	66%
Grouard Northland	69%	50%
Hillview	77%	72%
JF Dion	76%	64%
Mistassiniy	59%	61%
Northland Online	50%	27%
Paddle Prairie	55%	60%
St. Theresa	88%	64%
Susa Creek	76%	71%

Individual School Attendance rates by percentile for February 2025

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	21%	25%	18%	12%	6%	11%	8%
Bill Woodward	5%	9%	11%	16%	16%	9%	35%
Bishop Routhier	0%	0%	18%	25%	23%	16%	18%
Calling Lake	9%	5%	16%	20%	14%	19%	17%
Chipewyan Lake	27%	9%	27%	9%	27%	0%	0%
Conklin	12%	0%	12%	41%	6%	0%	29%
Elizabeth	2%	13%	13%	16%	16%	17%	22%
Father R Perin	10%	5%	8%	19%	8%	16%	33%
Gift Lake	1%	6%	18%	19%	21%	18%	16%
Grouard Northland	3%	3%	7%	10%	7%	28%	41%
Hillview	3%	14%	19%	33%	17%	6%	8%
JF Dion	9%	4%	4%	35%	17%	9%	22%
Mistassiniy	5%	5%	14%	15%	19%	12%	28%
Northland Online	0%	2%	2%	5%	3%	5%	82%
Paddle Prairie	8%	1%	8%	21%	14%	19%	31%
St. Theresa	6%	7%	13%	27%	8%	16%	22%
Susa Creek	15%	15%	19%	7%	11%	15%	19%

Celebrating the success with excellent school attendance rates for February!!!

Strategy 2.3: Create an atmosphere of respect and appreciation for individuals

School	Principal	February Attendance
Chip Lake	Blair Sellars	81%
Anzac Community School	Andrew Belsheim	81%

Monthly Attendance Winners (Drawn from all students attending 90% or higher during the month of February 2025)

Strategy 2.3: Create an atmosphere of respect and appreciation for individuals

Grade Level	Name	School
K-3	MacDonald, James Andrew	Susa Creek
4-6	Daniels, Colton Ross Dennis	J.F. Dion
7-9	Auger, Harmony	Grouard
10-12	MacKowosky, Bradley Alexander	Bill Woodward

2024 Target Attendance

School	2024-25 Target	February
Anzac	81.5	81%
Bill Woodward	70.5	58%
Bishop Routhier	64.5	62%
Calling Lake	64.5	66%
Chipewyan Lake	75.5	81%
Conklin	74.5	66%
Elizabeth	73.5	73%
Father R Perin	55.5	55%
Gift Lake	66.5	66%
Grouard Northland	74.5	50%
Hillview	73.5	72%
JF Dion	75.5	64%
Mistassiniy	59.5	61%
Northland Online	49.5	27%
Paddle Prairie	59.5	60%
St. Theresa	76.5	64%
Susa Creek	71.5	71%



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Monthly Enrollment
REFERENCE(S):
ATTACHMENTS: Monthly Enrollment as of March 12, 2025

INFORMATION ITEM
The monthly enrollment report, as of March 12, 2025 has been received as information and filed.

BACKGROUND
The administration will provide a monthly enrollment update.
RISK ANALYSIS
It is important for the Division to be aware of student enrollments, as this affects how Northland can organize and deliver services. A monthly update will be provided to the Board as information.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

NORTHLAND SCHOOL DIVISION - MONTHLY ENROLLMENT UPDATE FOR 2024-2025											
Schools	JUNE 30th	SEPT 19, 2024	OCT 9, 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	April 2025	May 2025	June 2025
Anzac Community School	91	85	88	89	84	85	85	87			
Bill Woodward School	93	109	111	110	111	111	110	109			
Bishop Routhier School	60	60	57	53	61	60	60	61			
Calling Lake School	118	123	111	121	122	123	123	124			
Career Pathways School	137	86	103	118	124	126	125	121			
Chipewyan Lake School	25	22	22	22	22	23	23	22			
Conklin Community School	20	17	17	17	17	17	17	17			
Elizabeth School	91	84	83	81	80	80	80	81			
Father R. Perin School	70	69	70	70	71	71	71	72			
Gift Lake School	135	140	140	137	122	131	137	142			
Grouard Northland School	34	32	35	33	28	27	29	25			
Hillview School	31	35	37	38	39	39	38	35			
J.F. Dion School	54	46	46	46	45	47	47	46			
Mistassiniy School	305	278	214	214	215	217	212	217			
Northland Online School	72	64	72	80	84	82	88	92			
Paddle Prairie School	123	120	119	117	119	122	119	115			
St. Theresa School	261	231	238	240	241	246	247	245			
Susa Creek School	30	29	29	29	29	20	27	27			
TOTAL	1750	1630	1592	1615	1614	1627	1638	1638	0	0	0



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: MARCH 22, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 4 - Trustee Code of Conduct

ATTACHMENTS: Policy 4 - Trustee Code of Conduct

RECOMMENDATION
THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 4 Trustee Code of Conduct.

BACKGROUND
RISK ANALYSIS

POLICY 4 TRUSTEE CODE OF CONDUCT

Purpose and Application

Section 33 of the *Education Act* requires every Board of Trustees in Alberta to adopt a code of conduct that applies to trustees of the Board. The purpose of this Code of Conduct is to provide standards for the conduct of members of the Board of Trustees of Northland School Division (the “Board”) relating to their roles and obligations and a procedure for the investigation and enforcement of those standards. This Code of Conduct applies to all trustees of the Board, including the Chair (“Members”). This Code of Conduct is one aspect of accountability and transparency both internally, among Members and between the Board and Administration, as well as externally, with Northland School Division students and parents, the public at large, other orders of government and the media.

Framework and Interpretation

This Code of Conduct provides a framework to guide ethical conduct that upholds the integrity of the Board and the high standards of professional conduct the public expects of its elected representatives. This Code of Conduct is intended to supplement other legal duties imposed on Members by Board bylaws and policy and legislation, including:

- (a) the *Alberta Human Rights Act*;
- (b) the *Education Act*;
- (c) the *Freedom of Information and Protection of Privacy Act*;
- (d) the *Local Authorities Election Act*; and
- (e) the *Occupational Health and Safety Act*.
- (f) The Code of Conduct does not supersede any of the above-noted Acts.
- (g) The Northland School Division Act

This Code of Conduct is to be given a broad and liberal interpretation in accordance with applicable legislation. It is not possible to write a Code of Conduct that covers every scenario. Members are to be guided by and conduct themselves in a manner that reflects the spirit and intent of this Code.

Principles and Values

1. Members are expected to perform their duties and functions of office with integrity, accountability and transparency.
2. Members have a duty to act respectfully, honestly, in good faith, and in the best interests of the Northland School Division.
3. Members shall:
 - (a) uphold the law established by the Federal Parliament and the Alberta Legislature and the bylaws and policies adopted by the Board;



POLICY 4 TRUSTEE CODE OF CONDUCT

- (b) carry out their duties in accordance with all applicable legislation, bylaws and policies pertaining to their position as a trustee;
- (c) observe the highest standard of ethical conduct and perform their duties in the office and arrange their private affairs in a manner that promotes public confidence and will bear close public scrutiny; and
- (d) serve and have been seen to serve the interests of Northland School Division and their constituents in a conscientious and diligent manner and shall approach decision-making with an open mind.

Confidential Information

1. The Board as a whole must be able to access information to fulfill its decision-making duties and oversight responsibilities; however, individual members must also recognize that certain information they receive in their capacity as trustees is subject to confidentiality and disclosure rules contained in legislation and the Board's bylaws and policies. Members must keep in confidence **any** matters discussed in private at a Board **meeting** or within the Closed Session of the Board meeting.
2. In the course of their duties, Members may also become privy to confidential information received outside of an "in-camera" meeting. Members must not:
 - (a) disclose or release by any means to any member of the public, including the media, any confidential information acquired by virtue of their office, unless the disclosure is required by law or authorized by the Board;
 - (b) access or attempt to gain access to confidential information in the custody or control of Northland School Division unless it is necessary for the performance of the Member's duties and is not otherwise prohibited by the Board, and only then if the information is acquired through appropriate channels in accordance with applicable Board bylaws and policies;
 - (c) use confidential information for personal benefit or for the benefit of any other individual or organization.
3. No member shall use confidential information to do harm against the Division or trustees.

Conflicts of Interest

1. Members are expected to make decisions in the best interests of the Northland School Division. Members are to be free from undue influence and not act or appear to act in order to gain financial or other benefits for themselves, family, friends or associates, business or

POLICY 4 TRUSTEE CODE OF CONDUCT

otherwise. Members have a statutory duty to comply with the pecuniary interest provisions set out in Part 4, Division 5 of the *Education Act*.

2. No Member shall, in the exercise of official power, duty or function, give preferential treatment to any individual or organization if a reasonably well-informed person would conclude that the preferential treatment was advancing a private interest.
3. No Member shall initiate, endorse, support or otherwise participate in any proceeding being brought against the Board or Northland School Division.
4. Members must disclose all and any conflicts of interests or pecuniary interests to the Board.

Improper Use of Influence

1. No Member shall use the influence of their office for any purpose other than for the exercise of the Member's official duties.
2. No Member shall act as an agent before the Board or a committee of the Board or any other body established by the Board.
3. No Member shall use their position to undermine the Division, the Board and/or a Member.

Conduct at Meetings

1. Members shall conduct themselves with decorum and make every effort to participate diligently in the meetings of the Board, its committees and other bodies to which they are appointed by the Board.
2. Members shall comply with Board policies and procedures governing the conduct of board meetings, and any other rules of meeting procedure applicable to the body to which they have been appointed by the Board.
3. Members shall act in a manner that demonstrates fairness, respect for individual differences, and an intention to work together for the common good and in furtherance of the public interest.
4. Members shall conduct and convey the Board's business and all their duties in an open and transparent manner other than for those matters which, by virtue of legislation, are authorized to be dealt with in a confidential manner in a closed session. ~~and in so doing,~~ **In doing** so, **it** allows the public to view the process and rationale ~~which~~ was used to reach decisions and the reasons for taking specific actions.

POLICY 4 TRUSTEE CODE OF CONDUCT

5. No Member shall record any proceedings of the Board without the express prior permission of the Board.
6. Members shall limit personal technology when representing the, acting in any way on behalf of the Board, or fulfilling their trustee or board-related duties, and be engaged in the matter at hand. Members may use technology for personal use in the event of an emergency.
7. Trustees shall dress in a professional manner.

Respect for Decision-Making Process

1. Decision-making authority lies with the Board and not with any individual Member. The Board acts by bylaw or resolution passed at a Board meeting held in public at which there is a quorum present, pursuant to section 64 of the *Education Act*.
2. A Member must not purport to bind the Board, either by publicly expressing their personal views on behalf of the Board when not authorized to do so or by giving direction to staff, agents, contractors, consultants or other service providers of Northland School Division or prospective vendors.
3. Members shall accurately communicate the decisions of the Board, even if they disagree with the Board's decision, such that respect for the Board's decision-making processes is fostered.

External Communications

1. A Member must not purport to speak on behalf of the Board unless authorized to do so. Unless the Board directs otherwise, the Chair is the Board's official spokesperson, and in the absence of the Chair, it is the Vice-Chair.
2. A Member who is authorized to act as the Board's official spokesperson must ensure that their comments accurately reflect the official position and will of the Board as a whole, even if the Member disagrees with the Board's position.
3. No Member shall make a statement when they know that statement is false.
4. No Member shall make a statement with the intent to mislead the Board or members of the public.

POLICY 4 TRUSTEE CODE OF CONDUCT

Internal Communications

1. Members must respond to any internal communications, including those from the Board Chair/Vice Chair and Administration, within 48 hours; after 48 hours, the Board Chair/Vice Chair will follow up with an additional email or text message.
2. Members must respond to any Board related communications that are impactful to division business.
3. Members should not discuss confidential matters that may prompt a formal or informal investigation of a member(s). This would allow members to remain unbiased in the event that an investigation occurs.

Use of Social Media

1. For the purposes of this Code of Conduct, “social media” refers to freely accessible, third-party hosted, interactive web-based technologies used to produce, post and interact through text, images, video and audio to inform, share, promote, collaborate or network.
2. As public figures and representatives of the Board, Members must act with discretion and be judicious in what material they post on social media. As with any other communications, Members are accountable for content and confidentiality.
3. No Member shall attempt to disguise or mislead as to their identity or status as a trustee when using social media.
4. No Member shall use social media to publish anything that is dishonest, untrue, offensive, disrespectful, constitutes harassment or is defamatory or misleading in any way.

Discrimination and Harassment

1. Members have a duty to treat members of the public, one another and staff with dignity and respect and without abuse, bullying or intimidation, and to ensure that their work environment is free from discrimination and harassment.
2. No Member shall use indecent, abusive, or insulting words or expressions toward any other Member, any staff member or any member of the public.
3. No Member shall speak in a manner that is discriminatory to any individual based on the person’s race, religious beliefs, colour, gender, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation.
4. The Board is the source of all governance authority and will ~~make decisions on~~ **decide** whether and to what extent to delegate ~~the Board’s~~ **its** authority to others, including the Chair, Board Committees and the Superintendent. The Superintendent serves the Board as a

POLICY 4 TRUSTEE CODE OF CONDUCT

whole. No individual Member has executive authority over the Superintendent or staff in Administration. The Superintendent is the only employee of the Board.

5. Members shall respect the fact that staff work for the School Division as a corporate body and are charged with making recommendations that reflect their professional expertise and a corporate perspective carrying out directions of the Board and administering the policies and programs of the Board, and that staff are required to do so without undue influence from any Member or group of Members.
6. Members must not:
 - (a) involve themselves in matters of Administration, which fall within the jurisdiction of the Superintendent;
 - (b) use, or attempt to use, their authority or influence for the purpose of intimidating, threatening, coercing, commanding or influencing any staff member with the intent of interfering in that staff member's duties; or
 - (c) maliciously or falsely injure the professional or ethical reputation or the prospects or practice of staff members.
7. Members shall obtain information about the operation or administration of the School Division from the Superintendent or a person designated by the Superintendent. Members are to only contact staff according to the procedures authorized by the Superintendent regarding the interaction of Members and staff.

Use of School Division Property and Resources

1. Members shall use School Division property, equipment, services, supplies and staff time only for the performance of their duties as a Member, subject to the following limited exceptions:
 - (a) Board property, equipment, service, supplies and staff time that is available to the general public may be used by a Member for personal use upon the same terms and conditions as members of the general public, including booking and payment of any applicable fees or charges;
 - (b) Electronic communication devices, including but not limited to desktop computers, laptops, tablets and smartphones, supplied by the School Division to a Member may be used by the Member for personal use, subject to the terms and conditions described below.

POLICY 4 TRUSTEE CODE OF CONDUCT

2. Electronic communication devices provided by the School Division are the property of the School Division, and shall, at all times, be treated as the School Division's property. Members are hereby notified that they are to have no expectation of privacy in the use of these devices and further that:
 - (a) All emails or messages sent or received on School Division devices are subject to the *Freedom of Information and Protection of Privacy Act*;
 - (b) All files stored on School Division devices, all use of internal email and all use of the Internet through the School Division's firewall may be inspected, traced or logged by the School Division;
 - (c) In the event of a complaint pursuant to this Code of Conduct, the Board may require that any or all of the electronic communication devices provided by the School Division to Members be confiscated and inspected as part of the investigation, including downloading information considered relevant to the investigation. All email messages or Internet connections may be retrieved.
 - (d) No member or staff shall access an employee and/or trustee's email without due cause and approval of the Superintendent or designate.
3. No Member shall use any School Division property, equipment, services or supplies, including email, Internet services, or any other electronic communication device if the use could be offensive or inappropriate.
4. Upon ceasing to hold office, a Member shall immediately deliver to the School Division any money, book, paper, thing or other property of the School Division that is in the Member's possession or under the Member's control, including, without restriction, any record created or obtained by virtue of the Member's office other than a personal record or constituency record as those terms are used in the *Freedom of Information and Protection of Privacy Act*.

Expenses

1. Members shall comply with the provisions of all Board policies and related procedures and guidelines with respect to claims for remuneration and expenses, including but not limited to claims for per diems (honoraria), mileage, travel, meals, lodging, event tickets, hosting and attendance at conferences, conventions, seminars, training courses and workshops.
2. Falsifying a Member's claim, including receipts or signatures, by a Member is a serious breach of this Code of Conduct and the Criminal Code of Canada and could lead to prosecution.

POLICY 4 TRUSTEE CODE OF CONDUCT

Gifts and Benefits

1. Members are expected to represent the public and the interests of the School Division and to do so with both impartiality and objectivity. The acceptance of a gift or benefit can imply favouritism, bias or influence on the part of the Member. At times, the acceptance of a gift or benefit occurs as part of the culture, social protocol or community events linked to the duties of a Member and their role in representing the Board. Personal integrity and sound business practices require that relationships with vendors, contractors or others doing business with the School Division be such that no Member is perceived as showing favouritism or bias toward the giver.
2. Members shall not accept gifts or benefits that would, to a reasonable member of the public, appear to be in gratitude for influence, to induce influence, or otherwise go beyond the necessary and appropriate public functions involved. For these purposes, a gift or benefit provided with the Member's knowledge to a Member's spouse, child, or parent that is connected directly or indirectly to the performance of the Member's duties is deemed to be a gift to that Member.
3. For further clarity, the following are recognized as acceptable gifts or benefits:
 - (a) such gifts or benefits that normally accompany the responsibilities of the office and are received as an incident of culture, protocol or social obligation, provided that the value of the gift or benefit does not exceed one hundred dollars (\$100).
 - (b) a political contribution otherwise reported by law;
 - (c) a suitable memento of a function honouring the Member;
 - (d) food, lodging, transportation, event tickets or entertainment provided by provincial or local governments, by the Federal government or by a foreign government within a foreign county, or by a conference, seminar or event organizer where the Member is either speaking or attending in an official capacity on behalf of the Board;
 - (e) Food and beverages consumed at banquets, receptions, or similar events, if:
 - i. attendance serves a legitimate purpose;
 - ii. the person extending the invitation or a representative of the organization is in attendance; and
 - iii. the value is reasonable, and the invitations are infrequent;

POLICY 4 TRUSTEE CODE OF CONDUCT

4. Gifts received by a Member on behalf of the Board as a matter of official protocol which has significance or historical value for the School Division shall be left with the School Division when the Member ceases to hold office.
5. An invitation to attend a function where the invitation is directly or indirectly connected with the Member's duties of the office is not considered to be a gift but is the fulfillment of an official function or obligation. An invitation to attend a charity golf tournament or fundraising gala, provided the Member is not consistently attending such events as a guest of the same individual or corporation, is also part of the responsibilities of holding public office. Likewise, accepting invitations to professional sports events, concerts, or dinners may serve a legitimate business purpose.
6. Any doubts about the propriety of a gift or benefit should be resolved in favour of not accepting it or not keeping it.

Election-Related Activity

1. Members are required to follow the provisions of the *Local Authorities Election Act* and are accountable under the provisions of that statute. Members should refrain from making inquiries of or relying on staff to interpret or provide advice to Members regarding the requirements placed on candidates for the office of trustee. Members shall respect the Secretary-Treasurer's role in managing the election process and must not interfere with how the Secretary-Treasurer's election duties are carried out.
2. Members shall not use Board resources, including property, equipment, services, supplies and staff time, for any election-related activities, whether local, provincial or federal. Online resources hosted, supplied or funded by the Board, including but not limited to Member electronic newsletters, Member websites linked through the Board's website, and Member social media accounts used for ward communication, shall not be used for any election campaign or campaign-related activities. No Member shall use the School Division logo for campaign purposes.
3. For greater clarity, a Member may accept the services of staff who may choose to volunteer with the Member's election campaign during non-work hours.

Compliance with this Code of Conduct

1. Members are ultimately accountable to the public through the four-year election process. Between elections, Members may become disqualified and required to resign if the Member commits a disqualifying action pursuant to section 87 of the *Education Act*.

POLICY 4 TRUSTEE CODE OF CONDUCT

2. Any reported violation of a provision of this Code of Conduct may be subject to investigation by the Board or a third-party investigator appointed by the Board.
3. Members are expected to cooperate in every way possible in ~~securing~~ **to secure** compliance with the application and enforcement of this Code of Conduct.
4. No Member shall:
 - (a) undertake any act of reprisal or threaten reprisal against a complainant or any other person for providing relevant information to the Board or to any other person in accordance with this Code of Conduct; or
 - (b) obstruct the Board, or any other person, in carrying out the objectives or requirements of this Code of Conduct.
5. If the Board determines it appropriate to do so, the Board may impose sanctions on a Member who contravenes this Code of Conduct. Sanctions that may be imposed on a Member by the Board include:
 - (a) issuing a letter of reprimand addressed to the Member,
 - (b) requesting the Member to issue a letter of apology,
 - (c) publicly reprimanding the Member by a motion of sanction,
 - (d) publishing a letter of reprimand or request for an apology and the Member's response,
 - (e) requiring the Member to attend training,
 - (f) suspending or removing the Member from membership on a committee/committees,
 - (g) Removal of professional development opportunities
 - (h) suspending or removing the Member from chairing a committee,
 - (i) requiring the Member to reimburse monies received,
 - (j) reducing or suspending remuneration paid to the Member in respect of the Member's services,
 - (k) requiring the Member to return School Division property or reimburse its value,



POLICY 4 TRUSTEE CODE OF CONDUCT

- (l) restricting the Member's access to School Division facilities, property, equipment, services and supplies,
- (m) restricting the Member's contact with School Division staff,
- (n) restricting the Member's travel and representation on behalf of the Board,
- (o) restricting how documents are provided to the Member (e.g. no electronic copies, but only watermarked paper copies for tracking purposes),
- (p) disqualifying the Member from the Board, but nothing in this Code of Conduct requires the Board to impose a sanction for any contravention.

Legal Reference: Sections 33, 34, 51, 52, 53, 64, 67, 85, 86, 87, 88, 89, 90, 91, 93, 94, 95, 96 Education Act.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 4 Appendix A - Trustee Code of Conduct Sanctions

ATTACHMENTS: Policy 4 Appendix A - Trustee Code of Conduct Sanctions

RECOMMENDATION
<p>THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 4 Appendix A - Trustee Code of Conduct Sanctions.</p>

BACKGROUND
RISK ANALYSIS

POLICY 4 - APPENDIX A

TRUSTEE CODE OF CONDUCT SANCTIONS

In accordance with section 33 of the Education Act, the Board may take the following actions in relation to a trustee for having breached the code of conduct.

Informal Complaint Process

1. Any person who identifies or witnesses behaviour or activity by a Trustee that they reasonably believe, in good faith, is in contravention of this Code of Conduct is encouraged to attempt to address the prohibited behaviour or activity informally, where appropriate, by:
 - 1.1. Advising the Trustee that the behaviour or activity appears to contravene this Code of Conduct;
 - 1.2. Encouraging the Trustee to acknowledge and agree to stop the prohibited behaviour or activity and to avoid future occurrences of the prohibited behaviour or activity;
 - 1.3. Requesting the Board Chair to assist in an informal discussion of the alleged complaint with the Trustee in an attempt to resolve the issue. If the Chair is the subject of or is implicated in a complaint, request the assistance of the Vice Chair.
2. People are encouraged to pursue this informal complaint procedure as the first means of remedying behaviour or activity that they believe violates this Code of Conduct. However, a person is not required to complete this informal complaint process prior to pursuing the formal complaint process outlined below.
3. In the event of three (3) or more informal complaints, the third complaint and any thereafter will be deemed to be a formal complaint during a period of the trustee's term.
4. Informal complaints must be reported electronically to the Board Chair. The Chair will document them, but no action will be taken.

Formal Complaint Process

5. Any person who identifies or witnesses behaviour or activity by a Trustee that they reasonably believe, in good faith, is in contravention of this Code of Conduct may file a formal complaint in accordance with the following conditions:
 - 5.1. a complaint must be made in writing and include the complainant's name and contact information;
 - 5.2. a complaint must be addressed to the Board, **with the** attention of the Chair. In the event that the Chair is the subject of or is implicated in a complaint, the complaint shall be addressed to the attention of the Vice-Chair;
 - 5.3. a complaint must include the name of the Trustee(s) alleged to have contravened the Code of Conduct, the provision(s) of the Code of Conduct allegedly contravened and the facts surrounding the allegation, including any witnesses.
6. Upon receipt of a complaint, the Board will meet in a closed session, excluding the Trustee(s) alleged to have contravened the Code of Conduct, and decide whether to

POLICY 4 - APPENDIX A

TRUSTEE CODE OF CONDUCT SANCTIONS

proceed to investigate the complaint or not. If the Board (with quorum) is of the opinion that:

- 6.1. a complaint is frivolous or vexatious or is not made in good faith,
- 6.2. a complaint is outside the jurisdiction of the Board or is more appropriately dealt with by another applicable legislative appeal, complaint or court process, or
- 6.3. there are no grounds or insufficient grounds for conducting an investigation.

The Board may choose not to investigate or, if already commenced, may terminate any investigation or may dispose of the complaint in a summary manner. In such event, the complainant shall be advised of the Board's decision in writing, with reasons, and provided with information regarding other options to pursue the complaint, if applicable.

7. If the Board decides to investigate the complaint, it shall take such steps as it may consider appropriate in the circumstances, having regard to the specific nature of the complaint. These steps may include but are not limited to proceeding to investigate on its own, appointing a committee of the Board to conduct the investigation, seeking legal advice, and/or engaging a third-party investigator.
8. Investigations will be conducted in a fair, timely, and confidential manner that respects the principles of procedural fairness and natural justice.
9. Prior to commencing an investigation, the complainant and the respondent Member(s) will be advised of the investigation, and the respondent Member(s) will receive a copy of the complaint.
10. **During an investigation,** a complainant or witness may be asked to provide additional information ~~during an investigation~~. Staff may also be requested to provide information., **and** Any person conducting an investigation under this Code of Conduct may look at any record or thing belonging to or used by the School Division and enter any School Division facility to complete the investigation.
11. The respondent Member(s) is entitled to disclosure of all relevant information gathered during an investigation and must be given an opportunity to respond to the complaint before the Board deliberates and disposes of the complaint.
12. Upon the conclusion of the investigation, the Board will convene in a closed session, excluding the Member(s) alleged to have contravened the Code of Conduct, to consider the results of the investigation and dispose of the complaint.
13. All complaints received under this Code of Conduct and all information and records received, reviewed or generated during the course of an investigation and disposition of a complaint, including interviews and investigation reports, are and shall remain strictly confidential unless the Board directs otherwise.
14. The trustee may elect to forgo an investigation and hold a hearing about the matter, at which the Board will decide the outcome of the complaint.

POLICY 4 - APPENDIX A

TRUSTEE CODE OF CONDUCT SANCTIONS

If the Board, after having heard the arguments of the parties at the Code of Conduct hearing, finds the trustee to have breached the Code of Conduct, the Board may issue sanction(s), including remedial sanction(s), upon the trustee which it deems reasonable and appropriate. Said sanction(s) may be those set out in the Education Act (i.e. disqualification) and/or those set out below but are not limited to what is set out below:

- Letter of reprimand
- Censure of the trustee, with or without conditions on how to purge the censure
- Removal from board activities
- Suspension or removal from board committees, including from chairing a committee(s)
- Request the issuance of a letter of apology, including, if deemed appropriate, the Board or the trustee, as determined by the Board, publishing the letter of apology
- Requiring the trustee to attend training and/or programming at their cost or not at their cost
- Requiring the trustee to reimburse monies received
- Requiring the trustee to return school division property or reimburse its value
- restricting the trustee's access to school division facilities, property, equipment, services and/or supply
- Restricting the trustee's contact with school division staff, students, parents, school division stakeholders, or others
- Restricting the trustee's travel and representation on behalf of the Board
- Restricting how documents/records are provided to the trustee (i.e. no electronic copies)
- Retaining independent investigator to review any matter related to the complaint(s) against the trustee and any related matter, to submit a report, and, if deemed appropriate, make recommendation(s) to the Board
- Disqualification of the trustee under the Education Act

To ensure clarity, the Board is not limited to the sanctions enumerated above and may issue additional or other sanction(s) that the Board deems reasonable and appropriate under the circumstances.

Legal Reference: Sections 33, 34, 51, 52, 53, 64, 67, 85, 86, 87, 88, 89, 90, 91, 93, 94, 95, 96 Education Act



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 5 Appendix A - Signing Authority Chart

ATTACHMENTS: Policy 5 Appendix A - Signing Authority Chart

RECOMMENDATION
<p>THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 5 Appendix A - Signing Authority Chart.</p>

BACKGROUND
RISK ANALYSIS



Policy 5

APPENDIX A - SIGNING AUTHORITY CHART

	Board of Trustees	Superintendent	Example/Explanation
PURCHASING BY NORTHLAND SCHOOL DIVISION			
APPROVAL OF CONTRACTS			
Approval of contracts for goods and services, excluding consultants providing services to the educational side of the division.	no limit	up to \$125,000	Bus contractors—routes over \$125,000 a year, board approval required. For contractors with a total contract (fees and expenses) over \$125,000, board approval is required. These contracts are short-term in nature with and have specific outcomes, and the contractors are not employees of the division.
Approval of contracts for consultants for providing to provide services to the educational side of the division.	no limit	up to \$125,000	Board approval is required for contractors with a total contract (fees and expenses) over \$125,000, board approval is required. These contracts are short-term in nature, with specific outcomes, and the contractors they are not employees of the division.
SIGNING OF CONTRACTS			
The signing of contracts and agreements for goods and services, excluding consultant services and construction contracts:	no limit	up to \$125,000	In this instance, approval and signing authority are is the same amount. However, in the future, the Board could approve it could be the board approves the contract and delegates the signing of the contract to the Superintendent.
Consultant Services Contract	no limit	up to \$125,000	This is the signing of the approved contracts above.
Construction Contracts (not capital projects)	no limit	no limit within the project if approved by the board.	The board has approved the budget, which includes approval for \$x in school repairs. If the board has approved the overall plan, the Superintendent can sign all the contracts within the project, regardless of the amount.
CAPITAL CONTRACTS			
Purchase of land and buildings	no limit	n/a	The board has authority regardless of the amount. The legislative and regulatory processes have to be followed, but there is no \$ dollar limit.
Capital projects	no limit	no limit within the project if approved by the board.	The board reserves the authority to approve all capital projects over \$125,000. Contracts or projects should not be split to avoid this limit. has approved the capital projects, which includes approval



Policy 5

APPENDIX A - SIGNING AUTHORITY CHART

			for \$x in capital projects (eg: housing renovations). If the board has approved the overall plan, the Superintendent can sign all the contracts within the project, regardless of the amount.
SALE OF ASSETS			
Sale/disposal of land or buildings	no limit	n/a	The board has authority regardless of amount. The legislative and regulatory processes have to be followed, but there is no-\$ dollar limit.
Sale/disposal of other assets	no limit	up to \$125,000	Other assets include buses, furniture, fixtures, etc. Probably very few of these types of sales would make it to the board table, as there are few assets that would reach this threshold.
Write-down of assets/write off uncollectible accounts	no limit	up to \$125,000	Probably very few of these types of accounts would reach the board table, as administration monitors these accounts closely and takes action when they become old aged . Uncollectible accounts are usually as a the result of either a disagreement on the amount or the organization ceasing to do business. The administration will bring to the board, as information, any tuition arrears over 90 days old.
GRANTS, CONTRIBUTION AGREEMENTS, AND DONATIONS TO NORTHLAND SCHOOL DIVISION			
SIGNING OF CONTRACTS			
The signing of contracts and agreements for goods and services provided by Northland School Division	n/a	unlimited	These contracts are usually involve with a third party (eg. Red Cross) and are for services either in the schools or between the schools and the community(ies). Usually, NSD handles part or all of the project and, in turn, receives a donation for the work.

Capital projects

Reviewed: March 2023



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 13 - Appeals and Hearings Regarding Student Matters

ATTACHMENTS: Policy 13 - Appeals and Hearings Regarding Student Matters

RECOMMENDATION
<p>THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 13 Appeals and Hearings Regarding Student Matters.</p>

BACKGROUND
RISK ANALYSIS

POLICY 13 APPEALS AND HEARINGS REGARDING STUDENT MATTERS

Background

Under relevant sections of the Education Act, the only matters on which the Minister of Education will consider appeals are:

- Special Education placement;
- Language of instruction;
- Home Education programs;
- Student expulsion;
- Amount and payment of fees or costs;
- Access to or the accuracy or completeness of student records;
- Amount of fees payable by a Board to another Board; or
- Board responsibility for a specific student.

Generally, the Board will hear appeals on matters appealable to the Minister.

All Matters Other Than Expulsion of a Student

The Board will hear appeals in this manner on administrative decisions on all matters other than ~~the expulsion of students~~ **student expulsion**, which are submitted in accordance with relevant section(s) of the Education Act and that significantly affect **a student's education** ~~the education of a student~~.

1. Before a decision is appealed to the Board, it must be appealed to the Superintendent.
2. Parents of students and independent students sixteen (16) years of age or over have the right to appeal to the Board a decision of the Superintendent that significantly affects the student's education. The Superintendent must advise parents and students of this right of appeal.
3. The appeal to the Board must be made within five (5) days from the date the individual was informed of the Superintendent's decision. The appeal must be filed in writing and contain the name of the party filing the appeal, the date, the matter at hand, and the reason for the appeal.
4. Parents or students, as above, when appealing a decision to the Board, have the right to be assisted by a resource person(s) of their choosing. The responsibility for engaging and paying for such assistance rests with the parents or students.
5. The appeal hearing must be scheduled after thirty (30) days and no more than forty-five (45) days to ensure that the person making the appeal and the Superintendent or designate whose decision is being appealed has sufficient notice and time to prepare for the presentation.
6. The appeal will be heard in-camera, with specified individuals in attendance.

POLICY 13 APPEALS AND HEARINGS REGARDING STUDENT MATTERS

7. The appeal hearing will be conducted in accordance with the following guidelines:
 - 7.1 The Board Chair will outline the purpose of the hearing, which is to provide:
 - 7.1.1 An opportunity for the parties to make representation in support of their respective positions to the Board. This information may include expert medical, psychological, and educational data and may be presented by witnesses. The information presented may include both written and verbal communications;
 - 7.1.2 The Board will receive information and review the facts of the dispute;
 - 7.1.3 A process through which the Board can reach a fair and impartial decision.
 - 7.2 Notes of the proceedings will be recorded for the purpose of the Board's records.
 - 7.3 The Superintendent and/or staff will explain the decision and give reasons for the decision.
 - 7.4 The appellant will present the appeal, and the **its** reasons for the appeal, and they will have an opportunity to respond to information provided by the Superintendent and/or staff.
 - 7.5 The Superintendent and/or staff will be able to respond to information presented by the appellant.
 - 7.6 Committee members will be able to ask questions or clarification from both parties.
 - 7.7 No cross-examination of the parties shall be allowed, though questions may be directed to the other party through the Board Chair with the permission of the Board Chair.
 - 7.8 The Board will meet without the respective parties to the appeal in attendance to arrive at a decision regarding the appeal. The Board may have legal counsel and an administrator in attendance.
 - 7.9 If the Board requires additional information or clarification to make its decision, both parties to the appeal will be requested to return to the hearing for the required additional information.
 - 7.10 The Board decision and the reasons for that decision will be communicated to the appellant once a decision has been reached and confirmed in writing following the hearing. The communication to the appellant shall include information that the appellant has the right to seek a review by the Minister if the appellant is dissatisfied with the decision of the Student Appeals Committee if the matter under appeal is a matter described in section 44 of the Education Act.

POLICY 13

APPEALS AND HEARINGS REGARDING STUDENT MATTERS

Expulsion of a Student

All students are expected to comply with the relevant section(s) of the Education Act, Board policy and school policy.

In accordance with section 42(5) of the Education Act, the Board delegates to the Student Expulsion Committee the power to make decisions **regarding student expulsions** ~~with respect to the expulsion of students.~~

The Student Expulsion Committee will hear representations **regarding** ~~with respect to~~ a recommendation for a student expulsion in accordance with relevant sections of the Education Act.

If a student is not to be reinstated within five (5) school days of the date of suspension, the Principal shall immediately report in writing all the circumstances of the suspension and provide a recommendation to the Student Expulsion Committee through the Office of the Superintendent.

The Student Expulsion Committee will convene in an in-camera session upon the call of the Superintendent, but in no event shall the meeting occur later than ten (10) school days from the first day of suspension.

Parents of students or independent students sixteen (16) years of age or over have the right to be assisted by a resource person(s) of their choosing. The responsibility for engaging and paying for such assistance rests with the parents or students.

The Student Expulsion Committee may have legal counsel in attendance.

Notes of the proceedings will be recorded for the purpose of the Board's records.

The expulsion hearing will be conducted in accordance with the following guidelines:

1. The Committee Chair will outline the purpose of the hearing, which is to:
 - 1.1 Provide an opportunity to hear representations relative to the recommendation from the Principal;
 - 1.2 Provide an opportunity for the student and/or the student's parents/guardians to make representations;
 - 1.3 Reinstatement or expulsion of the student.
2. The Committee Chair will outline the procedure, which will be as follows:

POLICY 13

APPEALS AND HEARINGS REGARDING STUDENT MATTERS

- 2.1 The Principal will present the report documenting the details of the case and the recommendation to expel the student;
 - 2.2 The student and the student's parents/guardians will be given an opportunity to respond to the information presented and to add any additional relevant information;
 - 2.3 The members of the Student Expulsion Committee will have the opportunity to ask questions of clarification from both the Principal and the student and the student's parents/guardians;
 - 2.4 The Student Expulsion Committee will meet, without either the administration or the student and the student's parents/guardians present, to discuss the case and the recommendation. The recording secretary may remain in attendance. Legal counsel may also remain in attendance;
 - 2.5 Should the Student Expulsion Committee require additional information, both parties will be requested to return in order to provide the requested information;
 - 2.6 The Student Expulsion Committee will then make a decision to either reinstate or expel the student; and
 - 2.7 The Student Expulsion Committee decision shall be communicated in writing to the student and the student's parents/guardians within five (5) days of the hearing, with copies being provided to the Principal and the Superintendent. The Superintendent's office will attempt to inform the parent(s)/guardians and the student of the decision by telephone or personal communication as soon as possible after a decision has been reached.
3. If the Student Expulsion Committee's decision is to expel the student, the following information must be included in the letter to the student and the student's parents/guardians:
- 3.1 The length of the expulsion ~~which~~ must be greater than ten (10) school days;
 - 3.2 The educational program to be provided to the student and the name of the individual to be contacted in order to make the necessary arrangements; and
 - 3.3 The right of the student and the student's parents/guardians to request a review of the decision by the Minister of Education.

Legal Reference: Section 3, 4, 11, 31, 33, 36, 37, 41, 42, 43, 44, 51, 52, 53, 222 Education Act



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Krista Veitch, Associate Superintendent of Human Resources
SUBJECT: 2025-2026 School Year Calendar
REFERENCE(S):
ATTACHMENTS: 2025-2026 School Calendar

RECOMMENDATION:
THAT the Board of Trustees approve the 2025 - 2026 school calendar as presented.

BACKGROUND:
<p>As per item 1.10 in the Board Work Plan, the draft calendar was presented and approved at the January 25, 2025, Corporate Board meeting. The calendar was shared with principals to distribute to their staff for feedback.</p> <p>The Board is responsible for setting the school division calendar, as required by Section 60 of the Education Act. Once the Board of Trustees reviews and approves the draft school calendar, it is then circulated to school principals to gather feedback from staff and community members.</p>
RISK ANALYSIS:

Northland School Division

2025-2026 School Calendar

August 2025						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OD 5 ID 0

September 2025						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OD 19 ID 18

October 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OD 22 ID 21

November 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

OD 17 ID 16

December 2025						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

OD 15 ID 15

January 2026						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

OD 20 ID 19

February 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

OD 18 ID 14

March 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

OD 20 ID 19

April 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OD 18 ID 17

May 2026						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

OD 18 ID 18

June 2026						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OD 19 ID 18

July 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Non-Operational Day - No school for staff or students
 Teachers Only - No school for students

Semester 1: 89
Semester 2: 86

Operational Days 191
Instructional Days 175
Semester 1 Ends January 30

August	25	First Day for Staff
August	25 to 29	School Organizational Days
August	27	Teacher Prep Day MORNING ONLY AM
August	28	Teacher Prep Day MORNING ONLY AM
Sept	1	Labour Day - Non-Operational Day
Sept	2	First Day for Students
Sept	26	Divisional PD Day
Sept	29	Non-Operational Day - Staff Wellness Day
Sept	30	National Day for Truth and Reconciliation: Non-Operational Day
Oct	13	Thanksgiving Day: Non-Operational Day
Oct	24	Divisional PD Day
Nov	3	Metis Settlement Day (Nov 1): Non-Operational Day
Nov	10	Non-Operational Day
Nov	11	Remembrance Day: Non-Operational Day
Nov	28	Division PD Day
Dec 22 to Jan 2		Christmas Break - No school for staff or students

Jan	5	Classes resume
Jan	30	Divisional PD Day (Local PD)
Feb	9	Professional Learning Day - No school for students
Feb	10	Professional Learning Day - No school for students/Travel Day
Feb	11	Non-Operational Day
Feb	12 to 13	Teacher Convention - No school for students
Feb	16	Family Day: Non-Operational Day
March 30 to April 6		Spring Break
April	7	Classes Resume
April	24	Divisional PD Day
May	15	Non-Operational Day
May	18	Victoria Day: Non-Operational Day
May	29	Non-Operational Day - Staff Wellness Day
June	22	Indigenous Peoples' Day (June 21) Non-Operational day
June	25	Last Day for Students
June	26	Last Day for Staff



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025

SUBMITTED BY: Douglas Aird, Secretary-Treasurer

SUBJECT: Bus Tender

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION:

THAT the Board of Trustees approve the purchase of four (4) 64 seat buses from Western Canada Bus in the amount of \$785,689.80 inclusive of GST per tender with the funds coming from capital reserves.

BACKGROUND:

Northland School Division is committed to systematically refreshing the School Bus fleet to ensure that students and staff are transported safely and reliably on buses that work in our challenging and demanding environment.

RISK ANALYSIS:

Deferring bus replacement will erode system performance and will eventually affect student attendance and achievement.

NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

Priority	School	Indicative Cost*
Year 1		
1	Paddle Prairie School (1976) – Replacement School	\$ 10,715,600
2	Elizabeth Community School (1976) – Major Modernization	\$ 6,965,140
3	Grouard Community School (1983) – Replacement School	\$ 16,347,920
Year 2		
4	Susa Creek School (1989) - Replacement School	\$ 8,310,820
5	St. Theresa School (1961) - Major Modernization	\$ 737,632
6	Calling Lake School (1966) – Major Modernization	\$ 3,980,970
Year 3		
7	Anzac School (1983) – Major Modernization	\$ 2,337,496
8	J. F. Dion School (1961) – Major Modernization	\$ 1,039,164
9	Father R. Perin (1985) – Major Modernization	\$ 1,541,302

Monitoring		
Priority	School	Indicative Cost*
10	Chipewyan Lake School – 23 students (1983) – Major Modernization	\$ 2,616,600
11	Conklin Community School – 17 students (1983) – Major Modernization	\$ 2,184,238

BLIMS Projects - Web Access for Capital Plan Submission

WAP2000 - Summary Report
Printed: March 14, 2025 10:36:10 AM

Capital Plan Submission for The Northland School Division - March 2025

EPR Id	Location	Title	Key Driver(s)	Asset Name	Submission Status	Project Sub - Category	Client Ranking	Client File #	Scheduled Start Date	Capital Plan Submission Year	Total Project Cost	Total Provincial Support (GOA/Fed/Private) (Infras)	Other
14018		Paddle Prairie School - Replacement School	Infrastructure condition	PADDLE PRAIRIE SCHOOL	Unsubmitted	New - Replacement Facilities	1		2021	2027	\$10,715,600.00	\$10,715,600.00	\$0.00
7890		Elizabeth School - Major Modernization/Addition	Infrastructure condition	ELIZABETH COMMUNITY SCHOOL	Unsubmitted	Preservation - Facility Modernization	2		2010	2027	\$6,965,140.00	\$6,965,140.00	\$0.00
14014		Grouard Northland School - Replacement School	Infrastructure condition	GROUARD NORTHLAND SCHOOL	Unsubmitted	New - Replacement Facilities	3		2021	2027	\$16,347,520.00	\$16,347,520.00	\$0.00
14013		Anzac Community School - Major Modernization	Infrastructure condition	ANZAC SCHOOL	Unsubmitted	Preservation - Facility Modernization	4		2021	2027	\$2,337,496.00	\$2,337,496.00	\$0.00
14019		J.F. Dion School - Major Modernization	Infrastructure condition	J F DION SCHOOL	Unsubmitted	Preservation - Facility Modernization	5		2021	2027	\$1,039,164.00	\$1,039,164.00	\$0.00
7872		Calling Lake School - Major Modernization	Infrastructure condition	CALLING LAKE SCHOOL	Unsubmitted	Preservation - Facility Modernization	6		2010	2027	\$3,980,970.00	\$3,980,970.00	\$0.00
14020		Father R. Perin School - Major Modernization	Infrastructure condition	FATHER R PERIN SCHOOL	Unsubmitted	Preservation - Facility Modernization	7		2021	2027	\$1,541,302.00	\$1,541,302.00	\$0.00
14021		St. Theresa School - Major Modernization	Infrastructure condition	ST. THERESA SCHOOL	Unsubmitted	Preservation - Facility Modernization	8		2021	2027	\$737,632.00	\$737,632.00	\$0.00
14016		Chipewyan Lake School - Major Modernization	Infrastructure condition	CHIPEWYAN LAKE SCHOOL	Unsubmitted	Preservation - Facility Modernization	9		2021	2027	\$2,616,600.00	\$2,616,600.00	\$0.00
9303		Conklin School - Major Modernization	Infrastructure condition	CONKLIN COMMUNITY SCHOOL	Unsubmitted	Preservation - Facility Modernization	10		2012	2027	\$2,184,238.00	\$2,184,238.00	\$0.00
14015		Susa Creek School - Replacement School	Infrastructure condition	SUSA CREEK SCHOOL	Unsubmitted	New - Replacement Facilities	11		2021	2027	\$8,310,820.00	\$8,310,820.00	\$0.00
Total						11 Project(s)					\$56,776,482.00	\$56,776,482.00	\$0.00

Final Submission Sign-off:

_____	_____	_____
Representative Name	Signature	Date



Northland
SCHOOL DIVISION

Three-Year Capital Plan Update
2026 - 2029

March 2025

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Executive Summary

Alberta Education requires each school division's Board of Trustees to assess their school capital needs and prioritize projects based on the identified project drivers: Building Conditions, Community Renewal, Efficiency solutions, enrollment pressures, Functionality and programming, Health and Safety and Legal. When considering these project drivers and the data available, the following is the proposed aggregated Three Year Capital Plan for Northland School Division:

Priority	School	Indicative Cost*
Year 1		
1	Paddle Prairie School (1976) – Replacement School	\$ 10,715,600
2	Elizabeth Community School (1976) – Major Modernization	\$ 6,965,140
3	Grouard Community School (1983) – Replacement School	\$ 16,347,920
Year 2		
4	Susa Creek School (1989) - Replacement School	\$ 8,310,820
5	St. Theresa School (1961) - Major Modernization	\$ 737,632
6	Calling Lake School (1966) – Major Modernization	\$ 3,980,970
Year 3		
7	Anzac School (1983) – Major Modernization	\$ 2,337,496
8	J. F. Dion School (1961) – Major Modernization	\$ 1,039,164
9	Father R. Perin (1985) – Major Modernization	\$ 1,541,302

**Price is based on the March 2021 cost, adjusted for non-residential building construction price index change between the 2nd quarter of 2021 and the 2nd quarter of 2023 in metropolitan areas of Canada (24.6%)⁷*

Creating efficiency with infrastructure funding is critical, ensuring as many students as possible benefit from the funding available. Concerning infrastructure-related decision-making, it is important to consider enrolment within a school, as it may determine future viability. According to the 2024-2025 Alberta School Funding Manual¹, section C 1.8, Alberta Education provides block grant funding to rural small schools with a minimum of 35 students. Below that level, funding is given at the base rate, with a much smaller grant.

Establishing a benchmark of 35 students for inclusion in capital projects and placing schools with fewer students on a monitoring list or temporary hold until enrollment increases is a strategic approach to ensure efficient allocation of resources and long-term sustainability. The following schools currently have a total enrolment of less than 35 students:

Monitoring		
Priority	School	Indicative Cost*
10	Chipewyan Lake School – 23 students (1983) – Major Modernization	\$ 2,616,600
11	Conklin Community School – 17 students (1983) – Major Modernization	\$ 2,184,238

Background

In 2023 Northland School Division contracted Focus 10 Educational Consulting Group Inc. to create the Three Year Capital Plan 2024-2027. This plan provides an update utilizing current information. The 2026-2029 Plan includes changes in the Division's facility inventory, demographic trends, and regional economic conditions.

The Northland School Division (NSD) has 18 schools, including an outreach and an online school. Many of these facilities are **essential**, as education alternatives are prohibitively distant. These facilities are also often the "heart" of the community, with their large gymnasiums and community-wide events playing a key role in both community building, resiliency, community success and the achievement and success of each student. These provincial schools are essential tools then not just in helping students succeed but in building strong, healthy and safe communities and citizens.

The replacement of Mistassiniy School was completed on February 1, 2024, with all staff and students transitioning to the new building on that date. The original Mistassiniy School was demolished in the summer of 2024, with final landscaping completed in September 2024.

Given these recent changes, taking into consideration ongoing fluctuation in enrolment patterns and facility conditions, an update to the Division's Three Year Capital Plan was warranted.

Alberta continues to see unprecedented levels of immigration. However, the growth is not equal in all parts of the province. Typically, the majority of families new to Alberta choose to move to urban areas. There is some growth in some rural areas, largely driven by the availability of employment opportunities.

All provinces and territories recorded losses in their interprovincial migration exchanges in the third quarter of 2023, except for Alberta, which continued to have the highest net gains, +17,0942. However, growth is not equal across all parts of the province. Between 2016 and 2021, rural Alberta decreased by 2.7%, while urban centres grew by 6.3%³. This speaks not only to the preference of migrants to locate in urban centres but also highlights the trend of rural residents moving into urban areas, usually to be closer to medical services as our Province's population ages.

While population growth in most of the rural communities remains static, it is acknowledged that Growth projections are made more challenging by the fluctuating nature of the oil industry. Population in rural areas in Alberta is generally tied to major projects in the energy (oil/gas) or agricultural sectors. In the areas that Northland School Division serves, employment in the sectors is mostly energy (pipelines, oil and gas, power, etc.). For example, in Big Lakes County, which includes Grouard, the number of major projects has dropped off over the last few years⁶.

In the Municipal District of Opportunity No. 17 (which includes Chipewyan Lake, Calling Lake, and Wabasca - St. Theresa/Mistassiniy schools), pipeline, oil and gas, power and institutional major projects have declined since 2014. The value of major projects in Opportunity No.17 in 2023 was \$62.2 million. The value of major projects in Opportunity No. 17 greatly increased by 98.7% year over year and decreased by 72.7% in the last five years⁴.

This decrease in major projects can be linked to the unemployment rate increasing by 6.5% to 18% in the last 5 years. The unemployment rate in Opportunity No. 17 was 18.0% in 2021, increasing 6.51% from

16.9% in 2016. The female segment had the largest decline over the last five years, decreasing by 6.78% to 11.0%.⁵

Considerations for Ranking Capital Priorities

Alberta Education requires each school division's Board of Trustees to assess their school capital needs and prioritize projects based on the Provincially established project drivers. The resulting capital priority ranking is to be submitted to Alberta Education by April 1st. Following is a list of the drivers and the data considered to support each driver:

- **Building Condition**
 - Five-year deferred maintenance per square metre
 - The cost to bring the school up to "good" condition over the next five years. This value is divided by gross area (square metres) to accurately compare buildings of differing capacities.
 - Five-Year Facility Condition Index (FCI)
 - This is the building's five-year deferred maintenance divided by the building's replacement cost.
 - Building Age
 - The building age is considered to be the year of construction of the oldest part of the building. This year is subtracted from 2025 to calculate the number of years.
- **Community Renewal**
 - Community profiles, environmental scan for total population and economic changes
 - While these factors are not explicitly ranked in the calculations, the information is factored into the enrollment projections, which are considered.
- **Efficiency solutions**
 - Building Energy Cost Index (BECI)
 - The cost (\$) of energy for a school building normalized/divided by the area of the building (2022)
 - Building Energy Performance Index (BEPI)
 - The amount of energy (equivalent kilowatt hour - kWh or gigajoules - GJ) for a school building normalized/divided by the area of the building (2022)
- **enrollment pressures**
 - Five-year historical enrolment
 - Change in enrolment from 2020/21 to 2024/25 for the total school population
 - Ten-year projected enrolment
 - Change in enrolment based on projections from 2024/25 to 2034/35 for the total school population
 - School utilization and the prospect that an improved facility will improve enrollment, attendance and achievement

- Calculation showing student instructional usage space in the school
- **Functionality/programming and Health/Safety**
 - Additional context provided by administration for prioritization, including community engagement, shared use facilities and additional health/safety and/or program functionality considerations
 - The [Ten Year Facility Plan 2021-2031 and the Three Year Facility Plan 2021-2024](#), which began in March 2021, adequately explore these drivers.
- **Legal**
 - Not applicable as this primarily applies to Francophone school divisions

These factors were considered in the creation of an aggregated list for all schools in the Division, informing the Three Year Capital Plan 2026-2029.

School Profiles

Anzac Community School (Kindergarten to Grade 5)/ Bill Woodward School (Grade 6 to Grade 12)



Anzac Community School and Bill Woodward School operate as a kindergarten to grade 12 campus in the hamlet of Anzac. enrollment at both schools has remained relatively consistent over the last 10 years. Collectively, the schools have declined by 25 students over the last five years and are projected to remain stable over the next ten years. Kindergarten enrolment in Anzac Community School has remained stable at around 18 students over the last 5 years. This enrolment trend is based on known demographics and economic activity in the area..

Anzac is in the heart of Alberta's oil sands. The hamlet of Anzac is located approximately 45 kilometres southeast of Fort McMurray. According to the federal census, there were 548 residents in 2016, and the population declined to 506 residents (-7.7%) in 2021. Until additional projects are planned for the Anzac community, the population is projected to slowly decline and mature, which will mean the number of students will also decline accordingly.

Bill Woodward School was built in 2010 and, at this time, does not require a major modernization or replacement. Since the Three Year Capital Plan 2024-2027, the siding on the gymnasium has been replaced with metal clad siding, and insulation was added to the deck fluting around the circumference of the gymnasium. In addition, both boilers were replaced. Anzac Community School has higher projected enrolment, above-average deferred maintenance, and Facility Condition Index (FCI). Anzac

Community School is currently the most utilized school in the Division. According to the last review of building condition, a recommendation to complete the following scope of work was made:

A complete overhaul of the building management system, the construction of a commercial kitchen, repairs to the exterior envelope (new cladding where appropriate), and the replacement of major system components, including windows, electrical, mechanical and structural, where required. The estimated cost of this modernization is based on the size and scope of similar projects within the same region.

Since the submission of the Three Year Capital Plan report in 2018, highlighted building improvements at the Anzac Community School include: work to address the fire system deficiencies, upgrades to the security system, moisture remediation, replacement of flooring in a portable, replacement of a phase converter in the electrical system, installation of a downspout heat trace, replaced roof drains, and installing a new generator, inspections and a variety of general repairs.

The building improvement highlights for Bill Woodward School are: repairs and upgrades to the Building Control System, the gym floor was refinished, the LED lighting upgrade was completed, and upgrades to the security system, replacement of damaged blinds, the addition of a video surveillance system and some additional repairs to the interior lighting.

Bishop Routhier School (Kindergarten to Grade 6)

Bishop Routhier School offers kindergarten to grade 6 programming in the Peavine Métis Settlement. Enrollment at the school had declined but now stabilized over the last five years, and is projected to remain stable over the next ten years. Kindergarten enrolment in Peavine Métis Settlement has stabilized at around 10 students. The enrolment projection is based on current trends and known future projects.



Peavine Métis Settlement is located 56 kilometres north of High Prairie. According to the Federal census, there were 607 residents in 2016 in Peavine Métis Settlement, with the population declining to 387 residents (-36.2%) in 2021. Until additional projects are planned for the Peavine Métis Settlement, the population is projected to continue to decline and mature, which means the number of students will decline accordingly.

Bishop Routhier School was built in 2010 and, at this time, does not require modernization or replacement. The highlights of the projects completed at Bishop Routhier School include the security system upgrades, upgrade of the Building Management System Controls, sewage lagoon reclamation (in progress), replacement of the fire control panel, the addition of a video surveillance system, and paving a gravel parking lot and bus area for the school.

Calling Lake School (Kindergarten to Grade 12)

Calling Lake School offers kindergarten to grade 12 programming in the community of Calling Lake. enrollment at the school has hovered around 120 students over the past five years; projected to decline slightly to an average of 110 students over the next 10 years. Kindergarten enrolment in the community of Calling Lake is almost 10 students most years. This enrolment projection is based on current trends and known future projects.



Calling Lake Community is a vacation community with a population increasing in the summer months.

The population increase does not include permanent residents; therefore, there is no corresponding student enrolment increase. According to the federal census, there were 448 residents in 2016 in the community of Calling Lake, and the population declined to 375 residents (-16.3%) in 2021. Until additional projects are planned for the community of Calling Lake, the population is projected to remain stable, with no student enrolment growth foreseen in the immediate future.

Calling Lake School ranked above average in all categories concerning building age or condition in 2023, and BEPI for utilities in 2022, and is one of the older facilities within the Northland School Division. According to the last review of the building condition, the requirements are:

Calling Lake School requires the built-up asphalt and gravel roofing to be replaced. Additionally, the mechanical systems have reached the end of service life expectancy. Last, the electrical systems have reached or are very near the end of service life.

Since the 2018 report, completed building improvements include: front door replacement, replaced interior fluorescent light fixtures, upgrades to the security system, automatic door openers installed, replaced steel front store-front doors, replaced hallway fire door, refinished gym floor, replaced the fire alarm panel, upgraded video surveillance, HVAC ducts cleaned to improve efficiency and air quality and the generator was inspected and repaired. In 2024, there was a full renovation of the junior/senior high washrooms and gymnasium change rooms, including flooring, roof, electrical, tile, plumbing, fixtures, fire suppression/lighting, and cabinets.

Chipewyan Lake School (Kindergarten to Grade 9)

Chipewyan Lake School offers kindergarten to grade 9 programming in the community of Chipewyan Lake. Enrollment at the school is approximately 25 students over the past five years and is projected to continue to remain between 20 and 25 students over the next 10 years. Kindergarten enrollment in the community of Chipewyan Lake is between 1 and 3 students most years.



Chipewyan Lake is in a remote area, 110 km from the town of Wabasca. The secluded nature of the community is ideal for vacation properties but limits the community's potential for permanent residential growth. Any population increase will not likely be permanent residents; thus, there will be no corresponding student enrolment increase. According to the Federal census, there were 86 residents in 2016 in the community of Chipewyan Lake and the population declined to 72 residents (-16.3%) in 2021. Unless there are additional projects planned near the community, the population is projected to continue to remain stable, with no student enrolment growth foreseen in the immediate future.

Chipewyan Lake School ranks high in all categories concerning building conditions, including utility costs and performance in 2022. According to the last review of the building condition, the requirements are:

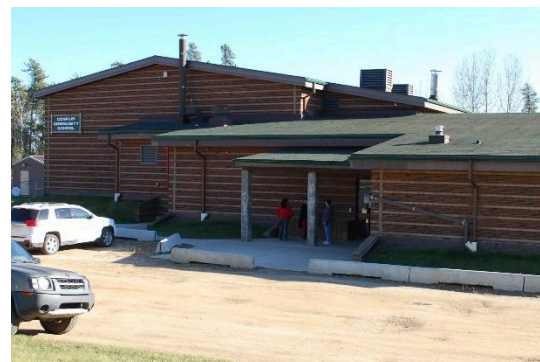
Beginning with the exterior, the 'half log' vertical wood siding is extremely weathered and deteriorated; large gaps are present between logs. The siding does not provide an adequate rain screen and grants sanctuary for pests. Chipewyan Lake School's mechanical and electrical systems have reached their lifecycle expectancy and should be replaced. The school's millwork is original and requires replacement, including the plumbing fixtures. Concrete work is needed throughout Chipewyan Lake School, in spaces such as the gymnasium and main entry. The gymnasium concrete floor slab is exhibiting movement; there is no vestibule at the main entrance and no asphalt parking lot. Lawn areas should also receive minor regrading to better shed run-off from the higher site elevations.

Since the 2018 report, completed repairs include upgrades to the cooling system, generator coolant leak repairs, upgrades to cameras and door security access, and replacement of an LED lamp. To improve insulation and durability and remove pests, the siding was removed to apply an underlay and then re-installed.

Conklin School (Kindergarten to Grade 9)

Conklin School offers kindergarten to grade 9 programming in the community of Conklin. Enrollment at the school was 20 students in 2023 compared to 32 students in 2019. Enrollment is projected to remain low, between 10 and 15 students over the next 10 years. Kindergarten enrolment in the community of Conklin is between 1 and 2 students most years.

Conklin is a remote, rural community located approximately 155 kilometres southeast of Fort McMurray on scenic Christina Lake. The distant nature of the community means that for community growth to occur, employment opportunities would need to be located close to Conklin to contribute to population growth. Conklin is not within commuting distance of any larger centre. When population growth is limited, student enrolment becomes even more limited as the existing population ages out or moves to find employment after schooling is complete. According to the Federal census, there were 185 residents in 2016 in the community of Conklin. The population declined to 154 residents (-16.8%) in 2021.



Conklin School ranks highest in all categories concerning building conditions. According to the last review of the building condition, the requirements are:

The gymnasium flooring has exceeded service life expectancy, and the VCT is exhibiting edges lifting. The school's washroom fixtures are original to the building and require replacement. Last, the boilers and air handling units have surpassed their service life expectancy.

Since the 2018 report, completed building improvements include: the replacement of the roof, an intercom system installed, pneumatic controls renewed, the gym floor refinished, and the gymnasium light fixtures replaced with LED, the video surveillance system upgraded, blinds replaced, exterior stairs replaced, fire system was upgraded, the lighting upgraded to LED fixtures, the generator was inspected and repaired, and a water main break required a new water line to be installed to the portable building.

Elizabeth School (Kindergarten to Grade 8)

Elizabeth School offers kindergarten to grade 6 programming at the Elizabeth Métis Settlement. School enrollment has rebounded to 81 students in 2024, up from 77 students in 2012. enrollment is projected to remain stable, between 81 and 105 students over the next 10 years. Kindergarten enrolment in the Elizabeth Métis Settlement averages 8 and 10 students most years.

Elizabeth Métis Settlement is situated along the Alberta/Saskatchewan border. The settlement is relatively close to the city of Cold Lake (36 km). As this school serves the Elizabeth Métis Settlement exclusively, enrolment in the school is entirely dependent on the population residing in the settlement. Due to their proximity to the city of Cold Lake, residents can choose to access educational opportunities within the city. According to the federal census, 594 residents lived in the Elizabeth Métis Settlement in 2021, a 9% decline from the 653 residents in 2016.



The Elizabeth Metis Council has been very supportive of the community school. The school is the heart of the community, and the success of all members is affected by the quality of education and the success of its students. Accordingly, there is an opportunity for a joint or shared use agreement to include community services with the renewed facility. In addition, there is an opportunity to grow enrollment by expanding grades offered beyond Grade 8 and supporting learning at the community school.

Although the current building assures site readiness, additional work is underway to maximize site potential and community engagement.

The building condition rating for Elizabeth Community School ranks as “good” compared to other Division buildings. The limitations of the facility, its age and deteriorated condition and its health and safety risk have elevated the priority of its replacement/modernization. According to the last review of building condition, requirements are as follows:

...there are gym roof leak issues, and concern was raised regarding cracks observed in the glulam beam structure. Also, visible water stains down the interior face of gym concrete block

walls and in some locations, into the beam support pocket. The gym is relatively small but does have a storage room attached. It is noted that there are classroom heating issues that may be partly due to shared thermostats. Within the school, municipal water is provided but not used for drinking; plumbing fixture staining is apparent due to water composition. The commercial kitchen dishwasher has a canopy to collect steam but does not exhaust. On the school grounds, gophers are a problem throughout the property; gopher eradication is currently underway. Moreover, the school's parking lot is gravel and would benefit greatly if paved, along with the concrete flatwork at the main entrance needs replacement. In classrooms, smartboard installations would benefit from cable management accessories, as several loose cords are hanging, which can be hazardous. Last, the former septic discharge north of the school property should be decommissioned entirely, and maintenance would benefit from a complete Building Management System.

Since the 2018 report, completed building improvements include: roof replacement, fire system upgraded, security system upgraded, front reception area upgraded, gym floor was refinished, gym doors replaced, LED lighting upgraded, the surveillance system upgraded, and the entrance to the bathroom was relocated, a rooftop unit (HVAC) was repaired, and a replacement design study was conducted for the rooftop unit. In 2024, there was a total replacement of the gymnasium rooftop, which will eliminate the issue of water draining into the gymnasium.

Note: In terms of health and safety priorities, the gymnasium's glulam beams have further deteriorated since an Engineer's report in 2017 recommended monitoring for further degradation. An inspection of the beams conducted in 2024 identified a need to conduct a closer examination to determine their structural integrity. Depending upon the results of the structural review, major structural repair work/gymnasium rebuild may be required.

Father R. Perin School (Kindergarten to Grade 9)



Father R. Perin School offers kindergarten to grade 9 programming in the Hamlet of Janvier. enrollment at the school is 71 students in 2024. enrollment is projected to continue to decline to approximately 50 students over the next 10 years. Kindergarten enrolment in the hamlet of Janvier varies between 3 and 6 students in most years, with this year being an exception at 9.

There is a large Métis population in Janvier and it is home to the Chipewyan Prairie First Nation. The hamlet of Janvier is fairly remote, located 120 km south of the city of Fort McMurray. For permanent residency

growth to occur, either employment opportunities would need to be located closer to Janvier, as it is not in commuting distance to any larger centre, and/or there would need to be growth experienced within the Métis or the Chipewyan Prairie First Nation populations. When population growth is limited, student enrolment is even more limited as the existing population ages out or moves to find employment after schooling is complete. According to the federal census, there were 100 residents in 2016 in the hamlet of Janvier. The population declined to 61 residents (-39%) in 2021.

Father R. Perin School ranks as the second highest in regard to facility condition and fairly high in utilities in 2022. According to the last review of building condition, requirements are as follows:

Concerning the school site, there is gravel access and parking, and the municipal upgrades underway include paving an adjacent roadway, which is higher in elevation than the school property. With these additions, the site could accumulate surface runoff. There is landscaping care required around the building to deal with weed growth and, unused planters; damage to masonry caused by ice damming. Moreover, the school's skylights, gymnasium rubber floor, and air handling units have all surpassed service life expectancy. There is a partial BMS installed, and the millwork is mostly original and requires upgrading/ replacement. The main corridor would benefit from noise reverberation acoustic treatment.

Since the 2018 report, the highlights of the building improvements include: heat trace installed in the drain pipes to prevent damage from freezing, the lighting in the gym has been replaced, deficiencies in the fire alarm system has been corrected; an upgrade was made to the rooftop drainage, pneumatic controls replaced, LED lighting upgraded, repairs made to the intercom system, upgrades to the security system completed, gym floor has been refinished, ceiling remediation from a glycol leak completed, science countertops were replaced, upgrades were made to the fire system, and the generator was inspected and repaired.

There was also some resilient floor replaced as a response to moisture infiltration.

Gift Lake School (Kindergarten to Grade 9)



Gift Lake School offers kindergarten to grade 9 programming in the Gift Lake Métis Settlement. enrollment at the school has slightly declined to 127 students in 2023, down from 134 students in 2019. enrollment is projected to slightly decline to approximately 120 students over the next 10 years. Annual kindergarten enrolment in the Elizabeth Métis Settlement is projected to be between 10 and 15 students over the next ten years.

Gift Lake Métis Settlement is located relatively close to the town of High Prairie (40 km). As this school serves the Gift Lake Métis Settlement exclusively, enrolment in the school is entirely dependent on the population that resides within the settlement. Due to the proximity of the town of High Prairie, members can choose to access educational opportunities within the town. According to the federal census, there

were 658 residents in 2016 in the Gift Métis Settlement, and the population declined to 625 residents (-5%) in 2021.

Gift Lake School was built in 2015 and, at this time, does not require modernization or replacement. The highlights of the work completed at Gift Lake School included a security upgrade, including the installation of cameras, refinishing of the gym floor, roof repairs, and the replacement of a glass partition wall. In 2023, Gift Lake School installed a new door-answering system and completed some mechanical upgrades that included: re-balancing the boilers, ductwork, radiant heat panels, and thermostat controls were added to the gymnasium and food lab.

Grouard Northland School (Kindergarten to Grade 10)



Grouard Northland School offers kindergarten to grade 10 programming in the hamlet of Grouard. enrollment at the school has declined to 31 students over the past five years from 75 students in 2019. The school population is projected to remain between 30 and 35 students over the next 10 years. Kindergarten enrolment in the community of Grouard is between 3 and 5 students, most years. The enrolment projections are based on current trends and known future projects.

In addition, there is an opportunity to grow enrollment by expanding grades offered beyond Grade 10 and supporting learning at the community school.

The Hamlet of Grouard is located relatively close to the town of High Prairie (33 km). Due to the proximity of the High Prairie, families can choose to access educational opportunities within the town. If employment opportunities increase in High Prairie, Grouard could see some renewed interest as it is within commuting distance. According to the federal census, there were 255 residents in 2016 in the hamlet of Grouard, and the population declined to 166 residents (-34.9%) in 2021.

Grouard Northland School ranks above average in building condition categories but below average in enrolment/utilization. The enrolment has dropped significantly in the last five years. By September 30th, 2023, enrolment was only 31 students. According to the last review of the building condition, the requirements are:

Around the exterior, the paving stones, concrete sidewalks, and surface drainage have been partially addressed for safety concerns but need complete replacement. The exterior brick veneer requires numerous repairs, in addition to the roof mansard, soffits, eavestrough and downpipes, which are in poor condition. There are several issues concerning the wall openings. First, the exterior windows are outdated aluminum and require replacement. Second, the window security

shutters are not the correct application. Last, the outer metal doors are in poor shape and provide little in the way of heat loss mitigation. The exterior lighting around the school is outdated and damaged. Within the school, the millwork is original and beyond service life. Moreover, the CTS foods classroom is outdated and requires upgrading. Similarly, the CTS woodworking has outdated equipment; dust extraction should also be reviewed. Finally, the building's heating, ventilation, and electrical systems are original and beyond service life expectancy.

Since the 2018 report, building improvements include: fluorescent light fixture renewal, security upgrades including cameras, and the generator was inspected and repaired. In 2023, the rooftop drainage system was replaced including gutters and downspouts. In addition, re-grading was completed around the school to further address drainage issues.

Hillview School (Kindergarten to Grade 6)

Hillview School offers kindergarten to grade 6 programming in the East Prairie Métis Settlement. enrollment at the school has rebounded to 37 students in 2023, from 24 students in 2022. The school is projected to remain at approximately 25 students over the next 10 years. Kindergarten enrolment in the East Prairie Métis Settlement is between 3 and 5 students, most years. The enrolment projections are based on current trends and known future projects.



East Prairie Métis Settlement is located relatively close to the town of High Prairie (50 km). As this school serves the East Prairie Métis Settlement exclusively, enrolment in the school is entirely dependent on the population that resides within the settlement. Due to the proximity of High Prairie, members can choose to access educational opportunities within the town. According to the federal census, there were 304 residents in 2016 in the East Prairie Métis Settlement, and the population remained at 310 residents (+2%) in 2021.

Hillview School was built in 2008 and, at this time, does not require modernization or replacement. The highlighted upgrades at Hillview School since 2018 include the security system and video surveillance system.

J.F. Dion School (Kindergarten to Grade 6)

J.F. Dion School offers kindergarten to grade 8 programming in the Fishing Lake Métis Settlement. Enrollment at the school dropped to 57 students in 2023, down significantly from 73 students in 2019. enrollment is projected to decline further, dropping to 48 students over the next 10 years. Kindergarten enrolment in the Fishing Lake Métis Settlement averages 6 to 8 students in most years.



Fishing Lake Métis Settlement is in the Lakeland area of Alberta. The settlement is accessible to the cities of Cold Lake, Bonnyville, and Lloydminster (100 km) but not close enough to any of the centres to be commutable. As this school serves the Fishing Lake Métis Settlement exclusively, enrolment in the school is entirely dependent on the population that resides within the settlement. According to the federal census, there were 446 residents in 2016 in the Fishing Lake Métis Settlement, and the population declined to 414 residents (-7.2%) in 2021.

J.F. Dion School ranks above average in all categories except enrolment. According to the last review of the building condition, the requirements are:

Since the property slopes from the main community road down to the school front entrance, runoff is subject to freezing up, creating a hazard. One of the main safety concerns is the brick veneer wall on the north side of the modular classrooms. Since the brick is pulling away from the substrate, there is potential for the brick to detach eventually, given the height of the wall. Continuing with the exterior, there are exposed decorative timber rafters which are very weathered and require replacement. The exterior lighting of the entrance colonnade is insufficient and poorly located; the lighting should be upgraded and relocated. The front entrance's concrete walkway/plaza concrete requires replacement and also features brick planters that are no longer used, so they should be removed.

Moreover, the crawlspace of the original 'modular' may have residual lime from a previous hazmat cleanup, posing a threat to future maintenance. Within the interior of J.F. Dion, the gymnasium shower rooms are out of service and used for storage; these rooms must be modified to comply with the building code if maintained as storage. The gym floor is a non-cushioned rubber sheet product. All of the school's windows are aluminum and of reasonable quality, however, they exhibit air leakage around rough openings. The municipal water quality is in question, so it is not used for drinking. Last, maintenance would benefit from a complete Building Management System.

Since the 2018 report, building improvements include: flooring replacement due to moisture remediation, HVAC repairs completed, upgrades made to the Building Management System, fluorescent fixture replacement, upgrades made to the security system, refinishing of the gym floor, bat access prevention, replacement of the carpet on the stairs, repair of sprinkler system, inspection and repair of

the generator, as well as additional repairs made to the fire alarm system to address identified deficiencies.

Mistassiniy School (Grade 7 to Grade 12)

Mistassiniy School offers a grade 7 to grade 12 program in the community of Wabasca. enrollment at Mistassiniy School increased from 261 students in 2019 to 311 students in 2023. With the opening of a second high school in the area enrolment has declined to 212. enrollment is projected to peak in the next 2 to 3 years and then decline over the next 10 years. Grade 7 enrolment is primarily from grade 6 students at St. Theresa school. This enrolment projection is based on known demographics and economic activity in the area.



The community of Wabasca is located 186 kilometres north of Athabasca, Alberta, 130 kilometres east of Slave Lake. According to the federal census, there were 1,480 residents in Wabasca in 2016, and the population increased to 1,594 residents (+7.7%) in 2021. Wabasca is a rapidly growing community fueled by increased activity in the oil sands and in forestry.

Northland School Division completed a replacement for Mistassiniy School in February 2024. The new \$31.4 million school is designed for 400 students.

Paddle Prairie School (Kindergarten to Grade 12)

Paddle Prairie School offers kindergarten to grade 12 programming in the Paddle Prairie Métis Settlement. Enrollment increased to 126 students in 2023, currently 119, up from 114 students in 2019. Enrollment has been and is projected to be stable over the next 10-15 years.



The Paddle Prairie Métis Settlement is 70 km from the town of High Level and over an hour (126 kilometres) from the town of Manning.

According to the federal census, there were 544 residents in 2016 in the Paddle Prairie Métis Settlement. The population has remained relatively stable, with 551 (+1.3%) residents recorded in 2021.

The Paddle Prairie Metis Council has been very supportive of the community school. The school is the heart of the community, and the success of all members is affected by the quality of education and the success of its students. Accordingly, there is an opportunity for a joint or shared use agreement to include community services with the renewed facility.

Although the current building assures site readiness, additional work is underway to maximize site potential and community engagement.

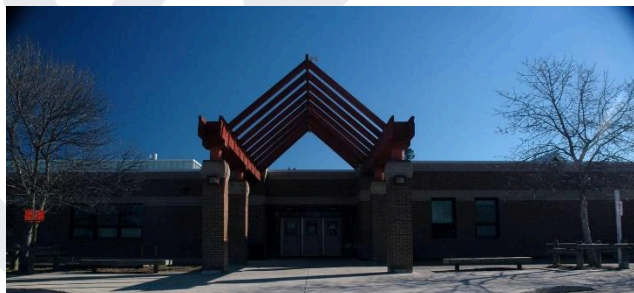
Paddle Prairie School ranks poorly in all categories, including utility costs in 2022. According to the last review of building conditions, health and safety are at risk from frost heaving and related foundation/envelope concerns, the age of the plant and the age/state of portables adding urgency to the requirement for replacement/modernization. For example;

The first concern is the school's paving. Whether it is a concrete sidewalk or asphalt, most are in poor condition. Paddle Prairie School's interior and exterior concrete flatwork is subject to the high-water table of the site, contributing to heaving. At one location, the exterior pad below a door was removed because it had heaved high enough to prevent the door from opening, creating a safety hazard. Also, the south side of the school's paving stone is overgrown with weeds and grass. Furthermore, at least one wall of the links serving the modular classroom was replaced due to excessive movement. Last, the school's heating and air handling systems are deemed to be beyond their service life expectancy.

Since the 2018 report, building improvements include: upgrades to interior fluorescent fixtures, upgrades made to the security system, including cameras, the gym floor was refinished, repairs made to exterior concrete, and the generator was inspected and repaired. In addition, the portable Career and Technology Studies (CTS) facility was permanently installed.

St. Theresa School (Kindergarten to Grade 6)

St. Theresa School offers a kindergarten to grade 6 program in the community of Wabasca. enrollment at St. Theresa School has declined from 288 students in 2019 to 258 students in 2023. enrollment is projected to continue to decline to 225 students over the next 10 years. Kindergarten enrolment in the community of Wabasca is approximately 30 students, most years.



The community of Wabasca is located 186 kilometres north of the town of Athabasca, and 130 kilometres east of the town of Slave Lake. According to the federal census, there were 1,480 residents in 2016 in Wabasca, and the population increased to 1,594 residents (+7.7%) in 2021. Wabasca is a rapidly growing community with development increasing in both the oil sands and forestry industries.

St. Theresa School ranks high in utilization and building age but average in all other categories. According to the last review of the building condition, the requirements are:

The exterior of St. Theresa School features brick veneer, which has either been painted or contains clear 'graffiti coating' on many building facades. Some of these locations are shedding the coating, and the control joint sealants have failed; this is evidence of trapped moisture that causes damage to masonry. The exterior concrete flatwork (sidewalks and pads) has heaved and cracked in parts around the building perimeter; some large panels are currently being replaced. Moreover, several areas of the school seem to be overheating; the library is an example. There are interior spaces observed having overhead radiant heating which may be contributing to the discomfort. The existing BMS could also be at the root of this overheating issue; regardless, it

must be resolved to benefit the learning environment. On the rooftop, mounted pyramid skylights have been leaking and therefore need replacing. Also, there is chronic back-drafting in the boiler room, causing heavy condensation and a risk of carbon monoxide exposure. On the interior, some of the modular classroom skirting needs replacement. Additionally, the fire suppression system sprinkler tree leaks periodically.

Since the 2018 report, building improvements include: the replacement of the storm window plexiglass, gym floor refinished, upgrades made to the security system, LED Lighting upgrades completed, replacement of exterior concrete, repair made to the school entrance A-frame structure, and repairs made to the Building Management System controls.

Susa Creek (Kindergarten to Grade 8)

Susa Creek School offers a kindergarten to grade 8 program and is located near the hamlet of Grande Cache. Enrollment declined from 45 students in 2018 to 25 students in 2022 and is projected to continue declining to 13 students over the next 10 years. Kindergarten enrolment in Susa Creek is between 1 and 3 students most years.

The Grande Cache community is 90 minutes from the town of Hinton and over 2 hours from Grande Prairie. The secluded nature of the community limits the community's potential for permanent residential growth. According to the federal census, there were 3,571 residents in 2016 in Grande Cache, and the population declined to 3,276 residents (-8.3%) in 2021. Most students in close proximity to Grande Cache attend schools within the Grande Cache community. Those schools are part of the Grande Yellowhead School Division. Susa Creek School ranks average in most facility categories.



According to the last review of the building condition, the requirements are:

A significant concern is that the existing 'rural' type of property servicing (standalone septic system), water storage, propane tanks, and potable water well add a significant layer of critical upkeep to the NSD maintenance team. Normally, this infrastructure maintenance belongs to utility companies in a municipal setting. Second, the building is a combination of modular components that do not have a core administration/general office or common area. The current kitchen is constructed of residential-grade material. Maintenance would benefit from a complete Building Management System. Last, the building is not barrier-free.

Since this report, building improvements include: the HVAC duct system has been cleaned, upgrades made to the security system, the addition of a well water treatment system, provision of a partial building management system, and remediation of water damage to a portable. Access to the roof-top RTU was identified as a safety concern due to the severe pitch of the roof. The RTU has been relocated to the ground level in 2024.

Proposed Aggregated Priorities

Considering the project drivers required by Alberta Education and the data available, the following is the proposed aggregated Three-Year Capital Plan for Northland School Division:

Year 1			
Prop. Priority	Prev. Priority	School	Indicative Cost
1	1	Paddle Prairie School <i>Replacement of Paddle Prairie School with a new 150 student capacity school on an adjacent parcel next to the existing school.</i>	\$10,715,600
2	2	Elizabeth Community School <i>Major modernization including flooring, interior finishes and major building components/systems (electrical, mechanical and envelope). Addition of a Gymnasium.</i>	\$6,965,140
3	3	Grouard Community School <i>Replacement of Grouard Northland School with a new 150-student capacity school on an adjacent parcel next to the existing school.</i>	\$16,347,920
Year 2			
Prop. Priority	Prev. Priority	School	Indicative Cost
4	12	Susa Creek School <i>Replacement of Susa Creek School with a new 150-student capacity school to replace aging infrastructure and reduce utility consumption.</i>	\$8,310,820
5	8	St. Theresa School s <i>Major modernization including flooring, interior finishes and major building components/systems (electrical, mechanical and envelope).</i>	\$ 737,632
6	6	Calling Lake School <i>Major modernization, including flooring, interior finishes and major building components/systems (electrical, mechanical and envelope)</i>	\$3,980,970
Year 3			
Prop. Priority	Prev. Priority	School	Indicative Cost
7	4	Anzac School <i>Major modernization, including flooring, interior finishes and major building components/systems (electrical, mechanical and envelope)</i>	\$2,337,496
8	5	J.F. Dion School <i>Major modernization, including flooring, interior finishes, and major building components/systems (electrical, mechanical and envelope)</i>	\$1,039,164
9	7	Father R. Perin School <i>Major modernization including flooring, interior finishes and major building components/systems (electrical, mechanical and envelope).</i>	\$1,541,302

According to the 2024-2025 Alberta School Funding Manual¹, section C 1.8, Alberta Education provides grant funding to small schools with a minimum of 35 students. Below that level, funding is given at the base rate, with a significantly smaller grant.

Due to this, 35 students is the proposed benchmark for projects to be included in the capital plan; schools with less than 35 students are proposed to be on a monitoring list or put on hold until enrolment increases to a point that future sustainability is ensured. Notwithstanding the recommendation to place these schools "on hold" until enrolment reaches a viable level, capital funds can be used to provide upgrades to the schools as part of the Division's maintenance program. Doing so will ensure the schools remain safe and comfortable for students. The following schools currently have a total enrolment of less than 35 students:

Monitoring			
Prop. Priority	Prev. Priority	School	Indicative Cost*
10	9	Chipewyan Lake School – 22 students <i>Major modernization, including flooring, interior finishes and major building components/systems (electrical, mechanical and envelope)</i>	\$2,616,600
11	10	Conklin Community School – 17 students <i>Major modernization, including flooring, interior finishes and major building components/systems (electrical, mechanical and envelope)</i>	\$2,184,238

*Project scope and cost are based on Chipewyan Lake School; further analysis would provide more accurate cost and scope

According to the Alberta School Capital Manual, "If projections show low utilization and declining enrolment, then consider submitting rationale/evidence to support the need to keep the school operational over the next 15-20 years." This does not mean these schools should not be maintained or closed; however, it does mean that the Division should monitor enrolment to ensure there is a sustainable long-range plan for these sites. The removal of these sites contributes to the increased priority of other sites.

Summary

This document provides updated information on the enrolment, building condition, utility, demographic, and utilization information that is critical in assessing a plan for capital within a school division. The combination of this updated information with the detailed condition assessment and site functionality in the [Ten Year Facility Plan 2021-2031 and Three Year Facility Plan 2021-2024](#) from March 2021 are excellent resources for the Northland School Division to consult when making major infrastructure decisions. Together these documents fulfill all the requirements in the [School Capital Manual](#) for Three-Year Capital Plans. The proposed aggregated priority list above considers all the metrics in the 2021-2024 and 2024-2027 reports while adding a proposed layer of accountability that identifies a list of projects for monitoring, ensuring enrolment viability is achieved before a capital request is made.

When these capital requests are funded, Northland School Division students will be well-served into the future. Modernized and replacement facilities support the Division's vision: "Our students love to come to school in Northland" while also supporting the Division's commitment to "Excellence in Indigenous Education".

Sources

- 1 2024-2025 Alberta School Funding Manual, Alberta Education
- 2 Canada's population estimates, third quarter 2023, Statistics Canada
- 3 Population growth in Canada's rural areas, 2016 to 2021, Statistics Canada
- 4 Opportunity No. 17 - Major Projects, Alberta Regional Dashboard
- 5 Opportunity No. 17 - Unemployment Rate, Alberta Regional Dashboard
- 6 Big Lakes County - Major Projects, Alberta Regional Dashboard
- 7 Residential and non-residential building construction price index in metropolitan areas of Canada from 1st quarter 2017 to 2nd quarter 2023, Statistics Canada



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Projected Enrollment for 2025-2026
REFERENCE(S):
ATTACHMENTS: Projected Enrollment

INFORMATION ITEM
The projected enrollment for the 2025-2026 school year has been received as information and filed.

BACKGROUND:
<p>Northland School Division provides Alberta Education with an enrollment projection to assist with developing the provincial budget and determining school board budget allocations for the next school year. This year information was gathered by:</p> <ol style="list-style-type: none"> 1. Rolling over numbers from the 2024-2025 school year; 2. Verifying numbers with school principals and Associates, and 3. School principals working with local partners to estimate Kindergarten numbers
RISK ANALYSIS:
<p>These projections provide information that enables the administration to plan for the upcoming school year.</p>

PROJECTED ENROLLMENT FOR THE 2025-2026 SCHOOL YEAR	E.C.S.	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grand Total Projected Enrollment 2025-26	Current Enrollment	Difference (2024 Vs 2025)
ANZAC	14	17	17	8	14	15								85	87	(2.0)
BILL WOODWARD							16	20	16	11	14	20	16	113	109	4.0
BISHOP ROUTHIER	9	9	9	11	10	8	8							64	61	3.0
CALLING LAKE	9	9	5	12	7	7	13	13	12	7	7	4	11	116	124	(8.0)
CAREER PATHWAYS											21	33	66	120	121	(1.0)
CHIPEWYAN LAKE	2	4	4	3	0	2	2	3	2	2				24	22	2.0
CONKLIN	1	1	1	2	2	1	4	2	1	0				15	17	(2.0)
ELIZABETH	9	12	12	14	6	4	7	10	10					84	81	3.0
FATHER R. PERIN	6	4	4	4	12	4	12	9	7	8				70	72	(2.0)
GIFT LAKE	15	13	13	24	9	6	15	8	17	7				127	142	(15.0)
GROUARD	2	1	1	5	3	2	4	4	3	2				27	25	2.0
HILLVIEW	5	6	6	5	6	3	8							39	35	4.0
J. F. DION	4	8	8	5	9	7	6	6						53	46	7.0
MISTASSINIY								45	47	39	26	31	38	226	217	9.0
NORTHLAND ONLINE SCHOOL	1	2	2	3	2	2	4	3	4	11	10	16	16	76	92	(16.0)
PADDLE PRAIRIE	6	13	13	10	20	2	12	4	7	6	6	14	12	125	115	10.0
ST. THERESA	37	37	31	26	35	28	39							233	245	(12.0)
SUSA CREEK	3	3	3	4	4	3	3	1	4					28	27	1.0
TOTAL	123	139	129	136	139	94	153	128	130	93	84	118	159	1625	1638	(13.0)



NORThLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Preliminary Revenue/Expense Figures - 2024 Budget
REFERENCE(S):
ATTACHMENTS:

INFORMATION ITEM
The preliminary report on revenues and expenses for the 2024 -2025 budget has been received as information and filed.

BACKGROUND:

On February 27, 2025, the Government of Alberta presented its budget for 2025-26. The 2025/26 Funding Manual for School Authorities and each school jurisdiction's funding profile will be available "in early April." This will include Northland's initial provincial grant, which will be used in the 2025-26 division budget brought to the May Board meeting for review and approval.

Overall the province is providing some relief for the inflationary pressures affecting the division's operating position. The challenge remains to balance enrollment, revenues and expenses to provide the best education possible.

" Budget 2025 will provide a historic three-year investment to stabilize the education system and improve classroom conditions and student outcomes."
"Over the next three years, Education's operating expense budget will grow by \$1.25 billion to more than \$10.71 billion by 2027/28."

The plan includes increased funding and support for enrollment growth, funding rate increases (+2.2%), additional learning support, and an initiative for Career education. The moving average enrollment calculation is being changed to a two-year view, which will help growing divisions.

Transportation support will be reduced slightly as the minimum distance eligibility is raised from the previously announced 1.0 KM to 1.6 KM.

As announced \$8.6B is being provided to accelerate new school construction. More information on the 41 school projects, 30 new schools, 5 replacement schools, 3 modernization,s and 3 public charter schools from the plan will follow.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

RISK ANALYSIS:

Enrollment variances and fluctuation have been significant factors affecting grant and tuition revenues.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools
Krista Veitch, Associate Superintendent

SUBJECT: Advocacy Request from Pediatric Physicians to Restore
Program Unit Funding (PUF)

REFERENCE(S):

ATTACHMENTS: Email from Executive Vice President, Public Affairs - Alberta Medical Association

RECOMMENDATION
THAT the Board of Trustees authorize the Board Chair to sign the draft letter from the Alberta Medical Association in support of the restoration of the Program Unit Funding (PUF) as presented.

BACKGROUND
RISK ANALYSIS



Cheryl Page <cheryl.page@nsd61.ca>

Fwd: Advocacy Request from Pediatric Physicians to Restore Program Unit Funding (PUF)

1 message

Cal Johnson <cal.johnson@nsd61.ca>
To: Cheryl Page <cheryl.page@nsd61.ca>

Wed, Feb 19, 2025 at 6:04 PM

Item for March Board meeting



Cal Johnson
Superintendent of Schools/CEO

Our students love to come to school in Northland

9809 77 Avenue, Peace River, AB, T8S 1C9

780-624-2060, 6103 |

www.nsd61.ca



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----- Forwarded message -----

From: **Shannon Rupnarain** <shannon.rupnarain@albertadoctors.org>
Date: Wed, Feb 19, 2025 at 1:45 PM
Subject: Advocacy Request from Pediatric Physicians to Restore Program Unit Funding (PUF)
To:
CC: Jasmine Kwade <Jasmine.Kwade@albertadoctors.org>

Hello,

I am writing in my capacity as senior staff at the Alberta Medical Association (AMA). The AMA's Section of Pediatrics is undertaking some advocacy directed at the Minister of Education and thought that the issue they are bringing forward might resonate with the school boards of Alberta.

This email is to inquire whether your Board would be interested in being a signatory to the attached letter drafted by Section President Dr. Sam Wong to Alberta's Minister of Education. The Section is requesting the restoration of Program Unit Funding (PUF) to levels that ensure children in need have access to appropriate, early interventions. We understand the decreases to PUF in 2020, particularly around child eligibility, have prevented children from receiving the personalized supports they need in school.

The AMA Section of Pediatrics is seeking your support for their request to government. Should you feel comfortable, we kindly ask that you indicate your support via a reply to this email so that we can co-ordinate to obtain a signature. Your endorsement would be

valuable in building a compelling case for the Minister of Education and ensuring children can access the supports they need in school.

Thank you for your time and consideration.

Sincerely,

Shannon Rupnarain
Executive Vice President, Public Affairs
Alberta Medical Association

The AMA respectfully acknowledges that we live and work on the traditional lands of many diverse distinctions-based Indigenous Peoples. The AMA honours the vibrant histories, languages and cultures of the First Nations, Inuit and Métis peoples of Turtle Island, now known as settler Canada, who came before us and continue to thrive here today. We are committed to meaningful reconciliation and wholistic health for all.

CONFIDENTIALITY NOTICE: This message, including attachments, contains confidential information and is intended for the sole use of the identified recipient(s). Unauthorized use or distribution is strictly prohibited. If you have received this information in error, please contact the sender, or forward this email to privacy@albertadoctors.org. Please ensure you securely destroy this message and any copies after contacting us. Thank you.

 **Advocacy letter on PUF final.pdf**
104K



The Honourable Demetrios Nicolaidis
Minister of Education
423 Legislature Building
10800 97 Avenue
Edmonton AB T5K 2B6

Dear Minister:

I am writing with respect to Program Unit Funding (PUF) provided to school authorities for children with disabilities or delays who require supports beyond those provided by regular early childhood services (ECS) programming. PUF provides early interventions that enable vulnerable children to acquire skills that are vital to their success in elementary school and mitigate the future development of more complex needs.

The Alberta Medical Association (AMA) Section of Pediatrics is writing to advocate for the restoration of PUF to levels that are equivalent or higher than those in place prior to the 2020 funding model change.

Prior to 2020, PUF provided up to three years of funding for students registered in pre-kindergarten, kindergarten and non-profit private ECS programs. Students had to be under six years old by September 1 to be eligible for funding for the respective school year. Additionally, a child who had not attended ECS and had not yet used their eligible funding could use that funding for additional supports in Grade 1. These parameters offered a flexible, individualized approach, empowering educational authorities to deliver targeted interventions to students with the highest needs. A child with a speech delay or autism, for example, could access tailored supports foundational to their social and academic success in elementary school.

The Alberta government changed this PUF model in 2020, decreasing eligibility from three years to two years per child, and decreasing the maximum age of eligibility from six years to four years and eight months. Funding also transitioned from per-student funding to a weighted moving average, resulting in a substantial reduction in PUF allocation.

Some of the funds previously used for PUF were allocated to a new grant for specialized learning supports (SLS) which educational authorities could use for resources to support all students in addition to those with disabilities. Unfortunately, the combined PUF and SLS grants represented a significant reduction of overall funding compared to the previous totals for PUF and Inclusive Education grants in 2019-2020. The kindergarten to Grade 12 (K-12) SLS grants are pooled among larger numbers of students and therefore those in greatest need are not receiving adequate supports as they would have before 2020.

The reduced number of years of eligibility has had a significantly impacted children who had been making gains in pre-kindergarten and subsequently had no access to supports when they begin the crucial transition to elementary school. These impacts have been compounded for children in rural communities, who face reduced access to imperative supports since the closure of programs in their areas following the funding changes.

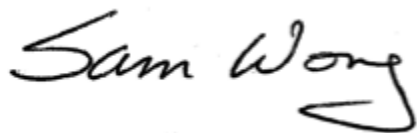
Since 2020, we have heard from countless parents, teachers and physicians who have seen firsthand the negative impacts on children who are already disadvantaged due to disabilities and developmental delays. Without adequate classroom supports, children's anxiety and school avoidance increases, as do behavioral outbursts in classrooms. These children struggle to catch up to their peers and consequently have more difficulty integrating with classrooms and communities in elementary school and beyond.

Early intervention for children with developmental delays and disabilities is essential to optimizing their educational success and potential as healthy, connected members of Alberta communities. Given the detrimental outcomes of decreased PUF funding, we request that the PUF program be revised to allow three years of eligibility for students less than six years of age. The per-student funding should also be restored and adjusted for inflation to enhance support for individual students.

These proposed revisions would advance the strategies outlined in the Premier's mandate letter to yourself, which references "reviewing and strengthening Program Unit Funding" and several other key focus areas. Revising the program in accordance with the above recommendations would ensure additional funding for educational supports is provided to children with complex needs, including autism, and enable the addition of educational assistants to classrooms, along with professionals such as speech language pathologists, occupational therapists, physical therapists and psychologists. Furthermore, the proposed revisions would remove barriers for children living in rural communities who are currently unable to access the supports they need.

Thank you for considering our position and sharing it with your caucus as you find appropriate.

Sincerely,

A handwritten signature in black ink that reads "Sam Wong". The signature is written in a cursive, flowing style with a large, sweeping flourish at the end.

Dr. Sam Wong, MD, FRCPC
President of the AMA Section of Pediatrics
Signed on behalf of the Executive of the AMA Section of Pediatrics



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Mark Owens, Associate Superintendent
SUBJECT: Locally Developed Course - Forensic Studies 35
REFERENCE(S):
ATTACHMENTS:

RECOMMENDATION
THAT the Board of Trustees authorize the Administration to acquire the following locally developed course: Forensic Studies 35, LDC 3256, 5 credits as presented.

BACKGROUND

School authorities may approve, develop or acquire locally developed courses for Kindergarten through Grade 12 students.

Locally developed courses can help:

- accommodate the needs and interests of students
- encourage and support innovative learning and teaching practices
- address unique community priorities
- engage students at risk of leaving school early
- promote successful transition to further education by exposing students to advanced subject matter and learning environments.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025

SUBMITTED BY: Mark Owens, Associate Superintendent

SUBJECT: Educational Assistant Practical Course

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION
THAT the Board of Trustees authorize the Administration to acquire the following course: Educational Assistant Practical 3 Credit Course for high school students from Northern Lakes College.

BACKGROUND
This pertains to our Educational Assistant Dual Credit Program for high school students.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: ASBA Edwin Parr Nomination

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve Emily Griffin, a teacher at the Anzac Community School for the nomination of the 2025 Edwin Parr Teacher Award.

BACKGROUND

Emily Griffin exemplifies an outstanding first-year teacher and has become an integral member of our school community. She demonstrates an unwavering commitment to student success, cultural inclusivity, and professional growth. Her ability to navigate the complexities of the Alberta curriculum while fostering an engaging and inclusive classroom environment is truly commendable.

In the classroom, Emily cultivates a warm and inclusive atmosphere where all students feel heard, valued, and encouraged to participate. She employs diverse instructional strategies to scaffold learning effectively and promote student independence. Her use of technology, such as the ViewSonic board, videos, and visuals, enhances engagement and deepens comprehension. Additionally, Emily's approach to classroom management is both firm and supportive to foster a positive and respectful learning environment. Beyond her classroom responsibilities, Emily is actively involved in extracurricular and community initiatives and participates in school engagement initiatives, strengthening the bond between the school and the wider community.

As a reflective educator, Emily continuously seeks opportunities for professional growth, actively collaborating with colleagues and community members to enhance her teaching practices. Her dedication to learning and improving ensures she will continue to make a significant impact on her students and the broader school community.

NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

Emily embodies the qualities of an exceptional educator: passionate, dedicated, thoughtful, and supportive. Her commitment to student success, cultural inclusion, and ongoing professional development makes her a deserving candidate for the Edwin Parr Award.



**NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM**

TO: THE BOARD OF TRUSTEES **DATE:** MARCH 22, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: 2024-2025 Tri-Annual Report
REFERENCE(S):
ATTACHMENTS: Tri-Annual Report #2

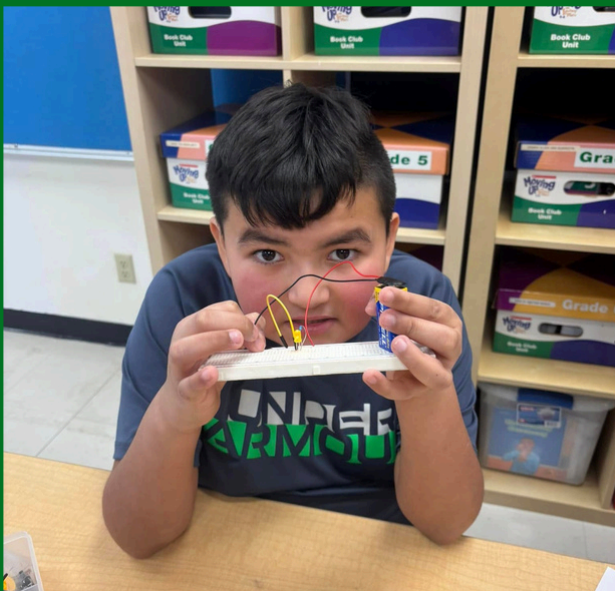
INFORMATION ITEM
The Tri-Annual Report #2 has been received as information and filed.

BACKGROUND:
RISK ANALYSIS:



Tri-Annual Report #2

2024-2025



Message from Board & Superintendent

Tri-Annual Report #2 2024-2025

Tansi, Edlánat'e, Hello everyone! We are pleased to present our second Tri-Annual Report for the 2024-2025 school year! This report highlights progress we have made with meeting or exceeding the priorities for Northland School Division (NSD):

1. Connections Supporting Reconciliation
2. Holistic Learning
3. Excellent People Supporting Students
4. Responsible Resourcing

Before you turn the page, check out our promotional video! Let us show you why Northland is a great place to learn and teach! Visit our website to watch the video <https://www.nsd61.ca/careers!>

On behalf of the Board of Trustees and Administration, thank you for your continued support.

Sincerely,



A handwritten signature in black ink, appearing to read 'Tanya Fayant'.

Tanya Fayant
Board Chair



A handwritten signature in black ink, appearing to read 'Cal Johnson'.

Cal Johnson
Superintendent of Schools/CEO

Connections Supporting Reconciliation

Tri-Annual Report #2 2024-2025

Priority 1: Connections Supporting Reconciliation

Northland School Division students and staff members will increase and strengthen visible connections to land, Indigenous language, school communities and collaborative partnerships

Outcome: Student learning and well-being are rooted in connections to the land, Indigenous languages and the greater community.

Outcome: Students are able to access language and cultural learning supporting their well-being.

Outcome: Students have multiple pathways to high school completion including those made available through collaborative school-community partnerships.

Outcome: The Division-wide student attendance rate remains above 80 percent this year (and targeting 1.5% increase in successive years).

How is Northland achieving these outcomes?

Northland schools proudly participate in Pink Shirt Day

We all have a role to play in promoting healthy relationships and preventing bullying – in our schools, our homes, and our communities. On February 26, 2025, Northland School Division students and staff wore pink shirts in recognition of Pink Shirt Day - Anti-Bullying Day.

This year, we kept the tradition alive with a special touch. Many of our students and staff wore shirts featuring the winning design from the NSD 2025 Pink Shirt Day Logo Contest. The artwork featured is designed by Alexa Cardinal Tipler, a Grade 9 student from Conklin Community School.



Connections Supporting Reconciliation

Tri-Annual Report #2 2024-2025



Connections Supporting Reconciliation

Tri-Annual Report #2 2024-2025

NSD hosted a series of community engagements



From January until March, NSD hosted in person and virtual engagement sessions in school communities with students, staff, parents and community members. The feedback collected will then be presented in a What We Heard Report Overview. Similar to 2023-2024, the feedback will be used to support the Education Plan.

NSD hosted in-person and virtual meetings with Superintendent's Youth Council and Elder and Knowledge Keeper Advisory Council



The first meetings with the Superintendent's Youth Council and the Elder and Knowledge Keeper Advisory Council have taken place. The first in-person meetings were held in December, followed by virtual meetings in February. NSD will host in-person meetings with both councils again in May, with part of the time dedicated to a joint meeting between the Youth Council and the Elder and Knowledge Keeper Advisory Council. Following the December meetings, we published What We Heard reports. You can view the reports by clicking the link: <https://tinyurl.com/mr3w6ucf>.

Connections Supporting Reconciliation

Tri-Annual Report #2 2024-2025

Northland students learning from the land and language



Students from Father R. Perin School (in-person) and Northland Online School (virtually) took part in a hands-on moose processing lesson. The students learned about hide removal, meat cuts, and edible parts, gaining valuable cultural knowledge.

Northland schools are committed to teaching from the land and weaving Indigenous languages into learning experiences. Students across NSD engage in land-based activities such as fishing, trapping, and harvesting medicines, which are woven into core subjects like math, science, and social studies. Indigenous languages such as Cree, Dene, and Michif, are being integrated into classroom learning. Elders and Knowledge Keepers visit schools to share stories and teachings, helping students learn the language while deepening their connection to culture.



Each year, Calling Lake School partners with Elders and local community members to provide students with a hands-on ice fishing experience. Students learn how to set and retrieve the net, clean the fish, and gain valuable traditional knowledge.



Elders visited St. Theresa School to educate students on the history of drumming and the tea dance.



Bill Woodward School students in Anzac took part in a land camp, where they were introduced to trapping and traditional hide preparation. They had a hands-on experience skinning a coyote, scraping the hide, and preparing it for stretching—gaining insight into skills used in the fur trade.

Holistic Learning

Tri-Annual Report #2 2024-2025

Priority 2: Holistic Learning

Each child enrolled with Northland School Division will demonstrate excellent literacy and numeracy skills as well as a solid foundation in social-emotional skills

Outcome: Students are supported to experience improved achievement and well-being.

Outcome: Students achieve excellence in literacy and numeracy.

Outcome: Assessment practices consider the whole child's experience in school.

How is Northland achieving these outcomes?

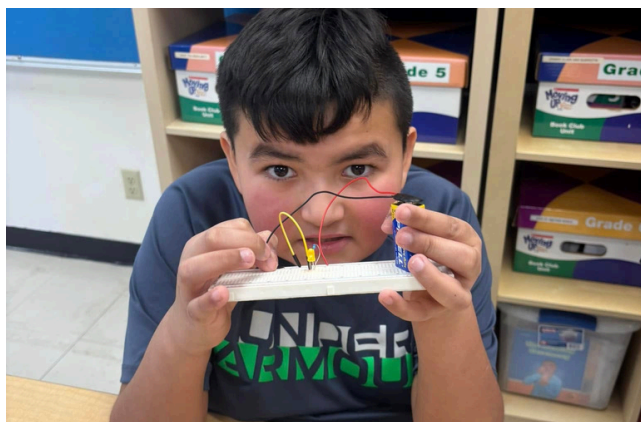
NSD builds leadership through mentorship training



Northland representatives attended Indigenous Youth Mentorship Program (IYMP) training in Edmonton as part of Northland School Division's collaboration with Ever Active Schools to bring the program to their community. The Indigenous Youth Mentorship Program (IYMP) empowers youth by promoting leadership and connections to local Indigenous culture. Schools can adapt the program to their needs, with a dedicated champion leading efforts. NSD was represented at the training by staff, Family Wellness Workers, community members and parents. The representatives will help engage students and manage logistics. The program focuses on building relationships, providing resources, and strengthening community leadership for long-term success.

Holistic Learning

Tri-Annual Report #2 2024-2025



Elizabeth School students are diving into the world of technology with a new coding club! Activities like coding support Priority 2: Holistic Learning from Northland School Division's Education Plan by helping students develop strong numeracy skills like logical reasoning and problem-solving, as well as literacy skills such as reading and communicating ideas.



J.F. Dion School students explored coding with Finch Robots, starting with level one controls for music, lights, and movement. They advanced to level two, coding shapes and racing with special colours and sounds. Next, they'll build an obstacle course using level three coding. Learn more: <https://learn.birdbraintechnologies.com/finch1/curriculum/>.



On World Read Aloud Day, NSD celebrated the power of storytelling and the joy of reading together! To mark the occasion, Learning Coaches launched a division-wide challenge called "Build Your Story." Students were encouraged to reflect on their learning and create imaginative tales to share. Watch students reading their stories here: <https://tinyurl.com/yc3h2b4v>. NSD schools also hosted various activities to celebrate the day.



Chemistry 30 students at Mistassiniy School recently made esters—compounds responsible for many fruity and floral scents found in foods, perfumes, and essential oils.

Excellent People Supporting Students

Tri-Annual Report #2 2024-2025

Priority 3: Excellent People Supporting Students

Northland School Division will attract and retain invested staff members and empowered leaders by ensuring access to a range of lifelong learning opportunities, high quality resources, excellent teacher lodging and comprehensive remuneration and benefits.

Outcome: All staff members are supported to be well so they can in turn support our students effectively.

Outcome: All staff members of NSD are invested, empowered and trained to support student and system success.

How is Northland achieving these outcomes?

NSD connects Métis knowledge to science curriculum

Northland School Division partnered with the Rupertsland Centre for Teaching and Learning to bring science staff and Métis Settlement Elders and Knowledge Keepers together at Métis Crossing. This hands-on experience connected Métis ways of knowing with the new K-6 science curriculum.

Elders and Knowledge Keepers shared teachings on history, culture, language, and land-based skills, helping educators bring Indigenous knowledge into classroom learning. Activities like storytelling, snaring, and shelter-building showed how traditional skills connect to science.

This gathering supports the priorities in Northland School Division's new Education Plan, strengthening relationships and creating meaningful learning experiences that reflect Métis culture and honour Truth and Reconciliation.



Responsible Resourcing

Tri-Annual Report #2 2024-2025

Priority 4: Responsible Resourcing

Northland School Division will maintain the highest standards of equitable access to timely support and school site infrastructure within a fiscally responsible framework

Outcome: NSD optimizes available financial, human and physical resources to ensure equitable access to timely supports.

Outcome: NSD identifies opportunities to partner with external entities that can offer specialized resources supportive of students' thriving.

How is Northland achieving these outcomes?

CASS invites Northland to present at upcoming conferences



The College of Alberta School Superintendents (CASS) has invited Northland School Division to present at two upcoming conferences.

Northland will join two other school divisions to discuss “Effective Change Leadership Using System Data” at the CASS Annual Learning Conference. This presentation will highlight how Northland has used Annual Education Results Report (AERR) data to guide system-wide changes. Edgar Schmidt, a leadership consultant and mentorship coordinator with CASS, extended the invitation after seeing a LinkedIn post about Northland’s Education Plan.

Northland will also present at the 2025 First Nations, Métis, and Inuit Education Gathering: Wahkohtowin for Student Success, taking place April 30 – May 2 in Edmonton. The 90-minute session will focus on Priority 1 – Connections that Support Reconciliation and how this work is shaping student success across the division.



Northland

SCHOOL DIVISION

"Our students love to come to school in Northland"

NORTHLAND ONLINE SCHOOL



March 22, 2025

Northland School Division Board Meeting

Introduction

Northland Online School started as its own school in the 2021/2022 School Year. Northland Online School originated to meet the needs of students seeking a more flexible learning environment. Students have chosen the NOS for various reasons: learning from the comfort of their home, anxiety around attending school in person, moving to a new community but wanting to continue their learning journey with NSD, and seeking a more flexible learning schedule for their studies.

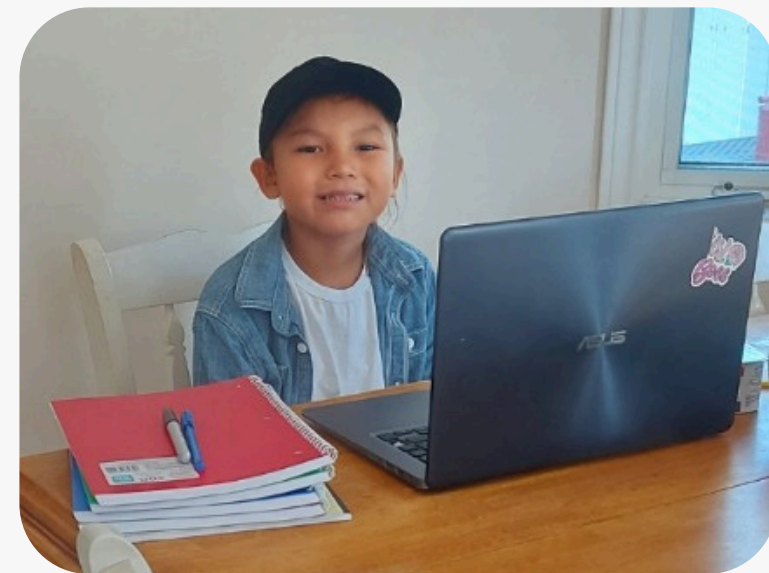
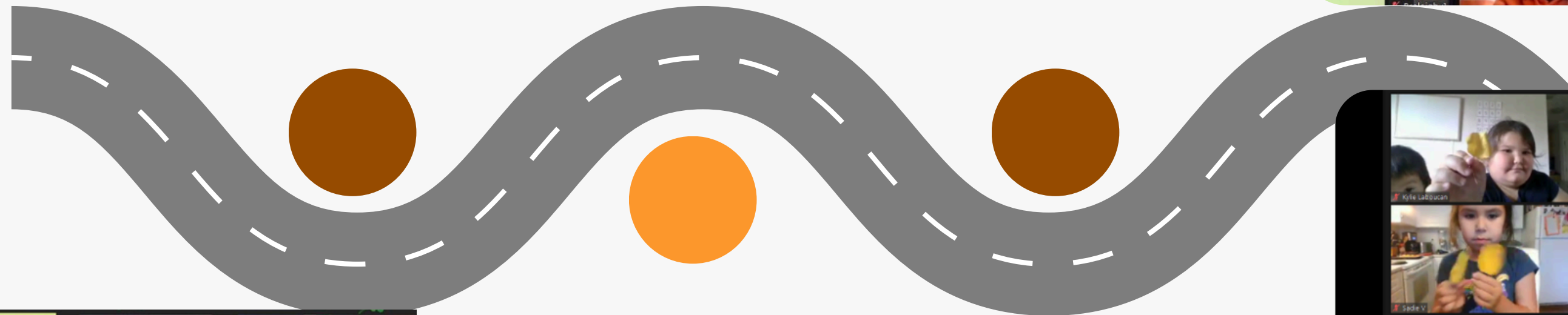
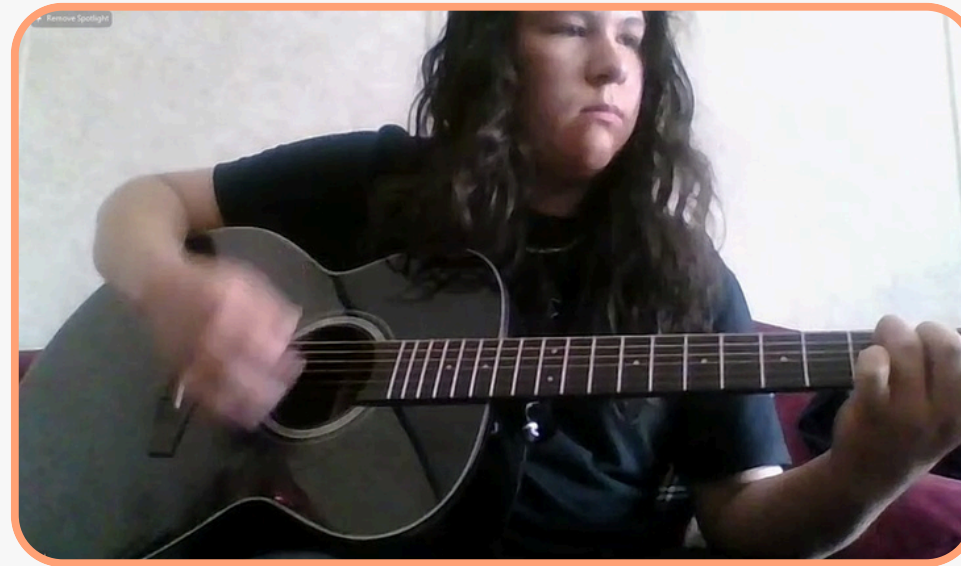


Where We Were



2021/2022

- School Opened August, 2021
- Kindergarten - Grade 9
- 7 Staff Members

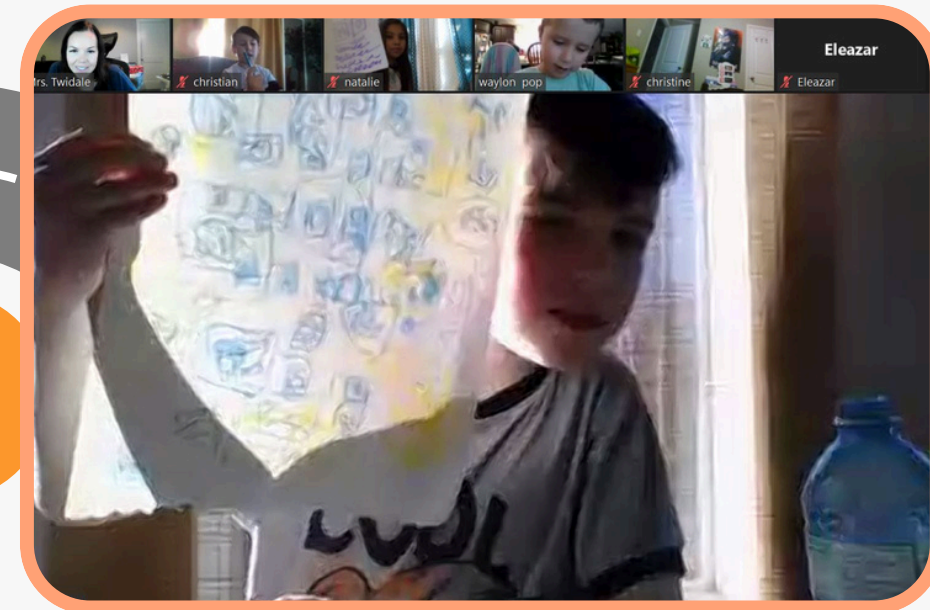


Where We Were



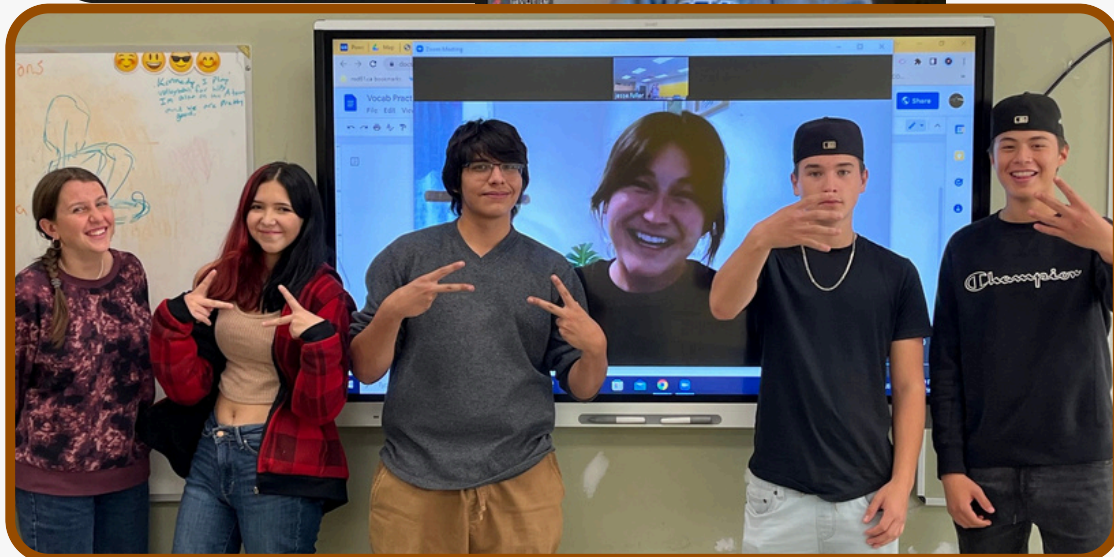
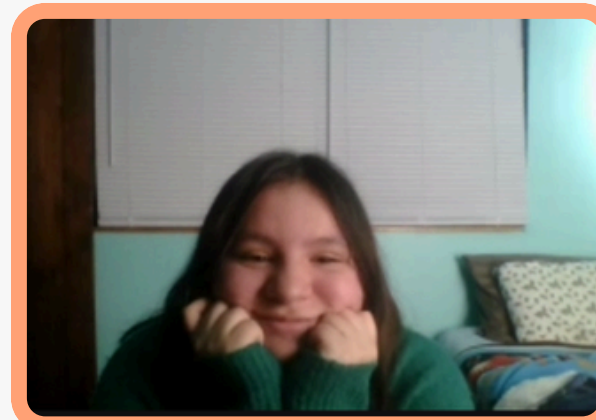
2021/2022

- School Opened August, 2021
- Kindergarten - Grade 9
- 7 Staff Members



2022/2023

- Introduced Grade 10
- Began supporting **all** high schools across NSD virtually
- Teaching Math/Science for CPS



Where We Were

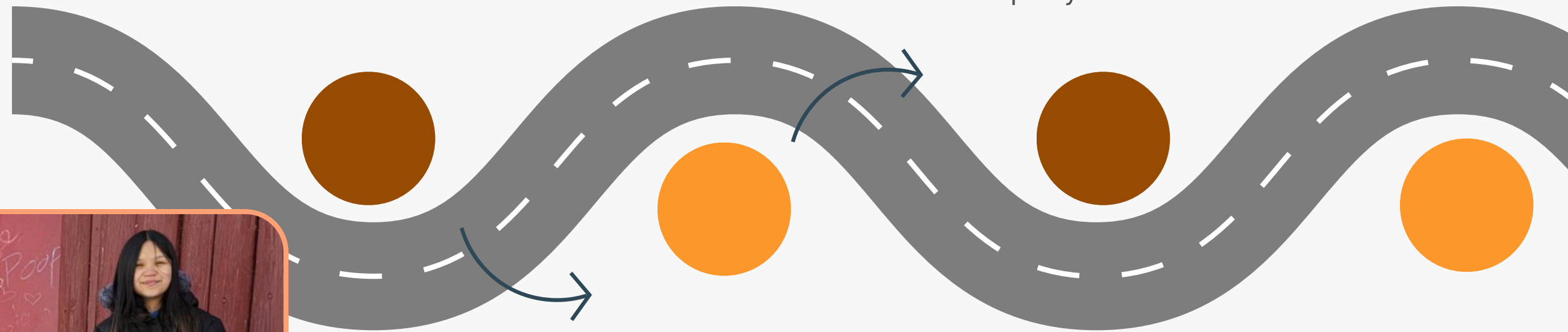


2021/2022

- School Opened August, 2021
- Kindergarten - Grade 9
- 7 Staff Members

2023/2024

- Introduced Grade 11
- Launched Asynchronous Option in High School
- Hybrid HS Classroom in Chipewyan Lake School



2022/2023

- Introduced Grade 10
- Began supporting **all** high schools across NSD virtually
- Teaching Math/Science for CPS



Where We Are Going

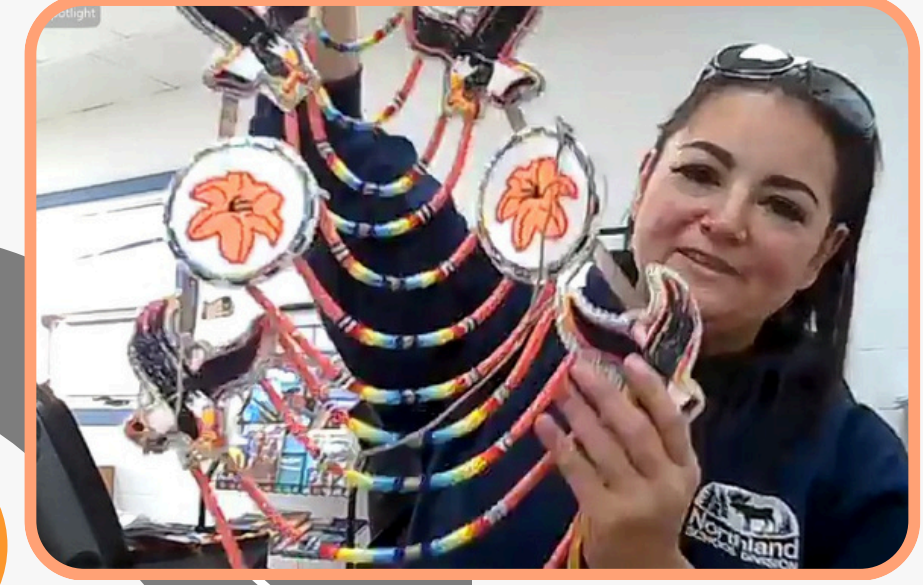


2021/2022

- School Opened August, 2021
- Kindergarten - Grade 9
- 7 Staff Members

2023/2024

- Introduced Grade 11
- Launched Asynchronous Option in High School
- Hybrid HS Classroom in Chipewyan Lake School

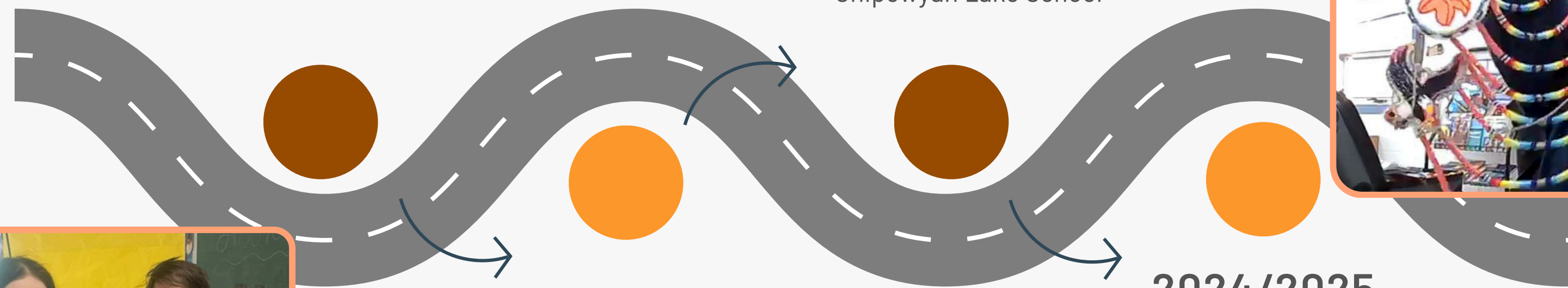


2022/2023

- Introduced Grade 10
- Began supporting **all** high schools across NSD virtually
- Teaching Math/Science for CPS

2024/2025

- Introduced Grade 12
 - First Graduating Class (6 Graduates)
- Launched Asynchronous Program in Grade 9
- High Prairie School Division Contract
 - Grade 6-9 both Async/Sync
- Remote Teaching Support to NSD Schools
- Hybrid HS Classroom in Grouard School
- Launching Summer School July 2025



Where We Are Going

2024/2025



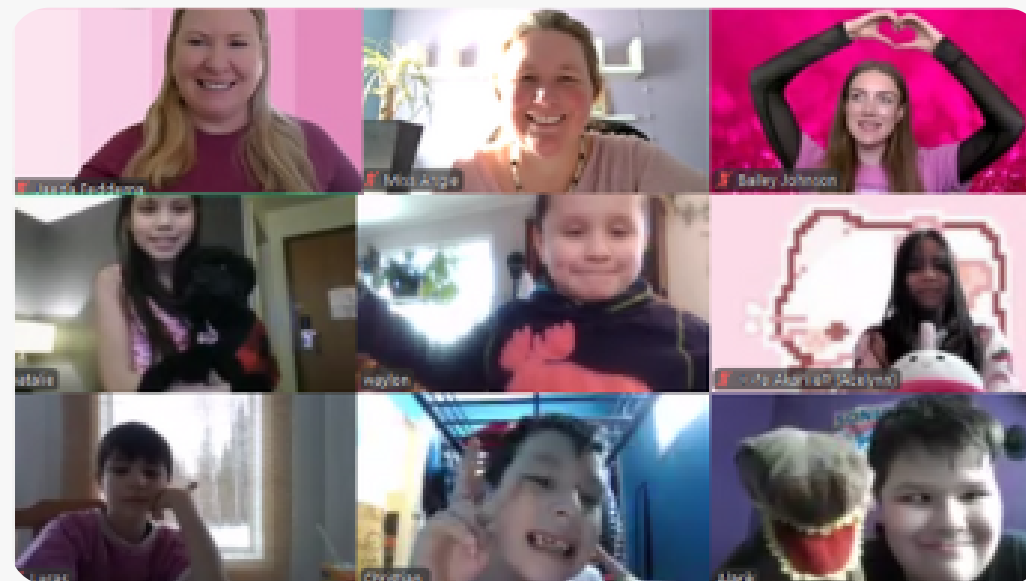
Over the course of our four years, our flexible online learning environment has gained an immense amount of traction and our student enrollment has shown incredible growth. The NOS has grown to include a new grade every school year since 2021, and we are proud to say that we have added Grade 12 in the 2024/2025 school year. The NOS will be celebrating and honouring our very first Graduating Class of 2025 this spring.

In response to the learning needs and flexibility for our high school students, we transitioned to offer Asynchronous learning for some of our High School students in the 2023/2024 school year.

Currently, we have an enrollment of 104 students in the Online School K-12

We support over 107 students who are enrolled concurrently with the Online School

Over 70% of the NSD Graduates last year took at least one class with the Online School



Northland Online School Summer School 2025



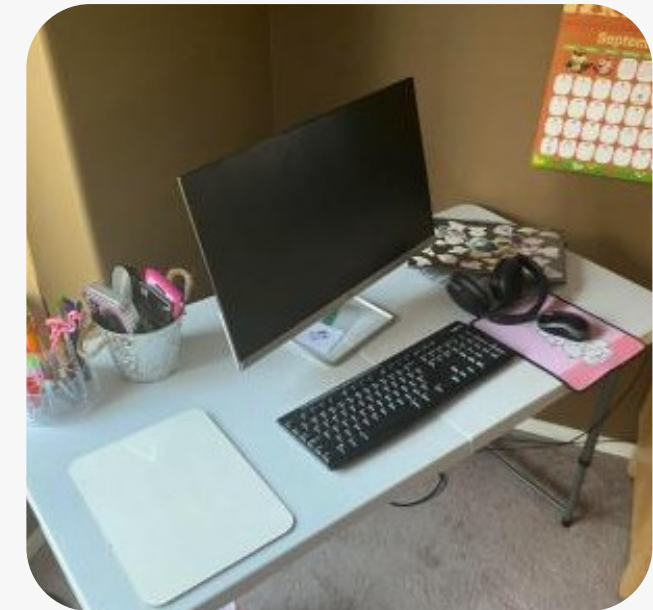
We are hoping to launch a Summer School program designed to support students who need to catch up on courses or those eager to get a head start on their high school education.

This program aims to provide a valuable learning experience that will help students achieve their academic goals.



Core Courses

ELA
Social
Math
All Sciences



Options Courses

CALM
PE 10/20/30
HCS 3000/3010
Job Preparation
Forensics
Learning
Strategies 15

Options Courses

RAP
Work Experience
First Aid
Food Handling Cert.

Where We Are Going

2025/2026

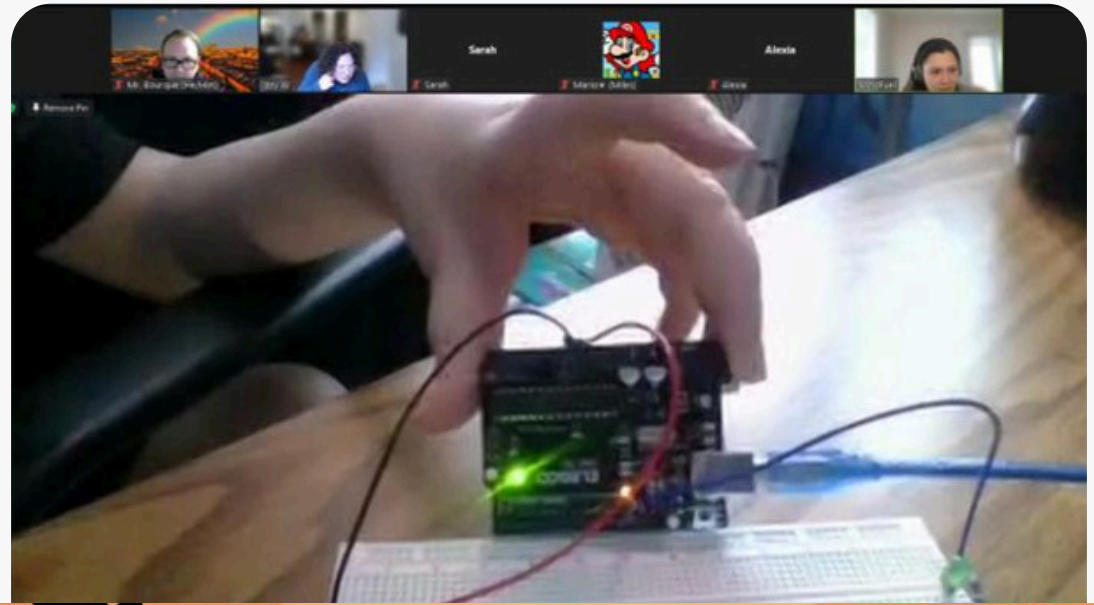


**Junior High
(Grade 7-9)
Asynchronous &
Synchronous
Program**

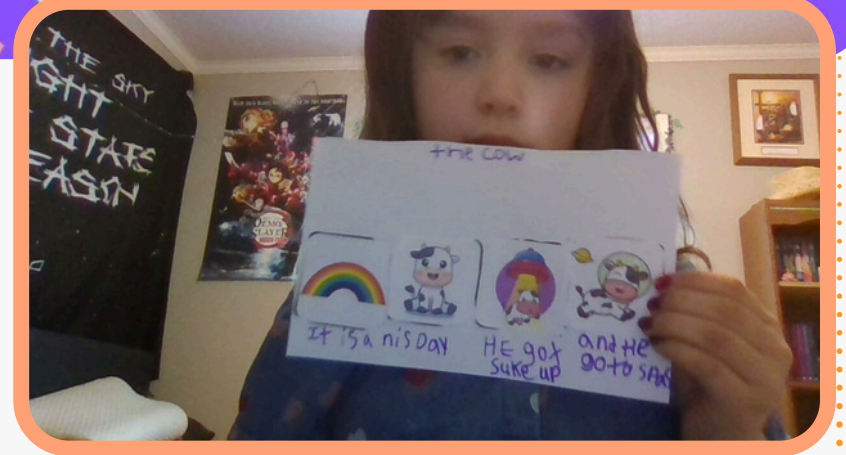
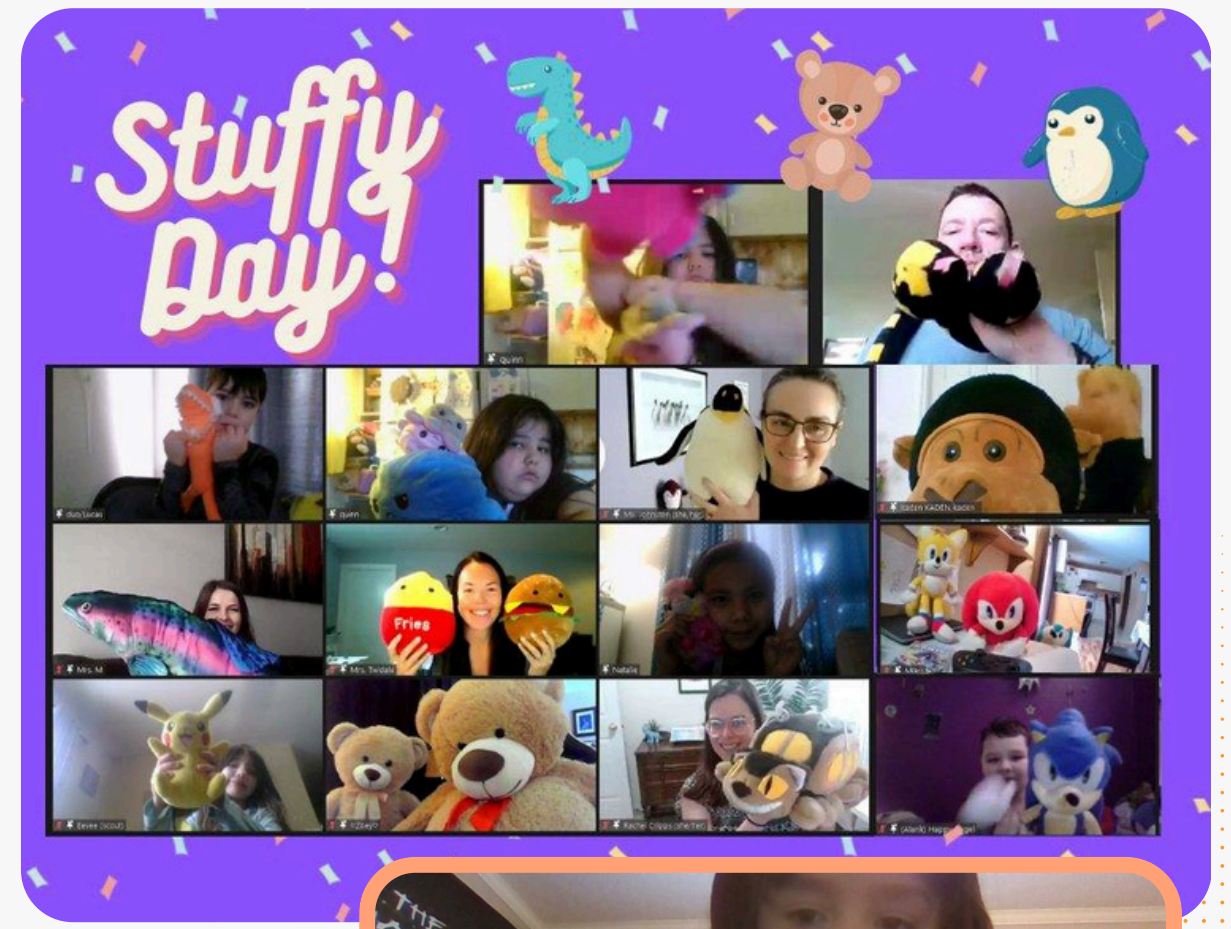
**High School
(Grade 10-12)
Asynchronous &
Synchronous
Program**

**Adult Education
Program
Hoping to launch
Asynchronous Adult
Education program for
continuing Adult
Education**

**Summer School
Hoping to launch
July 2025**



'Rap/Free Verse' Showcase with LTtheMonk from the Hamilton Art Gallery!



Thank you



BOARD CHAIR HIGHLIGHTS

MARCH 22, 2025

Corporate Board Expense Summary as of February 28, 2025.

EXPENSES	BUDGET	YTD	REMAINING
Trustee Remuneration	155,973.00	75,151.00	80,822.00
Trustee Benefits	38,667.00	17,794.92	20,872.08
Advertising	1,253.00	335.28	917.72
Awards/Bursaries	32,335.00	2,008.42	30,326.58
In Service Board of Trustees - PD Training	39,361.00	38,776.61	584.39
Insurance	12.00	0.00	12.00
Legal Fees	0.00	42,733.21	(42,733.21)
Membership Fees (ASBA/PSBAA)	31,200.00	26,653.14	4,546.86
Professional Services	31,456.00	26,443.95	5,012.05
Office Supplies	4,471.00	1,414.72	3,056.28
Office Equipment	0.00	0.00	0.00
Travel and Subsistence	188,437.00	70,454.95	117,982.05
Ward 1		7,194.89	
Ward 2		4,976.77	
Ward 3		6,739.22	
Ward 4		5,445.31	
Ward 5		14,329.46	
Ward 6			
Ward 7		4,904.93	
Ward 8		6,051.17	
Ward 9		12,028.12	
Telephone & Internet	2,898.00	1,252.37	1,645.63
Visa Suspense		(1,909.38)	1,909.38
Elections			0.00
TOTAL	526,063.00	301,109.19	224,953.81

Volume 33-25 No. 02 February 2025

Highlights of the February 19, 2025, Trustees' Meeting

1. PLAN DESIGN – FIRST READING

- The ASEBP Trustees recognize the importance of supporting the health journey of the public education sector in Alberta. The Trustees are constantly striving to provide value and make balanced decisions about plan benefits and the cost of investing in the current and future health of the public education sector.
- The ASEBP Trustees gave **initial approval** (first reading) to Life Insurance, Accidental Death & Dismemberment (AD&D), Extended Disability Benefits (EDB), Extended Health Care (EHC), and Dental Care changes. The changes will not impact premium rates, except for adding Registered Social Workers as eligible service providers to the psychological services benefit. The Registered Social Workers change is estimated to increase premiums by 0.2% to 0.3% based on increased use of the psychological services benefit.
- The following changes affect **EDB** for the **ASEBP Group Plan** effective **January 1, 2026**:
 - Update the definition of Total Disability to include “illness and injury”.
 - Expand the successive period of Total Disability to include non-working months.
 - Highlight that employees have the right to appeal an EDB decision in accordance with the appeal procedure.
- The following changes affect **EHC** for the **ASEBP Group Plan** and the **MyRetiree Plan** effective **January 1, 2026**:
 - Remove the daily limitation on podiatric surgery and add terminology to specify types of podiatric treatment using “surgical” or “non-surgical”.
 - Add Registered Social Workers as an eligible provider of service for psychological services and limit coverage up to \$120 per treatment (combined calendar year maximums remain unchanged).
- The following changes affect **Life Insurance and AD&D** for the **MyRetiree Plan** effective January 1, 2026:
 - Add a flat \$25,000 benefit option for retirees under Plan 2 of Life Insurance for the Core and Enhanced MyRetiree Under 65 Plan.
 - Add a flat \$25,000 benefit option for retirees under Plan 2 of AD&D for the Core and Enhanced MyRetiree Under 65 Plan.
 - ASEBP will still be offering the two times pre-retirement salary option for both Life Insurance and AD&D for the MyRetiree Plan.

ASEBP TRUSTEES

Daryl Scott, Chair
James Gerun, Vice-Chair
Meagan Kuik
Norma Lang
Brett Nixon
Rob Pirie
Allison Purcell
Natashya Shewchuk
Morey Terry
Brad Toone

**ACTING CHIEF
EXECUTIVE OFFICER**
Jocelyn Plakas-Lock

- The following change affects **Dental Care** for the **ASEBP Group Plan** effective **January 1, 2026**:
 - Extend the Oral Health Exception Pilot to December 31, 2026.
- **Please note** that final approval (second reading) is required, and changes may occur between readings.

2. EXPERIENCE ADJUSTMENT SYSTEM – FIRST READING

- The ASEBP Trustees gave **initial approval** (first reading) to changes affecting the Experience Adjustment System (EAS) that will take effect September 1, 2025, to align with premium rate renewal.
- Changes are expected to reduce premium rate volatility due to the changes in per capita costs, and benefit the entire pool:
 - Extend the Extended Health Care/Dental Care/Vision Care experience period from two years to four rolling calendar years to align with the trend methodology utilized in premium rate setting.
 - Calculate the impact of pooling (over \$25,000 per individual) on an annual basis instead of a rolling two-year basis. This change ensures consistent reporting of historical experience to employers as past results will not be impacted by emerging pooling experience.

3. PREMIUM RATES – FIRST READING ASEBP GROUP PLAN

- The ASEBP Trustees gave **initial approval** (first reading) to September 1, 2025, premium rates for the **ASEBP Group Plan**. Instead of an overall base rate increase of 5.3% (which, based on claims experience, would be breakeven), the **ASEBP Trustees have limited the base increase to 4.3% for 2025-26**. Inflationary pressures have continued to put upward pressure on costs for prescription drugs, medical service providers, and dental services. Plans across the country are experiencing similar pressures. The premium rate changes by line of benefit are:
 - Life Insurance: no change
 - Accidental Death & Dismemberment Insurance: no change
 - Extended Disability Benefits: 5.2% increase
 - Extended Health Care: 4.1% increase
 - Dental Care: 5.1% increase
 - Vision Care: no change
 - Employee and Family Assistance Program: no change
- Please note that while the overall base increase equates to 4.3%, this does not mean that premiums may increase by only this amount—there are other factors that may impact Group Plan premium rates, such as being in a surcharge position in ASEBP's Experience Adjustment System. Alternatively, Group Plan premium rates may not increase by a full 4.3%, or at all, if they are in a discount position in the Experience Adjustment System.
- The ASEBP Trustees have been able to subsidize premiums for several years, largely due to excess investment returns. Premium subsidies over the last five years totaled just over \$74 million. ASEBP cannot continue to provide subsidies to the same magnitude as those historically.
 - While less than previous subsidies, the ASEBP Trustees have limited the overall base increase by providing a \$4 million premium subsidy.
- The overall increase to premium rates continues to be lower than trends within the industry.



ASEBP Trustees' Report

- Future premium rates will be dependent on claims experience, investment returns, plan design changes, and other factors.
- A breakdown of the monthly premium rates, except as noted, is provided below:

Life		
Plan 2	per \$1,000 of coverage	\$0.113

Accidental Death & Dismemberment		
Plan 2	per \$1,000 of coverage	\$0.011

Extended Disability Benefits		
Plan D	% of monthly earnings	2.06%
Plan E	% of monthly earnings	2.06%

Extended Health Care		
Plan 1	Single	\$162.25
	Family	\$390.00
Plan 2	Single	\$118.50
	Family	\$283.50
Plan 5	Single	\$146.25
	Family	\$349.75

Dental Care		
Plan 1	Single	\$62.00
	Family	\$155.00
Plan 2	Single	\$81.00
	Family	\$196.75



ASEBP Trustees' Report

Dental Care		
Plan 3	Single	\$81.00
	Family	\$220.00

Vision Care		
Plan 2	Single	\$6.00
	Family	\$14.50
Plan 3	Single	\$12.00
	Family	\$29.50

Early Retirement Benefits Package 2*		
	Single	\$125.00
	Family	\$200.00

*Closed to new participants as of September 1, 2011

Supplemental Package		
<i>Without Dental</i>		
Package 1	Single	\$134.25
Package 2	Family	\$309.40
Package 3	Single	\$137.35
Package 4	Family	\$312.50
<i>With Dental</i>		
Package 1	Single	\$237.25
Package 2	Family	\$552.40
Package 3	Single	\$240.35

Supplemental Package		
Package 4	Family	\$555.50
<i>Over Age 70</i>		
Extended Health Care Only	Single	\$131.15
	Family	\$306.30
Extended Health Care and Dental	Single	\$234.15
	Family	\$549.30

Blanket Life Insurance for School Trustees		
	Annual	\$60.00

Employee and Family Assistance Program		
Provided by ASEBP at no cost		

- **Please note** that final approval (second reading) is required, and changes may occur between readings.
- Notification to employers about their final 2025-26 premium rates, including any discounts and surcharges, will be sent following final approval in late March 2025. Preliminary information is available by contacting your ASEBP client consultant. A presentation about premium rates will take place for employers in early April 2025 and will provide more detail about the factors that influence premium rate setting, trends, and industry comparisons.

4. PREMIUM RATES – FIRST READING MYRETIREE PLAN

- The ASEBP Trustees gave **initial approval** (first reading) to September 1, 2025, premium rates for the **MyRetiree Plan**. A breakdown of the monthly premium rates is provided below:

Extended Health Care	Enhanced			Core		
	Single	Couple	Family	Single	Couple	Family
Ages 50-64	\$190.75	\$362.25	\$438.75	\$100.50	\$190.75	\$231.25
Ages 65-84	\$148.50	\$281.50	\$341.00	\$82.75	\$157.00	\$189.75
Ages 85+	\$146.00	\$276.25	\$335.75	\$80.50	\$152.25	\$185.25
Vision Care	Single	Couple	Family	Single	Couple	Family
All Age Categories	\$9.50	\$18.00	\$22.00	\$2.25	\$4.25	\$5.00

Dental Care	Enhanced Option 1			Enhanced Option 2			Core		
	Single	Couple	Family	Single	Couple	Family	Single	Couple	Family
All Age Categories	\$87.00	\$164.75	\$199.50	\$82.50	\$156.25	\$189.00	\$47.25	\$90.00	\$108.75

	Plan 2
Life and Accidental Death & Dismemberment Insurance	per \$1,000 of coverage
All Age Categories	\$0.152

- **Please note** that final approval (second reading) is required, and changes may occur between readings.

5. SPENDING ACCOUNTS' ADMINISTRATION FEES – FIRST READING

- The ASEBP Trustees gave **initial approval** (first reading) to increased administration fees for spending accounts effective September 1, 2025. A breakdown of the monthly administration fees is provided below:

Spending Accounts		
Standalone Health Spending Account (HSA)	Per employee	\$3.00
Combined HSA/Wellness Spending Account (WSA)	Per employee	\$3.25

- **Please note** that final approval (second reading) is required, and changes may occur between readings.

6. STRATEGIC PRIORITIES APPROVAL

- The ASEBP Trustees were presented with five strategic priorities derived from the 2030 Practical Vision that was created based on the strategic planning session that took place in November 2024. The strategic priorities were approved and will be communicated to stakeholders in the coming months.
- ASEBP remains committed to ensuring that Alberta's publicly funded K-12 education sector has a benefits plan that meets their evolving needs, supports covered member health and well-being, and ensures long-term sustainability.



ASEBP Trustees' Report

The ASEBP Trustees' Report provides an overview of topics discussed at all ASEBP Trustees' Meetings. These meetings provide the opportunity for ASEBP Trustees to come together to discuss matters of importance at ASEBP—from the financial health of the benefit plan to the introduction of new benefits and programs. While all information in each report is an accurate account of decisions made at the meetings, there can be changes that occur between first and second readings of certain topics, which may result in differences between their reporting. To learn more about the ASEBP Trustees, please visit the Governance page, found in the About section of our website, asebp.ca.

Allendale Centre East ○ Suite 301, 6104-104 Street NW ○ Edmonton, AB T6H 2K7

Phone: 780-438-5300 ○ Email: trustees@asebp.ca ○ Website: asebp.ca



Superintendent's Highlights

March 22, 2025

PRIORITY 1 - CONNECTIONS SUPPORTING RECONCILIATION

In service of Priority 1 and Priority 2 this month, we have supported all teachers with the following professional learning opportunities in the past month:

Métis Crossing - Métis Settlement Teaching Supports for Science Teachers



In a collaborative partnership between the Northland School Division and Rupertsland Center for Teaching and Learning, the science working group staff and six Métis Settlement Elders and Knowledge Keepers came together at the Métis historical site of Métis Crossing. Grounded in Métis ways of knowing and doing, Elders and Knowledge Keepers provided teachings on history, cultural traditions, language and ancestral ways of being in connection to the land. This learning space was relational in Métis philosophy and worldview creating a synergy to a renewed sense of connectedness to the land, river, stories, spirit and relationships to all living things.

Community Engagement Update

We have completed over 80 percent of our community engagement events. All conversations have been positive and focused on students.

PRIORITY 2 - HOLISTIC LEARNING

Our School Survey/ Early Years Evaluation

The Learning Bar provides EYE and Our School Survey, which provide student data for our Education Plan. We are renewing our five-year contract with the Learning Bar.

EYE- Early Years Evaluation - Kindergarten Assessment

Below are the 5 EYE domains and their corresponding descriptions:

- Awareness of Self and Environment
Understanding of the world, connections with home and community experiences.
- Social Skills and Approaches to Learning
Attentiveness during classroom activities and ability to interact with peers while respecting the classroom rules.
- Cognitive Skills
Basic math and pre-reading skills and problem-solving abilities.
- Language and Communication
Spoken language and expressive thoughts and feelings.
- Physical Development
Fine motor and gross motor

Our School Survey

Elementary/Secondary Survey measures:

- Social, Institutional and Intellectual Engagement
- Emotional Health and School and Classroom Context

We have asked The Learning Bar to prepare a detailed report on Data for:

- Our School Survey: Sense of Belonging and Interest and Motivation
- EYE: language and Communication and Social Skills and Approaches to Learning

PRIORITY 3 - EXCELLENT PEOPLE SUPPORTING STUDENTS

Title: Mentorship Groups Supporting Our Principals

- Following the Collaborative Response Model, celebrations and key issues (stumbling blocks) were identified at our Principal meetings with the executive team.
- Mentorship groups were introduced at the Principals' meeting in March. Leaders and mentors have been matched up to support each other with Collaborative Response Model (CRM) meetings to discuss stumbling blocks and the actions/strategies required to move forward.



PRIORITY 4 - RESPONSIBLE RESOURCING

Annual Education Results Report Review - Alberta Education

The Executive Team met the Alberta Education Field Services Managers on March 6th in Edmonton. During that meeting, department personnel conducted their regular review of the Annual Education Results Report (AERR), published on November 30th, 2024. This review explored the details of the Division's successes and challenges in the past year and the things Northland wants to ensure the department is aware of, including mitigating strategies we are using to address challenges.

The department indicated the steps taken by Northland School Division are clearly rooted in response to community feedback. In particular, successes in sustained increases in student attendance, high school completion, and provincial examination achievements are indicators of the responsiveness of the Division to address known past challenges.

News Articles Featuring the Northland School Division

- Lakeside Leader, February 5, 2025 Edition
- The Fever, February 5, 2025 Edition
- Lakeside Leader, February 12, 2025 Edition
- Lakeside Leader, March 13, 2025 Edition

M.D. of Opportunity**Council notebook**

January 22, 2025 meeting in Calling Lake

Pearl Lorentzen
Local Journalism Initiative Reporter

State of Local Emergency

Council renewed the state of local emergency for all hamlets for another two weeks. This is because of crime and mental health and addictions concerns. The state of local emergency has existed in Calling Lake since fall of 2023 and for the other hamlets since January 2024. Bigstone Cree Nation has reserves bordering these hamlets (except Red Earth Creek) and has had a state of local emergency as well.

Lesser Slave Lake Housing Authority

Council had appointed Councillor Robin Guild (Wabasca) as the M.D. representative on the Lesser Slave Lake Housing Authority and Councillor Tahirih Wiebe (Sandy Lake) as alternate.

However, the legislation doesn't allow for alternates, said Chad Tullis, M.D. CAO. Who should council remove?

"I really enjoy being on the board," said Guild.

"I say give it to Robin," said Wiebe.

Council made a motion to remove Wiebe as alternate, which was carried.

Carpentry class in Wabasca

Council tabled a request from Northland School Division to sponsor a student for a pre-employment carpentry course in Wabasca and to offer a student an apprenticeship at the M.D. See article in next week's *Leader*.

Letter of support

Council passed a motion to write a letter of support for a local small business applying for an Indigenous small business loan and grant from the Alberta Indian Investment Corp (AIIC).

Gordon Woodcock, owner of BW contracting in Wabasca, requested the letter of support.

His letter in the agenda package says, "I am writing to request your support in expanding my business, which provides essential services including fencing, decks, drywall and trim replacement, snow removal, ground works landscaping using a skid steer and compact excavator."

Making the motion to write the letter, Councillor Cheri Courtorielle (Calling Lake) said, that council needs to support local small businesses. Her motion was carried.

Rural Municipalities of Alberta

Council decided on the topics to discuss with various ministers at the Rural Municipalities of Alberta conference.

Councillor Darlene Jackson (Wabasca) added Job Corp to list of discussion items for the Alberta Minister of Jobs, Economy, and Trade. Job Corp was the focus for the ministers of Forestry and Parks and Infrastructure.

In previous meetings, council had talked about some land which used to belong to Job Corp, which the M.D. would like to purchase.

At this meeting, Jackson mentioned that her first job was with Job Corp, which included training and work experience. She'd like to see something similar in the community again.

Council wanted to ask Alberta Minister of Mental Health and Addictions about the status of a pilot project connecting mental health and housing.

Courtorielle said that this pilot project was the reason the government didn't want to give the M.D. Job Corp.

"It's been crickets," she said. "There's been nothing."

The other item for the Minister of Mental Health was the ongoing state of local emergency in all M.D. communities.

Council plans to talk to the Minister of Jobs about economic development opportunities, Job Corp, and Hwy. 686.

M.D. and Bigstone councils plan to request a joint meeting to talk to the Minister of Public Safety and the Minister of Indigenous Relations about the regional Victim Service model, and the option of having Victim Services located in Wabasca. M.D. council also plans to talk to the Minister of Indigenous Relations about special status as an Indigenous community.

The list was longer for the Minister of Transportation and Economic Corridors, so council will focus on the repaving and expanding of Hwy. 686 at the conference and set up another meeting for the other issues: culvert at Rock Island Lake, signage about school buses, DOT presence and RCMP enforcement, road maintenance, and ownership and industrial use of the Chipewyan Lake road. The M.D. hopes to address most topics at a joint meeting with Bigstone and the minister. Hwy. 686 would be separate, as Bigstone is in the loop as a partner First Nation on the expansion project with the province.

Delegations

Council heard from four delegations. Egis Canada on Hwy. 686, the Calling Lake RCMP detachment study, LaPrairie, and Sandy Lake seismic project. An article on Hwy. 686 was in the January 29 *Lakeside Leader*. Articles on the other three are on Page 3, 11, and 25.

More notes on Page 7

Housing

From Page 2

Collins said in B.C., the provincial government has gone as far as to override municipal rules, opening the way for secondary suites and that sort of development.

The City of Cold Lake is doing what Collins called "a bold experiment," in offering a three-year tax rebate to developers of small homes.

Collins was asked if the Cold Lake experiment had resulted in any house construction. Too soon to tell, he said, but "I'll be watching to see if it works."

The Town of Slave

Lake, it's worth noting has been doing some things in the incentive line as well. Council voted last year to reduce or eliminate taxes on commercial developments in some cases; and then there was the much-reduced lot prices in Fournier Place, which stimulated a lot of sales.

A couple of audience members spoke up to say taxes (income tax, GST, carbon tax) were barriers to houses being built.

Lisa Johnson, the CAO of the Wabasca Desmarais Housing Authority, said housing authorities can get stuff built, but "low income housing comes with high maintenance costs," and "there just isn't the dollars to support it."

Collins agreed. Rents will never amount to enough to cover operating costs, he said. "The only way its possible is with operating grants." From higher levels of government, in other words.

Housing is a provincial responsibility, Collins said. But all three governments have a role to play in solving the current crisis.

"I do see change happening," he said.

Robin-Lee Vance of Community Futures says "we were really pleased with the way the event turned out. People came away with ideas."

What happens next? "We want to follow up," Vance says. "To look at possible initiatives."

Nomination

From Page 1

People wanting to ask questions on membership can contact Tyrell Letendre at 780-649-3883. This includes finding out if you are eligible to vote or run.

The last Loon River election was on March

14, 2022, says a *Leader* article from that year.

Since that election the Loon River council has been Chief Ivan Sawan, Cody Letendre, Shayne Letendre, Darren Noskey, and Heather McTaggart.

In the 2022 election, three people ran for chief and 16 ran for the four council positions, says *The Leader* article.

Loon River First

Nation is 170 km north of Slave Lake off Hwy. 88, just south of Red Earth Creek.

The Lands Advisory Board website lists Loon River as having 688 members.

Not all members live on reserve.

The 2021 Canada Census calls Loon River First Nation Loon Lake 235 and lists 487 people living in the community.

Calling Lake study recommends local RCMP detachment

Pearl Lorentzen
Local Journalism Initiative Reporter

A Calling Lake RCMP study found that the community wants a full-time detachment, but researchers believe it will be an uphill battle

in the current Alberta political environment.

"Residents were overwhelmingly in favour of establishing an RCMP detachment in Calling Lake," said an Alberta Indigenous and Municipal Police Transition Study Grant completed

on behalf of the M.D. of Opportunity.

"Most folks are really set on an RCMP detachment," Ailene Burke, from Alberta Council, told the M.D. of Opportunity council on January 22 in Calling Lake.

Please see Page 8



The water line repair at 6th Ave. and 6th St. SE on Jan. 23 wasn't the only one; the Town of Slave Lake did another one last week on 11th Ave. SE. The one pictured was on a main line. It had been discovered a couple of days earlier. "It cracked right in half," says TOSL Director of Operations Calvin Couturier. A few days later, the town was back at it, digging up the leaking line on 11th Ave.

Northland School Division**Board notes**

January 25, 2025 meeting

Pearl Lorentzen
Local Journalism Initiative Reporter**Trustees**

Northland (NSD) has schools in communities with high populations of Indigenous people across northern Alberta, from the foothills to south of Fort McMurray. All eight trustees attended the January 25 meeting, which was online.

The trustees are: Chair Tanya Fayant (Elizabeth Métis Settlement and Fishing Lake Métis Settlement), Vice-Chair Robin Guild (Wabasca and Chipewyan Lake), Lorraine McGillivray (Paddle Prairie Métis Settlement and Keg River), Marianne Moberly (Susa Creek), Bonnie Lamouche (Gift Lake Métis Settlement and Peavine Métis Settlement), Jesse Lamouche (East Prairie Métis Settlement and Grouard), Wally Rude (Calling Lake), and Aimee McCamom (Anzac, Janvier, and Conklin).

Board action items

"The list is getting shorter," said Superintendent Cal Johnson. It is down to one item, adding Indigenous education resources to the Northland website.

"There's been a lot of work done on it," said Johnson. Deputy Superintendent Scott Meunier said that in February, the FNMI Department is holding a series of webinars about Indigenous languages and land-based learning. This will be open to staff, students, and community members.

"We're pretty excited to be able to share that," he said.

Finances

Secretary-Treasurer Douglas Aird presented the monthly financial report.

"Our enrolment is down a little bit (from the projection which the budget was based on)," he said, but overall "we're exactly where we'd like to be."

This decreases revenue, so instead of a budgeted \$256,000 deficit the division is looking at a shortfall of \$350,000. This will come out of reserves.

Trustee Rude had heard at various meetings that the province might change the funding formula.

"We have been asked our position on it," said Johnson. "The three-year moving average works for us."

The division's position is that since urban schools are growing and rural schools are stable or shrinking, different systems would be helpful. The three-year average allows rural schools time to adjust to decreases.

Northland has run a surplus for a few years, said Aird. "We think that might be a detriment to us."

Northland hasn't been declining, said Chair Fayant. "This is the biggest decline we've had."

The decline this year is because of the Bigstone Cree Nation school in Wabasca which opened in the fall, agreed Aird.

"This was the most challenging year to predict," said Johnson. By the end of the first term, he added, the division should have a sense of the number of students likely for next year in Wabasca.

"We can be a lot more accurate moving forward," concluded Johnson. "Now that we know we won't have to go through that again."

Student attendance

Owens presented on student engagement, attendance, and completion for November and December.

"It's a good start to the year," said Owens. Over the last two to three years, attendance has increased, he said. Three years ago attendance at Mistassiniy School in Wabasca was 30 per cent, he said. Now, it is over 70 per cent.

Across the division November was four per cent higher in 2024-25 (73 per cent) than 2023-24 (69 per cent). December was five per cent higher 2024-25 (67 per cent) than 2023-24 (62 per cent).

Aird mentioned that the division has invested money into supports and programs to improve attendance.

"It's making all the difference in the world," he said. Part of the plan this year is school-specific attendance targets, said Owens. In November, almost all schools met or exceeded these targets.

Usually, schools have attendance dips in December and January. "We didn't see as much of it this year as last year," said Owens.

Enrolment

While the enrolment at the start of the year was lower than anticipated when the budget was made, it is increasing.

"We're trending in the right direction," said Johnson. "It's good that we're going up, but it's not reflected in our budget."

For budget purposes, the attendance for the year is set in late September. In September, the division had 1,750 students, said the written report. In December, it had 1,627.

This is an increase of 123 students.

Please see Page 12

Opportunity council asks LaPrairie to train staff better**Pearl Lorentzen**
Local Journalism Initiative Reporter

M.D. of Opportunity council bent LaPrairie's ear about issues regarding snow clearing on the provincial highways at a recent meeting.

Gary Brooks and Sheldon Downie, from LaPrairie, appeared as a delegation at the January 22 M.D. of Opportunity council meeting in Calling Lake.

Recently, LaPrairie took over the provincial highway maintenance in the M.D. This contract is until July 31, 2034.

LaPrairie is renting a yard in Wabasca, said Brooks. It owns some other land and is looking into developing that. LaPrairie would like direct access off the highway and wants to know what the M.D. thinks about that.

"We want to get away from the rental," said Brooks. "We want to be involved in the community."

"Yes, there is a designated road allowance," said Chad Tullis, CAO. "We've got preliminary engineering."

However, he added the road was likely at least two years out, but administration can talk to LaPrairie about what they are looking at, although the final decision will be made by the province.

"What would happen at the end of the contract?" asked Councillor Cheri Courtorielle (Calling Lake).

Brooks called that a "Pandora's box," but mentioned that if the contract isn't renewed,

LaPrairie would likely try to sell it.

Brooks also said he'd like to have some guidance from the M.D. on road maintenance.

M.D. council is pleased with the cleaning done by the Calling Lake employee, but not the ones out of Wabasca.

"My beef is with the present road," said Councillor Darlene Jackson (Wabasca).

Hwy. 754 and Hwy. 813 converge at Wabasca.

On the Wabasca side, said Jackson, these roads aren't cleared as well as closer to Slave Lake and Athabasca.

"They just can't keep up," she said, about the local contractors that LaPrairie hired. She added that she's glad they hired local drivers, but wondered if more training was needed.

"We've had numerous accidents," said Reeve Marcel Auger (Wabasca). He mentioned one day with four semis in the ditch. "We need to make the highways safe," he added.

Auger also hoped that the local drivers can get the support they need from head office.

"We know there's issues in Wabasca," said Downie. "We're working on that."

Downie said that this was the first hybrid contract for highway maintenance in the province. It has a lot more paperwork for the drivers and everyone else. LaPrairie is negotiating with the province to figure out how to make the system more efficient.

Courtorielle asked if the M.D. could advocate

with the government to improve the contract.

The staff at the Ministry of Transportation know about the issues, said Brooks. They are "feeling as frustrated with the new contracts as we are."

"Is it a funding issue?" asked Councillor Robin Guild (Wabasca).

The rating of highways can also make a difference. The province divides highways into Class A, B, C, and D.

"What class is 813?" asked Courtorielle.

Brooks said that he'd get the information for council.

This may have happened during a break when Brooks and Deputy Reeve Brendan Powell had a conversation. Later in the meeting, Powell mentioned that a joint meeting with Bigstone Cree Nation and the Alberta Minister of Transportation and Economic Corridors should include advocating for the rating of Hwy. 813 to be changed.

Courtorielle asked when the province last did a traffic survey.

"We have over 300 logging trucks per day," she said, "and that doesn't include the tanker trucks."

"They have a traffic counter," said Kimball Newberry, M.D. Director of Public Works. This is within Wabasca.

That misses logging trucks which go around the hamlet, said Councillor Gerald Johnson (Calling Lake) and commuters from north of Calling Lake to Athabasca.

Auger and Courtorielle agreed.

County pleads for credit for unpaid taxes**Richard Froese**
For the Lakeside Leader

Big Lakes County has finalized an application asking for credit from the provincial government for uncollectable educational taxes on some industrial properties.

At its Jan. 8 meeting, council approved an application to the Provincial Education Requisition Credit (PERC) program, for taxes owed on oil and gas properties. Also applied for was a credit from the Designated Industrial Property Tax Credit (DIRC) program for several de-

linquent files on the tax roll.

Council heard that under PERC, the county hopes to collect just over \$1 million in unpaid taxes; the DIRC application is for \$25,833.

Those figures are just a portion of the total amount of what's owed, which the county deems as uncollectable. The total amount owing is \$9.4 million.

"This is a welcome program, as municipalities are required to remit education property taxes regardless of whether it's been collected," the county's Director of Corporate Ser-

vices, Joe Zdeb, told council at the Jan. 8 meeting.

The application was due by Jan. 15 for the previous years of uncollectable taxes.

If the uncollectable taxes are eventually paid, Zdeb added, it has to be reported and the education portion must be handed over to the Alberta School Foundation Fund, or Municipal Affairs.

In cases where the unpaid taxes have not been written off, the municipality will be required to report the status of tax recovery on an annual basis, Zdeb told council.

Northland

From Page 11

School calendar

Acting Director of Student Services Michelle Wile reported on the draft 2025-26 school division calendar.

Northland made the calendar before neighbouring school division, she said, but the breaks are similar.

Trustee Guild asked if the division had “estimated time for Native provincials. I know we lose a lot of students to Native provincials.”

This should be the same time as spring break was the answer.

The draft calendar is on Page 42 of the agenda package on Northland’s website.

A few proposed dates include: September 2 as the first day for students, Christmas break from Dec. 20 to January 4, and spring break from March 28 to April 6.

The board passed a motion to approve the draft calendar as presented.

After board approval, the draft calendar goes to the principals for feedback, said the written report. In March, the board will approve the final calendar.

Policies

The board approved changes to a few policies.

The first was Policy 2 Appendix D: Board and Superintendent Guidelines.

Most of the changes are grammatical, said Johnson. One change of note is the inclusion of the addition of the “collegiate model” under education programs and initiatives.

“Because it’s something we’re looking into,” said Fayant.

Rude made a motion to approve the changes. This was carried.

Policy 16: Recruitment and Selection of Personnel had grammatical changes. A Bonnie Lamouche motion to approve these was carried.

Policy 21 Appendix A: School Council Conflict Resolution the type of elder who should be consulted was clarified under procedures.

The document used to say, “The principal and school council/PAC chair agree to seek the advice of an elder.” It now replaces “an elder” with “the elder representative unless another elder would be more appropriate.”

The clarification is because the division has added an elders advisory council, said Fayant.

The board passed the changes to the policy.

The board also passed changes to Policy 21 Appendix B: Elder Guidelines.

Bill 27 draft procedures

The board looked over the draft procedures which are in response to the Government of Alberta’s Bill 27.

The draft said, “This document outlines the changes required to Northland School Division Policy 19 Appendix B and Administrative Procedure (AP) 325 to ensure compliance with the *Education Amendment Act, 2024 (Bill 27)*. These changes relate to using preferred names and pronouns, instruction on human sexuality, gender identity, and sexual orientation, and shifts to at-home learning.”

The changes will come into effect next September, said Johnson. Northland is working on them now, so that when the changes come it can implement them immediately.

“This is strictly to align with legislation,” clarified Guild.

Administration agreed.

Audited financial statements

There’s a delay in the board being able to review the audited financial statements.

“We expect to have them in February,” said Aird.

Fayant said that the board would be willing to have a special meeting to discuss them if needed.

Infrastructure, maintenance, and renewal

“We have a giant list of projects in the hopper,” said Aird, of the proposed 2024-25 infrastructure, maintenance, and renewal (IMR) projects.

In 2024-25, the division received \$242,778 in IMR funding, said the report.

The division also has accumulated IMR money, said Aird, so the plan is to spend almost \$2 million.

“Given the age of the school buildings, there remains an approximate \$8M backlog of planned work,” said the written report.

“This year,” said Aird, “we’re trying to catch up on our project list.”

The projects are chosen based on three priorities, said Aird. Health and safety, supporting learning, and complying with the maintenance level needed by the insurance company.

The written says that the insured value of the division’s buildings is \$188 million.

Fayant and Jesse Lamouche had recently been at Grouard School.

“We took a little tour,” said Jesse Lamouche. “There was a lot of surprises.”

The list starts on Page 62 of the agenda package.

“It would be nice to do something for every one of our schools,” said Johnson.

Please see Page 18

Landfill setting itself up as a regional recycling hub

Joe McWilliams
Lakeside Leader

Big things are happening lately at the Lesser Slave Lake Regional Landfill.

For one thing, late last month the landfill got a brand new Black track loader. According to landfill manager Randy Peconi, it’s going to work better than the old decrepit unit it replaces, plus use less fuel while doing it.

“The other one was at 13,000 hours,” he says. “It just wasn’t worth putting the money into it.”

The other recent development is a new baler for cardboard and other recyclables, plus a new shed to house it. It’s in operation as of last week, though still being brought up to speed.

Peconi says the old baler couldn’t manage more than a single bale of cardboard, per day. This one, once the bugs are worked out, should be able to do a couple of bales in an hour.

“It can also do plastic, tin cans and plastic wrap,” Peconi says.

The new dozer cost the landfill commission about half a million dollars. It’s a big hit, but the



File photo

Landfill manager Randy Peconi

old one was having lots of maintenance issues, which were expected to only get worse.

“It was a good deal,” Peconi says. “A Cat would have cost us \$850,000.”

The new baling facility is part of the commission’s longer-term vision of setting up the landfill as a regional centre for recycling. According to Molly Fyten, who works with both the M.D. of Lesser Slave River and the landfill commission, the result will be greater capacity and efficiency in dealing with recyclable materials, not to mention a better working environment.

After it’s been in oper-

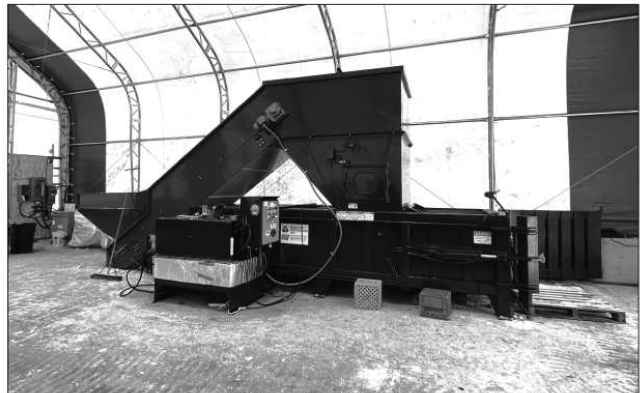
ation for a while, Fyten says, the commission hopes to start promoting it as a regional hub.

“This will allow the site to receive additional recyclable material from surrounding communities, businesses and First Nations groups, while generating increased product revenue.”

That’s the vision. It’ll take some organizing, which is part of Fyten’s job.

Peconi says the baler – a used one – cost around \$140,000. The whole project, with shed and concrete pad, cost the commission \$240,000.

See more on Page 15



The new baler all set up and ready to go in the landfill’s new recycling facility.



The new shed that will be the centre of recycling activity at the regional landfill.

Photos courtesy of the Lesser Slave Lake Regional Landfill

Grant funding for Alberta's art sector going up, says gov't.

**Slave Lake
-based
filmmaker one
of the grant
recipients**

Leader staff

The Province of Alberta announced last

month it is supporting the arts in this fiscal year to the tune of over \$21 million. The money finds its way to individual artists or arts organizations by way of the Alberta Foundation for the Arts (AFA). Groups such as Slave Lake's Stage North Association apply for grants through

the AFA, and in fact receive funding every year, according to Stage North President Ellen Criss.

The Jan. 23 news release on the topic says 726 artists and art organizations in Alberta received or will receive funding in this fiscal year. Another local one

of those recipients was Sonja Jarrett of Slave Lake, who directed her first feature film in 2024.

The Lesser Slave Regional Arts Council is likely another beneficiary of funding through the AFA, but we were unable to get hold of anyone last week.

the AFA is going up by \$4.5 million annually over the next three years. This means that the AFA will receive almost \$40 million in annual funding by 2026, a historic amount, with 90 per cent of this funding going directly to artists and arts organizations.

This additional funding commitment has already had an impact on how the AFA has been able to distribute dollars to local artists, with an increase to the maximum eligible grant amount for individual artists from \$15,000 to \$18,000.

"This has allowed us to support even more Alberta artists this year and providing important support for arts organizations across the province," says AFA board chair Cynthia Moore.

Jarrett tells *The Leader* her movie, provisionally named 'Booty Call,' is in the editing stages now, having been filmed over 12 days last year in the Peace Country.

"We relied heavily on volunteers and support from local businesses and community members to achieve what we did," Jarrett says.



Sonja Jarrett

On the other hand, the AFA grant helped greatly in that it allowed her to pay actors.

"Too often, independent films suffer from poor acting because, with no money to offer, professional actors simply don't audition," Jarrett says. With the grant, she was able "be a little pickier in my casting choices, and I was able to hire top quality theatre actors from GP and a lead who took the UofA Bachelor of Fine Arts in Acting."

Jarrett says she's applying for another AFA grant, which would allow her to take the movie on a film tour to towns around the province.

**"Too often,
independent films
suffer from poor
acting because,
with no money to
offer, professional
actors simply don't
audition" - Sonja
Jarrett**

"Alberta is proud to be home to talented artists in every corner of the province, and the arts sector remains a significant contributor to Alberta's economy and quality of life," says Tanya Fir, Minister of Arts, Culture and Status of Women. "Each year, the arts sector contributes more than \$1.2 billion in GDP and keeps more than 17,000 Albertans employed. When the arts thrive, Alberta thrives."

The news release also says government funding for the arts through

Northland

From Page 12

Northland FNMI department

The Northland First Nations Métis and Inuit (FNMI) Education department reported on their progress. Director Debbie Mineault and Melanie Lapp, Indigenous Cultural Land-Based Learning Coach, gave the report.

"I think we're on that journey to decolonize our curriculum under the TRC," said Mineault.

TRC stands for the Truth and Reconciliation Council, which investigated the aftermath of the Indian residential school program in Canada.

Mineault also mentioned the 60s Scoop, which was the high number of Indigenous children taken from their families and adopted outside their communities in Canada. Some were also sent to other countries.

The division's number one education goal is 'connections supporting reconciliation.'

Northland has a high percentage of Indigenous students. The division is working to honour the students identity, said Mineault, and bring Indigenous teachings and land-based learning into all aspects of the curriculum. The FNMI team supports this work across the division.

The division offers Cree, Michif, and Dene language classes in the schools depending on the community. Cree has a provincial curriculum, which teachers make specific to their community. The FNMI department is working to help the teachers develop the Michif and Dene courses.

This year, Northland has a partnership with Rupertsland Institute, said Lapp. The goal is to develop more Métis and Michif resources. One project is a science camp at Métis Crossing.

"The opportunities working with Rupertsland have been great," said Lapp.

"It's great to see the momentum," said Fayant.

Mistassini students

Mistassini School students Avery Gladue-Auger and Zain Ibdah were a delegation to the board. In November, Alberta Lieutenant-Governor Salma Lakhani visited the school. These two students were the MCs and guided her on a tour of the school.

What was your favourite part of the tour? asked Johnson.

"I loved getting to just have a conversation with her," said Ibdah.

"She was very kind and respectful," said Gladue-Auger.

The girls mentioned that they often help out at the school in similar ways.

"You showed really good leadership," said Owens.

"You two did just an amazing job," said Guild. The Lt.-Gov. had told him how impressed she was by the two of them and the school in general. The students listened very quietly.

Fayant encouraged the two to "keep building your leadership."

ASBA Sustainability Engagement

Rude added the Alberta School Board Association Sustainability Engagement to the agenda.

"They've got a significant surplus," he said. They are using this to run programs, but once that runs out they need to figure out a different funding model.

ASBA asked the boards for suggestions for sustainability. Rude wasn't sure of the Northland board priorities, so brought it back to the board. One suggestion from ASBA was to increase membership fees.

"I don't want us to see more than inflation," said Guild.

Fayant mentioned that the ASBA could cut back by finding more economical locations for conferences. Also, that the ASBA itself should look into its programs to let the different boards know "what's the bang for the buck."

Peavine Métis Settlement field trip

Peavine Métis Settlement and Bishop Routhier School have organized a fieldtrip for 10 Grade 5 and 6 students and 10 chaperones. This is a 10 day trip to Ontario.

"I think it's a good sign that our schools and community are working together," said Johnson.

Peavine wanted more opportunities, said Owens. Along with this field trip, they are starting after school programs.

Bonnie Lamouche is the trustee for Gift Lake Métis Settlement and Peavine Métis Settlement. The last parent meeting in Peavine was very positive, she said. In the early fall, there had been some tension.



Actor Rogan Coffey in a scene from *Booty Call*. Photo is courtesy of Slave Lake resident Sonja Jarrett, who wrote and directed the film.

Solar system

From Page 15

Wagenaar says with prices having dropped so much, now would be a great time to go solar. It depends on location,

roof angle and so on, and the initial cost is still quite steep, but the government loan option makes that pretty painless.

With terms like that, and with results as noted, it's hard to understand why more people aren't doing it. In fact one of the

Tarney/Wagenaar Marten Beach neighbours is planning to go solar this year, Wagenaar says.

That'll be good news for Engler, who keeps hoping every year will see some sort of breakthrough that would be good for his business.



"I think the time is right," he says.

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 Phone number: 780-891-2659
 Contact information: Janice Auger 780-891-2659 to learn more or email: janice.auger@mdopportunity.ab.ca

For more information visit canada.ca/taxes-volunteer.

Board Meeting Highlights

January 25, 2025



Board celebrates Mistassiniy School students for leadership during Lieutenant Governor's visit

During the board meeting, trustees and members of the administration met with Mistassiniy School Grade 12 students Zain Ibdah and Avery Auger-Gladue, who played a key role in welcoming Her Honour, the Honourable Salma Lakhani, Lieutenant Governor of Alberta, to Mistassiniy School on November 19, 2024. Both students will be graduating this year.





Zain and Avery shared their experiences from the visit, reflecting on what it was like to lead Her Honour on a tour of their school and serve as emcees for a special assembly. They spoke about their preparations, the moments that stood out to them, and how the experience helped them grow as leaders.

The board and administration also learned more about the impact of the visit on the school community. From the inspiring messages shared by the lieutenant governor to the thoughtful gifts presented on behalf of the school, the day was a meaningful and memorable occasion for all involved.

The board thanked Zain and Avery for their leadership and expressed appreciation to the Mistassiniy School staff and students for assisting Northland School Division with preparations for this important visit.

Board receives update on First Nations, Métis and Inuit education

The Board received an update from Director of First Nations, Métis and Inuit education Debbie Mineault and Indigenous Cultural Land-Based Learning Coach Melanie Lapp about the work being done to support Indigenous education in Northland schools. Their presentation focused on key efforts that align with the Education Plan. Key efforts include:

- **Supporting Indigenous languages:** Virtual training sessions in Michif, Cree and Dene to help language instructors bring Indigenous languages into classrooms. The division is also working with the Cold Lake Denesuline director, principal and instructor to explore ways to incorporate Dene language and land-based learning into classrooms.
- **Engaging Elders and Knowledge Keepers:** Forming a local Elder and Knowledge Keeper Advisory Council to guide cultural learning and support students and staff.
- **Cultural learning opportunities:** Partnering with Rupertsland Institute to offer a Métis culture, language and land-based camp, along with community engagement sessions in schools.
- **Truth and Reconciliation commitments:** Helping schools and staff learn more about residential schools and Indigenous perspectives, with a focus on building strong relationships with communities.

The update also highlighted work being done to support literacy and numeracy through Indigenous perspectives, train staff and encourage Indigenous leadership in schools.

Visit <https://www.nsd61.ca/governance/board-meetings> to view upcoming Regular Board Meeting dates and Board-related documents.

Note: These writings do not constitute the official record of the Northland School Division. They are however, provided as general information relating to the action taken at board meetings. For further information, please call 780-624-2060 or 1-800-362-1360.

Division News



Board reviews policy updates to align with Education Amendment Act, 2024 (Bill 27)

Superintendent of Schools/CEO Cal Johnson presented policy and procedure updates required to comply with the Education Amendment Act, 2024 (Bill 27). Updates to Policy 19 Appendix B and Administrative Procedure 325 include:

- Parental Notification and Consent: Schools must obtain parental consent before using a new name or pronoun for students under 16. For students 16 and older, parental notification is required.
- Instruction on Human Sexuality, Gender Identity, and Sexual Orientation: Parents must opt in before students receive instruction on these topics. Teaching materials require Ministerial approval.
- At-Home Learning Guidelines: Schools must follow new procedures for shifts to at-home learning, including requirements for Ministerial Orders for closures exceeding three days.

Changes related to parental notification and consent will take effect in early 2025, with remaining updates implemented by September 1, 2025. Readers can review more information by clicking on the website link <https://www.nsd61.ca/download/484572> (pages 58-59).

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Awasis Nahayaw Weyasiwewin Seeking Kisiyaya – BCN Elder to join Advisory group

Seeking one Elder from: CHIPLAKE

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 Please state involvement in community work. Provide 2 references of people you have worked with in the community. State any field of expertise you have to bring to the group.
 Must be a team player and willing to support & promote positive development of Awasis Nahayaw Weyasiwewin



Submit your letter of interest to
Gloria Cardinal
 Bigstone Cree Nation
 P.O. Box 960, Wabasca, AB, T0G 2K0
 Or
 Email to Gloria.cardinal@bigstone.ca
 Cell: 780-773-8730

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Mistassiniy adding pathways to graduation

Variety of courses offered through the school, parents speak out

Pearl Lorentzen
Local Journalism Initiative Reporter

"We're trying to offer lots of different pathways to graduation," says Karen Davis, Mistassiniy School principal, "and also pique their interest and that helps them come to school."

In order to graduate high school, students need to complete enough course credits.

"We've got some new things going, and the kids are excited" - Karen Davis, Mistassiniy School principal

These include required and option classes.

There are many different option classes for schools to choose from and Mistassiniy is working to offer a variety.

"We've got some new things going," says Davis, "and the kids are excited."

In the fall, the school offered astronomy for the first time. This included a field trip to Telus World of Science. It was very popular so is

being offered second semester, which started on February 3 and runs to the end of June.

Another new course this year came out of a suggestion from parent council, says Davis. They asked why the school wasn't teaching basic financial skills, such as how credit card debt works and basic budgeting. The school discovered it had access to a locally-developed course called 'Surviving Financially as an Adult,' and is offering it this year.

Last year, the school started offering an advanced placement career and technology studies (CTS) course.

In this class, says Davis, the teacher acts more as a facilitator, asking the students what they want to learn and matching them with courses that fit.

"We're trying to offer lots of different pathways to graduation" - Karen Davis

For example, one student who really enjoys music had already taken Music 10, 20, and 30. Therefore, the instructor found a way for them to take guitar lessons for credit.

Another example she gives is someone inter-

ested in foods, but the foods course doesn't fit their schedule. The instructor can come up with a project which the student can do to earn food credits.

"There's hundreds of options," she says, of the CTS courses.

See article on CTS op-

The mental health course looks at "various strategies in different cultures" to deal with stress and other mental health challenges - Davis

tions on Page 22. The school is offering

two Indigenous culture classes.

The Cree language teacher is teaching hide tanning and medicine wheel teachings.

The other course is not specifically a culture course, but is infused with Indigenous ways of knowing, says Davis.

It connects the Indigenous seven sacred teachings and emotional wellness.

All teens can have mental health struggles, says Davis. The mental health course looks at "various strategies in different cultures" to deal with stress and other mental health challenges.

Cree language

From Page 8

"It was really well done," says Cardinal-Roy.

KTCEA includes Cree outside of the Cree language classroom.

In 2024, KTCEA added Cree and Cree syllabics to the KTCEA website.

"We'd like to develop more of our own resources," says Cardinal-Roy.

KTCEA is working to embed the Cree con-

cepts into the whole curriculum, she adds.

Discussing this idea,

"We take these words (manātisiwin (respect) and manāhchitowin (respect for each other) for granted, but there's a higher meaning" - Lorraine Cardinal-Roy

Cardinal-Roy uses the example of the Cree word *asinity* (rock).

"There's a spirit in it,"

says Cardinal-Roy, so this is an animate word, whereas some other Cree word are inanimate. Although English doesn't distinguish between animate and inanimate in the same way, most English speakers would think of it as being inanimate (not alive). Understanding the difference between these two worldviews is important.

She also talks about *manātisiwin* (respect) and *manāhchitowin* (respect for each other).

"We take these words

for granted," she says, "but there's a higher meaning."

The idea of *manātisiwin* and *manāhchitowin* can be connected to everything, she adds, from putting your garbage in the trash can to being

kind to your fellow students or the school staff.

KTCEA

KTCEA started in 2012 as an education partnership. By 2017, it became an education authority. The goal was to take over six schools - three run by the individ-

ual First Nations and three run by Northland School Division.

In March 2019, the division signed a regional education agreement with the Government of Canada to take control the education for the schools.

What are Cree syllabics?

Cree can be written with the Roman alphabet (like English) or with syllabics.

Syllabics are a writing system that represents syllables instead of individual letters. These types of writing systems are called syllabary.

A syllable is a vowel (a, e, i, o) or a consonant and vowel (ta, te, ti, and to).

In 1837, James Evans, a Wesleyan missionary, published an Ojibwe syllabic system he had created, says *omniglot.com*. This uses symbols, such as triangles, in four orientations to represent full syllables. He adapted the writing system for Swampy Cree around 1841. It spread to other Cree and Ojibwe communities and was popular until the 1960s.

The Cree syllabics include symbols and diacritics (smaller symbols attached to a letter or syllabic, for example the little line above the e in Métis). For example, a dot above differentiates 'ā/ā from 'a/a and 'ō/ō from 'o/o/.

(Editor's note: The dot should be above not high up next to the main syllabic, but the syllabic keyboard didn't work as expected.)

Likewise, the difference between vowels and syllables starting with /w/ is a dot on the right. For example, 'ᐃ /ō/ and 'ᐃ /wō/.

The KTCEA nations are Woods Cree. creedictionary.com/syllabics/woodland.php lists the Cree syllabics for Woods Cree.

Syllabary languages are often displayed in a table.

On the Cree Dictionary website, Woods Cree has six rows

(representing vowels), 11 columns (representing either vowels alone or a consonant plus following vowel), five other main syllabics and 11 finals.

The top line is vowels ᐃ /i/, ᐃ /i/, ᐃ /o/, ᐃ /o/, ᐃ /a/, and ᐃ /ā/. Vowel only is indicated with the closed triangle, four orientations, with a dot on top differentiating two vowels.

The next line is ᐃ /wi/, ᐃ /wi/, ᐃ /wo/, ᐃ /wo/, ᐃ /wa/, and ᐃ /wā/. The only difference between this line and the vowel line is the dot on the right.

This is quite different than other syllabary writing systems. For example, Japanese has five vowels a, i, u, e, o (あ, い, う, え, お) and the first line with consonants is ka, ki, ku, ke, ko (か, き, く, け, こ).

Unlike Cree syllabics, the Japanese symbols are not related to each other.

In Cree syllabics, the orientation of the vowel is always the same. For example, syllables including /i/ have the point at the bottom: ᐃ /i/, ᐃ /wi/, ᐃ /pi/, ᐃ /ti/, ᐃ /ki/, ᐃ /ci/, ᐃ /mi/, ᐃ /ni/, ᐃ /si/, ᐃ /hi/ or ᐃ /yi/.

The Cree syllabic keyboard from languagegeek.com has the first /i/ syllabics as 1 to 10 on the keyboard, not corresponding to the sounds of the syllables.

Other syllabic writing systems in the world include *hiragana* and *katakana* (two of the four Japanese writing systems) and various scripts from India and cuneiform.

Another thing of interest about writing Cree using the Roman orthography, Cree words are not capitalized.

Interagency Notes

January 28, 2024 meeting

From Page 7

Chastin Martel
Lakeside Leader

Interagency is made up of helping organizations in Slave Lake.

Recovery Alberta Addictions and Mental Health

Augustine Obeng is a new Clinical Support Manager for Recovery Alberta Addictions and Mental Health (RAAMH)

Some workshops for health and addictions began in January and will end in April. Some of the workshops include stress, relationship series, recovery management, understanding addiction, and wellness exchange. Zoom links and more information can be found on the Recovery Alberta website. If any additional information is needed email northzoneaddictions@recoveryalberta.ca

RAAMH is at full staff capacity, says Trina Napier, with RAAMH. Walk-in sessions are on Tuesdays from 1 p.m. to 3 p.m.

Community Futures

The Yess/You program organized by Cleo Carifelle of Community Futures Lesser Slave Lake. The program targets people ages 15 to 30. The program supports employers who are looking to hire. For more information or to inquire you can visit their Community Futures website or contact Carifelle by phone at 780-849-3232 (ext. 105) or email cleo@cflstr.com

Childrens Resource Council

A workshop called Prenatal 101 will be happening Feb. 5 at the Legacy Centre from 6 p.m. to 8 p.m. This workshop will give participants a chance to learn about nutrition and exercise for a healthy pregnancy and what to expect for labour, delivery, and what to expect during the post partum period. Contact Melissa by phone at 780-516-9847.

Sometime in February and March, Children's Resource Council will be holding a babysitter safety and stay safe course. Details to be announced on their Facebook page.

HOROSCOPES



ARIES - Mar 21/Apr 20

A good first impression is really important right now, Aries. Be sure to wear your best clothes and check out your appearance before you meet up with anyone this week.



TAURUS - Apr 21/May 21

Taurus, you are bound to have a lot of fun this week, and you will spread cheerfulness to others. You might host a party or plan some sort of night out with friends.



GEMINI - May 22/Jun 21

None of the usual strategies to confront family issues are working right now, Gemini. You may need to take a step away and give others distance for the time being until things cool off.



CANCER - Jun 22/Jul 22

Cancer, some tech upgrades can help ensure an exciting new project starts off on the right foot. Enlist others to help and welcome any insight.



LEO - Jul 23/Aug 23

This week is your chance to take a break and let someone else take center stage for a bit while you enjoy time out of the spotlight, Leo. Right now you may need a little alone time.



VIRGO - Aug 24/Sept 22

Virgo, you know what you have to get done, so it is well past time to put one foot in front of the other and get moving. Others have helped, but you have to see it to completion.



LIBRA - Sept 23/Oct 23

Focus all of your energy on the important people in your life right now, Libra. Other things can wait for the time being.



SCORPIO - Oct 24/Nov 22

Scorpio, as things in your life continue to evolve, you may be tempted to jump into something new. You might want to slow the pace and exercise due diligence first.



SAGITTARIUS - Nov 23/Dec 21

Sagittarius, have you bitten off more than you can chew this week? If so, you probably have to ask for some helpers to step up and pitch in. Teamwork is a good thing.



CAPRICORN - Dec 22/Jan 20

Some tough decisions are ahead of you, Capricorn. It might be best to think things through logically and leave emotion out of the equation for the time being.



AQUARIUS - Jan 21/Feb 18

Aquarius, it can be dangerous to think you know everything. This week, listen to what others have to say. This approach can benefit all involved.



PISCES - Feb 19/Mar 20

Step up this week with confidence, Pisces. Now is not the time to be inflexible or shy. Go with the flow as much as possible, and learn and listen along the way.

Spotlight on youth

Wabasca Girl Guides enjoy art and nature walks

Pearl Lorentzen
Local Journalism Initiative Reporter

Art and nature walks are the favourite Girl Guide activities of four elementary school students at St. Theresa School in Wabasca.

Elsa Gullion (Grade 4), Olivia Power (Grade 4), Zanay Cardinal (Grade 1), and Zyeasha Auger (Grade 3) are four of the Wabasca Girl Guides.

Asked their favourite part, Olivia says, "I like the nature walks best."

"Art," says Zyeasha. Olivia and Elsa started last year. Zyeasha started two years ago.

Elsa joined, because a friend told her it was fun.

Olivia joined, she says, "because I need some activities to do after school on Wednesdays, because I don't do anything on Wednesdays."

Asked what they do, Zyeasha says, "we do art."

"We also go on nature walks outside," adds Elsa.

"I like the cookie part," says Olivia.

Many people are familiar with Girl Guide cookies, which come in two boxes - mint or a mix of chocolate and vanilla.

These are sold in win-

ter and spring as a fundraiser.

Another recent activity was a treasure hunt, adds Elsa.

Before Christmas, the Girl Guides made wreaths and handed them out to the elders at Keekenow Seniors Facility. The girls sang and played games with the elders.

Girl Guides is open to girls aged five to 17 years old, says Rena Auger, one of the leaders. However, in Wabasca this year, the oldest girls are 12, which is Grade 7.

The Girl Guides are focused on "empowering youth and getting together and having fun ...," she says. "They learn some outdoor activities depending on their ages."

This year, the Wabasca club has about 16 girls, says Auger. In the seven years she's been involved, the average has been around 20.

The four girls interviewed are from St. Theresa School. The rest of the girls are from Oski Paskioniwew Kamik (OPK) School.

"We can't handle a lot more," says Auger, because it can be difficult to find volunteers.

The club is run by volunteers. The Wabasca Girl Guides has three registered volunteers

and one working on the registration process through Girl Guides Canada.

The older kids help out, says Elsa.

Asked if they will likely help out when they are older, Elsa, Olivia, and Zyeasha say they likely will.

Asked if they would invite other people to join, Elsa says, "I told my friend that she should join, because it's fun."

Olivia says, "I haven't told anybody yet."

The season wraps up with a camping trip.

"We also get to have marshmallows and s'mores," says Elsa.

The Girl Guides also earn badges throughout the year, which are awarded at the end.

Asked what they would be doing if they weren't part of Girl Guides, Elsa says, "probably still doing my chores."

Olivia says, "I'd probably be in the house all day, because I don't know what to do, or maybe go to the pool."

Zyeasha says, "play with my cousins and siblings."

The Girl Guides meet on Wednesday evenings at the Wabasca Northern Lakes College campus. Sometimes they go on field trips. For example on Jan. 29, they went

to the Wabasca No Limits Boxing Club to do some physical activity and learn some self-defence skills. In February, the plan is to tour the Wabasca Fire Hall.

"We've done that for a couple of years," says Auger, of the fire hall tour.

The Girl Guides also march in the procession at the Remembrance Day ceremony and often pick up litter during the Wabasca community clean up.

Other types of community involvement happen "if things come up," says Auger.

Editor's note: The latest of a series of articles about young people doing positive things in the area covered by the Lakeside Leader focuses on the Wabasca Girl Guides. Four of whom attend St. Theresa School and the rest attend Oski Paskioniwew Kamik (OPK).

The Leader caught up with the St. Theresa students in late January and one of the Girl Guide leaders. The St. Theresa interview was arranged in response to an email to all of the Wabasca schools asking about youth who were involved in positive activities.



Left to right, Wabasca Girl Guides Zanay Cardinal, Zyeasha Auger, Elsa Gullion, and Olivia Power at St. Theresa School on January 28. Zyeasha had a sledding accident the day before, which is how she got the bruise on her face.

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NLC offering carpentry in Wabasca for first time in a while

Pearl Lorentzen
Local Journalism Initiative
Reporter

Wabasca groups have been trying to increase interest in trades and their efforts have paid off. February 24 to June 13, Northern Lakes College (NLC) is offering a pre-employment carpentry program in Wabasca.

NLC is offering the course, but it has some support from Northland School Division and Atoske Action Group.

"They (NLC) haven't had a lot of trades offered here (in Wabasca) in some time," says Rena Auger, Atoske Director. "We've been trying to get local training."

Mark Owens, Northland associate superintendent, calls the program "a big celebration for the community."

NLC offers courses through supported distance learning, which means most courses can be offered through any campus.

However, trades and health professions require a lab. The NLC campus in Wabasca has these labs, but has had trouble in the past getting enough students to run carpentry, trades, and health courses.

Asked how long has it been since this course has been offered in Wabasca in an email the college says, "Northern Lakes College provides

programming based on community need and when there is a cohort for an offering."

The program has space for 10 students.

The NLC email says, "The cohort may be comprised of a mix of dual credit high school students, adults, and first period apprentices."

Atoske has been working with NLC and the two local school divisions to drum up interest in trades.

"We're focusing a lot on the high school kids," says Auger.

The last two years, Atoske, NLC, and Northland have held three-day carpentry classes, says Auger. Also, both of the new high schools in Wabasca have shop classrooms.

Having the shop class in the school meant that the last carpentry camp didn't have Mistassini students, adds Auger.

The students were from Career Pathways in Wabasca and Calling Lake School.

Some high school students have shown interest and Northland, which runs Mistassini and Career Pathways, hopes to send two students to the course.

As of January 30, Owens says, Northland had a Calling Lake student confirmed for the course and the division was looking for a second one from Wabasca.

Calling Lake is 114 km south of Wabasca.

The division has dual-credit and students can earn up to 40 credits for paid work through the registered apprenticeship program (RAP).

The pre-employment program at NLC is "kind of a backwards RAP," says Owens.

Taking the program, the students learn tool safety and other carpentry skills before they start their apprenticeship.

"They're much more qualified for a company to take them on as an apprentice," says Owens.

Sponsors

Northland is looking for industry sponsors to pay for part of the tuition and will use Northland funds to cover the rest.

Many Northland students and their families can't afford a \$5,000 college course, said Owens.

Rick Sim Trucking has signed a three-year agreement to sponsor half of the tuition for one student, says Owens.

This Saskatchewan-based company has a shop in Wabasca and would really like to have heavy-duty mechanics trained in the community.

"Right now the highest demand was carpenters," adds Owens, so Rick Sim Trucking is sponsoring a carpentry student.

On January 22, M.D. of

Opportunity council received a request from Northland to sponsor a student for the carpentry program in Wabasca and to offer a student an apprenticeship at the M.D. They tabled the matter, because they wanted more information.

The tuition and books cost \$5,310.66, says the letter from Northland.

"I'd like to talk to our journeyman," said Chad Tullis, CAO, to make sure the journeyman is interested in taking on the extra work of an apprentice.

"This is a great program," said Councillor Darlene Jackson (Wabasca). However, "it doesn't seem fair to support one," and not the other.

Council got a few more answers during the meeting.

M.D. Councillor Robin Guild (Wabasca) is the vice-chair of Northland.

He contacted the division for clarification. He learned Northland plans to send two high school students to this course offered by NLC. Northland has partial funding for the tuition for one and was asking the M.D. to sponsor the other one.

Jackson is on the Atoske board and planned to get some more information on the program at the next board meeting.

Please see Page 25

Gunplay in Grouard: one man shot, two youths arrested

Leader staff

Two Grouard area youths are facing various assault and weapons charges after a man was shot by a handgun on Feb. 1.

High Prairie RCMP responded to a report of a firearm being discharged on that date. It happened near a business in the area of Mission St. in Grouard, says the release from High Prairie RCMP, which was sent out on Feb. 6.

The shooting prompted a big response. High Prairie RCMP members, Faust RCMP and Lakeshore Regional Police all converged on the scene, while the RCMP's Real Time Operation Centre, Emergency Response Team and the Containment Team were en route to assist. Alberta Health Services Emergency Medical Services, assisted with medical care.

What police learned was that that there was "an interaction" between two minors and a man outside of the business, which was not named in the release.

It apparently started when one of the parties assaulted another one. In response, the other two pulled out handguns, "one of which was shot at a third male, resulting in a non-life-threatening injury."

The gunshot victim was transported by EMS for medical care and was taken later via STARS Air Ambulance.

RCMP were able to track the two gunmen, finding them at a residence in nearby Kapawe'no. They were arrested without incident, says the news release.

One of the youths was charged with possession of a weapon for a dangerous purpose, carrying a concealed weapon, possession of a firearm when knowing it is unauthorized and possession of a prohibited/restricted weapon with ammunition. He was brought before a Justice of the Peace, where he was released with an upcoming court date of Feb. 24, 2025 at the Alberta Court of Justice in High Prairie.

The second male youth was charged with aggravated assault, pointing a firearm, possession of a weapon for dangerous purpose, carrying a concealed weapon, possession of firearm when knowing it is unauthorized, discharge firearm with intent, possession of restricted/prohibited weapon and possession of weapon contrary to order, as well as his 23 warrants.

This youth was brought before a Justice of the Peace, where he was remanded with an upcoming court date of Feb. 12, 2024, at the Alberta Court of Justice in Slave Lake, Alta.

The investigation was still going at the time of the news release.

"RCMP would like to extend gratitude to community members for their assistance thus far," the release says.

High Prairie RCMP is seeking public assistance in identifying the location of, or sightings of crimes in the area. Anyone with information in relation to this or any other crimes are asked to please contact the High Prairie RCMP at 780-523-3378 or your local police. If you wish to remain anonymous, you can contact Crime Stoppers at 1-800-222-8377 (TIPS), online at P3Tips.com, or by using the 'P3 Tips' app available through the Apple App or Google Play Store.

In response, the other two pulled out handguns, "one of which was shot at a third male, resulting in a non-life-threatening injury."

County creates animal care society

Richard Froese
For the Lakeside Leader

A society has been established to promote and support the Big Lakes County animal care facility.

County council heard the news at its Jan. 22 meeting, from planning and community services director Pat Olansky.

Olansky said she expects Big Lakes to get stronger support for the facility with a fundraising organization in place. The newly-formed

society has several initiatives in the works, she told council.

The society was incorporated on Dec. 12 of last year, but at the time of the report hadn't held its organizational meeting.

The facility was busy in 2024, Olansky reported, doing much better than it did the previous year.

Staff did "an exceptional job increasing awareness of the animal care program," Olansky

noted, with an increased emphasis on securing foster care for animals and making connections with other organizations.

Animal care complaints were a top priority in 2024, Olansky said.

Cases of "kitten and puppy dumping" and stray dogs being dropped off were dealt with last year.

"This will continue to be a challenge in 2025," Olansky predicted.

The shelter took in 75

dogs in 2024, down two from the 2023 number. The figures do not include dogs from the Town of High Prairie.

Thirty-three dogs were adopted last year, up from 28 the previous year. The average length of stay for dogs was 8.5 days in 2024, well down from 2023's 42 days.

The average length of stay for dogs waiting for adoption, on the other hand, was 54 in 2024, down from 75 days a year earlier.

Cat numbers were steeply up in 2024, Olansky reported. The shelter took in 88 of them; just three in 2023.

Sixty-two of those 88 were adopted.

The average length of stay for a non-adopted cat was 7.5 days. The adopted ones had to wait around for 93 days on average.

Condo

From Page 21

The area is being used for games, a play area for children, music events, yard sales, family reunions, camping and so on.

Olansky told council the Municipal Govern-

ment Act says MR land can be used only as a public park, or recreation area. If the association intends to use it only for members of their community, "the county should not enter into an agreement..." she advised.

Olansky's report also said the condo associa-

tion would not have exclusive control, "because the county is not disposing of an interest, but allowing some use of the land."

But it appears the association won't be moving forward with the development plan anyway, having balked at the insurance condition.

Programs focused on getting Wabasca kids interested in careers

Pearl Lorentzen
 Local Journalism Initiative
 Reporter

Atoske Action Group and partners have several initiatives in Wabasca to connect children and youth with potential careers.

"We're focusing a lot on the high school kids," says Rena Auger, Atoske Director.

Atoske has partnered with Northland School Division to offer career and technology studies (CTS) courses which include health sciences and cosmetology.

Alberta Education's website says, "career and technology studies (CTS) is designed for high school students so they can explore their interests and career options. CTS offers students opportunities to develop skills that can be applied in their daily lives and improve their employability following high school."

CTS is for Grades 10 to 12. The Alberta curriculum also has career and technology foundations (CTF) for Grades 5 to 9. Each CTS course is one credit.

CTS are not required classes and schools choose which ones to offer.

"They're option classes," says Karen Davis, Mistassini School Principal.

Mistassini chooses CTS and other options courses based on "both student desire and

teacher passion," she adds.

Health

The health class is a partnership between Mistassini, Atoske, Northern Lakes College (NLC), and the local Alberta Health Services.

NLC approached Mistassini about the health care aide program, says Davis. However, the school suggested starting out with a health careers course.

"We're going to bring in speakers from the community on different health careers," says Auger.

AHS is helping Atoske organize the speakers.

At the end, the students will job shadow some of these health care workers, says Davis.

The course includes the option of taking six to eight one-credit CTS courses and First Aid.

The NLC health lab is being used for the high school health care courses, says Auger. Once a month, the college supplies an instructor and the use of the lab for the courses.

If the high school can get enough interest to offer health care aide in Wabasca, says Auger, "they (the students) can go to work right out of high school."

Cosmetology

Cosmetology includes hair styling, hair cutting, nails, make-up, etc.

Atoske is paying for



The stars of an upcoming 'teddy bear hospital' to get young children interested in health care professions in Wabasca. They'll practice 'medicine' on the bears and get to keep them.

the cosmetology courses.

"There's kids that are interested," says Davis, "and we don't have that available in our town."

An online search for hair salons in Wabasca directs people to Slave Lake (126 km) and Fort McMurray (418 km), although Athabasca (174 km) and Edmonton (325 km) are closer than Fort McMurray.

The Leader has heard of at least one person who cuts hair from their homes.

In late January Amanda Vadnais, a certified hair stylist, opened Shear Ember Salon out

of her garage in Wabasca. People can contact her at 780-773-9598.

For comparison, an online search for hair salons in the Town of Three Hills lists six salons, one barber, and a tanning business.

These communities are roughly the same size.

The combined hamlet and Bigstone Cre Nation reserve population of Wabasca is 3,300 people, says the M.D. of Opportunity's website.

Three Hills has a population of 3,170, says the 2021 Canada Census.

Three Hills is also much closer to larger

centres. It is within one hour from Drumheller, Olds, and Red Deer. It is just over an hour to Calgary.

Education assistant

Northland also has a division-wide program which is a dual-credit course for a cohort of students to be trained as education assistants. The high school students take the course through NLC and do their practicum at the elementary schools in their home communities.

There are over 20 signed up, says Mark Owens, Northland associate superintendent.

The schools are very ex-

cited to have their former students back.

"We want them to be employable from high school," says Owens.

Younger kids

Atoske is also working with younger kids.

For example in March, Atoske will be holding 'teddy bear hospital' in both Wabasca elementary schools for Grade 1 students. Each student will get a teddy bear to take home and during the hospital will learn a bit about health careers.

This is a partnership between Atoske, NLC, the schools, and the Healthier Together program.

Wabasca carpentry

From Page 22

"Is Northland contributing?" asked Jackson, at the meeting, after Guild had heard back from Northland.

M.D. administration plans to bring more information to the next meeting for council to make a decision.

The letter from Northland says, "the course will run full time, Monday to Friday, for 16 weeks. Students have the opportunity to get academic support and courses through Northland Online and Career Pathways Outreach while completing the carpentry course as well."

Asked about this, Owens says. Some Northland Online courses can be done with a flexible schedule. The carpentry pro-

grams starts later in the semester, so students should be able to finish one or two high school courses before the program starts.

The Leader sent NLC several questions by email and received answers by email.

The NLC email says, "the pre-employment carpenter program at Northern Lakes College is designed for individuals interested in starting a career in carpentry but who are not yet registered as apprentices."

"This program consists of first period theory, building soft skills, obtaining safety tickets, and work integrated learning. The entire program is 16 weeks in length."

"Upon successful completion, students are eligible to challenge the Alberta Apprenticeship and Industry Training (AIT) First Period Exam.

"This program provides the foundational skills needed to enter the workforce and become an apprentice."

Specifically about the Wabasca program, the email adds, "several seats will be held for individuals already registered as apprentices who wish to obtain their first period of classroom education while remaining in their community. These students will start later than the pre-employment students as the First Period Apprenticeship program is eight weeks in duration."

The pre-employment program runs February 24 to June 13, with the carpenter apprentice running from March 24 to May 16.

The maximum enrolment is 10 students. The cost for the program includes textbooks. For the 16 week pre-employment students the cost

is \$5,310.66. Apprentices pay \$1,800.66. People can apply on the NLC

website. Industry wanting to sponsor a Northland

student or take on an apprentice can contact Owens at 780-624-2060.



Northern Lakes College Stony Point Campus in Wabasca. The campus has a carpentry lab. It has been a while since there has been enough interest to hold a pre-employment carpentry program in the community, but that has changed. The program starts on Feb. 24.

Snapshots of Calling Lake on a sunny day in January

Pearl Lorentzen
Local Journalism Initiative Reporter

The Hamlet of Calling Lake and Jean Baptiste Gambler reserve are on the southeastern border of the area covered by the *Lakeside Leader*. The two are the southern-most communities in M.D. of Opportunity and Bigstone Cree Nation. They are on the eastern shore of Calling Lake, with the hamlet north and south of the reserve.

The M.D. has an area of 30,187.1 square kilometres, says the Alberta Regional Dashboard.

The M.D. main council office is in Wabasca. However, throughout the year, M.D. council meets in each of its five hamlets – Wabasca, Red Earth Creek, Calling Lake, Chipewyan Lake, and Calling Lake.

Calling Lake is 114 km south of Wabasca, and 192 km east of Slave Lake, where *The Leader* office is. Here are a few photos from January 22.



The sun reflecting off the fresh snow on a gazebo behind the Calling Lake Community Complex, on Calling Lake Drive. Calling Lake Drive follows the lakeshore north and south through the community.



The main building in the Community Complex includes the Calling Lake Library, Calling Lake Hall, Calling Lake Post Office, M.D. sub-office, and a room for the RCMP.

Above: A mural by the main entrance of the Calling Lake School. *The Leader* hopes to find out the name of the artist and some more details, which will be reported later.



The Calling Lake Fire Station, behind the Calling Lake Historical Centre in the Community Complex.



Access to Calling Lake, with an ice fishing shack in the distance.



In the southern part of the community, Calling Lake School serves both the hamlet and the reserve. It has some interesting architectural features, including a clock tower and four even-sided diamond buildings in a row with small square turrets with windows.

New Northland principal mentoring program going well

Pearl Lorentzen
Local Journalism Initiative
Reporter

This school year a division in Northern Alberta has added a mentorship program for its principals to help with recruitment and retention.

Northland School Division has schools in communities in Northern Alberta with high Indigenous populations.

Being northern and remote, the division ends up with young principals, says Krista Veitch, Northland associate superintendent of human resources. Some don't even have experience as a vice-principal, which can make the job challenging.

Veitch has worked in schools of various sizes. Sometimes the smaller schools are more challenging, she says.

The first few years as a principal can be overwhelming, says Veitch. The new mentorship program aims to help the principals adjust, build leadership skills, and develop healthy community relationships.

The division has hired three retired administrators who have worked with the division. The mentors have years of experience in administration and know the communities.

Each mentor oversees a region of the division, which goes from the Rocky Mountains to south of Fort McMurray. A region includes the communities south of Fort McMurray to the Métis settlements north of Cold Lake. The Wabasca area (including Wabasca, Calling Lake, and Chipewyan Lake), and the High Prairie area (Peavine Métis Settlement, Gift Lake, Grouard, and East Prairie Métis Settlement). The High Prairie mentor also helps out the two outliers – Paddle Prairie Métis Settlement (south of High Level) and Grande Cache (in the Rockies).

"It really has been a huge help for a new leader," says Veitch.

The meetings between the principals and their mentors are confidential and not connected with the principal's evaluation, says Veitch. This makes it easier for them to be honest about struggles and asking questions. If themes come out of the

sessions, the mentors will bring these to her, so she can help find solutions. If a theme comes up across the division, she'll create some professional development training for all principals. If not, she'll do a more targeted approach.

"Northland's really committed to support our new leaders," says Veitch.

The principals can also talk to her directly after they've gotten advice from their mentors.

Veitch meets with the mentors regularly, but their meetings with the principals are as needed.

"We keep it very open," she says.

For example, if a principal in one school needs a lot of help at one time, the mentor will spend more time with them. Once the issue is resolved, they'll move on.

Northland covers 288,347 square kilometres of Northern Alberta. The mentors try to meet with the principals in person as much as possible, but also talk to them on the phone or by video call.

"They travel a lot ...," says Veitch. "Face to face is always best."

The division really wants the principals "to be successful in their roles and stay," says Veitch.

The mentors also help the principals implement Northland's new education plan.

The investment in the principals helps them support the teachers and the students, says Veitch.

Next year, the mentorship program will continue, says Veitch. There may be some changes, including adding some peer support meetings.

Other supports

The division supports all level of staff.

For education assistants (EAs), Northland is using a module program from Edmonton Public Schools, which Northland administrators are learning how to teach.

New education assistants go through the modules and learn the skills needed for their job. They also meet to discuss what they've learned.

The division also funds a cohort of students to complete the education assistant cer-



Chipewyan Lake School is one of the schools run by Northland School Division in a small rural Indigenous community in Northern Alberta. The community has around 80 to 100 residents. The school has at least seven staff, including a principal and two certified teachers and 23 students as of February.



Mistassiniy School is the largest Northland school, with 212 students as of February. It is a Grade 7 to 12 school in Wabasca.

tificate program through Northern Lakes College (NLC) and pays the tuition for any staff member interested in the community-based bachelor of education which is a joint program offered by Werklund School of Education (University of Calgary) and NLC.

Both courses are done in the community through supported-distance learning, meaning the staff member doesn't have to move and continues working at the school.

Northland also pays up to 80 per cent of tuition for teachers who want to take a masters in education leadership, with the idea that these teachers might become principals and vice-principals.

"We're trying to build up what we have," says Veitch.

Northland hopes more and more community members will work in the schools as EAs and teachers, says Veitch. This can be inspiring for the students.



Club speaking competition

The Northern Lights 4-H Club had its annual communication (public speaking) event on February 22 at the Royal Canadian Legion in Slave Lake.

Pictured is Liam Van Roon (who came in first place for the senior category) giving a speech on the evolution of hunting. Charlotte Atkins came in second in that category.

Sebastian Carrol-Nicholls and Micha Brownless tied for first in the intermediate.

For the junior presentation category, Elliot Adkins was first and William Carrol-Nicholls was second.

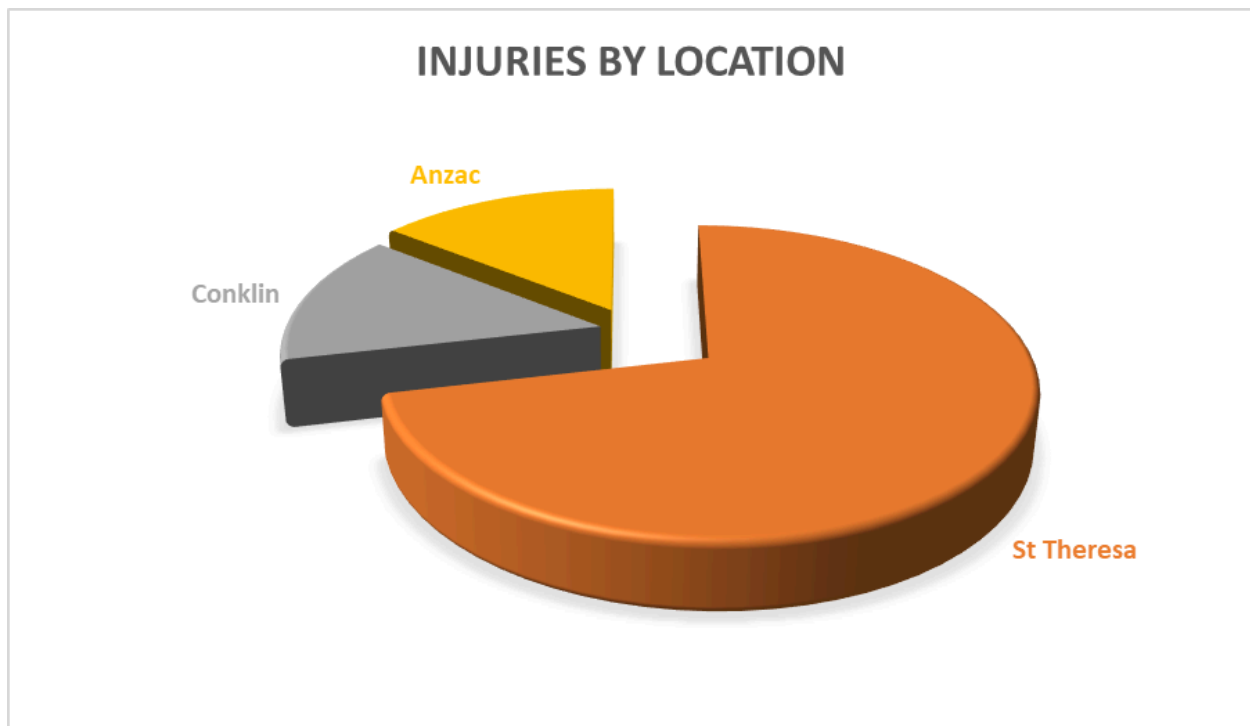
Public speaking is one of the pillars of 4-H. The district communication event was on March 8th in Slave Lake (see results in a later *Leader*) at the Legion. The regional communications will take place in Grimshaw on March 15th.

Occupational Health & Safety Report

March 22, 2025

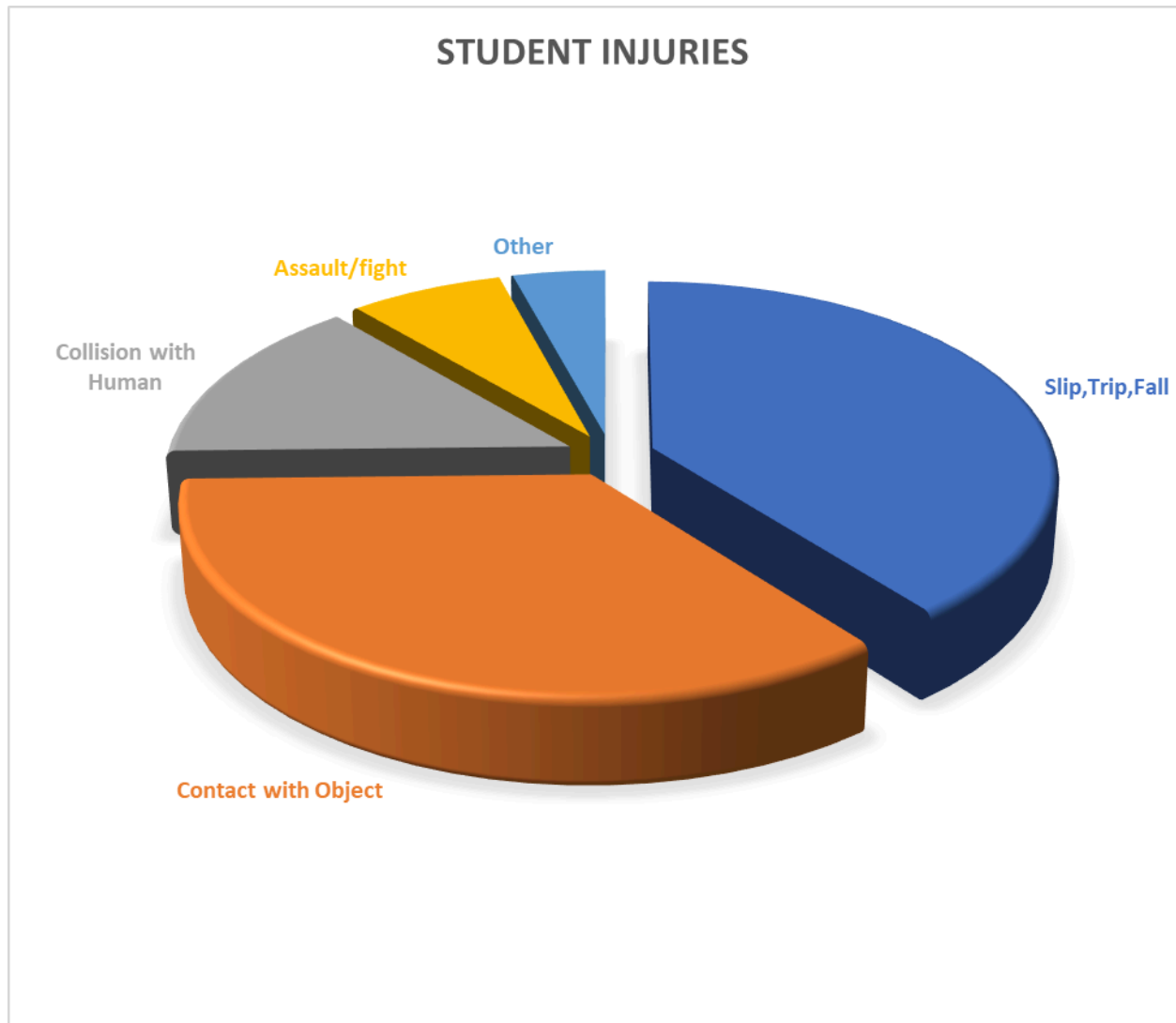
February 1, 2025 - March 10, 2025

Teacher/Sub Teacher/ Employee Incidents: 7 injuries with 2 WCB reporting



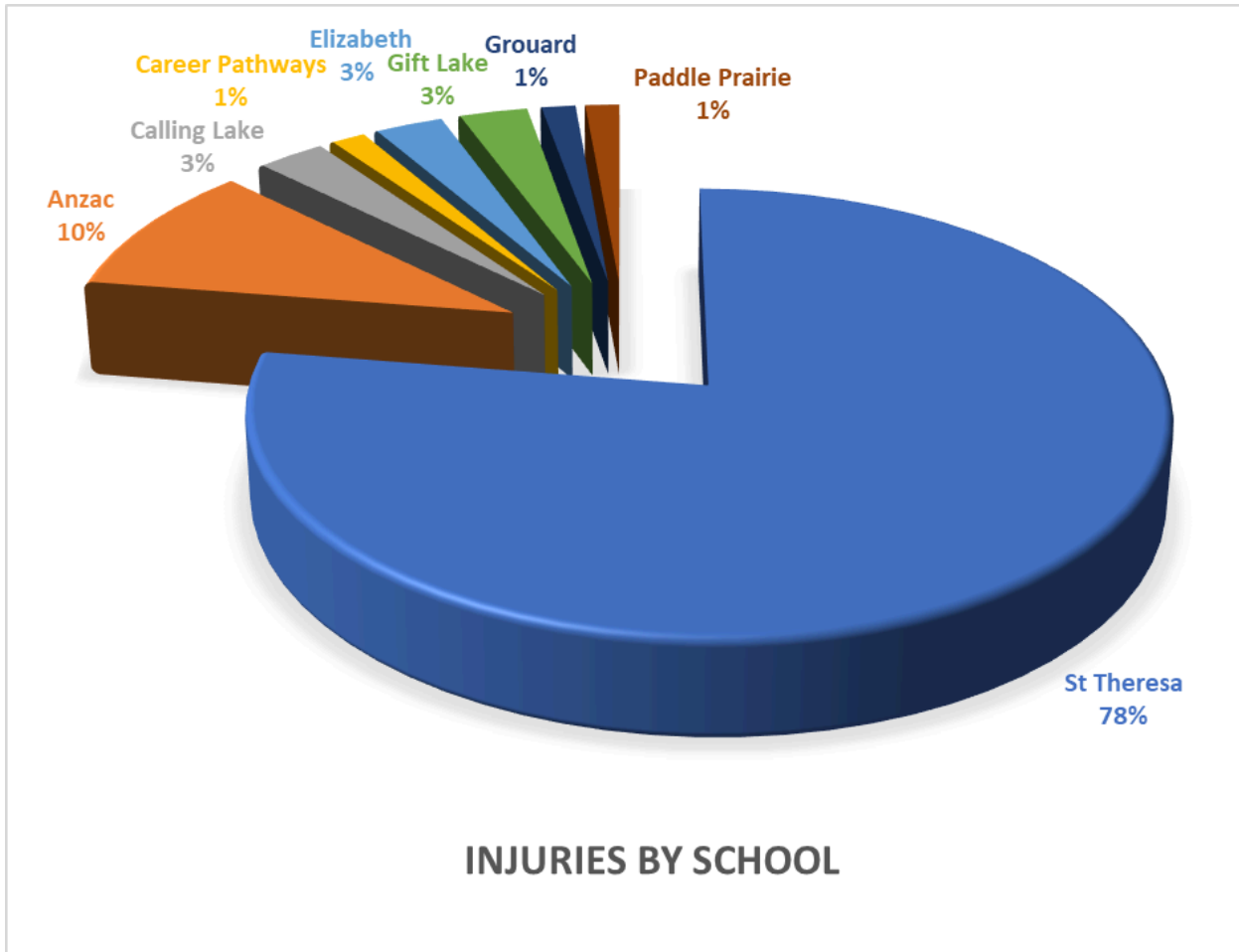
Occupational Health & Safety Report March 22, 2025

Students: 71 student injuries from February 1, 2025 - March 10, 2025.



Occupational Health & Safety Report

March 22, 2025



Residential Properties Report

Northland School Division Housing Portfolio

Property Portfolio Management Report 2023-2024

Northland School Division No. 61

Date: March 8, 2025



Residential Properties Report

Northland School Division No. 61

This report provides a comprehensive analysis of the status of the property portfolio of Northland School Division, categorizing properties into three distinct areas while highlighting occupancy status, vacant properties, and those requiring renovations. The objective of this report is to offer strategic insights into future planning, prioritize renovation efforts, and ensure that the properties align with the community's evolving needs.

Areas Covered:

- Area 1: Bishop Routhier, Gift Lake, Paddle Prairie.
- Area 2: Calling Lake, Chipewyan Lake, Pelican Mountain, Mistassiniy, St. Theresa.
- Area 3: Anzac, Father R. Perin, Conklin.

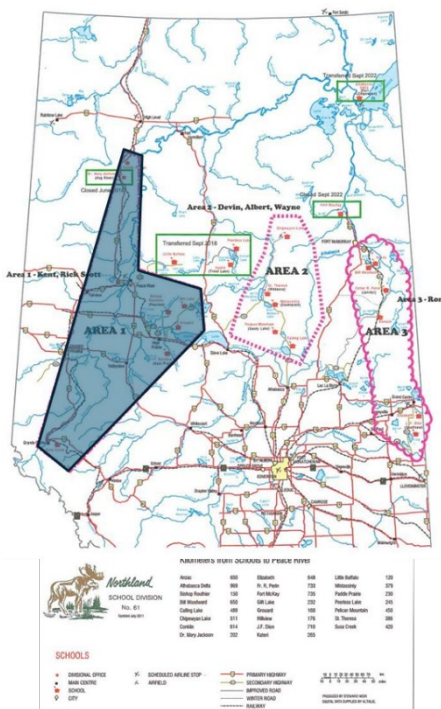
Report Structure:

- Overview by Area: Breakdown of properties in each area, including occupancy status and condition.
- Key Observations: Findings on the state of each area.
- Recommendations: suggested actions for property improvements and management.



Area 1 –

- Bishop Routhier
- Gift Lake
- Paddle Prairie



Summary Content:

- Total owned properties in Area 1: 11
- Sublet properties in Bishop Routhier: 8
- Owned properties in use: 5
- Vacant: 3
- Properties needing renovations: 1

Figure 1. Area 1 Northland School Division No. 61.

NORTHLAND SCHOOL DIVISION NO. 61							
RESIDENTIAL RENTAL LIST 2023-2024							
Location	Total Properties (Owned)	In Use	Vacant	Need for Renovations	To be demoed	Sublet Properties	Special Notes
Bishop Routhier	0	0	0	0	0	8	8 units are in high prairie being sublet
Gift Lake	4	4	0	0	0	0	All owned properties are fully occupied and in good condition.
Paddle Prairie	4	2	1	0	0	0	2 units are vacant.

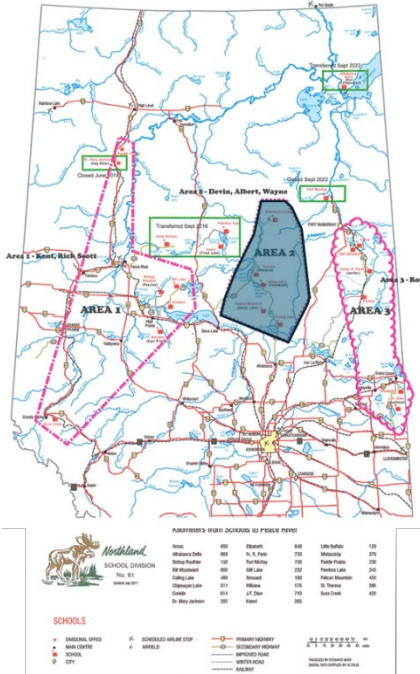
Table 1. Northland School Division, Residential Rental Lists 2023-2024 Area1.

Description:

- **Bishop Routhier:** The school division has no properties in Peavine; 8 are being rented by the division and sublet to teachers.
- **Gift Lake:** There is no vacancy, and all owned properties are fully occupied and in good condition. There are plans for expansions and acquiring three extra units. As mentioned above we are subletting apartments in HP
- **Paddle Prairie:** There is 1 property needing renovations, and 1 unit is vacant.

Area 2 –

- Calling Lake
- Chipewyan Lake
- Pelican Mountain
- Mistassiniy
- St. Theresa



Summary Content:

- Total owned properties in Area 2: 52
- Sublet Properties Mistassiniy: 6
- Properties in Use: 35
- Vacant: 11
- Properties Needing Renovations: 4

Figure 2. Area 2 Northland School Division No. 61.

NORTHLAND SCHOOL DIVISION NO. 61						
RESIDENTIAL RENTAL LIST 2023-2024						
Location	Total Properties (Owned)	In Use	Vacant	Need for Renovations	Sublet Properties	Special Notes
Calling Lake	4	4	0	0	0	All owned properties are fully occupied and in good condition.
Chipewyan Lake	3	2	1	1	0	One property is vacant and needs renovations.
Pelican Mountain	1	0	1	1	0	The only property here is vacant and needs renovations.
Mistassiniy	31	20	6	1	6	6 units are sublet to the housing authority; one renovation required.
St. Theresa	13	9	3	1	0	3 property are vacants and 1 need renovation.

Table 2. Table 1. Northland School Division, Residential Rental Lists 2023-2024 Area2.

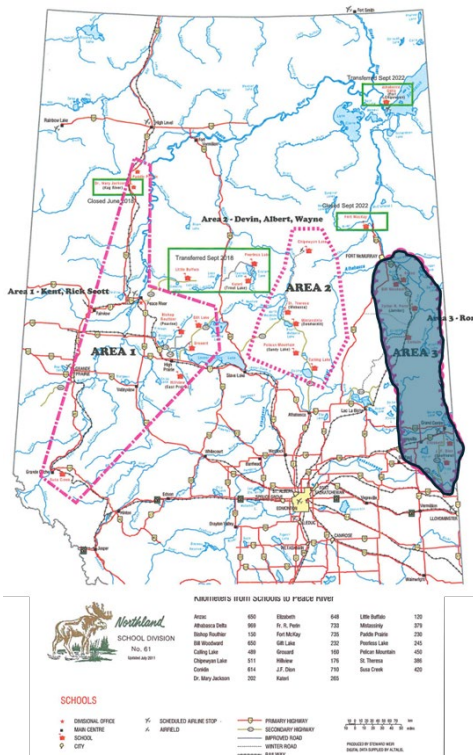
Description:

- **Calling Lake:** All properties are occupied and in good condition.
- **Chipewyan Lake, Pelican Mountain :** One vacant property needs renovation.
- **Mistassiniy:** The division owns 25 properties, 6 are rented and sublet to the housing authority. One property requires renovations.
- **St. Theresa:** 3 vacant property and all vacant units needs renovation.



Area 3 –

- Anzac
- Father R. Perin
- Conklin



Summary Content:

- **Total owned properties in Area 3: 24**
- **Sublet Properties: 1**
- **Properties in Use: 21**
- **Vacant: 2**
- **Properties Needing Renovations: 2**

Figure 3. Area 3 Northland School Division No. 61.

NORTHLAND SCHOOL DIVISION NO. 61						
RESIDENTIAL RENTAL LIST 2023-2024						
Location	Total Properties	In Use	Vacant	Need for Renovations	Sublet Properties	Special Notes
Anzac	10	9	1	1	0	One property is vacant and needs renovations.
Father R. Perin	10	8	2	1	0	Two properties are vacant, and one needs renovations.
Conklin	4	4	0	0	0	All properties are occupied and well maintained.

Table 3. Northland School Division, Residential Rental Lists 2023-2024 Area 3.

Description:

- **Anzac:** The vacant property needs renovation. We found issues with the plumbing and could not repair until spring 2025
- **Father R. Perin:** One property is vacant, and one property requires major renovation.
- **Conklin:** All properties are occupied and in good condition.



Key Observations

- Area 1:
 - Bishop Routhier: Division does not own any properties in Peavine 5 units are used to house employees in High Prairie.
 - Gift Lake: All owned properties are fully occupied and in good condition, with no vacancies or required renovations. 3 Employees are being housed in High Prairie in apartments being rented out by the division
 - Paddle Prairie: 1 property requires renovations, while 3 units are vacant.

- Area 2:
 - Calling Lake: All properties are occupied and in good condition, with no vacancies or required renovations.
 - Chipewyan Lake: 2 properties are in use, while 1 is vacant
 - Pelican Mountain: 1 property is vacant and needs renovation.
 - Mistassiniy: 25 properties are in use, while 6 are vacant. 6 units are sublet to the housing authority.
 - St. Theresa: 9 properties are in use, while 3 are vacant requires renovations.

- Area 3:
 - Anzac: 9 properties are in use, with 1 vacant unit requires renovations.
 - Father R. Perin: 8 properties are in use, with 2 vacant units, 1 of which needs renovations.
 - Conklin: All 4 properties are in use, with no vacancies or renovations needed.

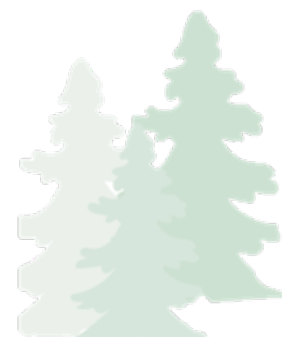
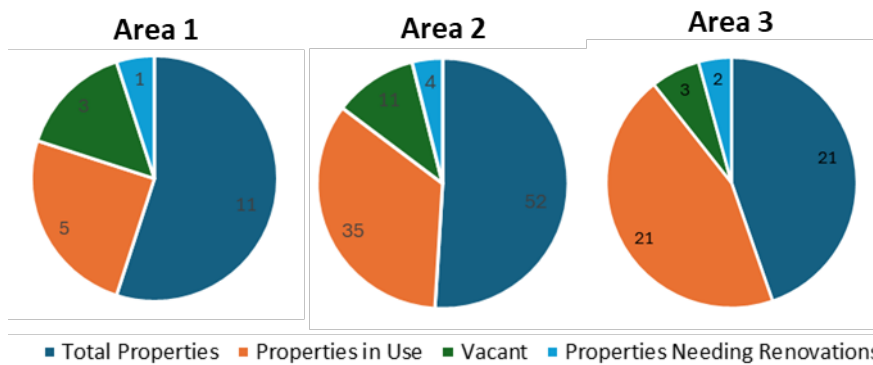


Table 4. Northland School Division Property Portfolio: Occupancy and Renovation Status (2023-2024).

NORTHLAND SCHOOL DIVISION NO. 61				
RESIDENTIAL RENTAL LIST 2023-2024				
Area	Total Properties	Properties in Use	Vacant	Properties Needing Renovations
Área 1	11	5	3	1
Área 2	52	35	11	4
Área 3	21	21	3	2



Planned Projects:

- **Area 1:** Main focused is to acquire new housing properties in Gift Lake. The housing department have already met with a contractor about acquiring new trailer houses. Quote ranges from \$675,000 to \$800,00 depending on how many units are needed. It is my recommendation that at least 3 are acquired, as three employees are currently in High Prairie commuting 45 minutes one way to work everyday
- **Area 2:** During an inspection of the newly renovated units (renovated in the past 5 years) we have unearthed some issues that needs to be addressed. We are currently coordinating with contractors to ensure these issues are properly handled. There also renovation projects that were not completed by the previous contractor. There are also quite a few houses that are in dire need of updating.
 - We are planning an inspection of units that were recently renovated to ensure that everything is up to code.
 - Unit 77 has issues and needs a complete renovation. I would prioritize other units before this one. We still do not know the extent of work that needs to be done for this unit
 - Unit 134 needs to be finished. It was half done, but unfortunately while going through the unit we found some issues with the parts that were already done. We will need to redo the mechanicals, electrical and floorplan to ensure it is up to code. The estimated cost is around \$150,000
 - Unit 135 looks livable but once we inspected it shows some issues as well. We will need to redo the HVAC system and the plumbing which will cost a total of \$42,000



- Units 57 and 58 are in need of a renovation. These units have good a foundation but everything from the walls, floors, kitchen and washrooms to the appliances needs to be updated. We are waiting for quotes on these units
- **Area 3:** One unit in Anzac needs to be hooked up to the main sewer line, which will not be done until spring. Janvier has one unit that is boarded up and will need to be renovated. Some units are being updated with new floorings and roofs. Units 109, 140 and 102 has been approved and the housing budget will bear the cost of it.
 - Unit 99 in Anzac needs to hooked up to the main sewer line, however the MD are not issuing permits until spring. We do not have an estimate for the
 - Unit 109 in Anzac needs new shingles and floorings for the washroom.
 - Unit 140 in Anzac needs new flooring in the kitchen and new windows around the house.
 - Unit 102 in Anzac needs to get new flooring for the kitchen and washroom as well get the baseboard examined
 - Unit 205 in Janvier needs to be renovated. It is currently boarded up since it was vandalized some time last year. This unit will need a complete renovation which will cost \$92,000.

Summary cost:

- **Area 1:** The major project of adding more housing unit for Gift Lake will be at least \$800,000 if we are to go with the five-plex project.
- **Area 2:** Major renovation project will have a total cost of at least \$300,000 for the four units we are looking to renovate, excluding Unit 77
- **Area 3:** So far, we have approved units 109, 140 and 102 as they only require minor repairs. The largest project in this area is Unit 205 which will need extensive work. Total cost will be \$92,000 for the Janvier Project, and \$35,910 for the Anzac projects. For a total of \$127,910.

The planned projects have a total cost of \$1,227,910. Most of the cost can be attributed to the new housing for Gift Lake.

