



KEB RETURN-TO-OFFICE

On September 8, 2020, the Kinooomaadziwin Education Body (KEB) anxiously re-opened its head office for the return of employees to the workplace. The office is now operating regular business hours, under modified health and safety instructions that meet provincial and federal labour requirements.

In May 2020, the KEB's Human Resources (HR) Committee was tasked with overseeing the return-to-work planning and preparations for the KEB. Over the next several weeks, the HR Committee and the management team consulted legal counsel and surveyed employees, in order to develop a comprehensive policy for Board approval.

Please be advised that the KEB is monitoring recent provincial changes, and will modify its operations as required. Some KEB employees continue to work from home at this time, but they can be reached by contacting the head office. For a list of KEB employee contact information, please visit: <http://aes-keb.com/contact-us/>

EXTRAORDINARY CIRCUMSTANCES AND FEDERAL FUNDING FOR COVID-19

The KEB hosted four virtual consultations between August 7-12, 2020. The Anishinabek Education System (AES) Participating First Nations (PFNs) were invited to attend one of the four meetings to share information on incurred education costs related to COVID-19, and costs anticipated for the 2020-2021 school year.

In follow-up to the consultations, the KEB distributed a comprehensive survey to the PFNs, to collect specific costs associated to COVID-19 impacts on education. The information collected from the consultations and the surveys will be used by the KEB to submit a proposal to Canada for additional PFN funding under the Extraordinary Circumstances clause of the Anishinabek Nation Education Agreement. This process is being supported by the KEB's lead negotiators, Tracey O'Donnell and Helen Bobiwash, as well as KEB staff.

At the time of the survey's closing on September 11, only eight PFN responses were received. The KEB is mindful of the importance of developing a comprehensive funding proposal that is representative of a majority of the AES. In order to support this, the KEB's Regional Education Council Coordinators will continue to connect with the PFNs, to collect an appropriate amount of data.

Meanwhile, the KEB is also working with federal partners from Indigenous Services Canada to confirm the AES allocations under Canada's [Safe Return to School Fund](#), which was announced on August 24, 2020. The KEB's preliminary discussions with Canada on September 22 only confirmed the total allocation for First Nations throughout Canada, and the total allocation for all education self-governing First Nations. The KEB anticipates a formal notice of AES allocations in early October.

KEB STAFF AND CONTRACTOR INTRODUCTIONS

On August 4, 2020, the KEB welcomed a knowledgeable contractor to its team of support. Bryon Brisard will be working with the KEB over the next year, to lead the work of specific projects and initiatives under the Master Education Agreement. Bryon brings with him many years of experience from his roles as a teacher, principal, First Nation Chief, and most recently as an Education Officer with the Ministry of Education.

In September, the KEB also engaged Darren Renaud as the organization's new Data Management Officer. Darren maintains an extensive portfolio in data management, organizational development, and quality assurance, which recently brought him back from contract engagements in Nunavut. In this position, Darren will be responsible for areas of work related to data and information, research, and evaluation for the AES.

WELCOME TO THE NEW TEAM MEMBERS!

IMPLEMENTING EFFECTIVE ORGANIZATIONAL CHANGE

Following the completion of the organizational and governance reviews of the KEB and the AES, a summary report was shared with the PFNs. The report offered 20 recommendations and more than 60 detailed activities that could be implemented to improve efficiencies in both KEB operations and AES governance.

The Board of Directors identified two organizational priorities in July, which include the engagement of a permanent Director of Education, and the development of a comprehensive compensation policy for the KEB. Each of these activities is in progress. On August 24th, the advertised posting for the Director of Education position was closed and the Board of Directors' hiring committee has completed application screenings and interviews.

In addition to these activities, the KEB's ad hoc Governance Committee established a work plan that will enable the implementation of several governance recommendations. These include:

- standardizing orientation and training for new KEB Board members;
- improving AES reporting templates and capacity-building supports; and
- enhancing communications between the Board of Directors and the PFNs.

Regular updates on the status of these activities will continue to be provided to the PFNs on a monthly basis.

23 PFN GATHERING/ANNUAL GENERAL MEETING

The date for the AES's 23 Participating First Nations Gathering is confirmed and save-the-date notifications will be shared as soon as possible. This semi-annual gathering of the AES membership will also serve as the Annual General Meeting for the KEB, and the 2020 Board of Directors elections for four director positions. An agenda will be drafted and reviewed by the KEB Board of Directors and the KEB Chiefs Committee.

TUESDAY, NOVEMBER 17, 2020
9AM-12PM
VIRTUAL MEETING

AES CAPITAL NEEDS ASSESSMENT

The KEB will be engaging a professional consultant to conduct the AES Capital Needs Assessment, starting in fall 2020. A [Request for Proposals](#) was issued on September 18, 2020, and proposals will be accepted until October 13, 2020.

The assessment seeks to provide a report on the short, medium and long-term education capital needs of the AES, as well as the estimated costs associated to education capital needs. Over several months, the successful consultant will assess each PFN's requirements related to major capital, minor capital, and operations and maintenance. An announcement on the successful consultant, and next steps, will be shared with PFNs as they are confirmed.

2019-2020 YEAR-END REPORTING

On August 5, 2020, the PFNs received the year-end reporting template for the 2019-2020 fiscal year. As part of the reporting requirements for the Anishinabek Nation Education Agreement, the KEB compiles the collective reports of the PFNs. This includes the year-end fiscal reports and education performance data for JK-grade 12.

Due to the impacts of COVID-19, the KEB extended the deadline for submitting year-end reports until **September 30, 2020**. If your First Nation requires any clarification or assistance to complete the year-end reports, please contact the KEB's Finance Manager, Claire Scanlan, at claire.scanlan@a-e-s.ca.