



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 25-07 AGENDA

Location: Courtyard Marriott West Edmonton	
Zoom:	
Meeting ID: Passcode:	Phone: 1 (587) 328-1099
Date: Saturday, September 27, 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.	June 28, 2025 Regular Board Meeting Minutes	All	Motion	04
2.	July 23, 2025 Special Board Meeting Minutes	All	Motion	14
3.	September 3, 2025 Special Board Meeting Minutes	All	Motion	20
4.	Board Action Items	Superintendent Johnson	Information	23

E. BUSINESS ARISING FROM MINUTES



NORTHLAND SCHOOL DIVISION

REGULAR BOARD MEETING NO. 25-07

AGENDA

F. CONSENT AGENDA

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Chair Fayant	Information	26
2.	Superintendent of Schools Report	Superintendent Johnson	Information	27
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	30
2.	Student Engagement, Attendance & Completion Report	Associate Superintendent Savill	Information	32
3.	Monthly Enrollment Report	Superintendent Johnson	Information	39
4.	Policy 2 - Role of the Board	Chair Fayant	Motion	41
5.	Policy 4 - Trustee Code of Conduct	Chair Fayant	Motion	49
6.	Policy 5 - Role of the Board Chair	Chair Fayant	Motion	61
7.	Policy 6 - Role of the Vice Chair	Chair Fayant	Motion	65
8.	Policy 8 - Board Committees	Chair Fayant	Motion	67
9.	Policy 9 - Board Representatives	Chair Fayant	Motion	79
10.	Policy 11 - Board Delegation	Chair Fayant	Motion	84
11.	Policy 15 - School Closures	Chair Fayant	Motion	86
12.	Policy 19 - Welcoming, Caring, Respectful, Safe & Healthy Learning & Working Environment	Chair Fayant	Motion	91
13.	Two-Way Radio Communication System for School Buses - Request to Tender	Associate Superintendent Owens	Motion	96
14.	Video Camera System for School Buses - Request to Tender	Associate Superintendent Owens	Motion	97
15.	Superintendent Evaluation	Chair Fayant	Motion	98
16.	Board Evaluation	Chair Fayant	Motion	99
17.	Pre-Planning Funding Letter for Paddle Prairie School	Secretary-Treasurer Aird	Information	100
18.	Vision Statement	Chair Fayant	Motion	105
19.	Year-End Audit Plan	Secretary-Treasurer Aird	Motion	106



NORTHLAND SCHOOL DIVISION

REGULAR BOARD MEETING NO. 25-07

AGENDA

20.	Library Update	Superintendent Johnson	Information	130
21.	2024-2025 Tri-Annual Report #3	Superintendent Johnson	Information	131
22.	School Code for Collegiate School	Superintendent Johnson	Motion	148
23.	Locally Developed Courses	Superintendent Johnson	Motion	149

H. MONITORING REPORTS

No.	Title	Responsible	Action	Page No.
1.	Awards/Celebrations/Presentations <ul style="list-style-type: none">• Division Successes/Term in Review	Superintendent Johnson	Information	-
2.	Board Chair Highlights	Chair Fayant	Information	151
3.	Superintendent Highlights	Superintendent Johnson	Information	153
4.	OH&S Report	Associate Superintendent Owens	Information	174
5.	Human Resources Department Report	Associate Superintendent Veitch	Information	177
6.	Communications Report	Media Relations Manager Walty	Information	179

I. PRELIMINARY DISCUSSION

No.	Title	Responsible
1.	Northland Games, October 2, 2025 in Wabasca	Chair Fayant

J. ADJOURNMENT & CLOSING CULTURAL REFLECTION



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: June 28, 2025 Regular Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: June 28, 2025 Regular Board Meeting Minutes

RECOMMENDATION

THAT the Board of Trustees approve the June 28, 2025 Regular Board Meeting minutes, as presented.

BACKGROUND

RISK ANALYSIS



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

Location: DoubleTree West Edmonton

Date: Saturday, June 28, 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	Board Chair, Ward 5	✓	Douglas Aird	Secretary-Treasurer
	Vacant	Trustee Ward 6	✓	Curtis Walty	Media Relations Manager
✓	Robin Guild	Board Vice-Chair, Ward 7	✓	Cheryl Page	Executive Assistant
✓	Wally Rude	Trustee Ward 8	✓	Pearl Lorentzen	Reporter, Lakeside Leader
✓	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 B. Lamouche gave the opening prayer, cultural reflection or reflection.

4. Adoption of Agenda

MOTION: Trustee B. Lamouche moved that the Board of Trustees approve the agenda with the following addition: Organizational Meeting under Section C: Board Matters.

26132/25 CARRIED

5. Closed Session

MOTION: Trustee McCamon moved that the Board of Trustees meet in a closed session with only the Administration at 9:03 a.m.

26133/25 CARRIED

Pearl Lorentzen left the meeting at this time.



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

6. Regular Session

MOTION: Vice-Chair Guild moved that the Board of Trustees return to a regular session at 9:49 a.m.

26134/25 CARRIED

Break from 9:49 a.m. to 10:05 a.m. Pearl Lorentzen rejoined the meeting at this time.

B. BUSINESS ARISING FROM CLOSED SESSION
--

1. Voting Station Designation Bylaw

Board Chair Fayant read Bylaw No. 04-2025 Voting Station Designation to the Board of Trustees.

First Reading

MOTION: Trustee Rude moved that the Board of Trustees give a first reading of the draft Bylaw 04-2025, which allows the returning officer to designate more than one voting station for each subdivision and the location of those voting stations.

26135/25 CARRIED

Second Reading

MOTION: Trustee J. Lamouche moved that the Board of Trustees give a second reading of the draft Bylaw 04-2025, which allows the returning officer to designate more than one voting station for each subdivision and the location of those voting stations.

26136/25 CARRIED

Waiving of the Requirements

MOTION: Vice-Chair Guild moved that the Board of Trustees waive the requirement as per Section 6 of the Board Procedure Regulation (AR 82/2019), that only two readings of a bylaw must be given at any one meeting, by unanimously agreeing to consider the third and final reading of Bylaw 04-2025.

26137/25 CARRIED UNANIMOUSLY

Third and Final Reading

MOTION: Trustee Moberly moved that the Board of Trustees give a third and final reading of Bylaw 04-2025.

26138/25 CARRIED



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

2. Substitute Returning Officer - 2025 Election

MOTION: Trustee McCamon moved that the Board of Trustees appoint Cheryl Page, Executive Assistant, as the Substitute Returning Officer as per Section 13(2.1) of the Local Authorities Election Act.

26139/25 CARRIED

C. BOARD MATTERS

1. Organizational Meeting

MOTION: Vice-Chair Guild moved that the Board of Trustees hold an Organizational Meeting at the Board's earliest convenience, and that notice of the meeting be provided per Section 1(2) of the Board Procedures Regulation (AR 82/2019).

The motion was put to a vote and was defeated by the Board of Trustees.

Recorded vote: 4 - 4

D. MINUTES

1. May 24, 2025 Regular Board Meeting Minutes

MOTION: Vice-Chair Guild moved that the Board of Trustees approve the May 24, 2025 Regular Meeting minutes as presented.

26140/25 CARRIED

2. Board Action Items

Superintendent Johnson reviewed the Board Action Item list with the Board of Trustees. The Board Action Item list was received and filed as information.

E. BUSINESS ARISING FROM MINUTES

There were no business items arising from the minutes.



NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES

F. CONSENT AGENDA

1. Consent Agenda

MOTION: Vice-Chair Guild 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

26141/25 CARRIED

G. ACTION ITEMS

1. **Monthly Financial Report**

Secretary-Treasurer Aird presented the financial report to the Board of Trustees as of May 30, 2025. The monthly financial report was received and filed as information.

2. **Student Engagement, Attendance & Completion Report**

Associate Superintendent Owens presented the May 2025 Student Engagement, Attendance, and Completion report, which was received and filed as information.

3. **Monthly Enrollment Report**

Superintendent Johnson presented the Monthly Enrollment Report to the Board of Trustees, which was received and filed as information.

4. **Policy 2 - Role of the Board**

MOTION: Trustee McCamon moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 2 - Role of the Board.

26142/25 CARRIED

5. **Policy 7 Appendix B - Board Professional Development Plan & Guidelines**

MOTION: Trustee McCamon moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

necessary to reflect the intent of the Board in connection with Policy 7 Appendix B - Board Professional Development Plan & Guidelines.

26143/25 CARRIED

6. Policy 12 - Role of the Superintendent

MOTION: Trustee McGillivray moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 12 - Role of the Superintendent.

26144/25 CARRIED

7. Policy 12 Appendix A - Superintendent Evaluation Process

MOTION: Trustee McCamon moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 12 Appendix A - Superintendent Evaluation Process.

26145/25 CARRIED

8. Policy 12 Appendix B - Performance Assessment Guide

MOTION: Trustee Moberly moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 12 Appendix B - Performance Assessment Guide.

26146/25 CARRIED

9. Bursaries and Scholarships

MOTION: Vice-Chair Guild moved that the Board of Trustees approve the recommendation from the Bursary and Scholarship Committee, the list of recipients for the NSD bursaries and scholarships, with funds from the current year-end budget.

Trustee B. Lamouche asked that the Administration extend the scholarship for students entering a College or Technical Institution until December 1st.

26147/25 CARRIED

Trustee J. Lamouche left the meeting at 11:03 a.m. and returned at 11:06 a.m.

**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

10. September 2025 Board Meeting Date

MOTION: Vice-Chair Guild moved that the Board of Trustees approve scheduling the September 2025 board meeting on Saturday, September 27, 2025, in Edmonton.

26148/25 CARRIED

11. Annual Borrowing Resolution

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the annual borrowing resolution as per ATB of \$3 million, if required to meet the current operating expenditures for the 2025-2026 school year.

26149/25 CARRIED

12. Facilitator for Superintendent Evaluation

The Board of Trustees and Administration discussed contacting the Public School Boards' Association of Alberta (PSBAA) to secure a consultant to facilitate the Superintendent's evaluation and the Board of Trustees' self-evaluation. Historically, Northland School Division has utilized the services of the Alberta School Boards Association (ASBA); engaging PSBAA is being considered as an opportunity to gain a fresh perspective and diversify the evaluative approach.

MOTION: Trustee J. Lamouche moved that the Board of Trustees authorize the Administration to contact Brian Callaghan, a PSBAA facilitator, to conduct the Superintendent's annual evaluation.

26150/25 CARRIED

13. Contract Facilitator for the Board Evaluation

MOTION: Trustee J. Lamouche moved that the Board of Trustees authorize the Administration to contact Brian Callaghan, a PSBAA facilitator, to conduct the Board's annual evaluation.

26151/25 CARRIED

14. Appointment of Auditors

MOTION: Vice-Chair Guild moved that the Board of Trustees approve the appointment of Metrix Group LLP as the Division's Year-End Auditors.

26152/25 CARRIED



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

15. Locally Developed Course - Forensic Studies 35, 5 Credits

MOTION: Trustee McCamon moved that the Board of Trustees authorize the Administration to acquire the following Locally Developed Course: Forensic Studies 35, 5 credits, with a start date of September 1, 2024.

Course Name	Version	Course Code	First Approved Year	Approved Start Date	Last Approved Year
Forensic Studies 35	5 Credits	LDC3256	2024-2025	09-01-2024	2024-2025

26153/25 CARRIED

16. Locally Developed Courses - Renewal

MOTION: Trustee J. Lamouche moved that the Board of Trustees authorize the Administration to acquire the following Locally Developed Courses as attached.

26154/25 CARRIED

Course Name	Version	Course Code	First Approved Year	Approved Start Date	Last Approved Year
Dene Language and Culture 12Y 15	5 Credits (2025-2029)	LDC1560	2025-2026	2025-09-01	2028-2029
Dene Language and Culture 12Y 25	5 Credits (2025-2029)	LDC2560	2025-2026	2025-09-01	2028-2029
Dene Language and Culture 12Y 35	5 Credits (2025-2029)	LDC3560	2025-2026	2025-09-01	2028-2029
Film and Media Art 15	3 Credits (2025-2029)	LDC1092	2025-2026	2025-09-01	2028-2029
Film and Media Art 15	5 Credits (2025-2029)	LDC1092	2025-2026	2025-09-01	2028-2029
Film and Media Art 25	3 Credits (2025-2029)	LDC2092	2025-2026	2025-09-01	2028-2029
Film and Media Art 25	5 Credits (2025-2029)	LDC2092	2025-2026	2025-09-01	2028-2029



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

Film and Media Art 35	3 Credits (2025-2029)	LDC3092	2025-2026	2025-09-01	2028-2029
Film and Media Art 35	5 Credits (2025-2029)	LDC3092	2025-2026	2025-09-01	2028-2029
Forensic Studies 25	3 Credits (2025-2029)	LDC2256	2025-2026	2025-09-01	2028-2029
Forensic Studies 35	5 Credits (2025-2029)	LDC3256	2025-2026	2025-09-01	2028-2029
Forensic Studies 35	3 Credits (2025-2029)	LDC3256	2025-2026	2025-09-01	2028-2029
Foundations in Industry Workplace Safety 35	5 Credits (2025-2029)	LDC3123	2025-2026	2025-09-01	2028-2029
Hide Preparation and Tanning 15	3 Credits (2025-2029)	LDC1171	2025-2026	2025-09-01	2028-2029
Medicine Wheel 15	3 Credits (2025-2029)	LDC1172	2025-2026	2025-09-01	2028-2029
Personal and Professional Skills 15	3 Credits (2025-2029)	LDC1410	2025-2026	2025-09-01	2028-2029
Personal and Professional Skills 15	5 Credits (2025-2029)	LDC1410	2025-2026	2025-09-01	2028-2029
Personal and Professional Skills 25	3 Credits (2025-2029)	LDC2411	2025-2026	2025-09-01	2028-2029
Personal and Professional Skills 25	5 Credits (2025-2029)	LDC2411	2025-2026	2025-09-01	2028-2029
Seven Teachings 15	3 Credits (2025-2029)	LDC1175	2025-2026	2025-09-01	2028-2029
Surviving Financially as an Adult 25	5 Credits (2025-2029)	LDC2220	2025-2026	2025-09-01	2028-2029
Understanding Video Games 15	5 Credits (2025-2029)	LDC1008	2025-2026	2025-09-01	2028-2029
Workplace Essential Skills 25	5 Credits (2025-2029)	LDC2743	2025-2026	2025-09-01	2028-2029
Workplace Essential Skills 35	5 Credits (2025-2029)	LDC3743	2025-2026	2025-09-01	2028-2029



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-06
MINUTES**

H. MONITORING REPORTS

1. The Board of Trustees received and filed the following reports:
 - a. Awards/Celebrations/Presentations
 - b. Board Chair Highlights
 - c. Superintendent Highlights
 - d. OH&S Report
 - e. Technology Services Department Report
 - f. First Nations Métis & Inuit (FNMI) Department Report
 - g. School Food Services (SFS) Department Report
 - h. Human Resources Department Report

Trustee Moberly left the meeting at 11:21 a.m. and returned at 11:25 a.m., and Associate Owens left at 11:28 a.m. and returned at 11:34 a.m.

I. PRELIMINARY DISCUSSION

No items were discussed at this time.

J. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee J. Lamouche moved that the Board of Trustees declare the meeting adjourned at 11:58 a.m.

26155/25 CARRIED

Tanya Fayant, Board Chair

Douglas Aird, Secretary-Treasurer



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: July 23, 2025 Special Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: July 23, 2025 Special Board Meeting Minutes

RECOMMENDATION

THAT the Board of Trustees approve the July 23, 2025 Special Board Meeting minutes, as presented.

BACKGROUND

RISK ANALYSIS

**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 25-03
MINUTES**

Location: Hilton Garden Inn West Edmonton

Date: Wednesday, July 23, 2025

Time: 10:00 a.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Cal Johnson	Superintendent of Schools
✓	Marianne Moberly	Trustee Ward 2	x	Scott Meunier	Deputy Superintendent
x	Bonnie Lamouche	Trustee Ward 3	✓	Mark Owens	Associate Superintendent
✓	Jesse Lamouche	Trustee Ward 4	✓	Krista Veitch	Associate Superintendent
✓	Tanya Fayant	Board Chair, Ward 5	✓	Douglas Aird	Secretary-Treasurer
x	Vacant	Trustee Ward 6	x	Curtis Walty	Media Relations Manager
x	Robin Guild	Board Vice-Chair, Ward 7	✓	Cheryl Page	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 10:00 a.m.

2. Recognition of Traditional Lands

Chair Fayant provided the land acknowledgement.

3. Opening Prayer, Cultural Reflection or Reflection

Trustee Rude gave the opening prayer or cultural reflection.

4. Adoption of Agenda

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

26156/25 CARRIED

B. PRESENTATIONS

1. Board of Trustees and Superintendent Evaluation Process Presentation

Brian Callaghan, a Public School Boards' Association consultant, delivered a presentation to the Board of Trustees outlining the process he will use to evaluate the Superintendent and the Board. Mr. Callaghan explained that the evaluation of the Superintendent will be guided by the Superintendent Leadership Quality Standard (SLQS), which is based on the

**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 25-03
MINUTES**

seven core competencies required of superintendents in their roles. He also provided examples to illustrate these competencies, which will serve as valuable tools to support the Superintendent's ongoing professional growth.

Mr. Callaghan left the meeting at 10:29 a.m.

C. ACTION ITEMS

1. Conklin Community School - Grade Additions

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the grade additions to the Conklin Community School to increase the grades from K-9 to K-12, effective September 1, 2025 as presented.

26157/25 CARRIED

2. Unit 57 Housing Tender Award

MOTION: Trustee McCamon moved that the Board of Trustees award the Housing Unit 57 Renovation tender to H.M. Painting for \$142,450, including GST, with the funds coming from capital reserves.

26158/25 CARRIED

3. Unit 58 Housing Tender Award

MOTION: Trustee McGillivray moved that the Board of Trustees award the Housing Unit 58 Renovation tender to H.M. Painting Ltd. for \$159,400, including GST, with the funds coming from capital reserves.

26159/25 CARRIED

4. Unit 134 Housing Tender Award

MOTION: Trustee J. Lamouche moved that the Board of Trustees award the Housing Unit 134 Renovation tender to H.M. Painting Ltd. for \$82,180, including GST, with the funds coming from capital reserves.

26160/25 CARRIED

**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 25-03
MINUTES**

5. Unit 135 Housing Tender Award

MOTION: Trustee J. Lamouche moved that the Board of Trustees award the Housing 135 Renovation tender to H.M. Painting Ltd. for \$31,200, including GST, with the funds coming from capital reserves.

26161/25 CARRIED

6. Closed Session

MOTION: Trustee McGillivray moved that the Board of Trustees meet in a closed session with only the Administration at 10:46 a.m.

26162/25 CARRIED

7. Regular Session

MOTION: Trustee McCamon moved that the Board of Trustees return to regular session at 10:52 a.m.

26163/25 CARRIED

Break from 10:52 a.m. to 11:00 a.m. Trustee Moberly joined the meeting at 11:05 am.

8. 2023-2024 Audit Presentation

Jeff Alliston, with the Metrix Group, presented the 2023-2024 Audit Findings Report to the Board of Trustees.

Closed Session

MOTION: Trustee McCamon moved that the Board of Trustees move into a closed session with Jeff Alliston and the Administration at 11:20 a.m.

26164/25 CARRIED

At 11:50 a.m., The Administration left the closed session.

**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 25-03
MINUTES**

Regular Session

MOTION: Trustee McCamon moved that the Board of Trustees return to regular session at 12:08 p.m.

26165/25 CARRIED

Break from 12:08 p.m. to 12:32 p.m.

Chair Fayant advised the Board of Trustees that Teresa Haykowsky would not be presenting.

9. 2023-2024 Audited Financial Statements

MOTION: Trustee McCamon moved that the Board of Trustees approve the 2023-2024 Audited Financial Statements as presented.

26166/25 CARRIED

10. Approval of Plan for Excess Reserves

Secretary-Treasurer Aird presented the proposed two-year plan for using excess reserve funds to the Board of Trustees.

The following initiatives are under consideration for inclusion in the two-year plan:

1. Expansion of Educational Assistant staffing and enhanced student support services (ongoing)
2. Establishment of the collegiate program/ start-up costs
3. Improvements to library facilities, including system upgrades, compliance and comprehensive cataloging
4. Ongoing IT device evergreening, upgrades to software and network infrastructure

MOTION: Trustee McCamon moved that the Board of Trustees authorize the Board Chair to send a letter to the Minister of Education requesting approval for using excess reserves for investments in key learning and strategic priorities.

26167/25 CARRIED



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 25-03
MINUTES**

D. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee J. Lamouche moved that the Board of Trustees declare the meeting adjourned at 12:42 p.m.

26168/25 CARRIED

Tanya Fayant, Board Chair

Douglas Aird, Secretary-Treasurer



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: September 3, 2025 Special Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: September 3, 2025 Special Board Meeting Minutes

RECOMMENDATION

THAT the Board of Trustees approve the September 3, 2025 Special Board Meeting minutes, as presented.

BACKGROUND

RISK ANALYSIS



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 25-04
MINUTES**

Location: Virtual

Date: Wednesday, September 3, 2025

Time: 2:00 p.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Cal Johnson	Superintendent of Schools
x	Marianne Moberly	Trustee Ward 2	✓	Scott Meunier	Deputy Superintendent
✓	Bonnie Lamouche	Trustee Ward 3	✓	Mark Owens	Associate Superintendent
✓	Jesse Lamouche	Trustee Ward 4	x	Krista Veitch	Associate Superintendent
✓	Tanya Fayant	Board Chair, Ward 5	✓	Amy Savill	Associate Superintendent
x	Vacant	Trustee Ward 6	✓	Douglas Aird	Secretary-Treasurer
✓	Robin Guild	Board Vice-Chair, Ward 7	✓	Curtis Walty	Media Relations Manager
x	Wally Rude	Trustee Ward 8	✓	Cheryl Page	Executive Assistant
x	Aimee McCamon	Trustee Ward 9			

A. CALL TO ORDER

1. Call to Order

Chair Fayant called the meeting to order at 2:08 p.m.

2. Recognition of Traditional Lands

Chair Fayant provided the land acknowledgement.

3. Opening Prayer, Cultural Reflection or Reflection

Trustee B. Lamouche gave the opening prayer and cultural reflection.

4. Adoption of Agenda

MOTION: Vice-Chair Guild moved that the Board of Trustees approve the agenda as presented.

26169/25 CARRIED

B. ACTION ITEMS

1. Chipewyan Lake Restoration Plan Approval

Superintendent Johnson and Secretary-Treasurer Aird discussed the restoration plan for Chipewyan Lake that highlights the following:



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 25-04
MINUTES**

Wildfire Impact: \$3M in damages across nine significant assets (housing, school facilities, infrastructure).

Key Partners: ARMIC, Government of Alberta, Claims Pro, Marsh Consultants, Premier Fire & Flood (contractor).

- **Restoration Focus:**

Debris removal & site cleanup.
Building cleaning & targeted remediation.
Propane & water infrastructure replacement.
Housing restoration (TBD).

MOTION: Trustee J. Lamouche moved that the Board of Trustees authorize the Administration to approve all necessary contracts and payments related to the Chipewyan Lake insurance claim, including the \$500,000 deductible required for the emergency operations and restoration.

26170/25 CARRIED

B. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION
--

1. Adjournment

MOTION: Chair Fayant moved that the Board of Trustees declare the meeting adjourned at 12:40 p.m.

26171/25 CARRIED

Tanya Fayant, Board Chair

Douglas Aird, Secretary-Treasurer



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Board Action Items

REFERENCE(S):

ATTACHMENTS: Board Action Items

INFORMATION ITEM

The Board Action Items report has been received as information and filed.

BACKGROUND

RISK ANALYSIS

Current Board Action Items:

Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action
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	<p>Reference: https://www.rupertsland.org/#</p> <p>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.</p> <p>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.</p> <p>April 2025 Update (Scott) - SILR approved a \$40,000 grant to partner with NSD to develop localized resources for language instructors that support Indigenous language preservation across the Division.</p> <p>May 2025 Update (Scott) - Scott and Debbie met with SILR personnel, including Dr. Trudy Cardinal, at the University of Alberta. Project terms of reference were discussed and the project kickoff is set for June 2025.</p> <p>June 2025 Update (Scott) - Scott, Debbie, Virginia and Melanie met with SILR staff Pam McCoy and supporting faculty member Dr. Trudy Cardinal on June 9th for a pipe ceremony to start the project. Wabasca Elder John Bigstone offered teachings of his pipe and the value to building reciprocal relationships to sustain language. Scott and Debbie met with a multimedia developer on June 20th to establish a workflow through the summer to develop Woodland Cree language videos and supporting podcast materials as part of this project.</p> <p>July 2025 Update (Scott) - The team met with Elders in Wabasca from July 13-15 and filmed the first of several new videos capturing land, linguistic, and cultural teachings from 5 different elders. We are also working to treat multiple years' worth of video lessons the FNMI department have captured from across the Division. Some materials are anticipated to be ready to share for Orange Shirt Day and early October.</p>
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	Complete	<p>March 10 2024: The PA system is being replaced throughout the school and the Maintenance work has been planned, pending the weather.</p> <p>March 31, 2025: PA system replaced throughout the school. Bathroom hole was for speaker, completed. Contract for downspout remediation underway, pending parts.</p> <p>May 15, 2025: Downspout remediation underway, front completed, finishing the back.</p> <p>June 8, 2025: Completion of the back underway. Additional projects in gating. Re-paving under consideration as multi-site program.</p> <p>Sept 18, 2025: PA System complete, parking lot paving under consideration in multi-site project, downspout drainage work complete, hole in bathroom ceiling for speaker complete.</p>
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	Complete	<p>January 29, 2025: The planters have been removed.</p> <p>March 10, 2025: The Maintenance work has been planned, pending the weather.</p> <p>May 15 2025: While maintenance has continued light R&M at the school, at the request of the principal larger items will be actioned during the summer break.</p> <p>June 16, 2025: Met with contractor on site - scope of work being revised to ensure completion of all renovations (painting, flooring, sinks and other maintenance) this summer.</p> <p>Sept 18, 2025: Planter removal complete, interior renovations complete (including cultural room, classrooms and washrooms), sidewalk re-paving under consideration as part of a multi-site project.</p>
Board	28-Jun-2025	Administration	Budget Process	Apply a month to month process (10 months vs 12 months) to get a more accurate reading on financials	1-Sep-2025	Complete	This will be part of the budget update this November.
Board	28-Jun-2025	Administration	Bursaries and Scholarships	Extend the trade scholarships to December	30-Nov-2025	Complete	September 18, 2025: Started advertising on social media; deadline is November 14, 2025 for the trade scholarships.
	28-Jun-2025	Administration		Draft a letter to the MD of Opportunity, Fire Department and to the FCSS thanking them for their assistance during the Chipewyan Lake wildfire		In Progress	
	23-Jul-2025	Administration	Board and Superintendent Evaluations	Send contact information of the trustees to Mr. Callaghan	30-Jul-2025	Complete	July 29, 2025: Contact information was shared with Brian Callaghan



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Approval of Consent Agenda

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve 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 assumes that everyone reads all the items and asks questions outside the meeting. Questions about the items can be directed to the Superintendent, who will answer them by email and let 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 agenda is approved; a trustee must request that 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:** SEPTEMBER 27, 2025
SUBMITTED BY: Tanya Fayant, Board Chair, Ward 5
SUBJECT: Board Chair Report

DATE	EVENT
June 24, 2025	J.F. Dion School Year-End Celebration
June 26, 2025	Elizabeth School Swords
June 28, 2025	Corporate Board Meeting, Edmonton
July 3 - 5, 2025	National Trustees Gathering on Indigenous Education & CSBA Conference, Virtual
July 23, 2025	Special Board Meeting, Edmonton Legal Meeting
August 1, 2025	Legal Meeting
August 6 - 8, 2025	PSBAA PD/PSBC Meeting, Red Deer
August 25, 2025	TEBA Meeting, Virtual
August 27, 2025	Board Evaluation Interview
September 3, 2025	Special Board Meeting, Virtual
September 8, 2025	NSD/Education and Childcare Meeting Agenda Review Committee Meeting Policy Committee Meeting School Library Materials Meeting with Minister of Education

Upcoming Events:

- September 26, 2025 Board Evaluation
- September 27, 2025 Corporate Board Meeting
- September 29, 2025 ASBA Engagement Session - Ministry of Education and Childcare



Superintendent's Report

C. Johnson

SEPTEMBER 27, 2025

Alberta Education Oversight Committee Meeting	June 26, 2025
Met with the Alberta Education Oversight Committee members to discuss NSD's school attendance.	
Corporate Board Meeting	June 26, 2025
Attended the monthly corporate board meeting in Edmonton.	
Minister of Education Meeting	July 10, 2025
Attended the Minister of Education's school library materials information session.	
MD of Opportunity No. 17 Meeting	July 10, 2025
Met with representatives from the MD of Opportunity to discuss the Chipewyan Lake wildfire.	
MD of Opportunity No. 17 Meeting	July 31, 2025
Met with representatives from the MD of Opportunity to discuss the Chipewyan Lake wildfire.	
PSBAA Professional Development/PSBC Meeting	August 7-8, 2025
Attended the PSBAA's professional development sessions and PSBC meeting in Red Deer.	
CASS/ASBOA Summer Learning Conference	August 13-15, 2025
Participated in the annual CASS/ASBOA summer learning conference in Edmonton.	
NSD New Teacher Orientation	August 18-19, 2025
Hosted the various sessions for the NSD New Teacher Orientation.	
Legal Meeting	August 19, 2025
Met with counsel to discuss legal matters.	

New Principal Orientation/Principals Meeting	August 19-21, 2025
Hosted the new principal orientation and principals meeting in Edmonton.	
MD of Opportunity No. 17 Meeting	August 20, 2025
Met with representatives from the MD of Opportunity to discuss the Chipewyan Lake wildfire.	
CBC Interview	August 22, 2025
Participated in an interview with Jesmeen Gill from CBC about the Chipewyan Lake wildfire situation.	
TEBA Meeting	August 25, 2025
Attended the virtual TEBA Engagement session.	
Conklin Community Meeting	August 26, 2025
Met with the Conklin community to discuss incorporating high school grades into the school.	
Alberta Education Oversight Committee Meeting	August 27, 2025
Met with the Alberta Education Oversight Committee members to discuss NSD's school attendance.	
CBC Interview	August 31, 2025
Participated in a CBC interview to discuss the Chipewyan Lake wildfire and provide an update on the status of the school re-opening.	
Special Board Meeting	September 3, 2025
Attended the virtual NSD Special Board meeting.	
Highway 686 Expansion Meeting	September 3, 2025
Attended an open house to discuss the proposed Highway 686 expansion.	
TEBA Meeting	September 4, 2025
Attended the virtual TEBA Engagement session.	
Alberta Education Meeting	September 5, 23025
Met with Nathan Freed from Alberta Education to discuss the Chipewyan Lake wildfire status.	

Alberta Education Oversight Committee/OAG Exit Meeting	September 8, 2025
Met with the Alberta Education Oversight Committee members to discuss NSD's OAG report.	
Agenda Review and Policy Committee Meetings	September 8, 2025
Attended the Agenda Review Committee and the Policy Committee meetings, reviewing the policies being brought forward to the corporate board meeting.	
Alberta Education Information Session	September 8, 2025
Attended the Alberta Education virtual school library materials ministerial order information session.	
AMD Boris Contreras Meeting	September 10, 2025
Met with the Government representative for Chipewyan Lake Learning continuation.	
MD of Opportunity No. 17 Meeting	September 11, 2025
Met with representatives from the MD of Opportunity to discuss the status of Chipewyan Lake.	
Alberta Education Information Session	September 11, 2025
Attended the superintendent session hosted by Alberta Education on the possible teacher strike.	
ASBA Zone 1 Awards Banquet	September 17, 2025
Attended the ASBA Zone 1 Awards Banquet with NSD Edwin Parr Nominee Emily Griffin, Anzac Community School Principal Andrew Belsheim and NSD Friends of Education Nominee Pearl Lorentzen in Grande Prairie.	

ADMINISTRATION INFORMATION ITEM

TO:	THE BOARD OF TRUSTEES	DATE:	SEPTEMBER 27, 2025
SUBMITTED BY:	Douglas Aird, Secretary-Treasurer		
SUBJECT:	Monthly Financial Report		
REFERENCE(S):			
ATTACHMENTS:	Monthly Financial Report as of July 31, 2025		

INFORMATION ITEM

The monthly financial report for July 31, 2025, has been received as information and filed.

BACKGROUND

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION
As at July 31, 2025
Statement of Revenues and Expenses

REVENUE	Budget		YTD Actual	Variance	%
	2024-25	YTD Budget			
Alberta Education	\$ 43,413,453	\$ 39,795,665	\$ 41,666,921	\$ 1,871,256	5
Federal Government & First Nations	11,375,099	10,427,174	11,639,347	1,212,173	12
Other Revenue	2,290,899	2,099,991	1,922,420	(177,571)	(8)
	<u>\$ 57,079,451</u>	<u>\$ 52,322,830</u>	<u>\$ 55,228,688</u>	<u>\$ 2,905,858</u>	<u>6</u>
EXPENSES					
Schools	\$ 23,778,823	\$ 21,797,254	\$ 25,510,590	\$ (3,713,336)	(17)
Instructional Support	7,184,433	6,585,730	6,783,070	(197,340)	(3)
Instructional Supply	5,949,243	5,453,473	6,232,020	(778,547)	(14)
Transportation	3,854,628	3,533,409	3,549,955	(16,546)	(0)
Operations and Maintenance	8,739,791	8,011,475	7,985,721	25,754	0
External Services	3,877,194	3,554,095	3,699,998	(145,903)	(4)
System Administration	2,563,525	2,349,898	2,687,501	(337,603)	(14)
Corporate Board	526,063	482,224	522,780	(40,556)	(8)
Insurance (Buildings)	861,691	789,883	846,564	(56,681)	(7)
	<u>\$ 57,335,391</u>	<u>\$ 52,557,441</u>	<u>\$ 57,818,199</u>	<u>\$ (5,260,758)</u>	<u>(10)</u>
NET SURPLUS (DEFICIT)	<u>\$ (255,940)</u>	<u>\$ (234,611)</u>	<u>\$ (2,589,511)</u>	<u>\$ (2,354,900)</u>	

VARIANCE ANALYSIS

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

Revenues

Revenues received and accrued have been in line with the budget (+6%).

Unbudgeted Jordans principle staff costs and revenues of \$2,217,366 have increased both revenues and expenses.

Expenses

Expenses are slightly over budget (+4.5%) excluding the Jordans staff and IMR/CMR costs (\$652,970) all funded separately.

Direct School costs of \$25,510,590 are 2% under budget for the year when excluding the Jordans costs.

Certified salaries and benefits are on budget (1%).

Uncertificated salaries and benefits include additional student support and are 12% over budget net of Jordans costs.

The Transportation variance has declined over summer as planned (10 months costs, budgeted over 12).

Operations and Maintenance expenses are on budget and being monitored closely for utility and maintenance cost pressures.

System Administration costs (+14%) include some division-wide costs which will be re-allocated.

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

ADMINISTRATION INFORMATION ITEM

TO:	THE BOARD OF TRUSTEES	DATE:	SEPTEMBER 27, 2025
SUBMITTED BY:	Amy Savill, Associate Superintendent		
SUBJECT:	Student Engagement, Attendance, and Completion Report		
REFERENCE(S):			
ATTACHMENTS:	Student Engagement, Attendance, and Completion Report June 2025		

The Student Engagement, Attendance, and Completion report for June 2025 has been received as information and filed.

BACKGROUND

RISK ANALYSIS



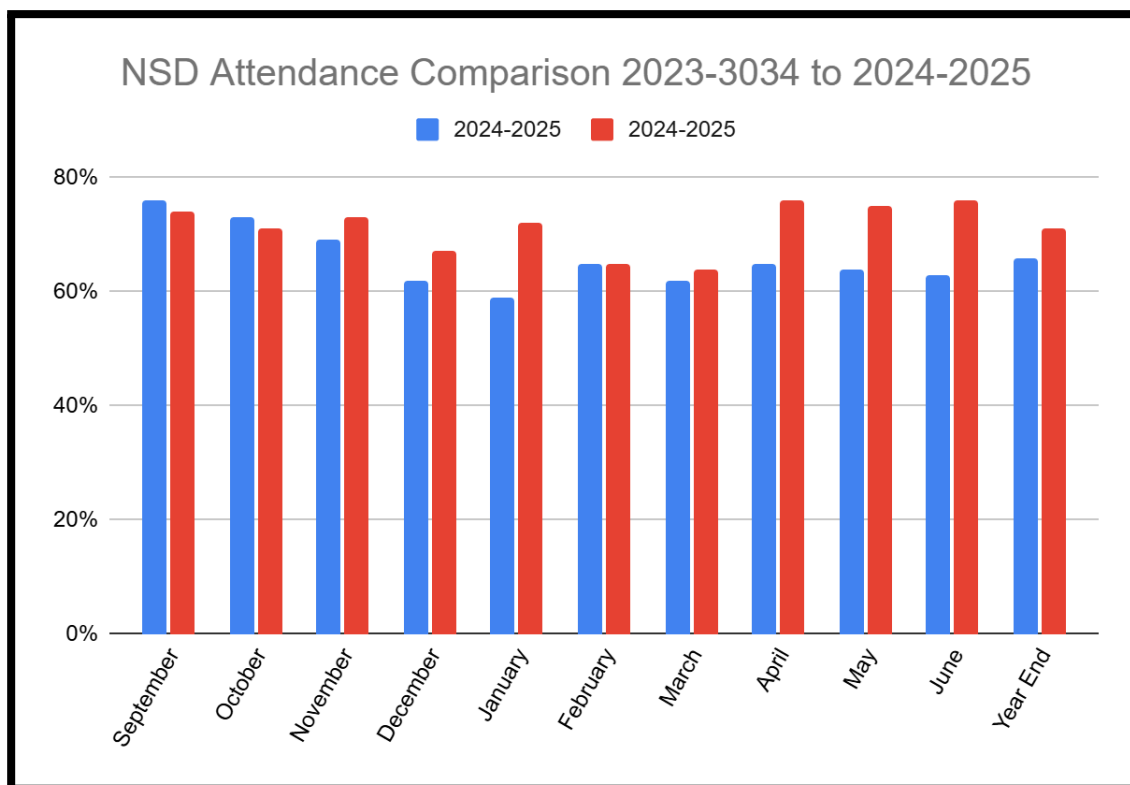
The Northland School Division

Director of Engagement and High School Completion Board Attendance Report June 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%
March	62%	64%	2%
April	65%	76%	11%
May	64%	75%	11%
June	63%	76%	13%
Year End	66%	71%	5%



Highlights

- Chip Lake has 51% of its students attending over 80% of the time, even with the fire tragedy!
- J.F. Dion, St. Theresa, Susa Creek, Elizabeth, Anzac, and Conklin all had over half of their students attending at least 80%
- 11 schools had an increase from June 2024 to June 2025
- 9 schools beat their attendance target in June

June 2024 to June 2025 attendance rates by individual school

Table 2 - ATT Results by SCH		
School	June 2024	June 2025
Anzac	78%	82%
Bill Woodward	73%	63%
Bishop Routhier	63%	60%
Calling Lake	59%	66%
Chipewyan Lake	82%	70%
Conklin	65%	79%
Elizabeth	74%	85%
Father R Perin	44%	52%
Gift Lake	59%	61%
Grouard Northland	82%	68%
Hillview	68%	61%
JF Dion	68%	82%
Mistassiniy	52%	71%
Northland Online	39%	62%
Paddle Prairie	52%	66%
St. Theresa	75%	74%
Susa Creek	75%	78%

Individual School Attendance rates by percentile for June 2025

Table 3 - % by ATT Category by SCH							
School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	24%	16%	28%	13%	6%	5%	8%
Bill Woodward	6%	6%	17%	17%	18%	8%	28%
Bishop Routhier	0%	3%	19%	12%	15%	24%	27%
Calling Lake	12%	8%	10%	19%	14%	13%	24%
Chipewyan Lake	14%	5%	32%	14%	0%	5%	32%
Conklin	24%	24%	6%	18%	12%	12%	6%
Elizabeth	9%	25%	26%	8%	11%	8%	12%
Father R Perin	11%	9%	6%	6%	12%	8%	48%
Gift Lake	15%	10%	14%	10%	6%	9%	36%
Grouard Northland	10%	17%	14%	21%	10%	3%	24%
Hillview	0%	14%	17%	9%	29%	9%	23%
JF Dion	31%	19%	21%	8%	6%	2%	13%
Mistassiniy	13%	11%	18%	20%	14%	9%	15%
Northland Online	29%	1%	19%	7%	6%	4%	33%
Paddle Prairie	4%	9%	18%	17%	17%	10%	24%
St. Theresa	20%	15%	18%	9%	12%	6%	18%
Susa Creek	17%	10%	40%	3%	10%	7%	13%

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

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

School	Principal	March Attendance
Anzac	Andrew Belsheim	82%
Elizabeth	Rayel Cardinal	85%
J. F. Dion	Nicola Christensen	82%

Monthly Attendance Winners

(Drawn from all students attending 90% or higher during June 2025)

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

Table 6- Attendance Award Winners		
Grade Level	Name	School
K-3	Lightning, Apisci-Mahkesis Patrica	Calling Lake
4-6	Durocher, Zoe Marie-Rae	J.F.Dion
7-9	Sinclair, Autumn Eve Janey	Susa Creek
10-12	Pettit, August Jerome Elie	Misstassiniy

2024-2025 Target Attendance

School	2024-25 Target	June 2025
Anzac	81.5	82%
Bill Woodward	70.5	63%
Bishop Routhier	64.5	60%
Calling Lake	64.5	66%
Chipewyan Lake	75.5	70%
Conklin	74.5	79%
Elizabeth	73.5	85%
Father R Perin	55.5	52%
Gift Lake	66.5	61%
Grouard Northland	74.5	68%
Hillview	73.5	61%
JF Dion	75.5	82%
Mistassiniy	59.5	71%
Northland Online	49.5	62%
Paddle Prairie	59.5	66%
St. Theresa	76.5	74%
Susa Creek	71.5	78%

Attendance Target Summary for the 2024-2025 School Year

School	2024-25 Target	Sept	October	November	December	January	February	March	April	May	June	Year End	2024-25 Target
Anzac	81.5	90%	87%	80%	72%	76%	80%	78%	84%	76%	78%	80%	81.5
Bill Woodward	70.5	80%	79%	71%	71%	63%	66%	62%	66%	62%	73%	69%	70.5
Bishop Routhier	64.5	84%	72%	70%	59%	50%	59%	56%	53%	60%	63%	63%	64.5
Calling Lake	64.5	74%	71%	68%	68%	58%	58%	63%	59%	56%	59%	63%	64.5
Chipeewyan Lake	75.5	80%	78%	72%	69%	58%	70%	76%	79%	78%	82%	74%	75.5
Conklin	74.5	86%	66%	76%	81%	59%	82%	65%	80%	66%	65%	73%	74.5
Elizabeth	73.5	87%	76%	63%	65%	64%	77%	67%	74%	74%	74%	72%	73.5
Father R Perin	55.5	71%	67%	56%	51%	48%	54%	46%	54%	46%	44%	54%	55.5
Gift Lake	66.5	74%	72%	71%	62%	62%	53%	60%	68%	65%	59%	65%	66.5
Grouard Northla	74.5	76%	76%	65%	65%	62%	69%	74%	76%	84%	82%	73%	74.5
Hillview	73.5	79%	81%	77%	72%	56%	77%	62%	68%	65%	68%	71%	73.5
JF Dion	75.5	85%	80%	83%	84%	60%	76%	67%	70%	69%	68%	74%	75.5
Mistassiniy	59.5	67%	65%	60%	53%	64%	59%	53%	56%	51%	52%	58%	59.5
Northland Online	49.5	50%	49%	57%	53%	50%	50%	49%	45%	47%	31%	48%	49.5
Paddle Prairie	59.5	67%	65%	66%	61%	46%	55%	57%	55%	53%	52%	58%	59.5
St. Theresa	76.5	80%	82%	77%	67%	67%	76%	72%	77%	79%	75%	75%	76.5
Susa Creek	71.5	82%	74%	74%	50%	57%	68%	72%	73%	77%	75%	70%	71.5



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Monthly Enrollment

REFERENCE(S):

ATTACHMENTS: Monthly Enrollment as of September 12, 2025

INFORMATION ITEM	
The September 12, 2025, Monthly Enrollment report 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

Schools	June 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	April 2026	May 2026	June 2026
Anzac Community School	86	79									
Bill Woodward School	103	114									
Bishop Routhier School	68	72									
Calling Lake School	117	108									
Career Pathways School	111	59									
Chipewyan Lake School	22	13									
Conklin Community School	17	29									
Elizabeth School	78	86									
Father R. Perin School	66	81									
Gift Lake School	146	151									
Grouard Northland School	27	25									
Hillview School	35	34									
J.F. Dion School	46	40									
Mistassiniy School	210	240									
Northland Online School	119	162									
Paddle Prairie School	116	115									
St. Theresa School	233	207									
Susa Creek School	31	31									
TOTAL	1631	1646	0	0	0	0	0	0	0	0	0

**Dual enrollment at NSD Online School - 60 students included in the count*



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 2 - Role of the Board

REFERENCE(S):

ATTACHMENTS: Policy 2 - Role of the Board

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 2 - Role of the Board.

BACKGROUND

This policy has been updated to reflect the changes in legislation and Ministerial Order 30/2025.

RISK ANALYSIS



POLICY 2 ROLE OF THE BOARD

The Board is a corporate entity established by the provincial legislature and given authority by the Education Act, the Northland School Division Act, and the attendant regulations, **and the corporate body elected by the electors that support the Northland School Division. It is accountable for providing appropriate educational programs and services to resident students of the Division to enable their success, keeping with the requirements of government legislation, regulations and orders, and the electorate's values.** Board means Board of Trustees.

The Board is responsible for providing an education system ~~that is~~ organized and operated in the best interests of the students and the communities it serves. It exercises this responsibility by setting effective policies, clearly defining strategic direction, effectively utilizing resources, **fiduciary accountability and the generative engagements of constituents'** and following good monitoring practices.

SPECIFIC AREAS OF RESPONSIBILITY

1. Accountability for Student Learning and Wellness

- 1.1 Provide overall direction for the Division by establishing the vision, mission/commitment, beliefs, and values.
- 1.2 Support & ensure the establishment of a welcoming, caring, respectful, safe, and healthy learning and work environment.
- 1.3 Ensure Board policies respect local cultural goals, values, and traditions.
- 1.4 Enable each community to guide and shape the building of culture, values, and traditions in their local school.
- 1.5 Enable support for children regarding the impacts of the residential school legacy.
- 1.6 Enable processes to support quality teaching.
- 1.7 Monitor each school's effectiveness in achieving student success, establish priorities, and learn from other key performance indicators.
- 1.8 Initiate school and program reviews as necessary to ensure the achievement of outcomes and student success.
- 1.9 Annually approve the process and timelines for refining the Three-Year Education Plan.
- 1.10 In consultation with communities, identify Division priorities at the outset of the annual Three-Year Education planning process.
- 1.11 Annually approve the "rolling" Three-Year Assurance Model Framework/ Education Plan-and the Annual Education Results Report for submission to Alberta Education and public distribution.



POLICY 2

ROLE OF THE BOARD

1.12 **Enable processes to support quality teaching.**

1.13 **Explore the use of natural person powers to enhance opportunities for student learning.**

2. Engagement

2.1 Engage at least once within the 12 months immediately following each general election with respect to the establishment of the Board's strategic direction with:

2.1.1 the wards;

2.1.2 First Nations, Metis, Municipalities and other communities for which the Board provides educational services;

2.1.3 Treaty 8 First Nations of Alberta;

2.1.4 The Metis Settlements General Council; and

2.1.5 The Council of School Councils.

2.2 Meet with the Council of School Councils (COSC) at least once a term.

2.3 Enable and support the meeting of Ward Councils at least once each school year.

3. Community Assurance

3.1 Make informed decisions representing the entire Division's best interests and honour community diversity.

3.2 Establish ongoing plans for collaborative work between the Division and First Nations and Métis Settlements.

3.3 Report Division outcomes to the community at least annually.

3.4 Develop appeal procedures and hold hearings as required by statute and/or Board policy.

3.5 Model a culture of respect and integrity.

3.6 Maintain transparency in all fiduciary aspects.

3.7 Ensure that board processes and procedures respect local culture, values, and traditions.

3.8 School facilities and grounds shall be kept to a high standard.

3.9 **Engage the community in a dialogue about Division programs, needs and desires.**

3.10 **Establish processes and provide opportunities for community engagement.**

3.11 **Establish a forum for student engagement.**



POLICY 2

ROLE OF THE BOARD

3.12 Maintain transparency in all fiduciary aspects.

3.13 Develop culturally appropriate protocols to guide the Division.

4. Accountability to the Provincial Government

- 4.1 Act in accordance with all statutory requirements to implement provincial standards and policies, **including adherence to Alberta Education priorities in planning processes.**
- 4.2 Perform Board functions required by governing legislation and **regulations, orders and** existing Board policy.
- 4.3 Ensure all students, teachers and Division leaders learn about First Nations, Métis and Inuit perspectives, experiences and contributions throughout history, treaties, and the history and legacy of residential schools.

5. Fiscal Accountability

- 5.1 Within the context of results-based budgeting, approve budget assumptions/principles and establish priorities at the outset of the budget process.
- 5.2 Approve the annual budget and allocation of resources to achieve desired results.
- 5.3 Approve, if any, annual fees for instructional resources, transportation and tuition.
- 5.4 Approve expense reimbursement rates.
- 5.5 Approve substantive budget adjustments when necessary.
- 5.6 Enable the development of reciprocal partnership agreements to collectively enhance support and services for all students, including those attending First Nations-operated schools.
- 5.7 Approve all tenders/purchases/contracts/lease agreements over one hundred twenty-five thousand dollars (\$125,000).
- 5.8 Ensure fair tender and bid processes.
- 5.9 Monitor the division's fiscal management by receiving, at a minimum, quarterly variance analyses and year-end projections.
- 5.10 Receive and approve the annual Audit Plan.
- 5.11 Receive the Audit Report and ensure that the management letter recommendations are addressed.
- 5.12 Approve annually the Three-Year Capital Plan for submission to Alberta Education.
- 5.13 Approve borrowing for capital expenditures within provincial restrictions.
- 5.14 Set the parameters for negotiations after soliciting advice from the Superintendent



POLICY 2

ROLE OF THE BOARD

and others.

- 5.15 At its discretion, ratify Memoranda of Agreement with bargaining units.
- 5.16 Approve the Superintendent's contract.
- 5.17 Approve the signing authorities for the Division annually.
- 5.18 Approve transfer of funds to/from reserves.
- 5.19 Approve investment parameters **in alignment with the Education Act Regulation.**
- 5.20 Ensure all non-instructional programs are regularly reviewed to test their relevance, effectiveness, and efficiency against desired outcomes.

6. Board/Superintendent Relations ("First Team")

- 6.1 Select the Superintendent; provide for succession planning as required.
- 6.2 Provide the Superintendent with clear corporate direction.
- 6.3 Delegate in writing, administrative authority, and identify the responsibility subject to provisions and restrictions in the Education Act.
- 6.4 Respect the Superintendent's authority to carry out executive action and support the Superintendent's actions, which are exercised within the position's delegated discretionary powers.
- 6.5 Demonstrate mutual respect and support, which is then conveyed to the staff and the community.
- 6.6 Annually evaluate the Superintendent in accordance with a pre-established performance appraisal mechanism.
- 6.7 Annually review the compensation of the Superintendent.
- 6.8 See also Policy 2 Appendix D - Board and Superintendent Communication Guidelines.
- 6.9 Written resolutions put forward electronically for agenda purposes require board approval.

7. Board Development

- 7.1 Annually review and approve the [Board Work Plan](#).
- 7.2 Develop a professional development plan for governance excellence in fiduciary, strategic and generative engagement modes.
- 7.3 Annually evaluate Board effectiveness in meeting performance indicators in the annual Assurance and Education Plans.
- 7.4 Annual training for the Board Chair and Trustees (See Board Work Plan 7.3 and 7.3a)



POLICY 2

ROLE OF THE BOARD

8. Policy

- 8.1 Identify how the Board is to function.
- 8.2 Develop/revise policies annually using an engagement process when appropriate.
- 8.3 Regularly, monitor policy currency, relevance and effectiveness.

9. Political Advocacy

- 9.1 Act as an advocate for public education and the Division.
- 9.2 Identify issues for advocacy on an ongoing basis.
- 9.3 Develop a plan for advocacy, including focus, key messages, relationships and mechanisms.
- 9.4 Promote regular meetings and maintain timely, frank and constructive communication with locally elected officials.
- 9.5 Arrange meetings with elected provincial and federal government officials to communicate and garner support for education in local communities.

SELECTED RESPONSIBILITIES

The Board shall act in accordance with those board responsibilities set out in section 22 of the Education Act as amended from time to time and shall:

- 1. Approve joint-use and planning agreements, as required.**
- 2. Notify the Minister of any real property acquisition; apply to the Minister for authority to expropriate land if necessary.**
- 3. Ensure services to both** ~~Acquire and dispose of land and buildings; ensure titles or enforceable long-term interests in land are in place before capital project construction.~~
- 4. Subsequent to the completion of construction of a school capital project, transfer the real property to the Government and secure a leasehold interest in the real property that was transferred to the Government.**
- 5. Dispose of land and buildings with the approval of the Minister.**
6. Approve school attendance areas.
7. Establish entrance ages for student admission.
8. Approve locally developed/acquired courses for students.



POLICY 2 ROLE OF THE BOARD

9. Name schools and other Division-owned facilities.
10. Approve Division Calendar Framework and school calendar(s).
11. Provide for recognition of students, staff and community.
12. Approve leases and agreements with municipal authorities; ensure leases are in place for all schools on Métis Settlement lands.
13. Approve all international and out-of-province field trips over three (3) school days.
- 14. Make a recommendation to the Minister for the dissolution of a School Council.**
 - 14.1 If a COSC is formed, its primary purpose shall be to enhance communications among the School Councils, the Board, the Superintendent and the community.**
 - 14.2 Parents with concerns are encouraged to present them directly to the teacher or principal. School personnel or individual student concerns are not discussed at COSC meetings.**
- 15. Hear, in accordance with Policy 13 - Appeals and Hearings Regarding Student Matters, unresolved student or staff complaints of discrimination or harassment.**
- 16. Ensure fairness and safety in its extra-curricular athletics programs.**

ORIENTATION

Trustees must be briefed concerning existing Board policy and practice, statutory requirements, initiatives and long-range plans to ensure continuity and facilitate the smooth transition from one Board to the next following an election.

The Board believes an orientation program is necessary for effective trusteeship.

1. The Board Chair and Superintendent are responsible for developing and implementing the Division's trustee orientation program.
2. The Superintendent shall provide each trustee access to the references listed in Policy 3 Appendix "Services, Materials and Equipment Provided to Trustees" at the Organizational Meeting following a general election or at the board's first regular meeting following a by-election.
3. In the year of an election, the Division will host a preliminary orientation session for all elected candidates before the Organizational Meeting. This session will include a review of and an expression of interest in Board assignments and committees.
4. The Division will offer an orientation program for all trustees that provides information on:



POLICY 2

ROLE OF THE BOARD

- 4.1 Role of the trustee, ward councils and school councils
 - 4.2 Board policies, agendas and minutes;
 - 4.3 The organizational structure and administrative procedures of the Division;
 - 4.4 Existing Division initiatives, annual reports, budgets, financial statements and long-range plans;
 - 4.5 Division programs and services;
 - 4.6 Divisional Community/School Overview
 - 4.7 The board's function is as an appeal body.
 - 4.8 Statutory and regulatory requirements, including responsibilities regarding conflicts of interest;
 - 4.9 Meeting rules and guidelines, including Robert's Rules of Order, meeting etiquette, and key procedures.
 - 4.10 Trustee remuneration, expenses and associated processes.
 - 4.11 Technology Orientation
 - 4.12 Trustee handbook; budgeting training.
5. The orientation program may also include:
 - 5.1 A tour of the offices and the opportunity to meet Division Office staff.
 - 5.2 A tour of the schools and the chance to meet principals and staff.
 6. The Division will provide support within the Board governance budget for trustees attending provincial association-sponsored orientation seminars.

Legal Reference: Section 18, 33, 51, 52, 53, 53.1, 54, 58, 60, 67, 139, 143, 188, 191, 192, 193, 194, 195, 222 Education Act
 Fairness and Safety in Sport Act
 Fiscal Planning and Transparency Act
 Local Authorities Elections Act
 Section 670.1, 672, 673 Municipal Government Act
 Borrowing Regulation
 Disposition of Property Regulation
 Early Childhood Services Regulation
 Fairness and Safety in Sport Regulation
 Investment Regulation
 Joint Use and Planning Agreements Regulation 110.2025
 School Fees Regulation
 Trust and Reconciliation Commission Calls To Action
 Ministerial Order 30/2025
 Northland School Division Act
 Results-Based Budgeting Act



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025
SUBMITTED BY: Tanya Fayant, Board Chair
SUBJECT: Policy 4 - Trustee Code of Conduct
REFERENCE(S):
ATTACHMENTS: Policy 4 - Trustee Code of Conduct

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize 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

This policy has been updated to reflect the changes in legislation and Ministerial Order 30/2025.

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 investigating and enforcing 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 the 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 in 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~~ **about** their position as a trustee;
 - a. Trustees must have a valid criminal record check when the Board has such an existing bylaw in place.**
- (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~~ **conscientiously and diligently**, 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 confidential matters discussed privately at a Board meeting or within the Closed Session of the Board meeting.
2. ~~In the course of~~ **During** their duties, members may also become privy to confidential information received outside of a "closed session" 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 the benefit of any other individual or organization.
3. No member shall use confidential information to harm the Division or the trustees.

POLICY 4

TRUSTEE CODE OF CONDUCT

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 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, **no member shall** 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 interest 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 openly and transparently, except for those matters that, by virtue of legislation, are authorized to be

POLICY 4

TRUSTEE CODE OF CONDUCT

dealt with confidentially in a closed session. This allows the public to view the process and rationale used to reach decisions and the reasons for taking specific actions.

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 Board, acting in any way on behalf of the Board, or fulfilling their trustee or board-related duties, and **shall** 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 the 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~~ **meeting** at which there is a quorum **is** 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 **Board's** ~~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 the 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 impact the division's 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 if 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~~ **exercise** 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 dishonest, untrue, offensive, disrespectful, that 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 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, staff member or public member.
3. No member shall speak in a discriminatory manner 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 decide whether and to what extent to delegate its authority to others, including the Chair, Board Committees, and the Superintendent. The Superintendent serves the Board as a whole. No individual member

POLICY 4

TRUSTEE CODE OF CONDUCT

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, **and they are charged with carrying out the directions of the Board and administering the policies and programs of the Board.**
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 contact staff only 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's 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 **School Division's interest and 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 country, 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~~ **that** have 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~~ **they** commits a disqualifying action pursuant to section 87 of the *Education Act*.

POLICY 4

TRUSTEE CODE OF CONDUCT

2. Any reported violation of this Code of Conduct provision 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 to secure compliance with the application and enforcement of this Code of Conduct.

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.
4. 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:** SEPTEMBER 27, 2025
SUBMITTED BY: Tanya Fayant, Board Chair
SUBJECT: Policy 5 - Role of the Board Chair
REFERENCE(S):
ATTACHMENTS: Policy 5 - Role of the Board Chair

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 5 - Role of the Board Chair.

BACKGROUND

RISK ANALYSIS

POLICY 5

ROLE OF THE BOARD CHAIR

The Board, at the annual Organizational Meeting and thereafter at any time as determined by the Board, shall elect one (1) of its members to serve as Board Chair to hold office at the pleasure of the Board.

As a servant leader, the Board Chair's primary function is to facilitate the effective operation of the Board. The Chair is also responsible for providing leadership that develops and grows the Board as a team focused on student success and always **professionally** represents the Board and Division ~~in a professional manner~~. The Board delegates to the Board Chair the following powers and duties:

1. Act as the official spokesperson for the Board, except for those instances where the Board has delegated this role to another individual or group and for the Division when there are potential political implications.
 - 1.1.1. When working with the government staff or elected officials ~~with~~ regarding **ing** to the actions or operation of the Board or division, the Chair shall always ensure the Vice-Chair and/or another Trustee, and/or Superintendent or designate are part of the discussions to assist in decision **making** ~~as well as~~ the effective operation of the Board, this is not intended to apply to general discussions.
2. Preside over all Board meetings and ensure that such meetings are conducted in accordance with the current legislation and the policies and procedures as established by the Board.
3. Prior to each Board meeting, confer with the Vice-Chair, the Superintendent and/or designate on the items to be included on the agenda, the order of these items and become thoroughly familiar with them.
4. Be familiar with basic meeting procedures.
5. Perform the following duties during Board meetings:
 - 5.1. Ensure the meeting is opened, ~~and recognition of~~ **recognize** the Traditional Territory and contribution of Metis peoples, and adheres to the culture, values and traditions of the community the meeting is in.
 - 5.2. Maintain order, proper conduct and decorum at the meeting so that motions may be formally debated.
 - 5.3. Ensure that all issues before the Board are well-stated and clearly expressed.
 - 5.4. Display firmness, courtesy, tact, impartiality, and willingness to give everyone an opportunity to speak on the subject under consideration.
 - 5.5. Ensure that the debate is relevant. The Board Chair, in keeping with his/her responsibility to ensure that debate must be relevant to the question, shall,

POLICY 5

ROLE OF THE BOARD CHAIR

- when s/he is of the opinion that the discussion is not relevant to the question, remind members that they must speak to the question.
- 5.6. Decide questions of order and procedure, subject to an appeal to the rest of the Board. The Board Chair may speak to points of order in preference to other members and shall decide questions of order, subject to an appeal to the Board by any member duly moved.
 - 5.7. Submit motions or other proposals to the final decision of the meeting by a formal show of hands.
 - 5.8. Ensure that each trustee presents votes on all issues before the Board. When appropriate, advise trustees of the possibility of a conflict of interest.
 - 5.9. Facilitate meetings so that the will of the Board is achieved.
 - 5.10. Extend hospitality to trustees, officials of the Board, the press, and members of the public.
 6. Keep informed of significant developments within the Division.
 7. Assist with the Board's orientation program for trustees.
 8. Keep the Board and the Superintendent informed in a timely manner of all matters coming to his/her attention that might affect the Division.
 9. ~~Be in regular contact with~~ **Regularly contact** the Superintendent to maintain a working knowledge of current issues and events.
 - 9.1. See also Policy 2 Appendix - D Board and Superintendent Communication Guidelines.
 10. Convey directly to the Superintendent such concerns as are related to him/her by trustees, parents, or students that may affect the administration of the Division.
 11. Provide counsel to the Superintendent.
 12. Ensure timely communication with school councils on emergent items and Division-level initiatives.
 13. Review and approve the Superintendent's vacation entitlement and expenditure claims.
 14. Review and approve trustee expenditure claims in accordance with Board policy.
 15. Bring to the Board all matters requiring a decision of the Board.
 16. Act as an ex officio member of all Board committees except the Student Expulsion Committee.
 17. Act as a signing authority for Board minutes.
 18. Act as a signing authority for the Division as follows:
 - 18.1. As required by the Government of Alberta.
 - 18.2. As required by financial institutions.
 - 18.3. The Vice-Chair is the alternate signing authority for the Board Chair
 - 18.4. Emergent: if one of the two signing authorities is not available, ~~there will be a third trustee who~~ **a third trustee**, will be an additional alternate signing authority

POLICY 5

ROLE OF THE BOARD CHAIR

for the Board Chair.

19. Represent the Board, or arrange alternative representation at official meetings or other public functions.
20. Ensure alternates are arranged and briefed when a trustee cannot attend a meeting they are appointed to.
21. Address inappropriate behaviour on the part of a trustee.
22. Ensure the Board engages in annual assessments of its effectiveness as a Board.
23. Act on behalf of the Superintendent in her/his inability to act due to a conflict of interest.
24. If an urgent or time-sensitive matter arises ~~which has a~~ with potentially significant legal implications and the Chair needs to act, then the general practice is that to make a written resolution will be made. Depending on the circumstances, the Chair may need to act in the absence of a resolution to address emergency, safety and/or highly sensitive matters. In this event, the Chair shall confer with the Vice Chair.

Legal Reference: Sections 33, 51, 52, 53, 64, 67 Education Act
Board Procedures Regulation



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 6 - Role of the Vice Chair

REFERENCE(S):

ATTACHMENTS: Policy 6 - Role of the Vice Chair

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 6 - Role of the Vice Chair.

BACKGROUND

RISK ANALYSIS

POLICY 6

ROLE OF THE VICE-CHAIR

The Vice-Chair shall be elected by the Board at its Organizational Meeting and thereafter, at any time determined by the Board, to hold office at the **Board's** pleasure ~~of the Board~~.

Specific Responsibilities

1. The Vice-Chair shall act on behalf of the Board Chair in the latter's inability to act or absence and shall have all the duties and responsibilities of the Board Chair.
2. The Vice-Chair shall assist the Board Chair in ensuring that the Board operates ~~in accordance with its own~~ **according to its** policies and procedures and in providing leadership and guidance to the Board.
3. Prior to each Board meeting, the Vice-Chair shall confer with the Board Chair and the Superintendent and/or designate items to be included on the agenda and the order of the agenda items. The Vice-Chair should become thoroughly familiar with the agenda items.
4. The Vice-Chair shall review and approve the Board Chair's expenditure claims in accordance with Board policy.
5. The **Board Chair may assign the Vice Chair** ~~Vice-Chair may be assigned~~ other duties and responsibilities, **such as** ~~by the Board Chair in~~ assisting with the organization and running of meetings.
6. Address inappropriate behaviour on the part of the Chair (see also Policy 3 Appendix B Working Relationships Guidelines).

Legal Reference: Sections **33**, 51, 52, 53, 64, 67 Education Act
Board Procedures Regulation



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 8 - Board Committees

REFERENCE(S):

ATTACHMENTS: Policy 8 - Board Committees

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 8 - Board Committees.

BACKGROUND

RISK ANALYSIS

POLICY 8

BOARD COMMITTEES

The Board may delegate specific powers and duties to committees of the Board that are established by the Board, subject to the restrictions on delegation in the Education Act.

GENERAL SPECIFICATIONS

1. The Board may appoint Standing Committees and Ad Hoc Committees and shall prescribe their terms of reference (purpose, powers, duties, membership, and meetings).
2. The Board Chair shall act as an ex officio member, with voting privileges, of all committees appointed by the Board, with the exception of the Student Expulsion Committee.
3. **Every committee can elect a Chair for that committee; if a committee chair is not elected, the Board Chair will act in its place.**
4. Committee meetings are not public meetings.
5. In order to enhance efficiencies within the geographic context and fiscal responsibility, Committee meetings may be held through technology.
6. Appointed Trustees shall inform the Committee Chair (if applicable), Board Chair, and Executive Assistant to the Board and Corporate Services as soon as possible if they are unable to attend a meeting so an alternate can be arranged and briefed.

STANDING COMMITTEES

Standing committees are established to assist the Board with an ongoing or recurring **work governance** governance of work. Standing committees **They** are appointed annually at the Organizational Meeting. The appointed member shall serve on the committee for approximately one (1) year unless s/he is unable to perform the duties assigned or until replaced by a subsequent appointment.

1. Agenda Review Committee

- 1.1. Purpose
 - 1.1.1. To make decisions regarding agenda items for regular Board meetings.
- 1.2. Powers and Duties
 - 1.2.1. After careful consideration, the items to be placed on the agenda of regular Board meetings including requests for presentations to the Board.
 - 1.2.2. ~~Within the framework for Board agendas,~~ **Determine the order of items placed on the agenda of regular Board meetings within the framework for board agendas.**
- 1.3. Membership
 - 1.3.1. Board Chair
 - 1.3.2. Vice-Chair
 - 1.3.3. One (1) trustee on a rotational basis

POLICY 8

BOARD COMMITTEES

- 1.3.4. Superintendent and/or designate(s)
- 1.3.5. The Board Chair shall be the chair of the Agenda Review Committee, but may assign chairing duties to someone else at the meeting if they so wish.

1.4. Meetings

- 1.4.1. At least two (2) weeks prior to each regular Board meeting.

2. Student Expulsion Committee

2.1. Purpose

- 2.1.1. To make decisions regarding the recommendations for the expulsion of a student in consultation with the superintendent or designate.

2.2. Powers and Duties

- 2.2.1. On a recommendation for expulsion, reinstate or expel the student. If reinstated, state the date for return and conditions to be met. If expelled, state **the** terms of expulsion and conditions for re-entry.
- 2.2.2. Inform the Board of the action taken by the Committee.
- 2.2.3. Ensure all members of an expulsion committee are well-briefed on the process of an expulsion hearing and their legal and other responsibilities.

2.3. Membership

- 2.3.1. Student Expulsion Committee would be an ad hoc committee of at least three (3) people for each student expulsion and may include Trustees, Elders and/or members with expertise in a particular area if required.
 - 2.3.1.1. The Board Chair (or designate), in consultation with the Superintendent (or designate), is responsible for setting up the membership of each student expulsion committee.
 - 2.3.1.2. The trustee of the ward where the student attends school shall be given the opportunity to sit on the expulsion committee.
 - 2.3.1.3. The Board Chair shall ensure that conflicts of interest and personal bias are discussed with potential members of the expulsion committee before choosing to sit on the expulsion committee.

- 2.3.2. Superintendent and/or designate(s) as a resource person to the Board.

2.4. Meetings

- 2.4.1. As detailed in Policy 13 – Appeals and Hearings Regarding Student Matters.

POLICY 8

BOARD COMMITTEES

3. *Board Advocacy Committee*

3.1. Purpose

- 3.1.1. Guide and support the ongoing advocacy efforts of the Board.
- 3.1.2. Support the ongoing advocacy efforts of the Board.

3.2. Powers and Duties

- 3.2.1. Develop an action plan to support the Board's identified advocacy plan and Board Positive Path Forward Action Plan.
- 3.2.2. Identify key messages to support the advocacy plan.

3.3. Membership

- 3.3.1. The whole Board of Trustees
- 3.3.2. Media Relations Manager
- 3.3.3. Superintendent of Designate, as required
- 3.3.4. Secretary-Treasurer, as required
- 3.3.5. Committee members will determine the committee chair at their first meeting.
- 3.3.6. The Media Relations Manager shall ensure the first meeting is called after the Organizational Meeting.

3.4. Meetings

- 3.4.1. As called by the Committee Chair

4. *Local Bargaining Committee*

4.1. Purpose

- 4.1.1. To negotiate and conclude Memoranda of Agreement for recommendation to the Board.

4.2. Powers and Duty

- 4.2.1. Report to the Board from time to time.
- 4.2.2. Maintain confidentiality of negotiation proceedings
- 4.2.3. Present a tentative agreement to the Board for their consideration.

4.3. Membership

- 4.3.1. Maximum three (3) trustees
- 4.3.2. May include TEBA Representative
- 4.3.3. Superintendent or designate, if required

POLICY 8

BOARD COMMITTEES

- 4.3.4. Associate Superintendent of Human Resources
- 4.3.5. Secretary-Treasurer
- 4.3.6. The Board will appoint the Chair and Vice-Chair
- 4.4. Meetings
 - 4.4.1. To be called by the Committee Chair.
- 5. Professional Improvement Leave Selection Committee**
 - 5.1. Purpose
 - 5.1.1. To review teacher applications for professional leave for the following school year.
 - 5.1.2. This committee is part of the local collective agreement.
 - 5.2. Power and Duties of Board Representative
 - 5.2.1. To attend selection committee meetings or ensure an alternate is arranged if one cannot attend.
 - 5.2.2. Represent the interests of the Board and its priorities.
 - 5.3. Representation
 - 5.3.1. One (1) trustee; one (1) alternate
 - 5.3.2. Superintendent
 - 5.3.3. One (1) teacher from the ATA local.
 - 5.4. Meetings
 - 5.4.1. **The Superintendent will call** one (1) meeting per year, ~~prior to~~ **before** the February Corporate Board meeting, ~~to be called by the Superintendent.~~
- 6. Attraction and Retention Committee (Q: Should we combine the Teaching and Learning as they are currently combined in one meeting)**
 - 6.1. Purpose
 - 6.1.1. To facilitate communication between the Board and the Local Teachers' Association.
 - 6.1.2. To explore ways to enhance the experience of teacher employment in Northland. This is inclusive but not restricted to teacher wellness, housing, isolation, and ~~the experience of~~ cultural immersion **experience**. This committee will also have the opportunity to review and provide input to any proposed changes to Administrative Procedure 508.
 - 6.1.3. This committee is part of the local collective agreement.

POLICY 8

BOARD COMMITTEES

6.2. Power and Duties of Board Representative

- 6.2.1. Attend the Attraction and Retention meetings or **arrange an alternate** ensure ~~an alternate is arranged~~ if **one** cannot attend.
- 6.2.2. Represent the interests of the Board and its priorities.
- 6.2.3. Provide a report to the Board after each meeting.
- 6.2.4. The Superintendent or designate shall ensure the first meeting is called.

6.3. Representation

- 6.3.1. Equal representation from the ATA and Board to a maximum of four (4) trustees and four (4) ATA members. The same trustees will sit on both the Attraction and Retention Committee and the Teaching and Learning Committee.
- 6.3.2. Superintendent or designate
- 6.3.3. Associate Superintendent of Human Resources
- 6.3.4. The committee members shall determine the chair at their first meeting.

6.4. Meetings

- 6.4.1. No less than two (2) per year to be called by the Committee Chair.
- 6.4.2. The **committee's** first meeting ~~of the committee~~ will occur no later than November of any school year.

7. Teaching and Learning Committee

7.1. Purpose

- 7.1.1. To facilitate communication between the Board and the Local Teachers' Association.
- 7.1.2. To examine and propose ideas for the improvement of teaching and learning, inclusive of, but not restricted to:
 - 7.1.2.1. Examining and providing feedback for proposed Board policy; and
 - 7.1.2.2. Exploring innovative professional practices specific to Northland schools.
 - 7.1.2.3. This committee is part of the local collective agreement.

7.2. Power and Duties of **a** Representative

- 7.2.1. Represent the interests of the Board and its priorities.

POLICY 8

BOARD COMMITTEES

- 7.2.2. Provide a report to the Board after each meeting.
- 7.3. Membership/Representation
 - 7.3.1. Equal representation from the ATA and Board to a maximum of four (4) trustees and four (4) ATA members. The same trustees will sit on both the Attraction and Retention Committee and the Teaching and Learning Committee.
 - 7.3.2. Superintendent or designate
 - 7.3.3. Associate Superintendent of Human Resources
 - 7.3.4. The committee shall determine their chair at their first meeting
 - 7.3.5. The Superintendent or designate shall ensure the first meeting of each school year is called.
- 7.4. Meetings
 - 7.4.1. No less than two (2) per year to be called by the Committee Chair.
 - 7.4.2. The **committee's** first meeting of the committee will occur no later than November of any school year.

8. Occupational Health & Safety (OH&S) Committee

- 8.1. Purpose
 - 8.1.1. **It** is formed and operates in accordance with the Occupational Health and Safety Act, effective June 1, 2018.
 - 8.1.2. Provide OHS compliance in the Division and make recommendations to the Executive Team for action.
- 8.2. Powers and Duties of **a** Representative
 - 8.2.1. Attend OH&S meetings as required.
 - 8.2.2. Represent the interests of the Board and its priorities.
 - 8.2.3. Support the work of the OH&S Committee.
 - 8.2.4. Provide a report to the Board after each meeting.
- 8.3. Representation
 - 8.3.1. Board representative: One (1) trustee; one (1) alternate
 - 8.3.2. Cross-organizational representatives from all major operations of the Division,
 - 8.3.3. Superintendent or designate
 - 8.3.4. Safety Officer

POLICY 8

BOARD COMMITTEES

- 8.3.5. Other members as required by the Act.
- 8.3.6. Committee members shall determine the committee chair at their first meeting.
- 8.3.7. The Superintendent shall ensure the first meeting is called.

8.4. Meetings

- 8.4.1. As called by the Committee Chair to ensure meets the requirements of the Occupational Health and Safety Act **requirements**.

9. Student Scholarship and Bursaries Committee

9.1. Purpose

- 9.1.1. To review student scholarship and bursary applications and select recipients.

9.2. Powers and Duties

- 9.2.1. Attend scheduled meetings prior to May 30 every school year to select recipients.
- 9.2.2. Bring the committee's selection to the June Board meeting for information.

9.3. Membership

- 9.3.1. One (1) trustee; one (1) alternate
- 9.3.2. Superintendent or designate
- 9.3.3. Director of First Nation, Metis and Inuit Learner Success

9.4. Meetings

- 9.4.1. One (1) meeting every year prior to the June Board meeting.

10. Wellness Committee

10.1. Purpose

- 10.1.1. To develop, implement and evaluate a comprehensive workplace health promotion program.

10.2. Powers and Duties of Board Representative

- 10.2.1. Attend meetings as required.
- 10.2.2. Represent the interests of the Board and its priorities.
- 10.2.3. Provide a report to the Board after each meeting.

10.3. Representation

POLICY 8

BOARD COMMITTEES

- 10.3.1. Two (2) Trustees, one (1) alternate
- 10.3.2. Superintendent or designate
- 10.3.3. One (1) Associate Superintendent
- 10.3.4. Two (2) teachers, the ATA Local President and one (1) support staff
- 10.3.5. The committee shall select their chair at the first meeting,
- 10.3.6. The Superintendent or designee shall ensure the first meeting is called.
- 10.4. Meetings
 - 10.4.1. As scheduled.

11. *Audit and Finance Committee*

- 11.1. Purpose
 - 11.1.1. To assist the Board and the Superintendent in fulfilling their oversight responsibilities for the financial reporting process, the system of internal control over financial reporting, the audit process (including Public Sector Accounting Standards (PSAS) compliance), and monitoring the Division's compliance with laws and regulations pertaining to financial operations.
 - 11.1.2. To assist with the development of the budget process and budget in consultation with the administration.
 - 11.1.3. To attend to other matters as the board may determine in the establishment of the audit and finance committee.
- 11.2. Powers and Duties of Board Representative
 - 11.2.1. The committee has the authority to conduct or authorize investigations into any matters within its scope of responsibility. It is empowered to:
 - 11.2.1.1. With the **Board's** consent of the Board, retain outside counsel, accountants, or others to advise the Committee or assist in the conduct of an investigation.
 - 11.2.1.2. Seek any information it requires from employees – all of whom are directed to cooperate with the Committee's request or that of associated external parties.
 - 11.2.1.3. Meet the Division officers, external auditors, or outside counsel as necessary.
 - 11.2.2. The committee will carry out the following responsibilities:
 - 11.2.2.1. Financial Statements:
 - 11.2.2.1.1. Review significant accounting and reporting issues,

POLICY 8

BOARD COMMITTEES

including complex or unusual transactions.

11.2.2.1.2. Review **the results of the audit with** management and the auditors ~~the results of the audit~~, including any difficulties encountered.

11.2.2.1.3. Review the annual financial statements, and consider whether they are complete, consistent with the approved budget for the school year in question and other information known to Committee members, and reflect appropriate accounting principles; and

11.2.2.1.4. Review with management and the auditors all matters required to be communicated to the entire Board

11.2.2.2. Internal Control:

11.2.2.2.1. Consider the effectiveness of the Division's internal controls over annual reporting, including information technology security and control; and

11.2.2.2.2. Understand the scope of the auditor's review of internal control over financial reporting, and obtain reports on significant findings and recommendations, together with management's responses.

11.2.2.3. Audit:

11.2.2.3.1. Review the auditor's proposed audit scope and approach

11.2.2.3.2. Review the performance of the auditors, and provide recommendations to the Board concerning the final approval of the appointment or the discharge of the auditors

11.2.2.3.3. On a needs basis, meet separately with the auditors to discuss any matters that the Committee or auditors believe must be discussed privately.

11.2.2.4. Compliance:

11.2.2.4.1. Review the findings of any examination by regulatory agencies and any audit observations

11.2.2.4.2. Obtain regular updates from management and Division legal counsel regarding compliance matters.

11.2.2.4.3. Obtain and review from legal counsel an update on any outstanding legal matters that **may significantly impact** ~~have a significant impact on~~ Board operations.

POLICY 8

BOARD COMMITTEES

11.3. Membership

11.3.1. Audit and **the** purpose of the committee

11.3.1.1.1. Three (3) trustees; one (1) of the three trustees will act as the Chair of the Committee.

11.3.1.1.2. Two (2) members of the general public, who are independent of the Division, have no relationship to the audit firm and are financially literate.

11.3.1.1.3. Superintendent or designate

11.3.1.1.4. Secretary-Treasurer

11.3.2. Finance (budget): purpose of the committee

11.3.2.1. The same membership as above. The purpose of using the same trustees is to provide training on the budgeting process, to help deepen their understanding of the financial statements.

11.4. Meetings

11.4.1. The committee will meet at least once a year and has the authority to convene additional meetings as circumstances require.

11.4.1.1. All committee members are expected to attend each meeting, in person or via tele- or video-conference

11.4.1.2. The Committee will invite members of management, auditors, or others to attend meetings and provide pertinent information as necessary.

11.4.1.3. It may hold private meetings with auditors and executive sessions

11.4.1.4. Minutes of the meeting will be prepared. Committee reports shall be provided at a meeting of the Board. The secretarial function will be determined by the Superintendent or designate.

12. Policy Review Committee

12.1. Purpose

12.1.1. To prepare recommendations for new Board policies as well as amendments/deletions to existing Board policies

12.1.2. All recommended amendments will be brought forward to the Board at a regular public Board meeting.

POLICY 8

BOARD COMMITTEES

12.2. Powers and Duties

- 12.2.1. To receive information from trustees/administration/stakeholders and to discuss/develop/review policy positions as per the Policy Review Schedule or as directed by the Board.
- 12.2.2. To review Board Policies on a regular schedule as per Policy 10: Policy Making and provide recommendations to the Board regarding amendments, changes, and deletions required.

12.3. Membership

- 12.3.1. One trustee to serve as Chair, and two other trustees.
- 12.3.2. Superintendent and/or designate(s).
- 12.3.3. A Trustee shall be the chair of the Policy Review Committee, but may assign chairing duties to someone else at the meeting if they so wish. The chair shall be named at the first meeting called and will be on an annual rotational basis.

12.4. Meetings

- 12.4.1. As per the Policy Review Schedule, and shall meet at least two (2) weeks prior to each regular Board meeting. Additional meetings may be arranged by the Chair.
- 12.4.2. A recording secretary shall prepare the agenda in consultation with the Chair and Superintendent and/or designate and record meeting summaries for all meetings.

Ad Hoc Committees

Ad hoc committees are established to assist the Board on a specific project for a specific period of time. The terms of reference for each ad hoc committee will be established by Board motion at the time of the formation.

Resource Personnel

The Superintendent may appoint resource personnel to work with committees and shall determine the **resource personnel's** roles, responsibilities, and reporting requirements of the ~~resource personnel~~.

Legal Reference: Section 33, 39, 51, 52, 53, 64, 67, 222 Education Act
Collective Agreement



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025
SUBMITTED BY: Tanya Fayant, Board Chair
SUBJECT: Policy 9 - Board Representatives
REFERENCE(S):
ATTACHMENTS: Policy 9 - Board Representatives

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 9 - Board Representatives.

BACKGROUND

RISK ANALYSIS

POLICY 9 BOARD REPRESENTATIVES

The Board may appoint Trustees to represent the Board on various external committees, agencies, and organizations. Such representation is established at the discretion of the Board to facilitate the exchange of information on matters of mutual concern and/or to discuss possible agreements between the Division and other organizations to further student success. The Board will determine the terms of reference for each representative. The Superintendent may appoint resource personnel to work with representatives and shall ~~determine~~ **evaluate** the roles, responsibilities, and reporting requirements of resource personnel.

The following committees/organizations will have Board representation as determined at the annual Organizational Meeting. Appointed Trustees are responsible for informing the assigned Alternate, if applicable, the Chair and **the** Executive Assistant if they ~~are unable to~~ **cannot** attend.

The Board representative will provide a report to a subsequent Board meeting.

1. **Alberta School Boards Association (ASBA) Zone**

Meetings: Purpose of the Association Zones

- 1.1.1 Act as a forum for discussion of relevant, timely, and emerging issues identified from individual boards, **the** ASBA Board of Directors, Alberta Education, and other sources.
- 1.1.2 Discuss and/or develop policy issues for submission at the Fall General Meeting of the ASBA.
- 1.1.3 Facilitate the development of trustee skills and knowledge.
- 1.1.4 Act on action requests from the ASBA Board of Directors.

1.2 Powers and Duties of the Board Representative

- 1.2.1 Attend ASBA Zone meetings.
- 1.2.2 Represent the Board's positions and interests at the Zone level.
- 1.2.3 Communicate **the work of the ASBA Zone** to the Board ~~the work of the ASBA Zone.~~
- 1.2.4 Build relationships.

1.3 Representation

- 1.3.1 One (1) trustee; one (1) alternate per Zone
- 1.3.2 All trustees may attend ASBA Zone 1 or ASBA Zone 2/3, ~~subject to what~~ **depending on** zone is closest and most cost-effective ~~to attend.~~

POLICY 9

BOARD REPRESENTATIVES

- 1.4 Meetings
 - 1.4.1 As called by ASBA Zone 1.
- 2. **The Board determines which organizations it considers** Organizations that the Board determines are important to have a strong partnership with. Organizations that The Board appoints representatives **to these organizations.** shall be reviewed and determined at each Organizational Meeting. The listing of organizations shall be is posted on the Northland School Division website in **under** "Board Information" under "Governance."
 - 2.1 Purpose of the Liaison
 - 2.1.1 To explore and/or strengthen partnership opportunities/challenges.
 - 2.2 Powers and Duties of the Board Representative
 - 2.2.1 Meet with organization representatives to:
 - 2.2.1.1 Explore ways to ensure/enhance student success.
 - 2.2.1.2 Share successes.
 - 2.2.1.3 Ensure effective two-way communication.
 - 2.2.1.4 Build relationships.
 - 2.2.2 Represent the Board's positions and interests at meetings.
 - 2.3 Representation
 - 2.3.1 One trustee; one alternate per organization.
 - 2.4 Meetings
 - 2.4.1 At least one (1) time per term.
- 3. **Public School Boards' Association of Alberta (PSBAA) Council**
 - 3.1 Purpose of the Association Council
 - 3.1.1 The Public School Board Council is a forum for public school boards to discuss issues with an equal voice and to address public school education issues on a provincial level to effect change and improvement.
 - 3.2 Powers and Duties of the Board Representative
 - 3.2.1 Attend PSBAA Council meetings as required.
 - 3.2.2 Represent the Board's positions and interests at PSBAA Council meetings.
 - 3.2.3 Communicate to the Board the work of the PSBAA Council.

POLICY 9

BOARD REPRESENTATIVES

- 3.2.4 Build relationships.
- 3.3 Representation
 - 3.3.1 One (1) trustee; one (1) alternate.
- 3.4 Meetings
 - 3.4.1 As called by the PSBAA Council.

4. Teachers' Employer Bargaining Association (TEBA)

- 4.1 Purpose of TEBA
 - 4.1.1 Represent the Board at meetings of TEBA.
- 4.2 Powers and Duties of the Board Representative
 - 4.2.1 Must attend all TEBA meetings as TEBA regulations do not allow alternates. If the appointed Board representative does not attend the meeting, Northland will not have input or a vote if it is called.
 - 4.2.2 Represent the Board's position and interests.
 - 4.2.3 Communicate to the Board the work of TEBA.
- 4.3 Representation
 - 4.3.1 One (1) trustee (no alternates are allowed as per TEBA regulations).
- 4.4 Meetings
 - 4.4.1 As called by TEBA.

5. Northland School Division (NSD) Act Partner Engagement

- 5.1 Purpose of Engagement with Partners
 - 5.1.1 To gather input with respect to establishing the Board's strategic direction.
- 5.2 Powers and Duties of the Board and/or Board Representative(s)
 - 5.2.1 The Board shall develop and implement a "NSD Act Partner Engagement Plan" for meeting with partners outlined in the NSD Act at least once within the 12-month period immediately following each general election, to gather input into the Board's strategic direction.
 - 5.2.2 See also Policy 21 Appendix A, School Council Conflict Resolution and Administrative Procedure 159 Community Engagement, Appendix A Community Engagement Framework, and Appendix B Community

POLICY 9

BOARD REPRESENTATIVES

Engagement Process.

- 5.3 Northland School Division Act Partners
 - 5.3.1 First Nations, Metis, and other communities with respect to which the Board provides educational services;
 - 5.3.2 Metis Settlement General Council;
 - 5.3.3 Treaty 8 First Nations of Alberta.
- 5.4 Meetings
 - 5.4.1 The Board and/or representatives shall meet at least once with the partners identified above within the 12-month period immediately following each general election.

6. Rural Caucus of Alberta School Boards (RCASB)

- 6.1 Purpose of the Rural Caucus
 - 6.1.1 To lobby the Provincial government as a group for rural transportation.
- 6.2 Powers and Duties of the Board Representative
 - 6.2.1 Attend RCASB meetings.
 - 6.2.2 Represent the Board's positions and interests.
 - 6.2.3 Communicate to the Board the work of the RCASB
 - 6.2.4 Build relationships.
- 6.3 Representation
 - 6.3.1 One (1) trustee; one (1) alternate
- 6.4 Meetings
 - 6.4.1 As called by RCASB.

Legal Reference: Sections 33, 34, 51, 52, 53 Education Act
Policy 21 Appendix A, School Council Conflict Resolution
AP 159 Community Engagement
AP 159 App A Community Engagement Framework
AP 159 App B Community Engagement Process
[Board Representation to Organizations](#)
[Terms of Reference Board Representation](#)



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 11 - Board Delegation

REFERENCE(S):

ATTACHMENTS: Policy 11 - Board Delegation

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 11 - Board Delegation.

BACKGROUND

RISK ANALYSIS

POLICY 11

BOARD DELEGATION OF AUTHORITY

The Education Act allows for the Board to delegate certain responsibilities and powers to others.

The Board authorizes the Superintendent to do any act or to exercise any power that the Board may do or is required to do, or may exercise, except those matters which, in accordance with section 61(2) of the Education Act, cannot be delegated. This delegation of authority to the Superintendent specifically:

- Includes any authority or responsibility set out in the Education Act and regulations, as well as authority or responsibility set out in other legislation or regulations;
- Includes the ability to enact Administrative Procedures, practices or regulations required to carry out this authority; and also
- Includes the ability to sub-delegate this authority and responsibility as required.

Notwithstanding the above, the Board reserves the authority to ~~make decisions~~ **decide** on specific matters requiring ~~Board~~ approval. This reserved authority is set out in Board policies, which are amended from time to time.

Further, the Board requires that any significant new provincial, regional or local obligations must be initially brought to the Board for discussion and determination of decision-making authority.

Specifically

1. The Superintendent is authorized to suspend a teacher from **performing** ~~the performance of~~ the teacher's duties or ~~to~~ terminate the services of a teacher. The suspension or termination shall be conducted in accordance with the requirements of the Education Act, and the decision shall not be appealable to the Board.
2. The Superintendent is authorized to suspend the performance of duties or to terminate the services of any non-certificated staff member. The suspension or termination shall be in accordance with all relevant legislation, and the decision shall not be appealable to the Board.
3. The Superintendent is delegated the authority to develop Administrative Procedures that are consistent with provincial policies and procedures for the following program areas:
 - 3.1 Dispute Resolution.
 - 3.2 Early Childhood Services.
 - 3.3 Student Evaluation.
 - 3.4 Surplus Land and Buildings.
 - 3.5 Teacher Growth, Supervision, and Evaluation.
4. The Superintendent is directed to develop an Administrative Procedure to fulfill Board obligations created by any federal legislation or provincial legislation other than the Education Act.

Legal Reference: Section 33, 51, 52, 202, 203, 204, 206, 209, 210, 213, 214, 215, 217, 218, 219, 222 Education Act



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 15 - School Closures

REFERENCE(S):

ATTACHMENTS: Policy 15 - School Closures

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 15 - School Closures.

BACKGROUND

This policy has been updated to reflect the changes in legislation and Ministerial Order 30/2025.

RISK ANALYSIS



POLICY 15

SCHOOL CLOSURE

The Board believes that the division's students must have the opportunity to receive educational programs characterized by excellence, equity, and efficiency. To achieve this objective, it may be necessary to close a school or a portion of a school's educational program for operational and/or financial reasons.

The Board also believes that an orderly and fair process must be in place to provide the Board with appropriate information before any decision is made.

Specifically

1. The Board may:
 - 1.1. Close a school permanently or for a specified period of time;
 - 1.2. Close entirely three (3) or more consecutive grades in a school; or
 - 1.3. Transfer students from one (1) school building to one or more other school buildings on a permanent or temporary basis.
2. Review
 - 2.1. Prior to December 1 of each year, the Superintendent will bring to the Board for information the school(s), if any, for which a viability review will be undertaken to determine if further action needs to be taken regarding possible closure or the nature of the educational program.
 - 2.1.1. Generally, the need for a viability study will be based on enrollment.
 - 2.1.2. The viability review shall be provided to the Board by the end of January of the following year.
3. The Board recognizes that there are certain critical factors that must be met by a school in order to exist as a viable educational institution:
 - 3.1. Program factors;
 - 3.2. Enrolment factors; and
 - 3.3. Revenue factors.
4. The Board will undertake any school closure in compliance with section 62 of the Education Act.
 - 4.1. The following criteria shall be utilized in considering the closure of a school:
 - 4.1.1. Student enrolment and trends;
 - 4.1.2. Location and suitability of alternative school accommodation for the students affected;



POLICY 15

SCHOOL CLOSURE

- 4.1.3. Program implications for students currently in the schools to which a transfer of students could be affected, and the ~~implications~~ **impact** for those students ~~who could be transferred~~;
 - 4.1.4. Program implications for other schools to which students could be transferred;
 - 4.1.5. Transportation needs of all students **are** potentially affected and the ~~implications~~ **impacts** on both a local and divisional **al** basis;
 - 4.1.6. Factors related to the school building, which include but are not limited to:
 - 4.1.6.1. The age and expected life of the building;
 - 4.1.6.2. Building modernization requirements; and
 - 4.1.6.3. Education program needs.
 - 4.1.7. The educational and financial impact of closure and non-closure will include, but is not limited to, on both a local and a divisional **al** basis:
 - 4.1.7.1. The effect upon operational costs, and,
 - 4.1.7.2. Capital implications.
 - 4.1.8. The capital needs of ~~the schools or~~ schools that may experience increased enrollments as a result of a student transfer.
- 4.2. Where the Board is considering a closure, a notice of motion at a regular meeting of the Board proposing that specific schools, a school or a portion of a school be closed shall be given.
5. Effective communication will be provided to the parent(s) of students attending the school and the electors in the attendance area of a school being considered for closure.
- 5.1. The Board shall communicate information and implications of the possible school closure, in writing, to the parent(s) of every child and student enrolled in the school who, in the opinion of the Board, will be significantly affected by the closure of the school. Such communication shall set out the following:
- 5.1.1. How the closure would affect the attendance area defined for that school;
 - 5.1.2. How the closure would affect the attendance at other schools;
 - 5.1.3. Information on the Board's long-range capital plan;
 - 5.1.4. The number of students who would need to be relocated ~~as a result of~~ **due to** the closure.
 - 5.1.5. The need for, and extent of, busing;
 - 5.1.6. Program implications for other schools and for the students when they are attending other schools.



POLICY 15

SCHOOL CLOSURE

- 5.1.7. The educational and financial impact of closing the school, including the effect on operational costs and capital implications.
- 5.1.8. The educational and financial impact if the school were to remain open;
- 5.1.9. The capital needs of the schools that may have increased enrolment as a result of the closure.
- 5.1.10. The possible uses of the school building or space in the school building if:
 - 5.1.10.1. The entire school is being closed; or
 - 5.1.10.2. Three (3) or more consecutive grades in the school are being closed entirely
- 5.1.11. The time and location of the board meeting referred to in clause 4.2
- 5.2. Where the Board is considering the closure of a school, the Board:
 - 5.2.1. Shall organize and convene a public meeting for the purpose of discussing;
 - 5.2.1.1. The closure and the implications of the closure for the students, for the community and for the school system;
 - 5.2.1.2. Implementation plans for the closure; and
 - 5.2.1.3. Alternatives to the closure.
 - 5.2.2. Shall provide an opportunity for the council of the municipality in which the school is located to ~~provide~~ **give** a statement to the Board of ~~on~~ the impact the closure may have on the community, and
 - 5.2.3. ~~May hold~~ **Other** meetings with respect to the closure **may be held** at times and places as the Board may determine.
 - 5.2.4. Public meetings may be in-person, virtual, or a combination thereof.
- 5.3. The date and time of the public meeting referred to in clause 5.2.1 shall be:
 - 5.3.1. Posted in five (5) or more conspicuous places in the area or areas of the school or schools affected by the closure for a period of at least fourteen (14) days before the date of the public meeting; and
 - 5.3.2. Advertised in a newspaper circulating within the area or areas of the school or schools affected by the proposed closure on at least two (2) occasions as close as is practicable to the **meeting date** ~~date of the meeting~~.
- 5.4. At least two (2) trustees of the Board and/or the Board Chair and/or designate shall attend the public meeting referred to in clause 5.2.1.
- 5.5. The Board will ensure that the minutes of all public meetings held under this section are prepared.



POLICY 15

SCHOOL CLOSURE

- 5.6. Following the meeting referred to in clause 5.2.1, electors have three (3) weeks to submit **further responses** to the Board ~~further responses~~, including preferred alternatives, to the possible closure.
 - 5.7. The Board shall give due consideration to any submissions on the proposed closure ~~that it receives~~ **received** after the public meeting referred to in clause 5.2.1.
 - 5.8. The final debate by the Board and the vote upon the resolution shall occur only after clauses 5.1 through 5.7 have been completed.
6. The Board may extend the school closure procedures beyond one school year.
 7. If the ~~decision of the Board~~ **decides** is to close the school:
 - 7.1. The Board shall forthwith notify the Minister in writing of the decision.
 - 7.2. The Board shall identify alternative uses for the school or **initiate** disposal of the property ~~in accordance with~~ **per** section 192 of the Education Act.

Legal Reference: Section 11, 33, 53, 62, 192, 194, 222, 248, 249 Education Act
Disposition of Property Regulation



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 19 - Welcoming, Caring, Respectful, Safe & Healthy Learning and Working Environments

REFERENCE(S):

ATTACHMENTS: Policy 19 - Welcoming, Caring, Respectful, Safe & Healthy Learning and Working Environments

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize 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.

BACKGROUND

This policy has been updated to reflect the changes in legislation and Ministerial Order 30/2025.

RISK ANALYSIS



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

The Board is committed to providing a welcoming, caring, respectful, safe, healthy learning and working environment that respects diversity and fosters a sense of belonging. Each student and staff member within the Division has the right to learn and work in facilities that promote equality of opportunity, dignity, and respect.

The Board is further obligated to protect all students and staff from harassment, discrimination, violence, or threat thereof during the Division's school-related activities. All those involved with the Division, including Trustees, employees, students, parents, volunteers, contractors and visitors, must share in the responsibility for eliminating bullying, discrimination, harassment and violence. The Board prohibits bullying, harassment, discriminatory and violent behaviours and expects allegations of such behaviours to be investigated in a timely and respectful manner.

Inclusion and a sense of belonging for all students and staff – those from diverse backgrounds, those with learning challenges, those who excel academically or on the sports field, those of different colour, race, sexual orientation or beliefs, those who are absolutely “average” – stems from creating an environment that focuses on our right to learn and work, not on the things that make us different.

One key outcome of our vision for the Division is that all students will feel a strong connection to their schools, which are a welcoming, caring, respectful, safe, and healthy learning and work environment focused on their individualized success.

The Comprehensive School Health approach in the Division focuses on three specific tenets: positive social environments, active living, and healthy eating, and acknowledges the causal relationship between the three. The school lunch program is an important component of the services provided to students by the Division to positively impact the reciprocal relationship between health and education outcomes.

1. Positive Social Environment

Students ~~who have~~ **with** a strong sense of self and belonging and who feel cared for at school are more likely to achieve greater academic success, have successful and rewarding relationships, and exhibit positive social behaviours and character traits.

2. Active Living

Students who are physically active are more likely to exhibit on-task behaviour, academic success, and social inclusion. Engagement in physical activities encourages students to make health-enhancing choices and reduces the risk of obesity.



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

3. Healthy Eating

Nutrition plays a significant role in student growth, disease resistance development, and physical and mental health. Students who make healthy nutritional choices reduce their risk of obesity and health issues.

Specifically

1. The Board acknowledges its responsibility to ensure welcoming, caring, respectful, safe, and healthy learning and working environments for all students. It recognizes the importance of students' emotional, social, intellectual and physical wellness to their success in school and expects students to adhere to the Division Student Code of Conduct and **the** school's codes of conduct.
2. The Board expects all Trustees, employees, students, parents, volunteers, visitors, and contractors to embrace and support this policy.
3. This policy covers behaviour ~~not only at all campuses but also~~ **at all campuses** and at any school-related functions. This applies whether contact is face-to-face, by phone, fax, e-mail, Internet or Intranet, or by any other means of communication. Threatening, harassing, intimidating, assaulting or bullying, in any way, any person within the school community, including aggressive behaviours such as "cyber" hate messaging and websites created in the student's home, in cyber cafes or in other settings by any person within the school community, is prohibited.
4. The Board encourages reporting to a responsible adult all incidents of threats, bullying, harassment, violence or intimidation, regardless of the identity of the alleged harasser or offender.
5. The Board supports the establishment of student organizations and student-led activities that promote quality and non-discrimination, including but not limited to gay-straight alliances, queer-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.
 - 5.1. When an external organization or party is to present to a gay-straight alliance or other school club on a topic relating primarily and explicitly to gender identity, sexual orientation or human sexuality, the external organization or party itself and any materials it is to provide or use will require thirty days (30 days) prior approval by the Minister.**



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

6. Safe, Caring and Healthy Environments - The Superintendent shall ensure that all Division schools and workplaces:
 - 6.1. Recognize the importance of staff and students' emotional, social, intellectual, spiritual and physical wellness to their success at school.
 - 6.2. Establish environments that support, ensure and integrate positive social environments, active living and healthy eating.
 - 6.3. Acknowledge that emotional well-being, active living, and healthy eating play significant roles in students' overall health.
 - 6.4. Promote lifestyles that support healthy attitudes toward emotional well-being, positive social environments, active living and healthy eating.
7. Positive Social Environments – The Superintendent will ensure that principals will:
 - 7.1. Actively build relationships within the school and community.
 - 7.2. Support and embed character education programs to support emotional well-being.
 - 7.3. Create learning environments where emotional well-being is role-modelled and developed in students.
 - 7.4. Access resources and link with community agencies, partners and support networks to help students develop the skills to be aware of and monitor their emotional well-being.
 - 7.5. Encourage reporting of all incidents of threats, bullying, harassment, violence, intimidation or discrimination to a responsible adult.
 - 7.6. Expect students to adhere to the Division Code of Conduct for students.
8. Active Living – The Superintendent will ensure that principals will:
 - 8.1. Implement Alberta Education's Daily Physical Activity (DPA) initiative.
 - 8.2. Meet the minimum time allocations for quality Physical Education.
 - 8.3. Implement the philosophical and curricular shift to outcome-based learning experiences that ensure successful, meaningful engagement in physical activity and encourage lifelong fitness.
 - 8.4. Encourage students to engage in physical activity inside and outside of the regular curriculum (e.g. community events, clubs, special events, teams, intramurals, etc.) to support their development as healthy, active learners.
 - 8.5. Have access to all Division resources in support of positive mental health for all students.
9. Healthy Eating – The Superintendent will ensure that principals will:
 - 9.1. Foster knowledge, skills and attitudes that promote healthy eating by:



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

- 9.1.1. Promoting nutrition education and creating an environment of positive food messages.
- 9.1.2. Establishing a strong connection between nutrition education and **the** foods available at the school.
- 9.2. Examine school nutrition practices and provide opportunities, support and encouragement for staff and students to eat healthy foods by:
 - 9.2.1. Creating an environment where healthy foods are available, affordable and promoted as the best choice.
 - 9.2.2. Reviewing options with food suppliers to maximize the nutritional value of the items.
 - 9.2.3. Choosing healthy fundraising options.
 - 9.2.4. Modelling healthy nutritional practices.
 - 9.2.5. Promote the Apple School philosophy within the Division.
- 9.3. The primary reference for the provision, promotion, sale, and distribution of food in school shall be the Alberta Nutrition Guidelines for Children and Youth. Schools shall include foods from the “choose most often” and “choose sometimes” categories and limit foods from the “choose least often” category in accordance with the Canada Food Guide.
- 9.4. The school lunch program shall align with the Alberta Nutrition Guidelines for Children and Youth

Legal Reference: Section 8, 31, 33, 35, 35.1, 36, 37, 41, 51, 52, 53, 222 Education Act
 Alberta Bill of Rights
 Alberta Human Rights Act
 Teaching Profession Act
Ministerial Order 030/2025
Superintendent Leadership Quality Standard
 Canadian Charter of Rights and Freedoms
 Criminal Code
 Alberta Nutrition Guidelines for Children and Youth
 Canada Food Guide



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Mark Owens, Associate Superintendent

SUBJECT: Two-Way Radio Communication System for School Buses - Request to Tender

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees authorize the Administration to proceed with a competitive tendering process for purchasing and installing a divisional two-way radio communication system for all school buses to enhance safety, ensure legal compliance and improve operational effectiveness.

BACKGROUND

The Division's current bus communication methods rely heavily on cellular service, which is unreliable or unavailable in many areas where buses operate. This limitation poses safety and operational risks. A divisional two-way radio communication system would:

- **Ensure Legal, Hands-Free Communication:** Compliant with distracted driving laws, allowing drivers to remain focused on the road while maintaining necessary communication.
- **Improve Safety During Emergencies:** Provides immediate and reliable access to assistance in the event of accidents, mechanical breakdowns, severe weather, or delays.
- **Enable Communication in Remote Areas:** Ensures drivers have consistent communication even where cell service is poor or nonexistent.
- **Enhance Operational Efficiency:** This system allows drivers and administrators to communicate in a timely manner about scheduling changes, road closures, or emergencies.

The estimated cost is \$67,215 for base stations and mobile radios in buses and an annual fee of \$4600 for base radios and dispatch access. The buses will have VHF radios and a radio base at the school, which converts VHF radio to Wi-Fi or cell-based communication; remote communication is relayed to the central office.

RISK ANALYSIS

**ADMINISTRATION RECOMMENDATION TO THE BOARD**

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025

SUBMITTED BY: Mark Owens, Associate Superintendent

SUBJECT: Video Camera System for School Buses - Request to Tender

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees authorize the Administration to proceed with a competitive tendering process for purchasing and installing a divisional video camera system for all school buses to enhance safety, provide monitoring capabilities and improve transportation operations.

BACKGROUND

The Division continues to prioritize the safety and well-being of students and bus drivers while ensuring accountability and operational effectiveness in student transportation. A divisional video camera system on school buses would provide several benefits, including:

- **Enhanced Student and Bus Driver Safety:** Cameras deter unsafe or inappropriate behaviour and provide evidence in the event of incidents.
- **Monitoring Student Behaviour and Addressing Complaints:** Video records assist in resolving disputes and verifying events reported by students, parents or staff.
- **Support for Accident Investigations:** Video evidence, combined with system data, strengthens the Division's ability to investigate accidents thoroughly and fairly.

System Features:

- Interior and exterior cameras for full coverage
- GPS with light and brake monitoring
- Cloud-based auto upload of footage via Wi-Fi.
- HPSP-compatible platform for streamlined support and troubleshooting.

The estimated cost for equipping all route buses, spare buses, and contract-operated buses is \$300,000. This estimate does not include installation, licensing, or the development of external Wi-Fi infrastructure at schools, which will be addressed separately.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Superintendent of Schools/CEO Evaluation

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve the Superintendent of Schools/CEO's evaluation report as developed in the evaluation workshop on September 26, 2025, as an accurate accounting of the Superintendent's performance for the 2024-25 school year; and further, the Board authorizes the Chair to make any required technical edits and to sign the report on the Board's behalf.

BACKGROUND

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Board Evaluation Report

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve the Board's Self-Evaluation Report as developed in the evaluation workshop on September 26, 2025, as an accurate accounting of the Board's performance for the 2024-25 school year; and further, the Board authorizes the Chair to make any required technical edits and to sign the report on the Board's behalf.

BACKGROUND

RISK ANALYSIS

TO: THE BOARD OF TRUSTEES

SUBMITTED BY: Douglas Aird, Secretary-Treasurer

SUBJECT: Project Pre-Planning Funding Approval

REFERENCE(S):

ATTACHMENTS: Pre-Planning Approval Letter
Pre-Planning Approval Request

Low risk as this will benefit student learning, growth and development immensely, and the capital is provided primarily by the province.



March 26, 2025

Erin Owens
Executive Director of Capital Planning
Government of Alberta
7th Floor Commerce Place
Edmonton, Alberta T5J 4L5

Dear Erin:

RE: Request for Pre-Planning Funding - Paddle Prairie School (1827 - F0587)

The Northland School Division Board of Trustees passed a motion today to proceed with requesting approval for pre-planning funding for our highest priority school capital project: the replacement of Paddle Prairie School (K-12) in Paddle Prairie, Alberta.

The funding will be used further to plan the replacement/modernization of this 1976 school, including developing a comprehensive capital project proposal per Appendix F of the School Capital Manual.

This is exciting for the Division, as there is a groundswell of support within the community for investing in education, supporting students, and promoting joint use cooperation.

The Paddle Prairie Metis Settlement has been a welcome, energetic, and helpful partner in operating the current school. As we plan the next chapter together, we know that a broader multi-use facility can provide many tangible and intangible benefits for students, residents, and the community—ultimately building the strength, resiliency, and success of each citizen and student. This project is ranked highest on our 2026-2029 Capital Plan.

The pre-planning exercise will be multi-faceted and rich to ensure that a strong, well-grounded plan for a lasting yet flexible facility will be created. This will include several preparatory steps:

1. **Community consultations, local government collaboration**, and a site fit analysis were conducted to determine the community's goals and expectations, the best fit for the community, and the opportunities for collaboration and multi-use, including libraries, recreation, and potential community services.

...2

Letter to Erin Owens
March 26, 2025
Page 2

2. **A Value-Scoping study** - to determine the project's scope, including deciding whether modernization or replacement is appropriate, the correct capacity, grade configuration, functional planning and any required business cases.
3. **Site Evaluation Checklist** - the site is a key factor. Although there is an existing school on site, obviating responses to many of the requirements and questions, I understand that the high water table is causing significant problems with the current structure, such as the heaving of concrete slabs. Requirements for mitigation measures, alternatives and strategies will be evaluated to ensure the success of the replacement or, if necessary, identify a suitable alternative site.

Northland School Division is progressing academically, with stakeholder relationships and cost-effective operations.

Your favourable disposition of this request will ensure our momentum is maintained and critical school operations needs are met.

Thank you for considering our request, and we look forward to hearing from you.

If you have any questions or concerns or wish to discuss this matter further, please do not hesitate to contact our office.

Sincerely,



Cal Johnson
Superintendent of Schools/CEO
Northland School Division

DA/cp

c: Peter Burgess, Manager Stakeholder Relations, Capital Planning
Pauline de Grandpre, Lead Manager of FNMI Capital Files
Douglas Aird, Secretary-Treasurer, Northland School Division

AR130020

July 9, 2025

Mr. Douglas Aird
Secretary Treasurer
Northland School Division

Dear Mr. Aird:

I am pleased to advise you of the following funding allocation for the Northland School Division:

- Approval of up to \$50,000 in Pre-Planning funds to cover the cost of the following work on Paddle Prairie School:
 - Value scoping exercise to determine the best solution for Paddle Prairie School, including community consultation, and site investigation.

Alberta Education staff will proceed with an initial payment of 60 per cent of the approved amount to your jurisdiction. Please note that a submission of proof of project completion and payment of expenses will be required. The final payment will follow the submission of these supporting documents. Please submit your statement of final costs by January 31, 2026.

Pre-planning funding does not constitute a capital project approval, it is not a part of the School Construction Accelerator Program, but it is an important step in defining the scope and supporting the readiness of projects.

Please ensure that all contracts are procured following all relevant contract legislation and requirements, including the New West Partnership Trade Agreement and Canadian Free Trade Agreement.

If you have any questions, please contact Chris Patry, Capital Planning Manager, at chris.patry@gov.ab.ca or 780-868-6787.

Mr. Douglas Aird
Page Two

Sincerely,



Micha Ben-Zvi,
Executive Director
Capital Planning

cc: Cal Johnson,
Superintendent, Northland School Division



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: SEPTEMBER 27, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Northland Vision Statement

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve the revised Northland Vision Statement as presented.

BACKGROUND

RISK ANALYSIS

TO:	THE BOARD OF TRUSTEES	DATE:	SEPTEMBER 27, 2025
SUBMITTED BY:	Douglas Aird, Secretary-Treasurer		
SUBJECT:	Year-End Audit Plan		
REFERENCE(S):			
ATTACHMENTS:	Audit Planning Report 2024-2025		

THAT the Board of Trustees approve the presented 2024-2025 audit plan.

If the auditor discovers that the financial statements depart materially from the applicable financial reporting framework, this fact is disclosed in the auditor's report.

The auditors are governed professionals retained for their expertise. The risk is low.



NORTHLAND SCHOOL DIVISION

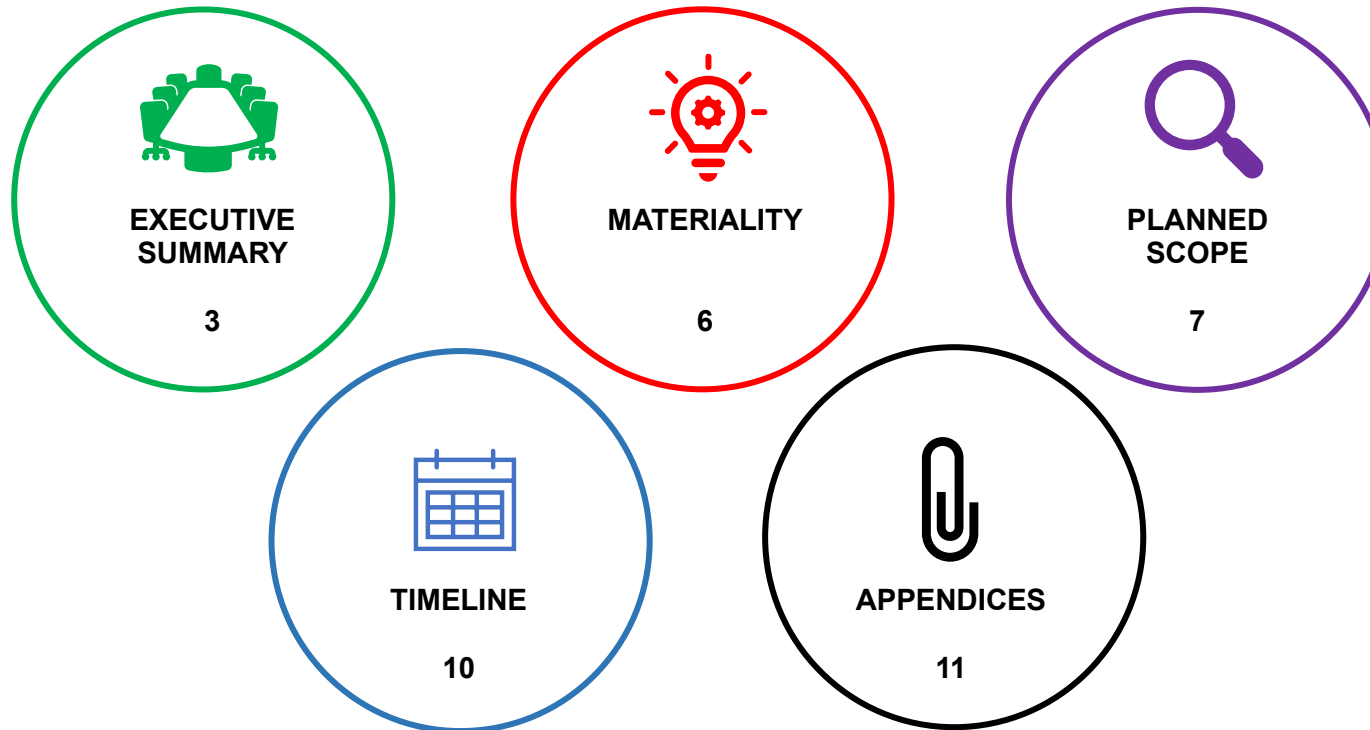
Audit Planning Report

For the year-ended August 31, 2025

September 27, 2025



REPORT CONTENTS





EXECUTIVE SUMMARY

Purpose of this report

We are pleased to provide you with our audit planning report for Northland School Division (the “Division”) for the year-ended August 31, 2025. The purpose of this report is to:

1. Communicate clearly with Board of Trustees (“Board”) what our responsibilities are in relation to the financial statement audit.
2. Provide an overview of the planned scope and timing of the audit.
3. Obtain from the Board information relevant to the audit.
4. Promote effective two-way communication between the Board and the auditor.

Services to be provided

We have been engaged to perform the following services.

- Audit of the Division’s financial statements
- Preparation of the Division’s financial statements

Audit fees

We estimated our audit fees to be in accordance with those quoted in our engagement letter to the Division. The fee estimate, which does not include out-of-pocket expenses, is based on the assumption the Division will provide all necessary supporting working papers, that minimal adjusting journal entries will be required, and that requested documents and personnel will be **ready at the commencement** of our audit – please see **Client Preparedness and Engagement Commencement** for further information.

Engagement team

Team member	Role	Experience
Jeff Alliston, CPA, CA Engagement Partner	<p>As the engagement partner, Jeff will have the responsibility of leading the audit and will be responsible for the quality and timeliness of the audit.</p> <p>Jeff will also be available throughout the audit process and will attend the Board meeting with management and present the financial statements.</p>	<p>Jeff holds over 15 years of public sector auditing experience working with municipalities of all types and sizes.</p> <p>Jeff has also delivered many presentations on public sector topics and is also a member of the Emerging Issues Task Force as administered by the Government Finance Officers Association – Alberta Chapter.</p>
Nichia Roque, CPA Manager	<p>Nichia joined the Division audit in 2020 and will lead the team as the engagement manager.</p> <p>Nichia will be responsible for planning, reviewing, and reporting the audit.</p>	<p>Nichia holds over five years of providing assurance services to clients, specializing in school divisions, public sector entities, and not-for-profit organizations.</p> <p>Nichia has in-depth knowledge of the Division's processes, transactions, and requirements.</p>
Melina Lefebvre, CPA, MPAcc Senior Accountant	<p>Melina joined the Division audit in 2022.</p> <p>Melina will be responsible for assisting Nichia in the planning, execution, and reporting of the audit.</p>	<p>Melina has worked on numerous public sector entities and not-for-profit organization audits.</p> <p>She obtained her CPA designation in 2025 and holds a master's degree in professional accounting from the University of Saskatchewan.</p>

Responsibilities

It is important for the Board to understand the responsibilities that rest with the Division and its management and those that belong to the auditor in relation to the financial statement audit.

Our responsibilities	Responsibilities of management and those charged with governance
<p>Our audit of the Division's financial statements will be performed in accordance with Canadian generally accepted auditing standards. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements present fairly in all material respects, the financial position, the results of operations and cash flows of the Division in accordance with Canadian public sector accounting standards.</p> <p>Accordingly, we will plan and perform our audit to provide reasonable, but not absolute, assurance of detecting fraud and errors that have a material effect on the financial statements.</p> <p>The audit included consideration of internal control relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control.</p> <p>Canadian generally accepted auditing standards does not require the auditor to design procedures for the purpose of identifying supplementary matters to communicate to the Board.</p>	<p>Management is responsible for the preparation of the financial statements in accordance with Canadian public sector accounting standards and for such internal controls as management determines is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.</p> <p>Those charged with governance, the Board, is responsible for overseeing the Division's financial reporting process.</p>



MATERIALITY

Materiality in an audit is used as a guide for planning the nature and extend of audit procedures and for assessing the sufficiency of audit evidence gathered. It is also used in evaluating the misstatements found and determining the appropriate audit opinion to express.

Misstatements, individually or the aggregate, are considered to be material if, in the light of surrounding circumstances, it is probable that the decision of a person who is relying on the financial statements, and who has reasonable knowledge of business and economic activities, would be changed or influenced by such misstatements or the aggregate of all misstatements. The materiality decision is based on our professional judgement taking into consideration quantitative and qualitative factors.

Materiality	Comments	Preliminary balances ¹
Benchmark	We have concluded that the use of operating expenses is an appropriate benchmark for calculating materiality.	
Planning materiality	4% of the relevant benchmark has been determined to be appropriate.	\$2,405,900
Performance materiality	65% of planning materiality, used primarily to determine the nature, timing and extent of audit procedures.	\$1,563,800
Trivial threshold	We have set the trivial threshold at 5% of materiality used to accumulate misstatements identified during the audit.	\$120,300

¹ Preliminary materiality balances are based on prior year results which are subject to change due to procedures performed. If actual results vary significantly, we will communicate these changes the Board as part of our year-end communication.



PLANNED SCOPE

Audit approach

Based on our knowledge of the Division, we are planning on utilizing a combined approach, testing internal controls that are relevant to the audit in addition to planned substantive procedures. This approach is more appropriate when an entity processes a high volume of transactions and has strong internal controls. By obtaining assurance through tests of controls, we are able to place reliance on the control environment and reduce the number of substantive procedures required.

Our response to significant risks

Our planned procedures have been designed in response to risks identified during our risk assessment. We have identified the following areas of focus for the audit.

Areas of Focus	Why it Matters	Our Response
Management override of controls	<ul style="list-style-type: none"> - Under Canadian Auditing Standards (“CAS”), there is a presumed fraud risk due to the potential of management override of controls through manual journal entries. <p>We have not identified any indicators of additional risks with respect to management override of internal controls.</p>	<ul style="list-style-type: none"> - Using data analytics, we will identify a sample of journal entries and other adjustments and assess the business rationale of the entries recorded.

Planned Scope (continued)

Areas of Focus	Why it Matters	Our Response
Revenue recognition (including deferred revenue and accounts receivable)	<ul style="list-style-type: none"> - There is risk of premature revenue recognition of funding amounts received with external restrictions attached to them (e.g., Government of Alberta, federal government, ...etc.). - There is a risk of miscalculation of accrual with regards to revenues with significant estimates involved in their calculation (e.g., federal government tuition). 	<ul style="list-style-type: none"> - We will update our understanding of the processes and controls in place regarding revenues received. - We will review the recognition of amounts subject to external restrictions to ensure they are correctly recognized. - We will recalculate the federal tuition accrual utilizing supporting documentation for federally funded student counts and net operating expenditures. - Where possible, we will coordinate with procedures performed over tangible capital assets.
Operating expenses (including accounts payable and accrued liabilities)	<ul style="list-style-type: none"> - There is an inherent risk with fraudulent expenses being recorded. - There is the risk that expenses have not been recorded in the appropriate reporting period. That is, expenses have been prematurely recorded (cut-off). - Conversely, there is the risk that expenses related to the reporting period have not been fully accrued. 	<ul style="list-style-type: none"> - We will update our understanding of the processes and controls in place regarding procurement and payment. - We will perform inquire with management and review subsequent Board minutes. - We will select a sample of expenditures recorded and agree the amounts to supporting documentation. - We perform a search for unrecorded liabilities. - We will examine accrued liabilities for accuracy and cut-off.

Planned Scope (continued)

Cash and cash equivalents (including interest income)	<ul style="list-style-type: none"> - There is an inherent risk of fraud related to cash and cash equivalents, particularly with regards to school generated funds. - Cash and cash equivalents are material balances to the Division. - Historically, there have been issues related to the timely performance of bank reconciliations resulting in errors. 	<ul style="list-style-type: none"> - We will update our understanding of the processes and controls implemented over cash and other treasury activities. - We will assess the mathematical accuracy of the bank reconciliations completed, at the Division and for SGF accounts. - We will select a sample of reconciling items to assess. - We will obtain third-party audit evidence to assess the completeness and value of cash balances recorded.
Tangible capital assets ("TCA")	<ul style="list-style-type: none"> - There exists the risk that TCA has been expensed rather than capitalized or have been recorded incorrectly. - Conversely, there exists the risk that expenditures that are not capital in nature have been capitalized. - The valuation of TCA is subject to management's estimate which may be complex and subject to change. - Historically, there have been errors related to asset additions and disposals. 	<ul style="list-style-type: none"> - We will perform substantive tests of details over additions and disposals. - We will review the amortization policy. - We will inquire with management regarding any indicators of impairment. Where required, we will perform an impairment assessment. - We will re-calculate amortization expense and any gains / losses on the disposal of TCA. - Where possible, we will coordinate with procedures performed over deferred revenue.

Request of those charged with governance

In performing your duties as those charged with governance, you may become aware of additional areas of concern. This includes any instances of actual, suspected, or alleged fraud affecting the Division. We request that the Board advise us whether there are any additional areas of concern which we should consider. We welcome discussion on any areas of audit concern that the Board may have.



TIMELINE

Below is our planned timeline for the Division's audit.

Planning (September 2025)	<ul style="list-style-type: none"> - Completed initial risk assessment. - Send interim requests.
Interim Fieldwork² (September 2025)	<ul style="list-style-type: none"> - Update for changes to the control environment. - Begin tests of internal controls (where required). - Begin substantive procedures (where possible). - Complete the risk assessment process.
Year-end Fieldwork² (October 2025)	<ul style="list-style-type: none"> - Completion of substantive procedures and tests of controls (where required).
Reporting³ (November 2025)	<ul style="list-style-type: none"> - Draft financial statements provided to management. - Presentation of financial statements to the Board. - Council approval of financial statements. - Submission to Alberta Education.
Debrief (December 2025)	<ul style="list-style-type: none"> - Discussion with management and the Board regarding any matters impacting future audits, if any.

² Currently planned to be performed remotely and is subject to change. The Division will be consulted with any modification to the planned fieldwork.

³ We will use all reasonable efforts to complete the audit as described above. However, this is contingent on client preparedness and engagement commencement. We will not be liable for failure or delay in performance that arise from causes beyond our reasonable control, including any delays in the performance by management of its obligations.

Client preparedness and engagement commencement

The commencement of our engagement is contingent upon the accounting records being fully prepared and accessible as per the agreed-upon schedule. Completion of our audit within the agreed-upon deadlines is contingent on the accounting records / required personnel being available as planned. Historically, management has experienced challenges in meeting agreed-upon deadlines. If such delays recur in the current year, there are several potential implications including:

- **Delayed reporting** to those charged with governance (i.e., the Board) and external stakeholders (i.e., Alberta Education). This may affect regulatory filing requirements of the Division (i.e., reporting after November 30th).
- **Higher audit fees** resulting from the additional time and resources required to adjust audit planning, reallocate staff, and revisit audit procedures. Audit procedures may be impacted due to inability to perform procedures as scheduled (due to late requests) or re-performance of procedures (due to late adjustments).
- **Compressed timelines for review** limiting the opportunity for the Board to adequately review the financial reporting package prior to approval.

We remain committed to working with management to complete the engagement in accordance with the agreed-upon timeline. However, timely cooperation is essential to avoid the impacts noted above. We will continue to monitor progress closely and will promptly communicate with TCWG should the audit timeline be at risk.



APPENDICES

- **Appendix 1 – Required communications**
- **Appendix 2 – Engagement letter**
- **Appendix 3 – New and revised accounting standards**

Appendix 1 – Required communications

Independence

At the core of the provision of external audit services is the concept of independence. Canadian generally accepted auditing standards require us to communicate to the Board, at least annually, all relationships between our Firm and the Division that—in our professional judgement—may reasonably be thought to bear on our independence.

We will confirm our independence up to the date of our auditor report at the conclusion of the audit.

Engagement letter

The Engagement Letter will document the objective and scope of the audit; define the responsibilities required of Metrix and management; and establish the terms and conditions of the engagement. Please refer to **Appendix 2**.

Management representation

Management's representations are integral to the audit evidence we will gather. Prior to the release of our independent auditors' report, we will require management's representations in writing to support the content of our report.

Communication of results

At the completion of our audit, we will communicate to the Board matters arising from the financial statement audit. Our communication will include the following:

- Matters required to be communicated to the Board under Canadian generally accepted auditing standards including possible fraudulent activities, possible illegal acts, significant weaknesses in internal control and certain related party transactions;
- Our views about significant qualitative aspects of the Division's accounting practices, including accounting policies, accounting estimates, and financial statement disclosures;
- Other matter arising from the audit that, in our professional judgement are important and relevant to the Board; and,
- Any other matters previously agreed with you to be communicated to the Board.

Appendix 2 – Engagement letter

[THIS PAGE IS INTENTIONALLY BLANK]



September 27, 2025

Northland School Division
P.O. Bag 1400
9809 77 Avenue
Peace River Alberta T8S 1C9

Attention: Ms. Tanya Fayant, Board Chair

Dear Ms. Fayant:

Re: Engagement letter

The Objective and Scope of the Audit

You have requested that we audit the financial statements of Northland School Division (the "Division"), which comprise the statement of financial position as at August 31, 2025, and the statements of operations, changes in net financial assets, remeasurement gains and losses, and cash flows for the year then ended, and notes to the financial statements (including a summary of significant accounting policies) .

We are pleased to confirm our acceptance and our understanding of the nature, scope and terms of this audit engagement, and all services related thereto, by means of this letter (the "Engagement").

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement (whether due to fraud or error) and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The Responsibilities of the Auditor

We will conduct our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- a. Identify and assess the risks of material misstatement of the financial statements (whether due to fraud or error), design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- b. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Division's internal control. However, we will communicate to you in writing concerning any significant deficiencies in internal control relevant to the audit of the financial statements that we have identified during the audit.



- c. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- d. Conclude on the appropriateness of management's use of the going-concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Division's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Division to cease to continue as a going concern.
- e. Evaluate the overall presentation, structure and content of the financial statements (including the disclosures) and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, there is an unavoidable risk that some material misstatements may not be detected, even though the audit is properly planned and performed in accordance with Canadian generally accepted auditing standards.

Form and Content of Audit Opinion

Unless unanticipated difficulties are encountered, our report will be substantially in the following form contained in Appendix A to this letter.

The Responsibilities of Management

Our audit will be conducted on the basis that management and, where appropriate, those charged with governance acknowledge and understand that they have responsibility:

1. For the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards.
2. For the design and implementation of such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
3. To provide us with timely:
 - i. Access to all information of which management is aware that is relevant to the preparation of the financial statements, such as records, documentation and other matters;
 - ii. Information about all known or suspected fraud, any allegations of fraud or suspected fraud and any known or probable instances of non-compliance with legislative or regulatory requirements;
 - iii. Additional information that we may request from management for the purpose of the audit; and
 - iv. Unrestricted access to persons within Northland School Division from whom we determine it necessary to obtain audit evidence.

As part of our audit process:

- a. We will make inquiries of management about the representations contained in the financial statements. At the conclusion of the audit, we will request from management and, where appropriate, those charged with governance written confirmation concerning those representations. If such representations are not provided in writing, management acknowledges and understands that we would be required to disclaim an audit opinion.
- b. We will communicate any misstatements identified during the audit other than those that are clearly trivial. We request that management correct all the misstatements communicated.

Confidentiality

One of the underlying principles of the profession is a duty of confidentiality with respect to client affairs. Each professional accountant must preserve the secrecy of all confidential information that becomes known during the practice of the profession. Accordingly, we will not provide any third party with confidential information concerning the affairs of Northland School Division unless:

- a. We have been specifically authorized with prior consent;
- b. We have been ordered or expressly required by law or by the *Alberta Code of Professional Conduct/Code of Ethics*; or
- c. The information requested is (or enters into) public domain.

Communications

In performing our services, we will send messages and documents electronically. As such communications can be intercepted, misdirected, infected by a virus or otherwise used or communicated by an unintended third party, we cannot guarantee or warrant that communications from us will be properly delivered only to the addressee. Therefore, we specifically disclaim, and you release us from, any liability or responsibility whatsoever for interception or unintentional disclosure of communications transmitted by us in connection with the performance of this Engagement. In that regard, you agree that we shall have no liability for any loss or damage to any person or entity resulting from such communications, including any that are consequential, incidental, direct, indirect, punitive, exemplary or special damages (such as loss of data, revenues, or anticipated profits).

If you do not consent to our use of electronic communications, please notify us in writing.

Use of Information

It is acknowledged that we will have access to all information about identified individuals ("personal information") in your custody that we require to complete our Engagement. Our services are provided on the basis that:

- a. You represent to us that management has obtained any required consents for our collection, use, disclosure, storage, transfer and process of personal information required under applicable privacy legislation and professional regulation; and
- b. We will hold all personal information in compliance with our Privacy Statement.

Use and Distribution of Our Report

The examination of the financial statements and the issuance of our audit report are solely for the use of Northland School Division and those to whom our report is specifically addressed by us. We make no representations or warranties of any kind to any third party in respect of these financial statements or our audit report, and we accept no responsibility for their use by any third party or any liability to anyone other than Northland School Division.

For greater clarity, our audit will not be planned or conducted for any third party or for any specific transaction. Accordingly, items of possible interest to a third party may not be addressed and matters may exist that would be assessed differently by a third party, including, without limitation, in connection with a specific transaction. Our audit report should not be circulated (beyond Northland School Division) or relied upon by any third party for any purpose, without our prior written consent.

You agree that our name may be used only with our prior written consent and that any information to which we have attached a communication be issued with that communication, unless otherwise agreed to by us in writing.

Reproduction of Auditors' Report

If reproduction or publication of our audit report (or reference to our report) is planned in an annual report or other document, including electronic filings or posting of the report on a website, a copy of the entire document should be submitted to us in sufficient time for our review and approval in writing before the publication or posting process begins.

Should some of the information in the annual report not be available until after the date of the auditors' report, we will request management to provide a written representation that the final version of the document(s) will be provided to us when available (and prior to its issuance) so we can complete our required procedures.

Management is responsible for the accurate reproduction of the financial statements, the auditors' report and other related information contained in an annual report or other public document (electronic or paper-based). This includes any incorporation by reference to either full or summarized financial statements that we have audited.

We are not required to read the information contained in your website or to consider the consistency of other information in the electronic site with the original document.

Preparation of Schedules

We understand that management will prepare certain schedules and locate specified documents for our use before our Engagement is planned to commence.

This assistance will facilitate our work and help to minimize our costs. Any failure to provide these working papers or documents on a timely basis may impede our services and require us to suspend our services or even withdraw from the Engagement.

Ownership

The working papers, files, other materials, reports and work created, developed or performed by us during the course of the Engagement are the property of our Firm, constitute our confidential information and will be retained by us in accordance with our Firm's policies and procedures.

During the course of our work, we may provide, for your own use, certain software, spreadsheets and other intellectual property to assist with the provision of our services. Such software, spreadsheets and other intellectual property must not be copied, distributed or used for any other purpose. We also do not provide any warranties in relation to these items and will not be liable for any lost or corrupted data or other damage or loss suffered or incurred by you in connection with your use of them.

We retain the copyright and all intellectual property rights in any original materials provided to you.

File Inspections

In accordance with professional regulations (and by our Firm's policy), our client files may be periodically reviewed by practice inspectors and by other engagement file reviewers to ensure that we are adhering to our professional and Firm standards. File reviewers are required to maintain confidentiality of client information.

Accounting Advice

Except as outlined in this letter, this Engagement does not contemplate the provision of specific accounting advice or opinions or the issuance of a written report on the application of accounting standards to specific transactions and to the facts and circumstances of the Division. Such services, if requested, would be provided under a separate engagement letter.

Governing Legislation

This engagement letter is subject to, and governed by, the laws of the Province of Alberta. The Province of Alberta will have exclusive jurisdiction in relation to any claim, dispute or difference concerning this engagement letter and any matter arising from it. Each party irrevocably waives any right it may have to object to any action being brought in those courts, to claim that the action has been brought in an inappropriate forum or to claim that those courts do not have jurisdiction.

Indemnity

Northland School Division hereby agrees to indemnify, defend (by counsel retained and instructed by us) and hold harmless our Firm (and its partners, agents and employees) from and against any and all losses, costs (including solicitors' fees), damages, expenses, claims, demands and liabilities arising out of (or in consequence of):

- a. The breach by Northland School Division, or its directors, officers, agents or employees, of any of the covenants or obligations of Northland School Division herein, including, without restricting the generality of the foregoing, the misuse of, or the unauthorized dissemination of, our engagement report or the financial statements in reference to which the engagement report is issued, or any other work product made available to you by our Firm.
- b. A misrepresentation by a member of your management or the board of directors.

Time Frames

We will use all reasonable efforts to complete the Engagement as described in this letter within the agreed upon time frames.

However, we shall not be liable for failures or delays in performance that arise from causes beyond our reasonable control, including any delays in the performance by Northland School Division of its obligations.

Estimated Fees

We estimate that our fees for these services will be \$50,000 for the audit, plus direct out-of-pocket expenses and applicable GST. This fee estimate is based on:

1. The anticipated cooperation from all your personnel in preparing the requested information on a timely basis;
2. The ongoing assistance of personnel throughout the Engagement; and
3. The assumption that unexpected circumstances will not be encountered.

If significant additional time is likely to be incurred, we will discuss the reasons with you and agree on a revised fee estimate before we incur the additional costs.

Fees will be rendered as work progresses and are payable on presentation.

Billing

Our fees and costs will be billed monthly and are payable upon receipt. Invoices unpaid 30 days past the billing date may be deemed delinquent and are subject to an interest charge of 1.00% per month or 12.00% (APR) per annum. We reserve the right to suspend our services or to withdraw from this Engagement in the event that any of our invoices are deemed delinquent. In the event that any collection action is required to collect unpaid balances due to us, you agree to reimburse us for our costs of collection, including lawyers' fees.

Costs of Responding to Government or Legal Processes

In the event we are required to respond to a subpoena, court order, government agency or other legal process for the production of documents and/or testimony relative to information we obtained and/or prepared during the course of this Engagement, you agree to compensate us at our normal hourly rate for the time we expend in connection with such response and to reimburse us for all of our out-of-pocket costs (including applicable GST) incurred.

Termination

Management acknowledges and understands that failure to fulfill its obligations as set out in this engagement letter will result, upon written notice, in the termination of the Engagement.

Either party may terminate this agreement for any reason upon providing written notice to the other party *not less than 30 calendar days before the effective date of termination*. If early termination takes place, Northland School Division shall be responsible for all time and expenses incurred up to the termination date.

If we are unable to complete the audit or are unable to form, or have not formed, an opinion on the financial statements, we may withdraw from the audit before issuing an auditors' report, or we may disclaim an opinion on the financial statements. If this occurs, we will communicate the reasons and provide details.

GST Services

It should be noted that our audit work in the area of GST and other commodity taxes is limited to that appropriate to form an opinion regarding the financial statements. Accordingly, the audit process may not detect situations where you are incorrectly collecting GST or incorrectly claiming input tax credits. As you are aware, failure to properly account for the GST could result in you or your Division becoming liable for tax, interest or penalties. These situations may also arise for provincial sales tax, custom duties, and excise taxes.

Metrix Privacy

The privacy and security of the personal information you provide is important to us. We strive to ensure the strictest compliance with all applicable provincial and federal standards of protection and disclosure of personal information by any and all of our employees, agents, divisions and/or affiliates. You may review our privacy policy at www.metrixgroup.ca. We will not collect, use, or disclose any of your personal information without your knowledge and consent, or as may be required by law or our profession's Rules of Conduct.

By signing this engagement letter you agree that for the purposes of this engagement, Metrix Group LLP may collect, use, and disclose personal information in accordance with our privacy policy. You also agree that Metrix Group LLP may collect and use personal information from you for the purposes of providing other services or informing you of other opportunities from time to time. Personal information that is not relevant to the purposes of this engagement or any other matters will not be disclosed to anyone for any reason without your further prior consent.

Metrix Working Papers

Metrix Group LLP owns all working papers and files, other materials, reports and work created, developed or performed during the course of the engagement, including intellectual property used in the preparation thereof. We will provide management with a copy of all practitioner-prepared working papers necessary for the Division's accounting records. Metrix Group LLP may develop software, including spreadsheets, documents, databases, and other electronic tools, to assist us with our assignment. As these tools were developed specifically for our purposes and without consideration of any purpose for which the company might use them, any such tools provided to the company, are made available on an "as is" basis only and should not be distributed to or shared with any third party.

Conclusion

This engagement letter includes the relevant terms that will govern the Engagement for which it has been prepared. The terms of this letter supersede any prior oral or written representations or commitments by or between the parties. Any material changes or additions to the terms set forth in this letter will only become effective if evidenced by a written amendment to this letter, signed by all of the parties.

The arrangements outlined in this letter will continue in effect from year to year unless changed by either party.

If you have any questions about the contents of this letter, please raise them with us. Please sign and return the attached copy of this letter to indicate your acknowledgment of, and agreement with, the arrangements of our audit of the financial statements, including our respective responsibilities. We appreciate the opportunity of continuing to be of service to your Division.

Yours truly,

METRIX GROUP LLP

Chartered Professional Accountants

Acknowledged and agreed to on behalf of Northland School Division by:

Ms. Tanya Fayant, Board Chair

Date signed

Appendix A - Expected Form of Report

To the Members of Northland School Division

Opinion

We have audited the financial statements of Northland School Division (the "Division"), which comprise the statement of financial position as at August 31, 2025, and the statements of operations, cash flows, change in net financial assets, and remeasurement gains and losses for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Division as at August 31, 2025, and the results of its operations and cash flow for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Division in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Division's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Division or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Division's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Division's internal control.

Appendix A (*continued*)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Division's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Division to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Appendix 3 – New and revised accounting standards

Financial Statement Presentation	presentation of information in general purpose financial statements. The financial statement principles are based on the concepts in the Conceptual Framework for Financial Reporting in the Public Sector.	2026. Early adoption is permitted.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 27, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Library Materials Update
REFERENCE(S):

INFORMATION ITEM

On September 8, 2025, the Minister of Education and Childcare issued a new ministerial order establishing updated standards for the selection, availability, and access of school library materials.

BACKGROUND

Key requirements include:

- Schools must remove any literary material containing visual depictions of sexual acts.
- Each school authority is required to establish and maintain a publicly accessible listing of all school library materials.
- By **October 31, 2025**, school authorities must submit to the Ministry a list of books identified for removal.
- By **January 5, 2026**, each school authority must have an approved policy in place that aligns with the new ministerial order and ensures full compliance.

RISK ANALYSIS

ADMINISTRATION INFORMATION ITEM

TO:	THE BOARD OF TRUSTEES	DATE:	SEPTEMBER 27, 2025
SUBMITTED BY:	Cal Johnson, Superintendent of Schools		
SUBJECT:	2024-2025 Tri-Annual Report		
REFERENCE(S):			
ATTACHMENTS:	Tri-Annual Report #3		

The Tri-Annual Report #3 has been received as information and filed.

BACKGROUND

RISK ANALYSIS



Tri-Annual Report #3

2024-2025



Message from Board & Superintendent

Tri-Annual Report #3 2024-2025

Tansi, Edlánat'e, Hello everyone! We are pleased to present our third and final 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 Truth and 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 Truth & Reconciliation Tri-Annual Report #3 2024-2025

Priority 1: Connections Supporting Reconciliation

Northland School Division students and staff members will increase and strengthen visible connections to land, Indigenous languages, 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.

How is Northland achieving these outcomes?



NSD celebrated 68 graduates in 2025!

Northland School Division celebrated the achievements of 68 graduates from the Class of 2025. Students from Bill Woodward School in Anzac, Calling Lake School, Career Pathways School in Wabasca-Desmarais, Mistassiniy School in Wabasca-Desmarais, Paddle Prairie School, and Northland Online School reached this milestone.

This year's graduating class includes 10 graduates from Bill Woodward School, eight from Calling Lake School, 11 from Career Pathways School, 28 from Mistassiniy School, five from Paddle Prairie School, and six from Northland Online School, marking its first-ever graduating class.

Northland congratulates all graduates, their families, and the staff who supported them throughout their journey.

Connections Supporting Truth & Reconciliation

Tri-Annual Report #3 2024-2025

Page 135 of 194



The Class of 2025 at Northland Online School



The Class of 2025 at Mistassiniy School

Connections Supporting Truth & Reconciliation

Tri-Annual Report #3 2024-2025



The Class of 2025 at Career Pathways School



The Class of 2025 at Calling Lake School

Connections Supporting Truth & Reconciliation Tri-Annual Report #3 2024-2025

Page 137 of 194



The Class of 2025 at Bill Woodward School



The Class of 2025 at Paddle Prairie School

Connections Supporting Truth & Reconciliation Tri-Annual Report #3 2024-2025

Northland receives PSBAA award for advancing reconciliation in education



Left to right (Back Row): Troy Tait, PSBAA Executive Director and CEO, Cal Johnson, Superintendent of Schools/CEO, Wally Rude, Ward 8 Trustee (Calling Lake), Robin Guild, Vice-Chair, Dennis McNeil, PSBAA President

Left to right (Front row): Tanya Fayant, Board Chair, Lorraine McGillivray, Ward 1 Trustee (Paddle Prairie), Jesse Lamouche, Ward 4 Trustee (Grouard and East Prairie Métis Settlement)

Northland received a special award from the Public School Boards Association of Alberta (PSBAA) for its work in advancing one or more of the Calls to Action from the Truth and Reconciliation Commission of Canada (TRC). The award was presented at the PSBAA Spring General Assembly in Calgary on June 4, 2025. NSD was recognized for putting reconciliation into action in schools, as described in the division's Education Plan.

Northland's work supports TRC Calls to Action 10, 14, 62, 63 and 64. This includes:

- Teaching students on the land and helping them learn Indigenous languages.
- Working with Elders and adding Indigenous language signs in schools.
- Creating Elder & Knowledge Keepers and Youth Councils to help guide school decisions.
- Offering training to help staff better understand Indigenous cultures and histories.
- Hosting Cree language and culture events with Elders and Knowledge Keepers.
- Working with families and community members to improve education.

Over the past two years, Northland has also hosted a series of community engagement sessions. Feedback from these sessions helped shape the division's priorities, outcomes and strategies. This helped make sure the voices of families, Elders and students guided the division's work so that Northland students thrive.

"This award reflects the voices and contributions of the communities Northland serves," said Tanya Fayant, Board Chair. "We are deeply honoured to be recognized for this work. It shows what can happen when families, Elders and staff work together to support students. The division's efforts are guided by the Truth and Reconciliation Commission's Calls to Action and the vision families have for their children."

Connections Supporting Truth & Reconciliation Tri-Annual Report #3 2024-2025

Youth and Elder/Knowledge Keeper councils contribute to Northland's 2025–2028 Education Plan

Throughout this school year, the Board and Administration have been meeting with the Superintendent's Youth Council and the Elder and Knowledge Keeper Advisory Council to share ideas, guidance, and perspectives that support Northland School Division's commitment to helping students thrive. The first in-person meetings took place in December followed by virtual meetings in February and the year concluded with final in-person sessions in May.



During the May meetings, the councils met separately and then came together for a powerful joint session. Elder John Bigstone of Wabasca-Desmarais shared teachings on wahkotowin (the interconnectedness of all living things), the Oskapiews teachings on leadership and public service, and the importance of reciprocity and giving back to the community.



Using the Collaborative Response Model, youth, Elders, Knowledge Keepers, trustees, and administration worked together to identify ways to strengthen connections between schools, families, and communities. Their recommendations included creating school-based strategies for sharing information, implementing the Common Curriculum Framework for Indigenous languages and culture programs, expanding extracurricular and co-curricular opportunities, and supporting new staff with orientation events that connect them with local communities.



Ideas from these conversations contributed directly to the 2025–2028 Northland Education Plan, which was approved in May. Northland looks forward to continuing these important conversations with both councils in the 2025–2026 school year.

Connections Supporting Truth & Reconciliation Tri-Annual Report #3 2024-2025

Page 140 of 194

Building Truth and Reconciliation Connections: Cree language pilot in Wabasca-Desmarais



Left to right: Debbie Mineault, Director of First Nations, Metis and Inuit Education, Scott Meunier, Deputy Superintendent, Virginia Cardinal, First Nations, Metis and Inuit Culture and Language Assistant, Elder John Bigstone, Pamela McCoy Jones, Executive Director, SILR, Trudy Cardinal, Professor, U of A, Melanie Lapp, Indigenous Cultural Land-Based Learning Coach

Northland staff met with the University of Alberta's (U of A) Supporting Indigenous Language Revitalization (SILR) team on Monday, June 9, 2025. The meeting took place at Kapaskwatinahk with Elder John Bigstone, a pipe holder from Wabasca-Desmarais, to strengthen their partnership.

The gathering was a beautiful and sacred ceremonial day that brought together Cree language and traditional values of truth and shared responsibility. These elements will guide a pilot course for NSD language instructors focused on the land, Woodland Cree language, and the culture of Wabasca-Desmarais.

Elder John Bigstone spoke in his first language, emphasizing respect and honesty as the foundation for a relationship focused on the Woodland Cree (Sakawiyiniwak) dialect and wahkohtowin. He highlighted the importance of aligning our actions with traditional spiritual values when working together in support of Indigenous students.

The goal of this pilot is to move forward with a shared commitment to revitalizing, preserving, and strengthening Woodland Cree culture and language. Northland's next step is to support this community-centered vision by working with local Cree-speaking Elders from Chipewyan Lake, Wabasca-Desmarais, and Calling Lake to develop classroom-ready Cree language resources.

Holistic Learning

Tri-Annual Report #3 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.

Outcome: Students have access to a wide variety of engaging programming to support a breadth of experience.

How is Northland achieving these outcomes?

Northland School Division summer school 2025 wraps up with strong enrollment and positive feedback



Northland School Division's Summer School Program, offered through Northland Online School, concluded on August 1st with more than 200 students from across the province successfully completing courses and earning a combined total of 941 high school credits. Students participated in flexible online learning, connected daily with teachers for support, and explored a wide range of core and optional courses.

This summer, 208 students enrolled in the program, including 36 from Northland School Division.

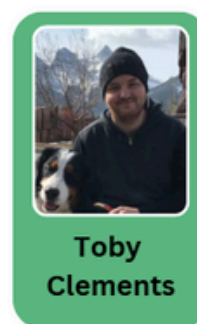
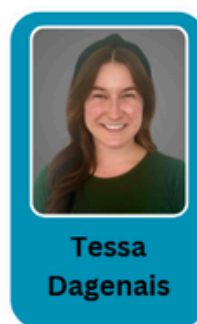
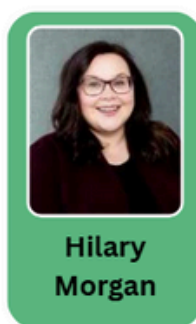
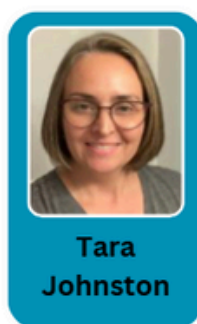
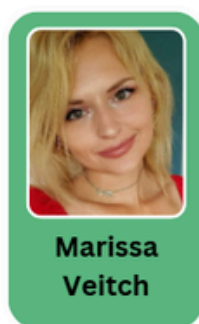
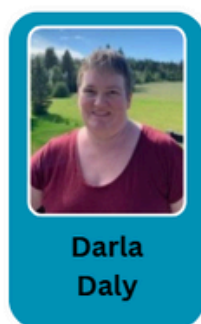
Together, they completed 202 courses. Classes included core subjects such as Math, Science, English Language Arts, and Social Studies, as well as Career and Life Management (CALM), Physical Education, Forensics, Food Safety and Work Experience.

Holistic Learning

Tri-Annual Report #3 2024-2025



Northland Online School Summer School 2025



37 students registered to write August diploma exams in 30-level courses, with writing locations arranged in communities across the province. Students stayed engaged through virtual office hours on Zoom and email communication with teachers.

Feedback from students and families has been very positive. Many shared that they appreciated the program's flexibility, the strong support from teachers, and the ease of using the Hapara platform. Hapara is a classroom management tool which helps teachers organize assignments, monitor progress, and provide timely feedback.

Several students expressed interest in continuing with Northland Online School for the 2025-2026 school year, including through dual enrollment. Northland School Division is already applying what was learned from this year's Summer School Program while also exploring how to make the Registered Apprenticeship Program more effective for students who choose that pathway.

Excellent People Supporting Students

Tri-Annual Report #3 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?

Using the Collaborative Response Model to strengthen leadership and support students



Throughout the school year, principals and vice-principals took part in numerous meetings with NSD leadership, including directors and learning coaches, to better understand and apply the Collaborative Response Model (CRM). The model is helping principals and vice-principals work more effectively with their staff so they can better support students.

The Collaborative Response Model is a structured approach that brings leaders together to celebrate successes, identify challenges, and create action plans. Using data and evidence, leadership teams focus on what is working well, where additional support is needed, and what strategies can help students, staff, and families thrive.

This model is not just being used at the school level. Beginning in 2025–2026, central office staff will also use the Collaborative Response Model to guide collaboration and decision-making. By working together in a consistent, structured way, Northland continues to focus on building strong supports for students and schools.

Excellent People Supporting Students

Tri-Annual Report #3 2024-2025

Educational assistants take the next step toward teaching



UNIVERSITY OF CALGARY
WERKLUND SCHOOL OF EDUCATION



Northland
SCHOOL DIVISION

Three of Northland's educational assistants are taking an exciting next step in their careers by joining the Community-Based Teacher Education Program this July, offered through the Werklund School of Education at the University of Calgary.

The program is designed to support their journey toward becoming future teachers with Northland School Division. By building on the skills and experiences they've gained in the classroom, these staff members are preparing to take on new roles where they can inspire and guide the next generation of Northland students.

Educational assistants build essential skills through training program

Educational assistants play an important role in helping students thrive, and Northland School Division is making sure they have the support they need to succeed. Through a new partnership with the Edmonton Public Schools, Northland launched a pilot educational assistant training program designed to give staff the tools, knowledge, and confidence to make a real difference in the classroom.

Eleven educational assistants completed the pilot program, building a strong foundation that will help them excel in their roles and better support Northland students.

With full access to the course materials provided by Edmonton Public Schools, Northland will continue offering this training to new educational assistants. This program helps more staff start their careers on the right path and strengthens the support available to students across the division.

Responsible Resourcing

Tri-Annual Report #3 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.

Outcome: NSD takes action to address required improvement to capital infrastructure.

How is Northland achieving these outcomes?

NSD hosted a series of community engagements

What We Heard Report 2024-2025



From early November to the end of February, NSD hosted in person engagement sessions in all school communities with students, staff, parents and community members. The feedback collected was then organized into a What We Heard Report Overview, which was presented by Superintendent of Schools/CEO Cal Johnson to the Board.

To view the What We Heard Report, visit our website at <https://www.nsd61.ca/download/444545>.

The feedback is reflect in 2025-2028 Education Plan, which was approved by the Board on May 24, 2025. To view the **2025-2028 Education Plan**, visit our website at <https://www.nsd61.ca/download/512929>.

Responsible Resourcing

Tri-Annual Report #3 2024-2025

Northland receives funding to offer collegiate programming



NORTHLAND COLLEGIATE PROGRAMMING



Educational Assistant
Division-wide

Partners

Northern Lakes College



Carpentry
Wabasca-Desmarais
Paddle Prairie

Partners

Northern Lakes College
Paddle Prairie Métis Settlement
Rick Sim Trucking



Welding
Wabasca-Desmarais

Partners

Northern Lakes College



Healthcare and Cosmetology
Wabasca-Desmarais

Partners

Northern Lakes College
Atoske Action Group
Alberta Health Services
Bigstone Health



Multi-Trade
Fort McMurray Site

Partners

Keyano College
Suncor

Northland School Division’s proposal to offer collegiate programming has been approved by Alberta Education, along with funding to support program delivery. Starting in the 2025 to 2026 school year, students will have more access to hands-on learning that connects directly to careers in skilled trades, healthcare, and education.

Programs will be offered in Wabasca-Desmarais, Paddle Prairie, and in Fort McMurray. Students will build real-world skills, earn high school credits, and explore future job opportunities in areas like carpentry, welding, heavy duty mechanics, cosmetology, Health Care Aide, and Educational Assistant.

The collegiate model was created with input from students, families, and community members. It focuses on learning that is practical, flexible, and reflects what students need to succeed after graduation and what communities need to grow and thrive.

The program is supported by Northern Lakes College, Keyano College, Alberta Health Services, Bigstone Health, and local industry partners including Rick Sim Trucking, Atoske Action Group, and Suncor.



Northland

SCHOOL DIVISION

"Our students love to come to school in Northland"



TO:	THE BOARD OF TRUSTEES	DATE:	SEPTEMBER 27, 2025
SUBMITTED BY:	Cal Johnson, Superintendent of Schools		
SUBJECT:	School Code for Collegiate School		
REFERENCE(S):			
ATTACHMENTS:			

RECOMMENDATION

THAT the Board of Trustees authorizes the Administration, on behalf of Northland School Division, to submit the necessary application to Alberta Education to establish a school code for the Collegiate School, if appropriate.

BACKGROUND

Alberta Education has advised that the Collegiate program may require a designated school code. This will formally recognize the school within Alberta Education's systems.

The Administration is discussing this with the department to determine the best solution for Northland. Most of our students will attend two schools (Collegiate and High School), so the process needs to be optimal for concurrent enrollments. When this dialogue is complete, if appropriate, the Administration will apply for and establish a school code for the collegiate.

Securing a school code will support the Division in managing student enrollments, course registrations, funding allocations, and reporting requirements for the Collegiate Program.

If appropriate, the school code will be sought to follow provincial requirements and support the effective operation and accountability of the Collegiate School within the Northland School Division.

RISK ANALYSIS

- NORTHLAND SCHOOL DIVISION

NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

Course Name	Version	Course Code	First Approved Year	Approved Start Date	Last Approved Year
Band 15	3 Credits (2025-2029)	LDC1439	2025-2026	September 1, 2025	2028-2029
Band 15	5 Credits (2025-2029)	LDC1439	2025-2026	September 1, 2025	2028-2029
Band 25	3 Credits (2025-2029)	LDC2439	2025-2026	September 1, 2025	2028-2029
Band 25	5 Credits (2025-2029)	LDC2439	2025-2026	September 1, 2025	2028-2029
Band 35	3 Credits (2025-2029)	LDC3439	2025-2026	September 1, 2025	2028-2029
Band 35	5 Credits (2025-2029)	LDC3439	2025-2026	September 1, 2025	2028-2029

Corporate Board Expense Summary as of August 31, 2025.

EXPENSES	BUDGET	YTD	REMAINING
Trustee Remuneration	155,973.00	166,783.00	(10,810.00)
Trustee Benefits	38,667.00	42,524.48	(3,857.48)
Advertising	1,253.00	4,573.80	(3,320.80)
Awards/Bursaries	32,335.00	5,891.56	26,443.44
In Service Board of Trustees - PD Training	39,361.00	59,564.95	(20,203.95)
Insurance	12.00	0.00	12.00
Legal Fees	0.00	28,028.23	(28,028.23)
Membership Fees (ASBA/PSBAA)	31,200.00	30,982.08	217.92
Professional Services	31,456.00	27,058.63	4,397.37
Office Supplies	4,471.00	2,308.99	2,162.01
Office Equipment	0.00	0.00	0.00
Travel and Subsistence	188,437.00	185,271.43	3,165.57
Ward 1		24,680.23	
Ward 2		15,062.30	
Ward 3		16,424.71	
Ward 4		17,317.48	
Ward 5		29,349.07	
Ward 6		0.00	
Ward 7		14,761.99	
Ward 8		15,796.16	
Ward 9		31,748.04	
Telephone & Internet	2,898.00	2,352.14	545.86
Visa Suspense		(1,937.51)	1,937.51
Elections			0.00
TOTAL	526,063.00	553,401.78	(27,338.78)

Volume 33-25 No. 06 June 2025

Highlights of the June 20, 2025, Trustees' Meeting

1. APPOINTMENTS

- The ASEBP Trustees reappointed Rob Pirie and Meagan Kuik, and appointed Michelle Ashworth from Aon as the third-party member to the Extended Disability Benefits Appeal Committee. Other members and alternates include Allison Purcell, Natashya Shewchuk, and Shelley Russell.
- The Executive Appeal Committee members and alternates include Daryl Scott, James Gerun, Brad Toone, Natashya Shewchuk, Shelley Russell, and Mark Tisdale.
- The Audit & Risk Committee members and alternates include Brett Nixon, Brad Toone, Morey Terry, and Norma Lang.
- The Executive & Governance Committee includes the Chair, Daryl Scott, and Vice-Chair, James Gerun.

2. SUMMER BREAK

- The ASEBP Trustees will be breaking for the end of the school year and wish everyone a wonderful and safe summer. Reports will resume in September 2025.

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 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

September 27, 2025

PRIORITY 1 - CONNECTIONS SUPPORTING RECONCILIATION

Community Engagement Meeting in Conklin



Northland School Division invited all Conklin Community School families to a community meeting on August 26, 2025. Families had the chance to learn more about the change from a Kindergarten to 9 school to a Kindergarten to 12 school, ask questions, and leave better informed about what this means for students.

Northland invited to join Grand Entry at ATC Cultural Festival 2025



Northland School Division participated in the Grand Entry of the Athabasca Tribal Council Cultural Festival on Friday, September 12, 2025. Anzac School Principal Andrew Belsheim carried the Northland School Division flag on behalf of the Board and Administration. A special thank you to the Athabasca Tribal Council for inviting Northland once again to participate. It is an honour to be part of this celebration of culture and community.



Chipewyan Lake - School Startup 2025-2026

At the beginning of this school year, Chipewyan Lake School students displaced by wildfire returned to classes at the Career Pathways School site. In the first weeks of school, student attendance and engagement were high.

After the state of local emergency was lifted on the weekend of September 12, some families chose to return to their homes in the community. The school staff members worked as a team to continue to support students who remained in Wabasca-Desmarais and families who returned to Chipewyan Lake in the mode of instruction requested (paper packages). This action on the part of the staff has allowed continuity of instruction across the distance between communities. It has allowed Chipewyan Lake School students to start the school year engaged.

PRIORITY 2 - HOLISTIC LEARNING

Highlights of the first Northland Online Summer School



Throughout July and early August 2025, our Northland Online School offered online, asynchronous summer school courses. The program was an outstanding success made possible by the dedication and collaboration of our entire Northland team, including NOS staff members, our IT/ET Department, and Central Office staff members.

Here is a snapshot of our first Summer School accomplishments:

- High School Courses Completed: 202
- High School Credits Earned: 941 (excluding dropped or courses not completed)
- Total Students Enrolled: 208
- Diploma Exam Registrations: 37 students registered to write August diplomas at locations across Alberta.

Northland students who did not complete their courses will continue them via concurrent registration in the 2025/26 school year, with all progress carried forward.

In addition, the summer program's success has led several families to enroll their children Full-Time for the 2025-2026 school year.

Our Online teachers delivered exceptional instruction and communication, fostered welcoming environments, and worked tirelessly, even beyond deadlines, to support student success.

PRIORITY 3 - EXCELLENT PEOPLE SUPPORTING STUDENTS

Northland celebrates Emily Griffin and Pearl Lorentzen at ASBA Zone 1 Fall Awards



Northland School Division celebrated Anzac School teacher Emily Griffin and *Lakeside Leader* editor Pearl Lorentzen at the ASBA Zone 1 Fall Awards in Grande Prairie on September 17, 2025. Emily was nominated for the Edwin Parr Teacher Award for her dedication as a first-year teacher, creating a welcoming and engaging classroom at Anzac School. Pearl was nominated for the Friends of Education Award for her work highlighting Northland's story and supporting connections between schools and the wider community.

New Teacher Orientation and Principals Meeting

New teachers, principals, and returning principals gathered in Edmonton from August 18 to 21 for the Orientation meetings. Topics focused on understanding and living out our Education Plan, particularly emphasizing relationships that support Truth and Reconciliation. The meetings allowed staff to learn more about our unique school division, gain insights into better serving students, and, for returning staff, solidify engagement and student success plans. Some topics covered include:

New Teachers:

- General orientation to the Division locations, organizational structure and pathways for support (HR, IT, and Inclusive Education).
- Priority 1 and 2: Connections Supporting Truth and Reconciliation: Moving beyond TQS Competency 5 and Reviewing Calls to Action numbers 62 and 63.

New School Leaders:

- A panel of "Veteran" school leaders took questions from new leaders in a moderated session focused on the practicalities of being an instructional leader.

All School Leaders:

- School leaders hear from division leadership and receive guidance from central office staff members about critical communications pathways across the Division.
- The second day of meetings focused on the next stages of building collaborative methods in each school, which are necessary for designing and implementing continuums of support for every student's thriving.

Collegiate Champions:

As part of our Collegiate start-up funding, we have hired Collegiate Champions in Paddle Prairie, Wabasca, and Anzac. Through the team, we currently have 15 students taking Dual Credit courses from Olds College and 3 taking courses from Grant MacEwan. Sign-up is still happening for our Health Care Aid and Educational Assistant programs. They are working with each of their schools to enhance trade CTS course availability and increase career knowledge and pathways for students.

PRIORITY 4 - RESPONSIBLE RESOURCING

IYMP and Partnership with Everactive:

The Indigenous Youth Mentorship Program (IYMP) is a communal, relationship-based after-school healthy living program. It is delivered by Indigenous high school students to elementary school children. Our High School students will travel to Kananaskis twice this year for training and credits. They will work through 34 credits on their high school journey while gaining employable skills such as food handling, CPR, leadership, cultural practices and games. We will be implementing this program in all NSD communities.

Dual credit grant for the Health Care Aide program expansion from Wabasca to all high school students.

We were awarded \$100,000 to enhance the Healthcare Aide program in Wabasca. This will allow students in other areas of our division to participate. Students will take classes remotely and travel to complete labs in Wabasca with their cohort. The funding will help with equipment for practicing, tuition, and the longevity of the offering.

News Articles Featuring Northland School Division

- Athabasca Advocate, June 17, 2025
- PSBAA - The Advocate, June 30, 2025
- Lakeside Leader, July 22, 2025
- The Fever, July 24, 2025
- Lakeside Leader, August 20, 2025
- Lakeside Leader, August 27, 2025
- CBC News, August 30, 2025
- The Canadian Press, September 1, 2025

SCREEN TEST




A screening mammogram is the best way to find breast cancer early. And it can truly save your life.

The **SCREEN TEST** mobile mammography unit will be in

Boyle
July 4 to 8, 2025

Appointments are required. Please call
1-800-667-0604 (toll free)
screeningforlife.ca

If you're 45 to 74 years of age, have a mammogram every 2 years or as decided by you and your healthcare provider. No referral needed.

 Alberta Health Services  SCREENING FOR LIFE.CA  Screen Test

Enjoy your local paper!



Athabasca Advocate 675-9222
Barrhead Leader 674-3823
Westlock News 349-3033
www.TownAndCountryTODAY.com

ATHABASCA

Northland School Division recognized for reconciliation efforts

BY COLE BRENNAN
Athabasca Advocate Staff

ATHABASCA – Students across the Northland School Division (NSD) are starting to see their own cultural heritage mixed into typical school classes like math or science, and the results are paying off.

In a June 4 ceremony, NSD received a province-wide award from the Public School Boards Association of Alberta (PSBAA) for its work addressing the Calls to Action from the Truth and Reconciliation Commission of Canada.

"The award recognizes the voices of the communities that we serve; over the last two years we've made going into communities and hearing everyone's voices a real priority," said NSD Supt. Cal Johnson.

"What the communities told us is what shaped our education plan and led to the priority connections that support reconciliation."

In 2025, the Truth and Reconciliation Commission published 94 calls to action as part of a national effort to redress the legacy of residential schools and continue the reconciliation process.

NSD's 2024-27 Education Plan address five of those calls: drafting new education legislation with the full participation of Indigenous peoples, working to preserve and revitalize Indigenous languages, creating curriculum tie-ins about Indigenous history, residential schools, and the treaties, and comparative religious studies on Indigenous beliefs, developed in collaboration with Indigenous elders.

"We found that through these conversations with community, with elders and with the youth themselves, that they needed to see themselves in our schools. They needed to have their culture and their ways of being recognized by us and be a part of what we do every day," said Johnson.

Two years later, learning in the 17 Northland schools spread across northern Alberta has taken a turn for the better, with graduation rates for three-year high school diplomas rising almost 20 per cent. At the Mistassiniy School in Wabasca, students are inviting the community in for a kookum and mooshum day — the Cree words for grandmother and grandfather — to showcase what they're learning and how it ties into traditional educational practices.

Cree teachers are also setting up weekly visits to the elders home, where kids get to read with the elders, or work on a cooking project together.

"The elders who, in the past, weren't comfortable coming to the schools or

being in the school because of their history in schools, they're now coming back into the school and they're having those conversations with the children," said Johnson.

At the Calling Lake School, students are partnering with local elders to go ice fishing in the winter and rabbit snaring in the spring.

"A lot of the times, our teachers are also the students; they're going out on the ice with the elders and they're also learning their ways of knowing and ways of being. It's creating a more trusting environment and opening up lines of communication that weren't as strong in the past," said Johnson.

Northland has also developed a one-year Cree language pilot project in collaboration with the University of Alberta based out of Wabasca that is helping students and the community re-engage with the Woodlands Cree dialect.

Now that the projects are starting to pick up some momentum, Johnson said its important the division continues its work, no matter how big or heavy it may be at times.

"It's the kind of work that comes from the heart and I think that's the reason why not everyone is taking it on. We knew that this would be something where, once we open this up, we can't just okay, 'Okay we want to hear from you,' and then go away and not be seen again," he said.

"This is changing the way we do business now. Our staff have been working tirelessly this first year to establish this new direction and now we can analyze the data and see that its having a positive impact"


At the start of process, Johnson said NSD faced some anger and mistrust at the initial meetings with community elders, but that soon fell away once they were able to demonstrate to the community that they were listening and working to implement some of the requests.

"Now, I would say the conversations are more focused around students, and there's a level of trust in the room that we can share honestly and openly about what we're doing, and they can share what they would like to see," he said.

Outside of the unexpected jump in graduation rates, Johnson said the division was seeing other data that indicated they were moving in the right direction, although he didn't specify what the data points where.

"It's everybody's job to make sure that truth and reconciliation is a part of your school. We're learning as we're going, but we're committed to what we're doing," said Johnson.

cbrennan@greatwest.ca




Words Work Literacy Society


Community Adult Learning Programs

Our Impact in 2024-2025:
65 Learners supported through:

ADULT TUTORING

- 7 English Language Learners
- 6 Digital Skills
- 5 Adult Literacy







GROUP CLASSES

- 10 English Language Learners
- 3 Digital Skills Learners

FAMILY LITERACY

34 families participated in Rhymes that Bind in three communities: Boyle, Athabasca and Rochester







495 VOLUNTEER HOURS

Interested in supporting us?
Consider becoming a volunteer tutor, board member or donate today.
Contact us at (780) 675-5650 or
wwliteracy@gmail.com

WWW.WORDSWORKLITERACY.COM



THE ADVOCATE

June 30, 2025

In this edition, you'll find the President's message, a message from the Minister, two Board Chair messages, details on our upcoming 2025 events, other news and more!

WHAT'S INSIDE!

President's Corner

Minister's Message

Board Chair Messages

Special Recognition Awards

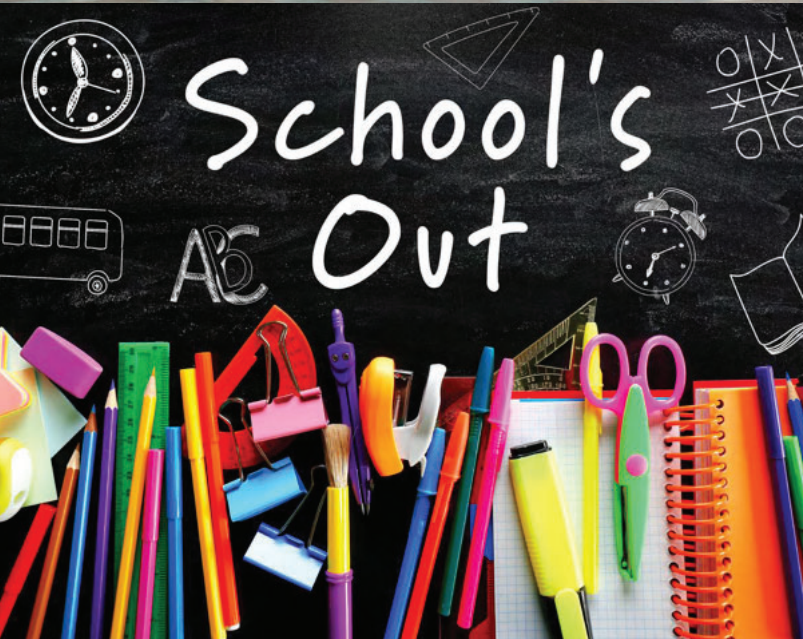
Upcoming Events

News & Information

Articles of Potential Interest



The next edition of The Advocate will be published on **August 29, 2025**



Promoting and Advancing the Calls to Action of the Truth and Reconciliation of Canada in Relation to Public Education in Alberta Award

Winner: Board of Trustees and Executive Team of Northland School Division

Northland School Division was nominated by Cal Johnson, Superintendent of Northland School Division. PSBAA presented this award to Northland School Division because of their commitment in promoting and advancing one or more of the Calls to Action of the Truth and Reconciliation Commission of Canada in relation to education within Alberta.



Special Contribution to Public Education Award

Winner: Dave Hnatiuk of Allied Distributors

Dave was nominated by Melanie Reed-Zukowski from Grasslands Public Schools. PSBAA presented this award to Dave because of his special contribution to public education.



[Click here to view all Winner News Releases!](#)

A huge thank you to everyone who joined us for the **2025 Spring General Assembly!**

From June 3–5, we came together for an unforgettable event filled with inspiring speakers, amazing food and a vibrant sense of community. One of the highlights of the gathering was the Special Recognition Awards Ceremony—a heartfelt congratulations to all of our incredible honourees! Your dedication and impact truly deserve the spotlight.

Thank you for making this year's Spring General Assembly (SGA) a truly memorable experience.

Don't forget to fill out the 2025 SGA Survey if you haven't already done so!

[Click here to fill out the Survey!](#)

Northland and U of A producing Cree language videos

Pearl Lorentzen
Local Journalism Initiative
Reporter

By the end of September, Northland School Division students and staff interested in learning the Woodland Cree dialect spoken in the Wabasca area will have some high-quality videos to help them.

In the videos, Wabasca-area Cree elders will teach the language, tell traditional stories, and pass on traditional knowledge. If all goes well, the hope is to do similar projects for each language of communities served by Northland.

"We're actually capturing the words from the language holders," says Pamela McCoy Jones, about the videos.

McCoy Jones is the executive director of the University of Alberta's Supporting Indigenous Language Revitalization (SILR). SILR has given Northland School Division \$40,000 toward the pilot project, to be used to cover the costs of the videographer, editor, etc. McCoy Jones and Dr. Trudy Cardinal are also representing U of A on the team.

The other team members are Virginia Cardinal (Northland resource elder and Northland First Nations, Métis and Inuit Culture and language assistant), Scott

Meunier (Northland deputy superintendent), and Debbie Mineault (Northland's director of the First Nations Métis and Inuit department).

"Our values, our vision really align," says McCoy Jones.

The pilot is part of Northland's ongoing language revitalization efforts. The division's number one education goal is 'connections supporting truth and reconciliation.'

Each Northland school teaches the Indigenous language of the community the school is in. For the majority of the schools, this is Cree, with one school in a Dene community, and some of the Métis settlements teaching both Cree and Michif.

Across the division, 95 per cent of Northland students are Indigenous, says Northland's website.

Elders

Northland's elders advisory council told Northland that there needs to be more home-grown Indigenous language resources, says Meunier.

"There is obviously a gap," says McCoy Jones, with more resources needed for Indigenous language teachers.

Over the summer, Bigstone elders will be recorded telling the sto-

ries. The multi-media company will edit the videos and have at least one 30-minute video ready for National Indigenous Peoples Day (Orange Shirt Day) on September 30.

"Storytelling is a very positive strategy for what we're doing," says Mineault.

The first videos are "proof of concept," says Meunier.

"The partnership is really invested in getting that local context," says Mineault.

The videos will be documentary-style, says Meunier, and will be available for Northland and U of A to use. These can be used by language instructors or other teachers.

The videos are connected with land-based learning.

These will be part of Northland's goal of weaving Indigenous language, culture, and land-based learning across the curriculum, says Mineault. The theme of each video will come from the elders or knowledge-keepers speaking, but all are "wrapped around land as teacher."

The Bigstone elders and knowledge-keepers who will be recorded this summer are Virginia Cardinal, John Bigstone (traditional pipe holder), Freddie Gladue (learning traditional songs

and drumming as an adult), and two traditional medicine keepers: Vina Young and Rita Willier.

Starting in a good way

The project started with a pipe ceremony on July 9 at the Kapaskwatinak Cultural Education Centre on Bigstone Cree Nation's Sandy Lake 166 reserve, east of Wabasca. Bigstone Elder John Bigstone led the ceremony. Attendees were Northland administration and representatives from SILR.

"It was a beautiful day," says Meunier.

Elder Bigstone spoke about reciprocity, says Mineault, how the project should be a true partnership, and the connection between land and language.

Indigenous cultural and land-based knowledge is "rooted in our languages," says Mineault. She adds that, the partners were encouraged at the ceremony "to really hold on to making those connections with history."

The project is part of healing, reconciliation, and repatriation of the Cree language, she adds.

Starting in ceremony was a way to commit to building a relationship through the process, says McCoy Jones, in

the community where the project will be, on the land, and with some elders who will be part of the project.

Why Wabasca?

SILR has existed for about five years, and has worked with various Indigenous communities, on community-led projects to develop language revitalization resources.

"This one is really about having the connection with the schools," says McCoy Jones.

Wabasca was chosen for the pilot, because it is the community with the largest number of Northland students, says Meunier.

As of June 2025, Northland had 1,630 students, says enrolment report in the June 28 board package. Of these, 554 attended a Wabasca school. Two other schools Northland also serve Bigstone communities. Calling Lake (117 students) and Chipewyan Lake (22 students).

Wabasca is also the only community which Northland has multiple schools in. Wabasca has three Northland schools: St. Theresa (Kindergarten to Grade 6), Mistassini (junior high and high school), and Career Pathways (an outreach school for high school students).

From the end of May

to the end of the school year (and possibly continuing into the new year), the Chipewyan Lake School was set up in Wabasca because the students were evacuated because a fire burnt through the community destroying an estimated 49 per cent of the structures, including the water plant.

Students attend Northland's Wabasca schools from the Hamlets of Wabasca and Sandy Lake, and several Bigstone Cree Nation reserves. Bigstone members have the choice between the Northland schools and the Bigstone Cree Nation Education Authority schools in Wabasca.

NOTICE TO CREDITORS AND CLAIMANTS

Estate of
Larry Stanley Sippola
who died on
May 21, 2025

If you have a claim
against this estate, you
must file your claim
by

August 15, 2025

with
Mathieu Hryniuk LLP
at
Box 6210, Peace River,
AB T8S 1S2.

If you do not file by the
date above, the estate
property can lawfully be
distributed without
regard to any claim you
may have.



Northland School Division and University of Alberta's Supporting Indigenous Language Revitalization (SILR) have partnered on a Woodland Cree language revitalization video pilot project based in Wabasca. The project started with a pipe ceremony on June 9 at Kapaskwatinak Cultural Education Centre, east of Wabasca.

Left to right: Debbie Mineault (director of Northland First Nations, Métis and Inuit Education). Scott Meunier (Northland deputy superintendent), Virginia Cardinal (Northland First Nations, Métis and Inuit Culture and language assistant), Elder John Bigstone, Pamela McCoy Jones (SILR executive director), Dr. Trudy Cardinal (U of A professor, Faculty of Education Elementary Education), and Melanie Lapp (Northland Indigenous Cultural Land-Based Learning Coach).

Photo courtesy of Northland



NORTHWEST

FUNERAL CHAPEL LTD.

Our Family Serving Yours

High Prairie 780-523-3311	Valleyview 780-524-2338	Slave Lake 780-849-3299	Wabasca 780-773-9446
------------------------------	----------------------------	----------------------------	-------------------------


After Hours/Emergencies please call
780-552-6110 or 780-300-6505.

nwfuneralchapel.ca

In Memory

Francis Dow

March 30, 1941 - July 4, 2016



Dad
You were a Dad who was so
special
And who was loved so very
much.
And brought so much
happiness
To the many hearts you
touched.
You were always kind and
caring
And so understanding too,
And, if help was ever needed Dad
It so freely came from you.

You were a gift to all the world
And brought joy to everyone,
And life has never been the same
Ever since you have been gone.

Love Natalie, Terry, Angie, Bryce,
Kayley and Landen,
Adrian, Tammy, Lexi, Shayla and Isabelle

RCMP arrest one stunt driver for forcing cars off road, are looking to identify others in same type of stunting

One local man has been arrested and charged, and RCMP are hunting for others involved in what is being called "Motor Vehicle Stunting Behaviour" near George D. Auger Memorial Hall in Wabasca.

Around 3 p.m., July 10, RCMP were alerted vehicles stunting and officers went to the scene, reporting observing "many vehicles passing

back and forth over the center line into oncoming traffic.

"This resulted in multiple passerby vehicles veering off the road, to avoid a collision.

"Police attempted a traffic stop on a Chevrolet Corvette that subsequently fled.

"The driver was identified and arrested the following day."

Sherman Atkinson, age 43, of Wabasca was arrested and charged in relation to this incident of stunting.

The accused was held for a bail hearing which led him to being remanded in custody until July 14.

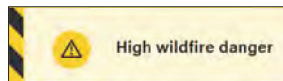
He was released by a Justice, but was placed on conditions and was scheduled to appear in court on August 14 to make a plea on his charges.

Wabasca Detachment reports that the drivers of other vehicle ignored police attempts to stop the stunting and an investigation was still continuing on July 16 to identify all the drivers and vehicles involved.

Police are requesting any persons with any access to video or photographic evidence of the stunting to please call or visit the detachment, as should other persons who were involved or have other information about the incident.

Additional charges are pending against others found to have been involved.

Slave Lake Forest wildfire update issued Wednesday



The wildfire danger in the Slave Lake Forest Area has climbed to high. With the warm temperatures expected today, a wildfire can ignite easily and spread quickly.

Firefighters in helicopters responded to 2 new wildfires yesterday. Both were quickly contained. SWF151 has been extinguished and SWF152 is under control.

There are 13 active wildfires in the Slave Lake Forest Area and 6 are out of control. Continued Page 4

Environment Canada Weather Forecast

Wabasca - Peerless Lake - Gift Lake - Red Earth Creek - Cadotte Lake

July 24 to July 29

Thursday night..Clear. Low 10.

Friday..60% showers. High 20.

Friday night..Cloudy periods. Low 9.

Saturday..Sunny. High 22.

Saturday night..Cloudy. Low 9.

Sunday..Mix of sun/cloud. High 19.

Sunday night..Cloudy periods. Low 8.

Monday..Mix of sun/cloud. High 22.

Monday night..Cloudy periods. Low 10.

Tuesday..Mix of sun/cloud. High 26.

Normals for the period..Low 10. High 22.



Board hears how Indigenous education team expanded support for culture, language and land-based learning

Deputy Superintendent Scott Meunier presented the First Nations, Métis and Inuit Department report on behalf of Director of First Nations, Métis and Inuit Education Debbie Mineault. The report highlighted how the department supported schools throughout the 2024–2025 school year.

The team focused on helping students feel proud of their identity and building strong connections between schools and local communities. This included land-based learning, student programming, in-school instruction, and working with Elders and Knowledge Keepers. The department also supported cultural events and staff learning opportunities.

The department also added new staff this year to strengthen support for schools. A Supervisor of First Nations, Métis and Inuit Education, an Indigenous Cultural Land-Based Learning Coach, and a Culture and Language Assistant were hired to help expand programming and direct support for students.

The team also spoke about wanting to grow as a department. They gathered feedback through a year-end survey to better understand how to support culture, language, and land-based learning.

The responses will help guide how they work with schools and communities to strengthen Indigenous education at NSD.



Visiting female doctor available at Wabasca medical clinic this week

Residents of Wabasca region have an opportunity in the final days of July if they have issues regarding women's health and pediatric care, to make an appointment with a female doctor who will be at the Satori Medical Clinic in Wabasca, July 21 through 30.

"She specializes in women's health such as routine check-ups, preventative screenings, birth control guidance, specifically IUD insertions/removals," says Ashley Guild, RN and BScN, who is Community and Public Health Manager for Bigstone Health Commission.

"If you have any family members or friends needing a complete physical, they can call 780-891-2847 to book an appointment with Dr. Olajumoke Olufemi."

Biography of visiting doctor

Dr. Olajumoke Olufemi specializes in proactive family medicine for patients of all ages, with a particular focus on women's health and pediatric.

She is passionate about proactive care and believes in providing all patients compassionate healthcare tailored to individual patient goals.

Fluent in both English and Yoruba (African language spoken in Nigeria and by Yoruba people throughout the world), Dr. Olufemi ensures effective communication with her diverse patient population.

She is dedicated to delivering collaborative treatment plans, where patients have a voice in their healthcare decisions.

Dr. Olufemi obtained her MD and MBBS degrees in Nigeria in 2002. She recently completed the therapeutics Decision Making Exam (TDM) in 2022, further enhancing her clinical expertise and commitment to providing high-quality care.



MUNICIPAL DISTRICT OF OPPORTUNITY



Box 60, Wabasca, AB T0G 2K0
Phone: (780) 891-3778 Fax: (780) 891-4283

Box 50, Red Earth Creek, AB T0G 1X0
Phone: (780) 649-3427 Fax: (780) 649-3440

Box 22 Calling Lake, AB T0G 0K0
Phone: (780) 331-3860 Fax: (780) 331-3950

The following Development Permit Applications were processed on July 8, 2025

25-DP-044 – 7822894;4;2

Wabasca Development: Triplex and Sea Can Zoned as C3 – Commercial District – **Approved**

Any person affected by this decision may submit a written "statement of concern" on the grounds of appeal to: Terah Yellowknee, Subdivision and Development of Appeal Board Clerk, MD of Opportunity, P.O. Box 60 Wabasca, Alberta T0G 2K0, within 21 days of publication. Please quote the appropriate application number when submitting a statement of concern. The residential appeal fee is \$100.00, and the commercial appeal fee is \$400.00.

Slave Lake Forest July 23 wildfire update ... from Page 3

Other active fires include 4 which are being held and 3 which are under control.

Since January 1, 2025 there have been 152 wildfires reported in the Slave Lake Forest Area, burning a total of 378,378 hectares.

SWF149 is located approximately 12 km east of Marten Beach and 20 km north of Slave Lake.

This wildfire was accurately measured and is 21.5

hectares (ha) in size. Although the wildfire is classified as out of control, fire activity is minimal and the risk of further spread is low.

Firefighters, supported by helicopters and water trucks, are working along the established containment lines to extinguish hot spots.

SWF150 is located approximately 29 km east of Bigstone Cree Nation on North Wabasca Lake.

This wildfire is 10 ha in

size and thanks to the hard work of firefighters and aircraft pilots the wildfire is being held.

Firefighters supported by a helicopter continue to extinguish hot spots.

Smoky conditions

Smoky conditions may persist in the Slave Lake Forest Area.

To find the source of the smoke, visit FireSmoke Canada.

Red Earth area fires

The Red Earth East Complex includes eight wildfires that are located east of Highway 88.

Five are out of control: SWF085, SWF089, SWF092, SWF094 and SWF100.

Three are being held: SWF095, SWF099 and SWF115.

There has been no significant growth on any of the wildfires in the Red Earth East Complex.

Continued Page 8 of Focus

Fatal shooting by RCMP officer of a man in Grande Prairie area under investigation by ASIRT

Just before midnight last Friday, July 18, patrolling RCMP officers spotted an erratic driver in a rural area outside of the City of Grande Prairie.

When an attempt was made to stop the vehicle, the driver fled, but soon the vehicle got stuck in the mud and the RCMP arrived at the scene.

According to the RCMP media release, "When officers interacted with the male driver, he produced a firearm.

"During the confrontation, at least one officer discharged their service weapon, and the suspect was struck.

"Officers attempted life saving efforts and STARS was notified, however, upon EMS arrival, the suspect was deceased.

"No officers were injured during the confrontation."

Alberta Serious Incident Response Team (ASIRT) has been directed by the Director of Law Enforcement "to investigate the circumstances surrounding the actions of the police during this investigation."

The RCMP's internal review process has also been implemented to investigate the death resulting from the confrontation and the shooting by a RCMP member."

ASIRT investigations

Since 2014, the average number of cases handled annually by the independent body funded by the provincial government has grown from 32 to 72. Often it takes two years or more for the final report to be issued. On average police officers are charged two to four each year.

Board receives update on School Food Services

Associate Superintendent Krista Veitch presented an update on School Food Services on behalf of Operations Manager Federico Padagdag. Between September and June, Northland cooks served about 162,000 meals, offering students a healthy morning snack or breakfast and lunch each school day.

The report highlighted how meals support student attendance and focus, while meeting nutrition standards. The team also supported community engagement events and the Northland Games. Improvements were made to ordering systems and kitchen processes. A new CTS food program is also being planned at Calling Lake School.



What's Next Alberta? You Decide.

The Alberta Government is launching a province-wide consultation to chart our path, defend our economy, and assert our sovereignty within a united Canada.

Ottawa's continued attacks against our economy and future cannot continue.

Many of the ideas discussed will form questions for a provincial referendum in 2026.

Get informed. Get involved. Help protect Alberta and build our prosperous future.

We want to hear from you!

In-Person Town Halls / Online Town Halls / Take the Survey Online

Visit alberta.ca/next

ALBERTA
NEXT
P A N E L

Board Meeting Highlights

June 28, 2025



Two students awarded Northland School Division (NSD) bursary or scholarship



The Bursary and Scholarship Committee announced the recipients of the bursaries and scholarships provided by NSD. Congratulations to the following students!

Kaylee James - St. Theresa School and Mistassiniy School

- Program: University of Alberta, Transition Year Program
- Award: Bursary of \$20,000

Kate Platt - Anzac School and Bill Woodward School

- Program: University of Alberta, Bachelor of Education in Elementary Education
- Award: Bursary of \$20,000



Board approved September Regular Board Meeting

The Board has approved hosting the upcoming regular board meeting on September 27th in Edmonton. This meeting will help the Board wrap up any items that need a decision before the School Board Elections on October 20th.



Board passes bylaw to support voting station planning and names substitute returning officer

The Board has passed Bylaw 04-2025, which allows Northland School Division to set up more than one polling station in a ward for the upcoming School Board Elections on October 20th. This added flexibility will help make voting more accessible across the communities Northland serves.

The Board also passed a motion to name Executive Assistant Cheryl Page as the substitute returning officer. In this role, she will help with planning and delivering the election and step in if the returning officer is unable to carry out their duties due to illness.

Board receives update on education technology across NSD



Deputy Superintendent Scott Meunier presented the Technology Services Report on behalf of Director of Technology Michael Maciach. The update highlighted key projects supporting students and staff across Northland. Work continues on the network and phone system refresh, which will improve internet and phone connectivity in all NSD schools. Staff have taken part in learning sessions to help them use tools like Hapara, Pear Deck, and Viewboards to support student learning. Northland students engaged in hands-on experiences during Career and Technology Studies (CTS)



Weeks, Earth Day Minecraft activities, and co-taught digital wellness and online safety lessons.

The report also included updates on the new PowerSchool report card and the upcoming launch of the MyPowerHub parent portal. Once fully implemented in 2025-2026, the portal will give parents and guardians secure access to their child's attendance, grades, report cards, and school messages. It will help families connect more with student learning.

Board receives update on attraction and retention efforts

Associate Superintendent Krista Veitch presented the Human Resources and Payroll report to the Board. Among the items shared were key efforts to attract and retain staff across Northland. These included continued support for the Principal Mentorship Program, the fully funded Educational Assistants Certification Program, and the Community-Based Teacher Education Program. The report also noted that housing remains a key factor in supporting staff. A housing study was completed to help guide future improvements.

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.

Lightning strike causes fire that led to evacuation order

A weekend lightning strike from a passing thunderstorm caused a fire that probably put fear into a lot of Slave Lake and area residents with memories of the 2011 wildfire disaster. However, wet weather, cool temperatures, and day and night firefighting operations kept evacuation alerts becoming evacuation orders.

The Town of Slave Lake and Municipal District of Lesser Slave River issued the alerts around 9 p.m. Sunday for district residents to be prepared for evacuation on a four-hour notice while the town residents were told an eight-hour notice of evacuation was in effect.

The alerts ended at 5:30 p.m. Tuesday with the fire known as SWF 149, becoming a much lower risk to the town and district.



AB Govt photo of SWF 149



Vanderwell Contractors (1971) Ltd.

2025 Vegetation Management Program FINAL NOTICE

Vanderwell Contractors (1971) Ltd. would like to invite the public to provide input on this year's herbicide program. The program involves treating approximately 1,600 hectares with Timberline, active ingredient Glyphosate. This will be applied on the ground via backpack applicators and/or aerially via helicopters. The recently reforested harvest areas are located in:

Slave Lake, Marten Hills, House Mountain, Deer Mountain and Calling Lake areas.

Within the following townships:

TWP	RGE	MER
75	26	4
73	22	4
74	23,24	4
73,74	25	4
75	26	4
71,72,75	01	5
71,72,74,75	02	5
74,75	03	5
75	04	5
69,70	07,08,09	5
68,69	10	5
68,69	11	5

These applications are an important part of our vegetation management program aimed at ensuring a sustainable forest resource. The purpose of these applications is to temporarily control or suppress competing vegetation that will negatively impact the growth and survival of planted and/or seeded conifer seedlings. Proposed timing of the applications is between August 1st, 2025 and September 22, 2025.

Silviculture Coordinator:
Telephone: 403-915-3888 Fax: 780-849-2530


Health coalitions call for action ...

Continued from front page of Focus

We demand adequate funding for public health care, action to safeguard and uphold the Canada Health Act, an end to rampant privatization schemes and deregulation of public interest protections led by the governments in Ontario and Alberta, and true public solutions to the crisis.

Now is the time to stand up for public health care and the values it represents: equity, compassion, dignity, and care for all.

Canadians overwhelmingly support our public system. It cannot wait. It's time for governments to listen — and act.



BIGSTONE COMMUNITY WELLNESS PRESENTS:

WABASCA

RECOVERY CARE INTAKE

Bigstone Community Wellness is taking registration for the next 5-week program for Wabasca. This program is free and available to anyone (18 years old and over). The program has been developed to bridge the transition from clinical care into a community recovery support program. This program includes group sessions, workshops, presentations, life skills, and many other activities.


START DATE: Monday August 18, 2025

When: Every Tuesday, Wednesday and Thursday from 10:00 am to 3:00 pm. The first week would be 5 days.

Location: Bigstone Community Wellness

Lunch and Snacks will be provided.
Transportation available.
Open to all community members.
Must register to join the program.

Bigstone Community Wellness
780-891-3777 or 1-877-767-7060
Find us on Facebook!
www.bigstonehealth.ca



Contact Recovery Care
Staff to Register
Robert Zabot
780-891-8252
robert.zabot@bigstonehealth.ca
or
Crystal Gambler Gladu
780-891-8436
crystal.gladu@bigstonehealth.ca

Superintendent's Highlights:

Progress continues on Education Plan priorities



Superintendent of Schools/CEO Cal Johnson presented updates to the Board on work taking place across the division to support the Education Plan. Deputy Superintendent Scott Meunier, Associate Superintendent Mark Owens, and Associate Superintendent of Human Resources Krista Veitch joined him to communicate the updates.

Priority 1 – Connections Supporting Reconciliation

NSD received a special award from the Public School Boards' Association of Alberta (PSBAA) in recognition of its efforts to support reconciliation through education. The division's work supports several Calls to Action from the Truth and Reconciliation Commission of Canada, including land-based learning, Indigenous language instruction, guidance from Elders and Youth Councils, and staff training focused on Indigenous cultures and histories. Click on the website link to view NSD's media release <https://www.nsd61.ca/about-us/division-news/post/northland-receives-psbaa-award-for-advancing-reconciliation-in-education>.



The Board also heard an update on a new Cree language pilot in Wabasca-Desmarais. The pilot, developed with the University of Alberta, officially began in early June with a pipe ceremony and focuses on the Woodland Cree dialect. As part of the next phase, the First Nations, Métis and Inuit Department has secured a multi-media vendor to help capture audio and video content. A meeting took place on June 20 to plan the development of Woodland Cree language videos and supporting podcast materials, with work continuing over the summer.

Priority 2 – Holistic Learning

NSD expanded learning opportunities this summer to help students thrive. The division's summer school program, delivered by Northland Online School, drew strong interest from across the province. So many students from outside Northland registered that a June 20th deadline was set for non-Northland students to keep total enrollment manageable. The final deadline for Northland students to register was Monday, July 7th. Students registered for courses through the Northland Online School website at www.northlandonlineschool.ca/summer-school-2025.



In addition, Northland has received funding approval from Alberta Education to offer collegiate programming starting in the 2025–2026 school year. These new opportunities will connect high school students to careers in trades, healthcare, and education through hands-on learning. Programs will be offered in areas like carpentry, welding, educational assistant training, healthcare and cosmetology, and multi-trade programming.

Priority 3 – Excellent People Supporting Students

Three Educational Assistants will begin the Community-Based Teacher Education Program in July. This opportunity supports their journey toward becoming certified teachers with Northland School Division.

To better support students, the Inclusive Education Department has made changes to service delivery. All support services will now be provided in person at Northland schools. Peace Collaborative Services, Tamaca, Aligned Intervention Services, and Khan Communications will deliver services across different school sites. The Inclusive Education team has also purchased ARC (Attachment, Regulation, and Competency) training to help staff support students who have experienced trauma. The training will help staff guide students in developing emotional awareness, building peer relationships, and strengthening their ability to regulate and connect with others.

Priority 4 – Responsible Resourcing

Ongoing wildfires continue to affect the Chipewyan Lake community. Following a mandatory evacuation order issued May 28th, Chipewyan Lake School was temporarily closed. To support students and families, classes resumed on June 3rd at Career Pathways School in Wabasca-Desmarais. Two classrooms were set up, and students had access to Chromebooks, certified teachers, educational assistants, and wellness supports. A school bus transported students each morning from local hotels to the school. Northland staff stayed in contact with families and created a Wildfire Update webpage to help keep everyone informed: www.nsd61.ca/about-us/division-news/post/wildfire-update-2024-2025.

CHIROPRACTIC SERVICES

upstairs at the **GOLDEN OPPORTUNITY MEDICAL CLINIC**



Dr. Kurt Deutscher



Dr. Joshua Deutscher



Dr. Matthew Deutscher

Wednesday • Open at 2:00 p.m.
Inquire Regarding Friday Appointment

Call 780-675-4030
for an appointment - or drop in

**Follow TheFever on Facebook
at Bruce Thomas**

M.D. of Lesser Slave River**Council notebook**

Aug. 14, 2025 meeting

Joe McWilliams
Lakeside Leader

Council had so much business stacked up after a month off it had to squeeze two meetings into one week. This one started with a nearly two-hour in camera session, during which the following topics were discussed (according to the agenda): Mitsue water engineering study, Mitsue water infrastructure, light industrial status and utility installation.

Light industrial in Widewater

A portion of a property in Widewater is finally re-zoned from Urban Reserve to Light Industrial, about a year after the process began. There were questions about whether Alberta Transportation will require a different access to the lot, but the existing one stands for the time being, and in any case, it's not the M.D.'s business.

The lot is located adjacent to the highway, just east of Nine Mile Creek.

New face in finance

Council was introduced to Kristen Schalin, the M.D.'s new Director of Finance. She was on the agenda to ask council to approve the submission of updated "ownership information" to the Canada Revenue Agency. This is something that apparently must be done periodically, identifying council members as "legal owners" for CRA purposes. Council complied.

Schalin told council she is from the Olds area, and had worked previously for a Red Deer accounting firm, having achieved her CPA designation a few years ago.

Subdivision in Smith

Council approved a proposed subdivision of an M.D.-owned property in Smith. It divides the property up into five parcels – four of them containing dwellings, in a three-phase approach. Phase I will see two lots put up for sale – one with a house on it and one without. It will require a new approach from Hwy. 2A, to facilitate the planned arrangement of the five new lots.



Phase II is the bigger, 3.73-acre lot, with one house on it. Phase III is two lots with a house apiece, which the M.D. will retain for the time being, to rent to M.D. staff.

Alberta Games application

Assistant CAO Chris Valaire has been working on a plan to apply to host the 2028 Alberta Summer Games, together with regional partners. Kapawe'no First Nation is the latest group on board with the concept, he said, bringing the total to nine. Besides the M.D., the others are Town of Slave Lake, M.D. of Opportunity, Big Lakes County, Town of High Prairie, Sawridge First Nation, Gift Lake Métis Settlement and Alberta North Central Alliance.

"The region can handle it," Valaire told council.

The biggest logistical obstacle at the moment, Valaire said, is the lack of a seven-lane track, anywhere in the region.

Go ahead and make the application, said council.

Hwy. 2 detour response

The M.D. had requested compensation from the province for part of the cost of the damage done to the Old Smith Highway due to Hwy 2 traffic detouring that way due to a crash on the highway back in June. The answer had come back, and it was 'no.'

What the M.D. can and should do, council heard, was take steps to improve communication with the relevant agencies, in the event of another similar incident. It's hoped this could result in heavy trucks being warned early enough to make alternate plans for getting where they need to go, besides over vulnerable secondary M.D. roads.

But Councillor Pearson wasn't satisfied with that.

"Don't just accept some bureaucrat's answer," he said. Let's push back (on the compensation question).

Ranch Road culvert

The contractor is getting ready to replace a culvert on Ranch Rd., council heard. It should be done by the end of the month.

Exactly when the road will be closed, though...that nobody could quite say.

More notes on Page 7

Chip Lake school will start in Wabasca**Re-entry expected in Sept.****Pearl Lorentzen**
Local Journalism Initiative Reporter

Progress is being made on re-entry for Chipewyan Lake after a wildfire burnt half of the community in late May. However, the school year will start up at the temporary location in Wabasca.

On July 31, Northland School Division Superintendent Cal Johnson sent a letter to parents.

It says, "The Municipal District of Opportunity has told us that power to the school is expected to be restored September 1st. This gives very little time to make the building ready for students and staff before school begins on September 2nd. There are also other challenges in the community, such as water and housing, that may take time to resolve."

"Because of this, we are planning for classes to take place at Career

Pathways School in Wabasca-Desmarais when school begins on September 2nd. The school has two empty classrooms ready to welcome Chipewyan Lake students once again."

Families can also choose to enroll in the Wabasca schools, adds the letter.

The M.D. is making good progress on people being able to return to Chip Lake, said CAO Chad Tullis at the Aug. 13, 2025 M.D. of Opportunity council meeting. The day before, white goods removal finished.

In response to an email, Tullis says white goods removal "meaning fridges and deep freezers that had spoiled food due to lack of power."

The re-entry plan is staggered, with a possible return date for those who didn't lose their homes by early-September, he added.

His written report adds that those who lost their homes will hopefully be able to return by early October to temporary housing. In the

meantime, the emergency housing and supports are being provided in Wabasca.

Other infrastructure work includes installing a temporary water treatment plant and cell tower, adds Tullis' written report, plus the removal of dangerous trees and soil testing.

Honouring fire fighters

The M.D. and Wabasca Lions Club honoured four M.D. firefighters who were trapped in Chipewyan Lake the night of May 29-30 as the wildfire burnt through the community. The firefighters are Andrea Stewart, Derrick Rathbone, Scott Campbell and Preston Gullion.

"These four brave people are heroes," says Darlene Jackson, M.D. councillor and Lions member in an email to *The Leader*. "I can't imagine what they went through. We must acknowledge them and this is just a small gesture on behalf of the Lions Club and M.D. council."

**Northland
SCHOOL DIVISION**

9809-77 Avenue | Peace River, AB T8S 1C9 | (780) 624-2060 or 1-800-362-1360 | nsd61.ca

2025-2026 Back to School Information

The 2025-2026 school year is just around the corner! Classes will resume on September 2, 2025.

Re-registration

Parents and guardians can re-register students by contacting their local school starting the week of **August 25th**, when all staff return.

New Student Registration

For new students, parents or guardians will need to fill out a registration form. Click on the website link to access the registration form

www.nsd61.ca/students-parents/student-registration-forms.

In addition, parents, and guardians will need to provide one of the following documents:

- Birth Certificate
- Residency Document
- Canadian Citizenship Document
- Passport

To complete the registration process, please contact your local school starting the week of August 25th, when staff will be back in the schools:

www.nsd61.ca/schools.

If you have any questions before August 25th, please contact

Julia Bergen

780-624-2060 or julia.bergen@nsd61.ca

School Bus Information

Is your child taking the bus next school year? Save their seat today with Northland School Division transportation. If your child attends a non-Northland school, please complete the online bus registration form

www.nsd61.ca/departments/transportation/school-bus-registration.

If your child is a Northland School Division student and hasn't registered for busing yet, please contact the school during the **week of August 25th** to get started.

Kindergarten Information

The start date for kindergarten may vary from school to school. Please contact your school to confirm the start date.

For more information please visit:

<https://www.nsd61.ca/about-us/division-news/post/2025-2026-back-to-school-information>

Nuclear

From Page 7

Indigenous concerns

The IAAC issued a Summary of Issues, which includes concerns about atmospheric, groundwater and surface water, habitat, wildlife, fish, migratory birds, health, social, and economic conditions, potential for accidents and catastrophic failures, waste storage, Indigenous peoples, etc.

REAC didn't notice their concerns reflected in the first part, says As-

terisk, but some were brought up in the last section, which lists specific concerns of Indigenous governments.

Alphabetically these range from Athabasca Chipewyan First Nation (Fort Chipewyan) to Woodland Cree First Nation (east of Peace River). Of these, some are in the Lesser Slave Lake area.

Driftpile Cree Nation, Sucker Creek First Nation, and Whitefish Lake First Nation had a joint submission, which starts with "concerns that the assessment have greater consider-

ation of Indigenous rights" and ends with "concerns that the project must align with Canada's obligations under UNDRIP [United Nations Declaration on the Rights of Indigenous Peoples]."

Lubicon Lake Band's comments start with "concerns that the Peace River area holds significant traditional and cultural value and has been used for traditional activities since time immemorial" and end with "provide funding and support for a fulsome Indigenous Knowledge and Land

Use Study."

Swan River First Nation's summary lists two items: "need for the assessment of treaty rights and the ability of Indigenous communities across Alberta to exercise those rights. Strong opposition to the proposed project" and "need for the assessment of environmental and safety risks, particularly in light of increasing seismic activity in the region."

Woodland Cree First Nation's concerns start with "need for the assessment of cumulative impacts of radioactive

waste; insufficient information on contamination risks; request for meaningful involvement in decision-making" and end with "concerns about the inclusion of Woodland Cree identified studies which may include a multi-party, multi-attribute alternative means assessment to attempt to identify a preferred location for the facility."

Otipemisiwak Métis Government represents Métis people across Alberta. Its concerns start with "need for an assessment of potential impacts on Métis tradi-

tional land use, including potential impacts on traditional hunting, fishing and plant gathering" and "need for additional information regarding the impact of transmission lines."

Proponents

There are also people in favour of the plant, who have submitted comments through IAAC.

For example, Robin McDonald's comment starts with "As lifelong resident of Northern Alberta I am in total support of bringing nuclear energy to Alberta."

Letters to the Editor



Your opinion counts! Write to The Editor c/o Lakeside Leader, P.O. Box 849, Slave Lake, AB T0G 2A0

Letter to Chipewyan Lake families

Dear Chipewyan Lake School Families,

We want to share an update about learning plans for Chipewyan Lake School students as we prepare for the 2025-2026 school year.

The Municipal District of Opportunity has told us that power to the school is expected to be restored September 1st. This gives very little time to make the building ready for students and staff before school begins on September 2nd. There are also other challenges in the community, such as water and housing, that may take time to resolve.

Because of this, we

are planning for classes to take place at Career Pathways School in Wabasca-Desmarais when school begins on September 2nd. The school has two empty classrooms ready to welcome Chipewyan Lake students once again.

Families who prefer to enroll their children at Mistassiniy School or St. Theresa School will receive support to make this move as smooth as possible. If any students are in Chipewyan Lake when school begins on September 2nd, Northland School Division will look at every option to provide learning in the community. This could include online learning,

if internet service is available, or paper learning packages with a teacher on site to support the child or children.

As we get closer to September 2nd, we will share information about school bus transportation for students. Many Chipewyan Lake families are currently staying in

Wabasca-Desmarais, and we will do our best to make travel to school easier for students. While we are communicating a temporary option for learning in September, we will be doing everything we can to get Chipewyan Lake School ready and safe for learning once again.

We will continue to provide updates before the new school year begins to keep families informed about the learning plan and next steps.

Sincerely,
Cal Johnson

Superintendent of Schools and CEO
Northland School Division



NORTHWEST
FUNERAL CHAPEL LTD.
Our Family Serving Yours

High Prairie 780-523-3311 Valleyview 780-524-2338 Slave Lake 780-849-3299 Wabasca 780-773-9446

After Hours/Emergencies please call
780-552-6110 or 780-300-6505.

nwfuneralchapel.ca

Place an ad in The Leader by calling
emailing lakesideleader@gmail.com

On re-starting the PC party

To the Editor:

We have had some bumps in the process so we are emailing with an update and a new path forward that we could use your support and help with - the Alberta PC Party membership drive.

After careful consideration, we are moving forward with an alternative approach that we believe will best serve our long-term goals.

We began discussions with the Alberta Party, who reached out to us and expressed openness for collaboration. We've since agreed to move forward by expanding their board to include some of our team and initiating steps towards a name change via Elec-

tions Alberta, which will reflect a renewed progressive conservative alternative in Alberta.

As part of this process, we're encouraging those who wish to support this effort to purchase a membership.

The short version is that this will allow us to pursue the formal name change through an online Special General Meeting (SGM) to be held Wednesday August 27th, 2025 at 6 p.m. The goal is to incorporate "PC" or "Progressive Conservative" into the new party name.

In order to assist us with this important decision, you will need to purchase a membership to the Alberta Party prior to Sunday, August 17th, 2025, no later than 5:59 p.m.

Recently, we received a cease and desist letter from the UCP. While we are confident in our position, it's clear they may continue to pursue legal action in order to tie us up in proceedings as a distraction and to delay the work we had set out to do. This only reinforces the importance of moving forward decisively.

If you know others who may wish to support or get involved, please feel free to share this message or have them reach out directly.

Thank you again for your continued encouragement and support and we hope to speak with you soon.

Scott Sinclair
MLA Lesser Slave Lake
Pete Guthrie
MLA Airdrie-Cochrane

Barbecue Season in Alberta



Time to Tune Up the Grill!

Ribeye Steak \$17.70/lb	Sirloin Steak \$14.92/lb	Spare Ribs \$4.98/lb	New York Strip Loin \$16.88/lb
		Pork Chops \$4.95/lb	T-Bone Steak \$18.54/lb



EISERMAN MEATS
900B Main Street S.W. Slave Lake, AB
780-849-5507
Located Behind A&W on Main Street

OPEN 6 DAYS A WEEK!

HOROSCOPES

ARIES - Mar 21/Apr 20

You are likely to experience a week full of thoughtfulness and introspection, Aries. You are searching for a new source for self-fulfillment, and may be inspired by another's ideas.



TAURUS - Apr 21/May 21

Taurus, now is the time to identify your priorities. Figure out what you want or would prefer to do before you start taking any steps forward. This is the only way to get satisfaction.



GEMINI - May 22/Jun 21

Prepare for a week that will pose some challenges, Gemini. A last-minute project at work may test your mettle.



CANCER - Jun 22/Jul 22

The plan may have been to stay isolated until you get all of your tasks done, Cancer. But those closest to you have some other ideas; they might invade your quiet cocoon.



LEO - Jul 23/Aug 23

Leo, there's more than one way to approach a project. Remain receptive to new ideas and take time to think things through before choosing a path forward.



VIRGO - Aug 24/Sept 22

Virgo, your independent streak may need to be tempered in the days ahead. Teamwork is the name of the game so make a concerted effort to be a good team player.



LIBRA - Sept 23/Oct 23

Right now you might not feel you are in the correct place in your profession, Libra. Is your current role too restrictive or does it not challenge your skills? You might want to start looking around for new challenges.



SCORPIO - Oct 24/Nov 22

Scorpio, now is a great time to take the bull by the horns. An opportunity to be assertive and take on a leadership role presents itself this week. You're ready.



SAGITTARIUS - Nov 23/Dec 21

Sagittarius, you may be taking stock of your professional life and goals. Be sure you plan accordingly to balance the work side with your personal needs.



CAPRICORN - Dec 22/Jan 20

Something unusual may happen to you this week, Capricorn. Be ready for the unexpected. This also is a good time to tie up some loose ends that you have been overlooking.



AQUARIUS - Jan 21/Feb 18

There is nothing to stop you from asking for help from time to time, Aquarius. While you certainly enjoy the satisfaction of getting things done, assistance is necessary from time to time.



PISCES - Feb 19/Mar 20

Hard work is starting to pay notable dividends, Pisces. Enjoy the fruits of your labors, but remember to keep your nose to the grindstone.



Slave Lake Terry Fox Run Sept. 14

Julia Magsombol
Lakeside Leader

The Slave Lake Terry Fox Run takes place on Sept. 14 at Schurter Park, Slave Lake.

"I believe that the purpose of it, besides keeping Terry Fox's memory

alive, is also to raise money to try and find a cure for cancer," says Arlene Gramiak, the chief organizer of the Slave Lake event.

Gramiak has been organizing the Terry Fox event in the Slave Lake community for three

years.

"(I want to) keep his memory and hope. So even if we do get a cure for cancer, it would still be nice to keep doing this," Gramiak adds.

Registration starts at 12:30 p.m., all ages are welcome, and there is no

fee.

Terry Fox ran across Canada for 143 days. This was labelled as "Marathon of Hope."

For more information, or if you're interested in sponsoring the event, please text Gramiak at 780-849-0037.



Participants in the 2024 Terry Fox Run at Schurter Park in Slave Lake. According to chief organizer Arlene Gramiak, there were 43 participants last year.

Funds for First Nations mental health

Julia Magsombol
Lakeside Leader

Six of the 27 First Nations education authorities who received a provincial mental health grant are in the Lesser Slave Lake region.

The local divisions are:

Bigstone Education Authority (Wabasca-Desmarais), Kapawe'no First Nation (Grouard)

Kee Tas Kee Now Tribal Council Education Authority (Loon, Peerless, and Trout

Lake, and Atikameg)

Swan River First Nation (Kinuso)

Woodland Cree First Nation Education Authority (Cadotte Lake)

The provincial government is providing funds to First Nations students to support their mental health and well-being.

According to the Alberta press release, the \$4.2 million grant can be applied by First Nations People with on-reserve schools. This funding is intended for the 2025 to 2026 school year.

The grant covers two areas for students in Kindergarten to Grade 12: Specialized Learning and Mental Health Supports.

Specialized Learning funds support students with hearing, vision, emotional, and behavioural needs. It also includes family school liaisons and physical therapy.

Mental health supports include social and emotional education in classrooms, as well as additional in-school counsellors.

"This funding ensures that resources are going where they're needed most – into the hands of communities who know their students best," says Rajan Sawhney, the Minister of Indigenous Relations. "By supporting specialized learning and mental health initiatives, we're helping First Nations students thrive in school and beyond. These grants reflect our commitment to building brighter futures for Indigenous youth across Alberta."

Successful summer programs in the Northland School Division

Julia Magsombol
Lakeside Leader

The Northland School Division (NSD) launched its first successful summer school program, offering support and guidance to both students and their parents.

NSD has several reasons for creating the program. Its main education goal is to continue the "connections supporting Truth and Reconciliation. The division also seeks to make learning engaging while keeping costs affordable.

"We want to ensure that students every-

where have access to that flexible learning program," says Scott Meunier, the NSD Deputy Superintendent.

On Aug. 1, over 200 students completed their courses across the province, totaling 202 completed courses and 941 credits earned.

"It was a huge success, because the students were able to stay engaged," says Tessa Dagenais, the Northland Online School Principal.

Students could take math, science, English language arts, and social studies. They also had opportunities to enroll in career and life

management (CALM), physical education, forensics, food safety, and work experience.

The classes were online. Students accessed the materials in Hapara, a classroom management software.

According to Dagenais, the courses catered to both those seeking to upgrade their studies and those wishing to get ahead.

"We plan to take a look at everything that happened, celebrate all of the successes, identify things that may have been stumbling blocks, and apply those learnings so that we are able to offer the pro-

gram again through 2026," says Meunier.

Aria Henderson, has two children who succeeded in the NSD summer program.

"The resources used by NSD were tremendous," Henderson says.

Students who are Alberta residents and are 19 years of age or younger are eligible to register for the program, at no cost.

"You can do this if you're ready to learn," Meunier concludes. "We're ready to support you."

To learn more about next year's NSD summer program, visit northlandonlineschool.com.

[Menu](#)[Search](#)[Sign In](#)

Edmonton

Chipewyan Lake students start another school year away from home because of wildfire

Following devastating wildfire, evacuation order remains in effect for community

[Jesmeen Gill](#) · CBC News · Posted: Aug 30, 2025 8:27 AM MDT | Last Updated: August 30



A file photo of pencils in a jar. (Rebecca Blackwell/AP)

For the second consecutive year, students in the small northern Alberta community of Chipewyan Lake won't be starting classes in their own school in September.

Earlier this summer, a wildfire tore through the region, destroying nearly half of the community.



Water Treatment Plant - Chipewyan Lake

Wildfire damage and evacuation orders keep families from returning home, but classes will continue in Wabasca, where students and teachers have relocated once again. (MD of Opportunity No. 17)

While Chipewyan Lake School survived the flames, officials say it's still not safe to reopen.

With an evacuation order still in place for the community, and power only recently restored, students and teachers are temporarily living in Wabasca, more than 130 kilometres south of Chipewyan Lake.

"There's still work to be done to make sure the environment and the school is safe, and how long that takes is up to a number of factors — some that are out of our control," said Cal Johnson, the superintendent and CEO of the Northland School Division.

Johnson oversees both Chipewyan Lake School and Career Pathways School in Wabasca, where students from Chipewyan Lake will begin attending classes on Sept. 2.

At Career Pathways School, two classrooms have been set aside for Chipewyan Lake students from kindergarten to Grade 8. High school students can continue learning online through the school division's virtual school.

Despite being displaced, Johnson said students from Chipewyan Lake remained remarkably engaged last year. The community has requested that its students are kept together instead of being split up.

"If we could stay together during this time, it would be helpful for their mental health and we're happy to support that," Johnson said.

- [Nearly half of northern Alberta community destroyed as wildfires flare](#)
- [Firefighters temporarily trapped in northern Alberta as wildfires rage across the province](#)

Housing has been set up for displaced teachers from Chipewyan Lake who will continue to teach at Career Pathways School.

Bus routes will be redirected to hotels where evacuees are residing and all school supplies will be provided.

Depending on how long the evacuation order remains in effect, more than two dozen students also have the option to enrol in other local schools.

"When we went to our closing ceremony in June, they'd already been displaced for a few weeks," Johnson said of those affected by the wildfires. "And some of them knew that they had lost their homes. And yet they were smiling and they were pulling together and wanting to get back to normal as soon as possible.

"So my hat goes off to them just for their strength and the fact that they stick together as a community, support each other."

[CBC's Journalistic Standards and Practices](#) · [About CBC News](#)

[Corrections and clarifications](#) · [Submit a news tip](#) · [Report error](#) ▼

https://www.thecanadianpressnews.ca/prairies_bc/alberta/students-from-remote-alberta-community-wrecked-by-wildfire-to-attend-school-elsewhere/article_8d67a32f-9ed4-5bbf-a34f-a27b74283a40.html

Students from remote Alberta community wrecked by wildfire to attend school elsewhere

Fakiha Baig The Canadian Press

Sep 1, 2025



Wildfire destruction is seen from the air in Chipewyan Lake, a hamlet within the Municipal District of Opportunity No. 17 in northern Alberta, in an undated handout photo. A wildfire destroyed about half of the structures in the remote community this summer. THE CANADIAN PRESS/Handout - Marcel Auger (Mandatory Credit)

GAC

EDMONTON - Some students from a remote, northern Alberta community will mark the first day of classes in a school that's not their own on Tuesday after a menacing wildfire destroyed half of all structures in their hamlet this summer.

Northland School Division says this school year is the second one in a row that more than two dozen elementary and high school students from Chipewyan Lake are attending schools in Wabasca, a hamlet located about 135 kilometres south of their homes.

The superintendent and CEO of the division says even though Chipewyan Lake School was one of the structures that didn't burn down after a wildfire ripped through the community in late May, the school is still not safe to attend, and the Chipewyan's roughly 100 residents remain under an evacuation order.

"It's unfortunate to say, but it almost is like they're getting used to this every year," said Cal Johnson in a phone interview.

"Students and their families have gone through a very traumatic time here (but) they are very resilient."

Chipewyan Lake is about 450 kilometres north of Edmonton and one of seven hamlets within the Municipal District of Opportunity No. 17.

Marcel Auger, the reeve of the municipal district, says even though a dangerous wildfire last year also forced Chipewyan's students to attend school in Wabasca, this summer's wildfire season was the worst one the students have ever seen because many of them have also lost their homes.

"This summer the wildfire destroyed half of Chipewyan's structures," he said in a phone interview Monday.

Auger said a recent flyover of the community showed a total of 62 structures burned down, and all of them are in the community's south.

They included homes, cabins, sheds, as well as a senior centre, a church and Chipewyan's water treatment plant. Power was only recently restored, Auger added.

He said when the flames breached the community's sole entrance road on May 29, some fire crews got trapped. They ended up taking shelter overnight inside a structure before a rescue crew could reach them.

He said this is the worst wildfire season the municipal district has also seen.

"At one point here this summer, four of our seven communities were evacuated."

"That's the most we've ever had in one given time to have for four out of our seven communities evacuated."

This has become a norm rather than a one-off in northern Alberta "based on what we've been dealing with Mother Nature," Auger said.

The reeve said Chipewyan's students are stressed about attending schools outside their community another year. They are the only ones to do so this year in the municipal district.

"Having half of your community destroyed is difficult," he said.

"This community that's very isolated basically lives off the land. Even being in Wabasca for over three months already is a huge, huge change for them."

He said he knows a couple students who miss the remote lifestyle they had in Chipewyan, and have chosen to return with their families regardless of the evacuation order because their homes are still standing in the north end.

Johnson said his school division has organized for staff to go to Chipewyan once a week to provide lessons to them and deliver homework packages so they can continue their education.

"Everyone's looking forward to getting back to the normalcy of school again," Johnson said.

Dry conditions have contributed to Canada's second-worst wildfire season on record this year, dating back to the early 1970s. The fires have burned through an area slightly larger than New Brunswick.

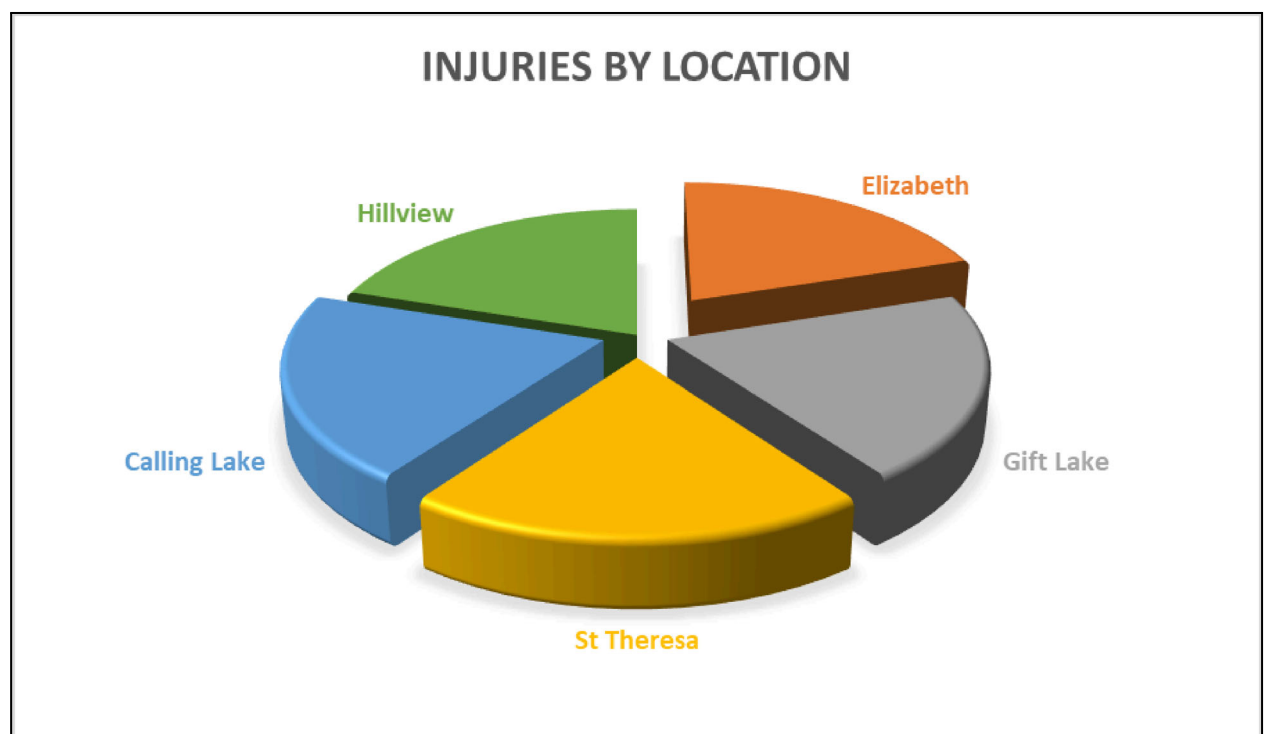
This report by The Canadian Press was first published Sept. 1, 2025.

The Canadian Press. All rights reserved.

Occupational Health & Safety Report September 27, 2025

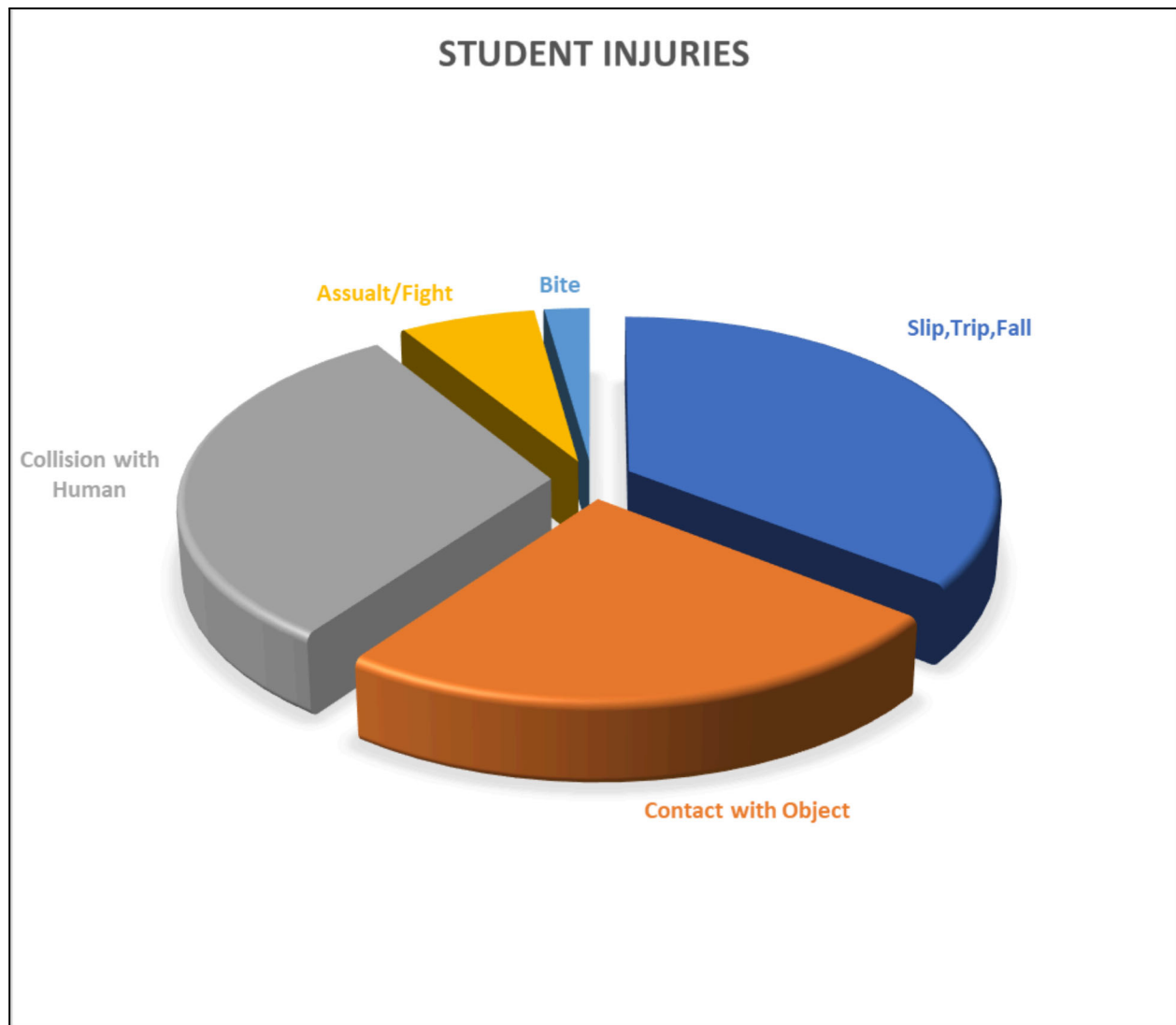
August 29, 2025 - September 15, 2025

Teacher/Sub Teacher/ Employee Incidents: 5 injuries with 0 WCB reporting

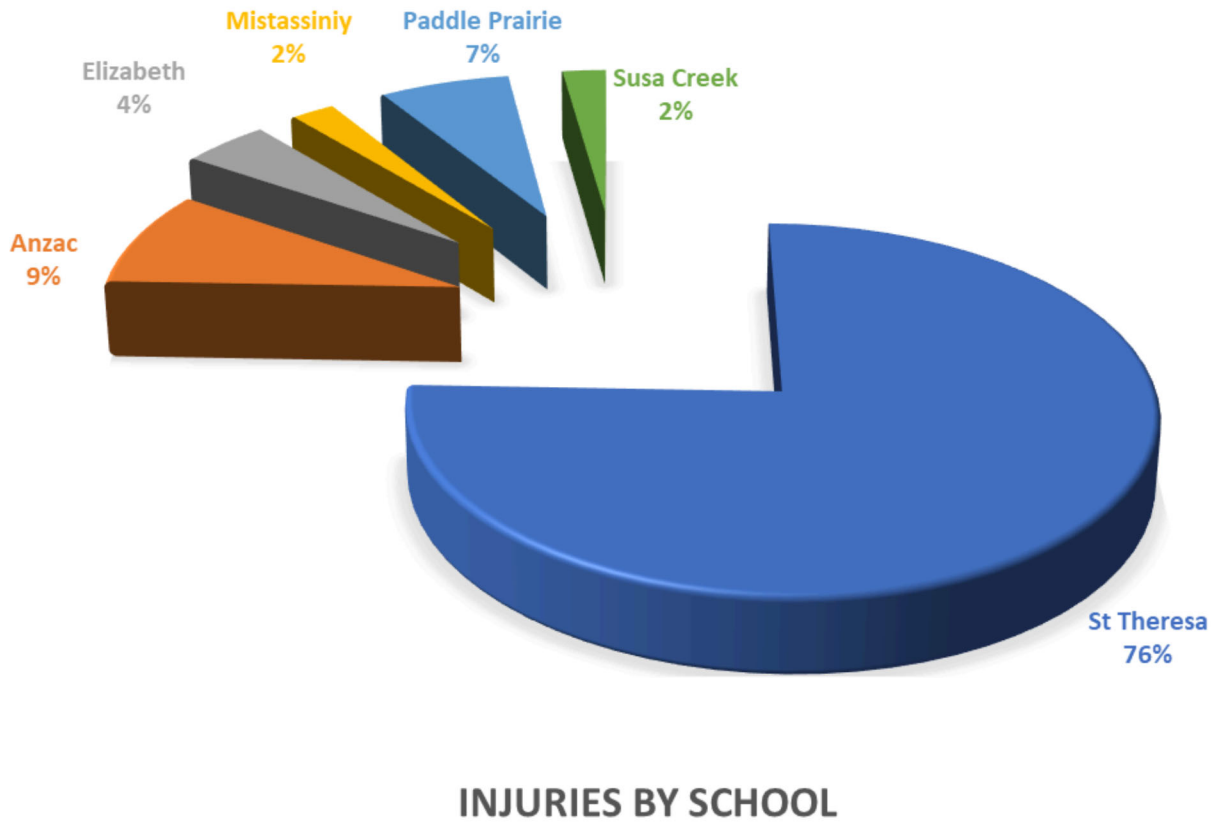


Occupational Health & Safety Report September 27, 2025

Students: 45 student injuries



Occupational Health & Safety Report September 27, 2025





Human Resources and Payroll Department Report
Presented by: Krista Veitch, Associate Superintendent
September 27, 2025

Teacher Recruitment and Staffing

In response to the ongoing teacher shortage, NSD will continue its recruitment campaign by attending virtual and in-person career fairs. We remain focused on strategies that support both attraction and retention. We continue to offer online support to assist with vacancies.

2025-2026
Vacant Positions as of September 16, 2025

School	Position
Hillview School	Elementary Position
Bill Woodward School	Math/Science Teacher
Father R. Perin School	Itinerant Teacher
Gift Lake School	Junior High English/Social Studies
Susa Creek School	Elementary Teacher

New Teacher Orientation and Principals' Meeting

From August 18–21, new teachers, principals, and returning principals gathered in Edmonton for Orientation meetings. Sessions focused on living out our Education Plan, particularly emphasizing relationships that support Truth and Reconciliation. Staff gained more profound insights into our unique school division, strategies to serve students better, and, for returning staff, opportunities to solidify plans for engagement and student success.

Educational Assistant Certification

Five new educational assistants have registered for the certification program. Of the twelve who began last year, one has already graduated, while the others continue working toward completion.

Secretarial Training

Professional development for school secretaries will be offered through a blend of in-person and virtual sessions. Training will cover PASI, PowerSchool, record keeping, Inclusive Education forms, Atrieve, school finance, and school culture awareness. These sessions also encourage collaboration, allowing secretaries to share challenges and solutions.



Human Resources and Payroll Department Report

Presented by: Krista Veitch, Associate Superintendent

September 27, 2025

Attraction and Retention

Recruitment continues to be a challenge. NSD actively recruits through career fairs and direct outreach. Senior leadership regularly meets with Local ATA representatives and principals to support retention and strengthen school culture, belonging, and purpose. The Housing Coordinator also contributes to retention by improving staff housing through quicker repairs, enhanced aesthetics, and a service-focused approach.

Staff Wellness

The Staff Wellness Committee, representing various staff across the division, finalized its vision, mission, and scope last year. Several cross-divisional wellness events were held, fostering unity, belonging, and stronger relationships. A division-wide wellness survey was also completed, assessing mental, physical, and emotional well-being. The results will guide future wellness initiatives.

Housing

A comprehensive housing analysis conducted last year produced a detailed report outlining renovation needs, costs, and priorities. This report now guides renovation planning. In response to the ATA Local concerns, all furnaces will be inspected before winter to prevent emergencies. A staff housing survey showed generally positive feedback, though some concerns were raised regarding repair timelines. Work is underway to address these issues.

Inclusive Education

The Inclusive Education Department is undergoing restructuring to ensure equitable, timely, and practical support for students. Priorities include:

- Expanding the role of School-Based Coordinators through additional training.
Eliminating redundant practices and paperwork to focus more on direct student services.
- Strengthening universal classroom support.
Providing targeted training for Educational Assistants, with lead EAs receiving training in student regulation to share with colleagues.
New service providers with Increased access to in-person services, enhancing support for both students and staff.

Media Relations Department
Annual Report to the Board
2024-2025



Table of Contents

Role of the Media Relations Manager	3
2025-2026 Strategic NSD Communications Plan Goals and Strategies	3
Social Media and Website Highlights	5
Traditional Media Highlights (Newspapers, Radio)	12
Joint Radio Campaigns	16

Role of the Media Relations Manager

Guided by Northland School Division's (NSD) commitment, vision, values, and beliefs, the Media Relations Manager assists the Superintendent in fulfilling the general and specific aspects of the role description for the Superintendent as defined in the Education Act, the Northland School Division Act and in the Policy Manual. The Media Relations Manager is directly responsible and accountable to the Superintendent.

2025-2026 Strategic NSD Communications Plan Goals and Strategies

The goals and strategies are aligned with Northland School Division's priorities as outlined in the 2025-2028 Education Plan <https://www.nsd61.ca/download/512929>.

- **Priority 1 - Connections Supporting Truth and Reconciliation:** In each year of this plan, Northland School Division students and staff members will increase and strengthen visible connections to land, Indigenous languages, school communities and collaborative partnerships.
- **Priority 2 - Holistic Learning:** In each year of this plan, each child enrolled in a Northland School Division school will demonstrate excellent literacy and numeracy skills as well as a solid foundation in social-emotional skills.
- **Priority 3 - Excellent People Supporting Students:** In each year of this plan, 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.
- **Priority 4 - Responsible Resourcing:** In each year of this plan, Northland School Division will maintain the highest standards of equitable access to timely supports and school site infrastructure within a fiscally responsible framework.

Goal 1: Provide direct communication support to the Board of Trustees, central office, and school staff

- Support the Board with developing and implementing advocacy strategies.
- Produce the internal newsletter, *The Communique*, as a key vehicle for sharing action items, resources, and weekly highlights.
- Support principals with newsletters, social media, and school-based communication strategies, including applying the division's newsletter guidelines.
- Manage the division's website and help schools maintain their sites.
- Manage the division's social media platforms (Facebook, Instagram, LinkedIn) to promote student success, community events, and division priorities.
- Share the division's branding guide and support staff in applying it consistently across all communications.
- Develop key messages in collaboration with the Board and Superintendent to maintain consistent and transparent communication.
- Assist schools with using School Messenger Communicate to improve outreach to families.

Goal 2: Strengthen relationships with education partners

- Maintain strong relationships with parents/guardians, Elders, Knowledge Keepers, school councils, community members, First Nations, Métis Settlements, the Métis Settlements General Council, the Métis Nation of Alberta (Otipemisiwak Métis Government), Treaty 8 First Nation of Alberta, Alberta Education, municipalities, and media.
- Assist with submitting media-related articles for the Superintendent's Report at board meetings.
- Produce the Tri-Annual Report to keep stakeholders informed about division highlights and accomplishments.
- Share student success stories, reconciliation initiatives, and land-based learning projects through news releases and storytelling campaigns.

Goal 3: Organize and implement communication strategies to promote division priorities

- Continue supporting Northland School Division's recruitment and retention strategy, including promoting the recruitment video on the website, social media channels, and at recruitment fairs.
- Review and update recruitment materials to reflect division priorities and consistent branding.
- Complete the redesign of the division website to improve accessibility, usability, and storytelling, and provide schools with updated training and support.
- Continue using AI tools to support all areas of communications, including creating content, simplifying reporting, and providing resources for schools.
- Highlight division priorities and student achievements through newsletters, social media, and media releases.

Social Media and Website Highlights

NSD Facebook (@TheNorthlandSchoolDivision)

Followers Annual Comparison:

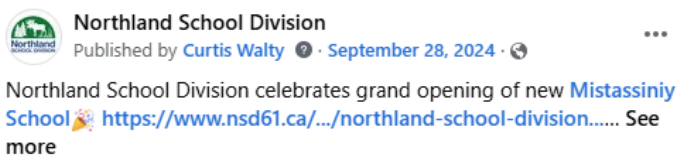
- Followers: 2315

Post Highlights:

Reach: The number of unique people who saw your post at least once.

Views: Starting in November 2024, Meta replaced “Impressions” with “Views” in most reporting dashboards. Views represent the total number of times your post was displayed or played, including repeat views by the same person.

Impressions: This metric was used before November 2024 and represented the total number of times a post appeared on someone’s screen, including multiple views by the same person. It has now largely been replaced by Views in Meta Business Suite reports.



Northland celebrates grand opening of new Mistassiniy School

- Reach: 9873
- Impressions: 3968





Northland School Division

Published by [Curtis Walty](#) · November 20, 2024 ·

...

Mistassiniy School and Northland School Division had the honour of welcoming Her Honour, the Honourable Salma Lakhani, Lieutenant Governor of Alberta, on November 19,... See more



Lieutenant Governor of Alberta visits Mistassiniy School

- Views: 10,056
- Reach: 2656



Northland School Division

Published by [Curtis Walty](#) · December 3, 2024 ·

...

Moose Cup floor hockey challenge a success at Gift Lake School 🏒🎉

N... See more



Moose Cup floor hockey challenge a success at Gift Lake School

- Views: 2053
- Reach: 1029



Northland School Division

Published by [Curtis Walty](#) · December 17, 2024 ·

...

NSD hosts first meeting with Superintendent's Elder and Knowledge Keeper Advisory Council <https://www.nsd61.ca/.../nsd-host-first-meeting-with.....> See more

NSD hosts first meeting with Superintendent's Elder and Knowledge Keeper Advisory Council

- Views: 11,717
- Reach: 3434



Northland School Division

Published by [Curtis Walty](#) · December 6, 2024 ·

...

Superintendent's Youth Council kicks off with exciting discussions <https://www.nsd61.ca/.../superintendent-s-youth-council.....> See more

Superintendent's Youth Council kicks off with exciting discussions

- Views: 10,223
- Reach: 2730





Northland School Division

Published by [Curtis Walty](#) · January 23 ·

☀️ Discover Your Next Teaching Adventure with Northland School Division! ☀️

📍 ... See more



Discover Your Next Teaching Adventure with Northland School Division!

- Views: 4313
- Reach: 1852



Northland School Division

Published by [Curtis Walty](#) · May 28 ·

🎉 NSD staff celebrated at the 2025 Long Service Awards 🎉
<https://www.nsd61.ca/.../nsd-staff-celebrated-at-the-2025...>

O... See more



NSD staff celebrated at the 2025 Long Service Awards

- Views: 5204
- Reach: 2741



Northland School Division

Published by [Curtis Walty](#) · June 9 ·

...

🏆 Northland receives [Public School Boards' Association of Alberta - PSBAA](#) award for advancing reconciliation in education... See more

Northland receives Public School Boards' Association of Alberta - PSBAA award for advancing reconciliation in education

- Views: 2674
- Reach: 1191



Northland School Division

Published by [Curtis Walty](#) · August 14 at 6:00 PM ·

...

Northland School Division summer school 2025 wraps up with strong enrollment and positive feedback 📖

<https://www.nsd61.ca/.../northland-school-division-summer.....> See more

Northland School Division summer school 2025 wraps up with strong enrollment and positive feedback

- Views: 2079
- Reach: 850



NSD Instagram ([northland_school_division](#))

Followers: 198

NSD LinkedIn

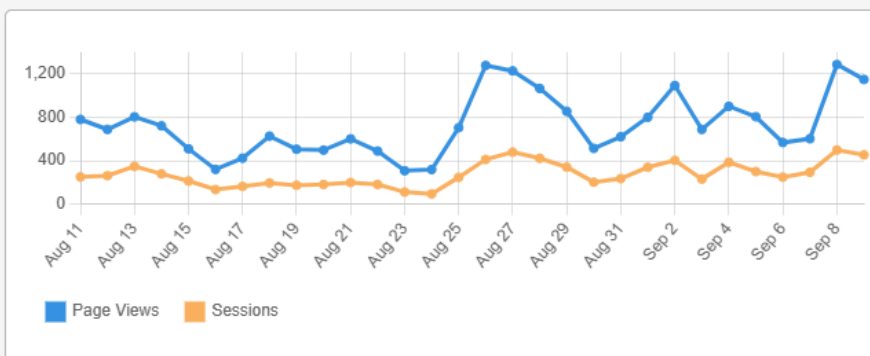
Followers: 945

NSD Website Statistics (www.nsd61.ca)

Website Analytics from August 8, 2025 to September 9, 2025

- **Sessions:** Sessions tell us how many times people came to the website, regardless of how long they stayed or what they did while they were there.
- **Total Page Views:** Total Page Views represent the total number of times all pages on your website have been viewed during a specific period
- **Total Users:** Total Users refers to the number of unique visitors who have accessed your website during a specific period of time.
- **Views by Device**

Recent Views Analytics From 08/11/2025 ▼ - 09/09/2025 ▼



Views by Device



■ Mobile (44%)
 ■ Tablet (3%)
 ■ Desktop (33%)
 ■ Other (20%)

8,279

Total Sessions

21,772

Total Page Views

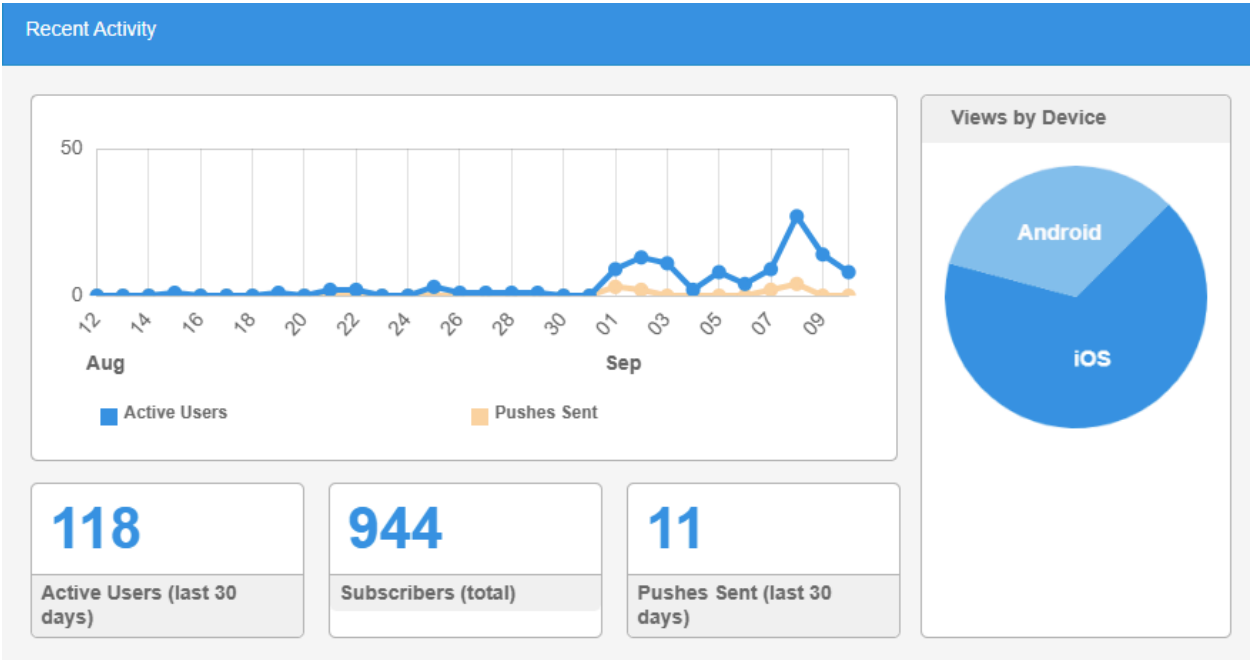
7,374

Total Users

Top 5 Pageviews of September 9, 2025

Page	Pageviews
www.nsd61.ca	3493 views
https://www.nsd61.ca/careers/career-opportunities	2028 views
https://www.nsd61.ca/careers/opportunities-for-staff	1796 views
https://www.nsd61.ca/careers/teachers-principals-and-superintendents	1168 views
https://www.nsd61.ca/departments/transportation/school-bus-registration	997 views

Bus Status App Analytics



Traditional Media Highlights (Newspapers, Radio)

Slave Lake Lakeside Leader, Wednesday, October 9, 2024 21

Mistassiniy School grand opening in Wabasca

Pearl Lorentzen
Local Journalism Initiative
Reporter

"We are excited about the futures that will be impacted within these walls," said former Mistassiniy School graduate Regan Auger, at the grand opening of the new Mistassiniy School.

Auger was speaking in his role as the district captain for the Wabasca-Desmarais Métis District of the Otipemisiwak Métis Government.

Auger was one of the dignitaries who spoke at the grand opening of this new public Grade 7 to 12 school in Wabasca, Alta, on Friday, Sept. 27.

The new school was built from 2022 to 2024, with students starting to take classes there in February 2024. It replaces one built in 1979.

The school was funded by the Government of Alberta. The estimated cost on alberta.ca is \$32 million. This school is built to house 415 students. It was designed by BR2 Architecture and built by Gen-Mec ACL Inc.

"This is an honour. My history brings me back here." - Monica Crawford, a local Indigenous elder and Mistassiniy alumnus, who said the opening prayer in Cree

Wabasca is the largest hamlet within the M.D. of Opportunity. It is surrounded by several Bigstone Cree Nation reserves. The M.D.'s website estimates a combined population between the hamlet and reserves of 3,300.

The majority of the Mistassiniy students are Indigenous.

The 2021 Canada Census estimates that about 80 per cent of the population of the M.D. of Opportunity has some Indigenous ancestry. It does note, however, that this number may not be completely accurate, as many Indigenous people do not fill out the census, which implies that the number could be higher.

One of the design objectives was to include Indigenous culture, including a round entryway.

Students come to Mistassiniy from Wabasca and Sandy Lake.



The ribbon-cutting at the grand opening of Mistassiniy School on September 27 in Wabasca, Alta.

Left to right, Regan Auger (district captain for Wabasca-Desmarais, Otipemisiwak Métis Government), George Gullion (Mistassiniy student), Karen Davies (Mistassiniy School principal), Deborah Moses (Chief of Staff for Laila Goodridge, MP for Fort McMurray - Cold Lake), Tommy Gerrits (Mistassiniy student), Robin Guild (Northland School Division board chair), Cal Johnson (Northland School Division Superintendent of Schools/CEO), Tanya Fayant (Northland School Division vice-chair), Scott Sinclair (MLA for Lesser Slave Lake), and Sandhya Kalle (Mistassiniy student).

The Hamlet of Sandy Lake has a population of 163 according to the 2021 Census. It is about 30 km southeast of Wabasca.

This school is run by Northland School Division.

After community engagement last year, Northland's top education priority is 'connections supporting reconciliation.'

As the MC, Curtis Walty, Northland Media Manager mentioned that the grand opening was the Friday before Orange Shirt Day (National Day of Truth and Reconciliation) which raises awareness of the inter-generational trauma caused by the Indian Residential School system in Canada. Part of this was a loss of Indigenous language and culture.

Northland is dedicated to "supporting the reclamation of language and culture," said Walty.

Monica Crawford, a



Regan Auger, holds his daughter Aleina Auger, while giving his speech at the grand opening. A Mistassiniy grad he is the district captain for the Wabasca-Desmarais Métis District of the Otipemisiwak Métis Government.

local Indigenous elder, opened the ceremony with a prayer in Cree. She also mentioned attending the old Mistassiniy School in junior high.

"This is an honour," she said. "My history brings me back here."

Northland Chair

Robin Guild, from Wabasca, also gave a speech.

The idea of replacing Mistassiniy started in the early 2000s, he said, "and now we finally get to see it."

Guild was joined at the ceremony by most of the other trustees. They are spread across 288,347 square kilometres of northern Alberta. The trustees attended the grand opening and held a board meeting the next day in Mistassiniy School.

Guild and others mentioned that the school is a combination of 21st Century learning and traditional Indigenous culture.

Scott Sinclair, MLA for Lesser Slave Lake, said a few words for himself and the Government of Alberta.

"I feel a sense of promise," he said, "that this place will become a vibrant hub."

He also mentioned the dedicated culinary arts, carpentry, and trades spaces.

Other dignitaries in-

cluded M.D. of Opportunity Reeve Marcel Auger, Northland Superintendent Cal Johnson, High Prairie School Division Superintendent Murray Murren, Owen Gladue (Northland student on the Alberta Minister of Education youth advisory council).

Earlier this year, Bigstone Cree Nation opened a high school on reserve in Wabasca. This is *Osaw Kikew Kiskinwahamatowika mik* (Golden Eagle High School).

Elsewhere in the M.D. of Opportunity, the Hamlet of Red Earth Creek has been approved for a new school. The original design was too small, but the M.D., Peace River School Division, and others advocated and put some money towards a bigger school.



Scott Sinclair, MLA for Lesser Slave Lake, spoke on behalf of the Government of Alberta.



Grand opening attendees on a tour of the school are shown a courtyard which will become an outdoor classroom. This is to include land-based Indigenous learning at the school.



See Back Page of this issue
for Parade Prize Money
to be awarded December 11

Do you want to help prepare & cook
Wabasca Community Christmas Dinner?
See Fever Page 9

Addictions Awareness Week



There is local, provincial, national help available
Please reach out for it!



First visit of the Honourable Salma Lakhani, Lieutenant Governor of Alberta (centre in red jacket), to the new Mistassiniy School in Wabasca on November 19 led to a posing of her Honour with students, Northland School Division representatives, and Mistassiniy staff beneath the new school mural recently created and painted by Bigstone Cree Nation's well-known Lance Cardinal, an artist, entertainer and entrepreneur.

Photo provided by Northland School Division

[More photos of the Lieutenant Governor's visit are on Fever page 4 and Focus front page](#)

A26

South Peace News, Wednesday, December 25, 2024

Students given voice through NSD Youth Council

Pearl Lorentzen
Local Journalism
Initiative Reporter

(Peace River) – Northland School Division's Superintendent's Youth Council met for the first time Dec. 3 in Edmonton. Some of the representatives were online because of bad weather.

"This (youth council) allows us to hear the voice of our most important people, our students," says Supt. Cal Johnson.

The youth council is new, but the schools have received feedback from students in the past through surveys and attending individual schools.

"Representatives from all the schools at the same time, which is unique," says Johnson.

Northland has schools in northern Alberta communities with large Indigenous populations, including First Nations, Métis settlements, and hamlets.

The creation of the youth council and an Elder's council are part of Northland's new education plan. The top priority is connections supporting reconciliation.

The changes to the education plan and the councils came out of community and student engagement sessions last year, says Johnson.

"Their (the student's) voice is critical to us," he says.

The purpose of the council "is to make sure we're supporting reconciliation," adds Johnson, "and we're keeping the (Truth and Reconciliation Commissions) Calls to Action."

Education wasn't always good for the students' parents and grandparents, says Johnson.

"We want it to be great for them."

In the community engagement last year,

Northland learned that students wanted to connect with other schools, which are spread out across northern Alberta. The Division has started organizing some sporting events and other ways to connect the schools. The youth council is part of this.

"It (the council) brings our Division closer together," says Johnson.

A Northland news release mentions students discussed field trip ideas. One of the ideas, says Johnson, was for class exchanges between schools, to learn about the local culture of each community.

Not all of the school representatives were able to make the first meeting.

Asked if all of the schools had chosen representatives, Mark Owens, associate superintendent, says, "I think they all have them."

Asked about how the student representatives were found, Johnson says, "we left that process to the individual schools."

The meeting included the students learning about how a meeting usually runs and deciding how they wanted the meeting to run.

"We asked them what their meeting should look like," says Owens.

The students decided that respect was key.

"We gave them opportunities to lead," says Johnson.

Teachers at each school asked the students questions and the student representatives brought these to the meeting.

Johnson and Owens met a few weeks before the meeting to decide what they would like to learn from the students.

Part of this is attracting and retaining staff, says Johnson. The students will help make videos about their communities to help staff learn about the communities. This connects with another education plan goal: excellent people supporting students.

This year, the council will meet three times. When it starts next fall, it will meet four times including twice in person and twice online. The information gleaned from the youth council will be shared with Northland staff and the community.

Northland is also working on setting up additional community engagements early in the new year.



At the first youth council meeting, St. Theresa Grade 6 student Agatha Calitis (facing the camera) and speaking with Northland Supt. Cal Johnson (to her left) and vice-chair Robin Guild (back to camera) and other Northland students on her right. In the background are other Northland students having a small group discussion. Photo courtesy of Northland School Division.



The first Northland School Division Superintendent's Youth Council In the front row, left-right, are Wynter Anderson (Gift Lake School), Alexis Cunningham (Gift Lake School), Agatha Calitis (St. Theresa School), and Avery Gladue-Auger (Mistassini School). In the back row, left-right, are Jacob Swan (Elizabeth School), Rosie Lightning (Calling Lake School), Savaya Courtiellie (Grouard Northland School), and Ava Roe (Paddle Prairie School). Photo courtesy of Northland School Division.

Coffee Break Answers

Find-a-Word

Joseph

Fill in the Blanks

The quotation answer: Jesus loves us all.

Words in order from top to bottom: Joy, Angels, Mistletoe, Turkey, Music, Carols, Shopping, Giving, Trees, Presents, Rudolph, Christ, Santa, Family, Holiday

Name Scramble

1. Comet 2. Dancer 3. Donner 4. Dasher 5. Cupid 6. Prancer

Quotefalls

Quotefalls 1: Where there is love there is life. - Unknown

Quotefalls 2: Nothing good ever comes from violence - Unknown

Syl 'la'cros' tic

The quotation answer: Season's Greetings

1. Santa 2. Ebenezer 3. Artificial 4. Stocking 5. Organ 6. Noel 7. Saviour 8. Gabriel 9. Reindeer 10. Egg nog 11. Evergreen 12. Turtle 13. Israel 14. Nativity 15. Garland 16. Stable

Sudoku

Easy

8	9	5	1	3	2	6	4	7
7	1	6	9	5	4	8	2	3
4	3	2	6	7	8	5	9	1
1	8	9	5	2	3	4	7	6
5	6	7	8	4	9	1	3	2
2	4	3	7	1	6	9	5	8
3	5	1	4	8	7	2	6	9
9	2	4	3	6	1	7	8	5
6	7	8	2	9	5	3	1	4

Medium

4	6	1	2	7	9	8	3	5
8	5	7	4	3	6	1	9	2
2	3	9	5	1	8	7	4	6
6	2	8	9	5	1	3	7	4
1	7	3	6	2	4	9	5	8
9	4	5	7	8	3	2	6	1
7	1	4	3	6	2	5	8	9
3	9	2	8	4	5	6	1	7
5	8	6	1	9	7	4	2	3



www.attractionscanada.com

High Prairie Heart of Big Lakes

SEEKING MEMBERS AT LARGE

Volunteers are a significant part of the Town of High Prairie and Big Lakes County.


Town Council requests the assistance of the public in filling the following Volunteer position.


The High Prairie Municipal Library Board is seeking one (1) Town of High Prairie resident to serve as a member-at-large for a three (3) year term.

The term begins January 8th, 2025, and ends January 8th, 2028.




Individuals must submit a letter of interest by 4:30 pm on January 7th, 2025

To: David Joy, CAO
cao@highprairie.ca
Town of High Prairie - 4806-53 ave.
Box 179, High Prairie, AB T0G 1E0
PH:780-523-3388 FAX 780-523-5930








[HOME](#)
[ON-AIR](#)
[NEWS](#)
[CONTESTS](#)
[FEATURES](#)
[CONTACT](#)

Northland School Division wins Provincial Award

 June 12, 2025
  Local News



On June 4, 2025, the Public School Boards Association of Alberta (PSBAA) honored Northland School Division (NSD) with a special award at their Spring General Assembly in Calgary.


This recognition celebrates NSD's commitment to advancing the Truth and Reconciliation Commission of Canada's Calls to Action, particularly numbers 10, 14, 62, 63, and 64.

NSD's initiatives include land-based learning, Indigenous language instruction, collaboration with Elders, and cultural events, all detailed in their 2024-2027 Education Plan.

Board Chair Tanya Fayant expressed gratitude, emphasizing the collective effort of families, Elders, and staff in supporting students.


Superintendent Cal Johnson highlighted the positive impact of community feedback on the division's strategies, leading to improved student outcomes and increased satisfaction with education quality.

Keith Hopper, Trending 55




On Air Now

River Country Middays




Next


Tie Dye Tam
Weekdays 2-7pm





COMMUNITY CALENDAR

Driven by by Mighty Peace GM









CONNECT WITH US


UNITED FLOORS

TEXT LINE

780-624-3000

LloydSadd

Your Trusted Insurance Broker in the Peace River Area



Home | Auto | Commercial

Joint Radio Campaigns



During the 2024-2025 school year, NSD partnered with High Prairie School Division, Peace River School Division, Holy Family Catholic Regional Division and The Conseil Scholaire Du Nord-ouest on a series of radio advertisements. The following advertisements included:

- Back to School
- Orange Shirt Day
- Alberta Education Assurance Survey
- Education Week and Mental Health Week
- National Indigenous Peoples Day
- Year-end Message

The advertisements aired on River Country/KIX FM (Peace River Broadcasting) and CFWE Radio. NSD also partnered on joint Stingray radio advertisements with High Prairie School Division. Stingray owns radio stations in High Prairie, Slave/Wabasca. The radio campaigns were the same as the above-mentioned. NSD is continuing this partnership in 2025-2026.