



Special Sipekne'katik Band Council Meeting Minutes
Friday, November 24th, 2023
Council Chambers and Zoom Video Conference
1:00 PM

1. Call to Order: The meeting was called to order by Councillor Doreen Knockwood at 1:15 PM.

2. Opening Prayer: Councillor Rufus Copage gave the opening prayer.

3. Roll Call:

Council Present:

Chair, Councillor Doreen Knockwood
Councillor Rufus Copage
Councillor Thomas J. Howe
Councillor Justin W. Johnson
Councillor Keith Julian (via Zoom)
Councillor Doreen Knockwood
Councillor Eldon Paul
Councillor De-Anne Sack (via Zoom)

Absent:

Councillor Gerry Augustine
Councillor Lena Knockwood (Excused)
Councillor Timothy Nevin

Quorum: 7

Councillor Brooke Willis (via Zoom at 1:42 PM, in-person at 2:42 PM) **Q/8**

Councillor Cheryl Gehue (1:50 PM) **Q/9**

Chief Michelle Glasgow (2:17 PM) **Q/10**

Staff:

Brian Dorey, Director of Operations
Stuart Knockwood, Director of Administration
Mallory Wilcox, Minute Taker

4. Adoption of Agenda:

Motion #1

Moved by Councillor De-Anne Sack, seconded by Councillor Rufus Copage, (to approve the Special Sipekne'katik Band Council Meeting Agenda of November 24th, 2023, with one addition; Christmas Party Budgets).

Motion Carried Unanimously.

5. Human Resource Report:

Presented by Director of Administration, Stuart Knockwood

5.1 Special Leave Requests:

Motion #2

Moved by Councillor Eldon Paul, seconded by Councillor Thomas J. Howe, (to approve unpaid medical/special leave for [redacted] until August 31st, 2024, as recommended by the HR Committee).

Motion Carried Unanimously.

Motion #3

Moved by Councillor Eldon Paul, seconded by Councillor Justin W. Johnson, (to approve unpaid special leave for [redacted] until January 8th, 2024, as recommended by the HR Committee).

Motion Carried Unanimously.

Motion #4

Moved by Councillor Rufus Copage, seconded by Councillor Eldon Paul, (to approve unpaid medical leave for [redacted] until December 3rd, 2023, as recommended by the HR Committee).

Motion Carried Unanimously.

Motion #5

Moved by Councillor Eldon Paul, seconded by Councillor Justin W. Johnson, (to approve unpaid medical leave for [redacted] until December 3rd, 2023, as recommended by the HR Committee).

Motion Carried Unanimously.

5.2 Changes to Organizational Chart:

Motion #6

Moved by Councillor De-Anne Sack, seconded by Councillor Thomas J. Howe, (to approve changing the Membership Clerk position to Manager of Membership, as recommended by the HR Committee).

Motion Carried Unanimously.

Motion #7

Moved by Councillor Eldon Paul, seconded by Councillor De-Anne Sack, (to amend the Organizational Chart to reflect the change of the Membership Clerk position to a management position).

Motion Carried Unanimously.

5.3 Little Eagles Daycare:

Motion #8

Moved by Councillor Rufus Copage, seconded by Councillor Eldon Paul, (to approve the HR Committees recommendation to have cameras installed in the Little Eagles Daycare with live streaming capabilities for parental access as soon as possible).

Motion Carried Unanimously.

5.4 New Hires:

Motion #9

Moved by Councillor Eldon Paul, seconded by Councillor Justin W. Johnson, (to hire [redacted] for the position of Communications Manager, subject to reaching agreeable terms and conditions, as recommended by the Interview Committee).

Motion Carried Unanimously.

Motion #10

Moved by Councillor Justin W. Johnson, seconded by Councillor Thomas J. Howe, (to hire [redacted] for the position of Home Health Care Coordinator, subject to reaching agreeable terms and conditions, as recommended by the Interview Committee).

Motion Carried Unanimously.

5.5 HR Policy Amendments:

Reviewed proposed amendments to the HR Policy, including:

- a. Personal Days (Section 15.5) addition of 5 paid personal days to include cultural activities.
- b. Bereavement Leave (Section 15.9) and Personal Leave (Section 15.15) – creating more flexibility in the leave policies.
- c. Vacation Leave (Section 15.3) – allowing employees to transfer their leave to other employees with HR Committee approval.
- d. Acting Pay (Section 5.12) – replacing the standard of 12% acting pay to a rate to be determined by the HR Committee on a case-by-case basis.
- e. Discipline, Layoffs, and Dismissals (Section 10) – change of authority, Council and Directors to be in agreement for Managerial positions and above.

Moved In-Camera at 1:39 PM.

Moved Out of In-Camera at 1:43 PM.

Councillor Brooke Willis joined the meeting via Zoom at 1:42 PM.

Motion #11

Moved by Councillor Eldon Paul, seconded by Councillor Justin W. Johnson, (to approve the above noted changes to the Human Resource Policy in principle, as recommended by the HR Committee and both Directors of Operations and Administration).

Motion Carried Unanimously.

Moved In-Camera at 1:49 PM.

Re: Open-ended contracts; LSK.

Chief Michelle Glasgow joined the meeting via Zoom at 2:17 PM.

Moved Out of In-Camera at 2:33 PM.

Motion #12

Moved by Councillor Justin W. Johnson, seconded by Councillor Rufus Copage, (to terminate the employment of [redacted] under the 6-month probationary period, effective immediately, as recommended by Legal Counsel).

Motion Carried Unanimously.

Councillor Brooke Willis arrived in-person at 2:42 PM.

Councillor Doreen Knockwood was excused and appointed Councillor Thomas J. Howe as Chair in her absence at 2:48 PM.

Councillor Doreen Knockwood returned and resumed as Chair at 2:55 PM.

Moved In-Camera at 2:49 PM.

Re: Human Resource Department

Moved Out of In-Camera at 3:00 PM.

Motion #13

Moved by Councillor Justin W. Johnson, seconded by Councillor Cheryl Gehue, (to give notice to [redacted], that the Band will not be renewing their current employment contract, and to offer a full payout of the balance owing between now and the contract end date; and that the employee will not be required to provide any services to the Band after today's date of November 24th, 2023).

Motion Carried Unanimously.

Chief Michelle Glasgow arrived in-person and resumed as Chair at 3:16 PM.

6. Director of Operations Report:

6.1 Social Program Funding:

Motion #14

Moved by Councillor Thomas J. Howe, seconded by Councillor Brooke Willis, (to approve the Ta'n Eтли-tpi-tmk (TEA) Case Management and Pre-Employment Support Program 2023-2024 funding agreement in the amount of \$450,000).

Motion Carried Unanimously.

Motion #15

Moved by Councillor Eldon Paul, seconded by Councillor Thomas J. Howe, (to approve the Indigenous Habitat Participation Program Grant Agreement #28-IHPP-G-MAR-001 in the amount of \$246,000).

Motion Carried Unanimously.

6.2 Health Centre Expansion:

On April 25th, 2023, Council approved \$280,975.00 for Health Centre Expansion consultation and conceptual design, as recommended by Health Canada and Indigenous Services Canada.

Health Canada has since indicated that they can offer an additional \$200,000 to build an entirely new facility instead of expanding the current one.

Motion #16

Moved by Councillor Justin W. Johnson, seconded by Councillor Brooke Willis, (to accept the additional funding from Health Canada, to build an entirely new Health Centre Facility in Sipekne'katik).

Motion Carried Unanimously.

Motion #17

Moved by Councillor Eldon Paul, seconded by Councillor Thomas J. Howe, (to accept BCR #2023-2024-012, allowing the Frist Nations Solid Waste Management Initiative funding of \$172,000 to flow to CMM on behalf of Sipekne'katik).

Motion Carried Unanimously.

7. Christmas Party Budgets:

Chief Glasgow resumed as Chair at 3:52 PM.

Councillor Cheryl Gehue departed at 3:55 PM.

7.1 Senior's Christmas Party:

Proposed budget of \$16,393.85 including entertainment, meal, prizes, gifts, and table/chair rentals. Increased to \$20,000 to accommodate gift cards/cash for the gift bags.

Motion #18

Moved by Councillor Thomas J. Howe, seconded by Councillor Brooke Willis, (to approve a budget of \$20,000 for the 2023 Senior's Christmas Party).

Motion Carried Unanimously.

7.2 Adult's Christmas Party:

Motion #19

Moved by Councillor Rufus Copage, seconded by Councillor Justin W. Johnson, (to approve a budget of \$25,000 for the 2023 Adult's Christmas Party).

Motion Carried Unanimously.

Council agreed by consensus to have the excess NAIG clothing distributed at the Christmas parties.

7.3 Youth Christmas Party:

Motion #20

Moved by Councillor Thomas J. Howe, seconded by Councillor Eldon Paul, (to approve a budget of \$15,000 for the Youth Christmas Trip).

Motion Carried Unanimously.

Motion #21

Moved by Councillor Brooke Willis, seconded by Councillor Rufus Copage, (to approve a budget of \$15,000 for the 2023 Youth Christmas Party).

Motion Carried Unanimously.

Chief Glasgow departed and appointed Councillor Doreen Knockwood as Chair at 4:12 PM.

8. Youth Retreat:

This is fully funded by an external grant.

Motion #22

Moved by Councillor Rufus Copage, seconded by Councillor Justin W. Johnson, (to approve the 2SLGBTQIA+ Youth Girls Retreat to be held at Tidal Bore on January 5th-7th, 2024, for \$34,816).

Motion Carried Unanimously.

9. Adjournment:

Motion #23

Moved by Councillor Rufus Copage, seconded by Councillor Justin W. Johnson, (to adjourn the meeting at 4:15 PM).

Motion Carried Unanimously.