
LOCAL EDUCATION AGREEMENT



SCHOOL DISTRICT NO. 73
(Kamloops - Thompson)

BETWEEN:

THE ADAMS LAKE INDIAN BAND

(hereinafter called the "Band")

AND:

THE BOARD OF EDUCATION

SCHOOL DISTRICT NO. 73

(hereinafter called the "Board")

(collectively called the "Parties")

THIS AGREEMENT made and entered into this 1st day of February, 2021 shall be effective from the 1st day of July, 2020.

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VALUE STATEMENT

The Band and the Board agree on the philosophy of “making a difference by working together.” The Local Education Agreement will be developed and implemented based on the values of mutual respect, consensus building, and maintaining a focus on the goal of academic and personal success for Nominal Roll students.

WHEREAS

- A. The Band belongs to the Secwépemc Nation within the Secwépemc Territory, Secwepemcúlcw, with a language and culture that is to be respected, which pursuant to its inherent jurisdiction over education and training has the authority and responsibility for the education of its members.
- B. The Board has the authority under section 86 (3) of the *School Act*, to enter into agreements with a Council of a Band as defined in the federal *Indian Act*, RSC, c. I-5, with the respect to the education of First Nations Students.
- C. It is recognized by the Band and the Board that the Board is the legislated authority relating to the governance and operation of the public Schools, school personnel, and students.
- D. The Band and the Board intend to work together to make systemic shifts to support successful education outcomes for all Band Nominal Roll students, regardless of where they live or are enrolled, through the provision of high quality and culturally relevant Educational Programs and services funded by Indigenous Services Canada (ISC) to the Band and provided from the Band to the Board as Tuition Fees.
- E. The Parties recognize that the signing of this LEA is a step consistent with the Province of British Columbia's commitment to adopting and implementing the *United Nations Declaration on the Rights of Indigenous People* (the “UN Declaration”) and the Truth and Reconciliation Commission (TRC) *Calls to Action* for reconciliation. In addition, the Parties agree that this approach intends to follow British Columbia's *Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples*.
- F. The Band and the Board share a mutual commitment to ensure that all Band Nominal Roll students who are interested and capable of attending post-secondary educational institutions are placed in appropriate courses.
- G. The Parties wish to enter into this Agreement to set out the terms and conditions regarding the purchase of education services by the Band from the Board for the Band's students.

THEREFORE the Parties agree as follows:

1.0 DEFINITIONS

- 1.1 Definitions and interpretations are outlined in “Appendix A” of this agreement.
- 1.2 In this Agreement:

- 1.2.1 If a word or phrase is defined, then its other grammatical forms will have a corresponding meaning, the singular includes the plural and conversely, and a reference to gender includes all genders.
- 1.2.2 The words 'include', 'includes' and 'including' are to be read as if followed by 'without limitation'.
- 1.2.3 A reference to '\$' is to the currency of Canada.
- 1.2.4 Headings are for convenience only and do not form part of this Agreement or affect its interpretation.

2.0 PURPOSE

- 2.1 The Parties agree that the purposes of this Agreement are to:
 - a) Confirm the mutual commitment of the Parties, and acknowledge the important role of Schools to build a positive, effective, collaborative and constructive relationship to improve the Band students' educational outcomes and achieve high levels of student success, graduation and transition to post-secondary education and training, or employment.
 - b) Set out the roles and responsibilities of the Parties and School(s) to meet the purposes and objectives of this Agreement, consistent with the BCTEA; and
 - c) Serve as a core shared accountability mechanism for both the Band and the Board regarding the education of First Nations Students in the School District.

3.0 GUIDING PRINCIPLES

- 3.1 The Parties will be guided by the following principles:
 - 3.1.1 First Nations' Central Role in First Nations Education
 - a) Aboriginal families and communities have the right to retain shared responsibility for the upbringing, training, education and well-being of their children, consistent with the rights of the child, and Aboriginal peoples have the right to establish and control their educational systems and institutions providing education in their own languages, in a manner appropriate to their cultural methods of teaching and learning.
 - b) First Nations in British Columbia have control of, and decision-making responsibility for, First Nations education as per Section A and Section 1.0 in the BC Tripartite Education Agreement (2018).
 - c) First Nations have a central role in the education of their students, regardless of where they attend School.
 - 3.1.2 First Nation Students Access to Quality Education

- a) First Nation Students, at all levels of education, must have access to educational opportunities that:
 - i. Ensure that they are confident in their self-identity, their families, their communities and traditional values, languages and cultures which will be reported on as per Section 9.2 (13) of this agreement.
 - ii. Give them the skills they need to thrive in contemporary society, including technological skills.
 - iii. Prepare them to access any opportunities they choose for post-secondary learning, employment, and life choices.

3.1.3 Reconciliation & Collaboration in First Nation Education

- a) First Nations education in British Columbia is complex, engaging federal, provincial and First Nation authorities, roles, and responsibilities and, therefore, requiring collaboration and cooperation to ensure that all First Nations Students are supported to achieve successful education outcomes.
- b) The Parties will collaborate proactively in addressing and eliminating the gap in educational outcomes between First Nation Students and non-First Nation Students.
- c) The Parties have a shared interest and priority in supporting excellence in First Nations education, including supporting First Nation Students to fulfil their educational potential by having access to and receiving quality education that is respectful and reflective of their unique culture and history.
- d) Strong, effective and inclusive educational systems provide a fundamental opportunity for building relationships and advancing reconciliation between the Canada and First Nations, as expressed in the Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration.
- e) Quality First Nations education includes high standards, as per the BC Teachers' Council Standards for BC Educators, effective programs and services. Quality education also provides appropriate tools and resources aimed at achieving successful First Nation Student outcomes and achievements, while addressing their unique needs.
- f) Materials and resources used to carry out the B.C. Curriculum will meaningfully reflect the First Nations, and where appropriate, the Band's culture, values, language and traditions, as approved and determined by the First Nations or where appropriate, the Band or its designate.
- g) Local Education Agreements (LEAs) are an important mechanism to facilitate relationship-building, from negotiation through to ongoing implementation.
- h) The standards set by the *United Nations Declaration on the Rights of Indigenous Peoples* apply to First Nations education, specifically Articles 1-3, 5, 8, 11, 14-15, 18-19, 21-22, 31, and 37.
- i) The Truth and Reconciliation Commission's Calls to Action set out a framework for reconciliation, including First Nations education, that must inform the relationships and collaboration between

First Nations, the Province and Boards of Education.

3.1.4 Parental Choice

- a) Parents have the right to decide where their children will be enrolled to receive the benefit of an Educational Program in accordance with BCTEA Section 1.1 (j).

3.1.5 First Nation Student Safety

- a) First Nation Students have a right to feel safe at School, including safety from racism (students and Staff), indifference, bias, marginalization, bullying and stereotyping, in accordance with appropriate Board Policies and Administrative Procedures.

3.1.6 Shared Accountability and Data-Sharing

- a) LEAs are more than a mere financial transaction and serve as a core shared accountability mechanism for both First Nations and Boards of Education regarding First Nations education in the BC Public Schools.
- b) Timely and relevant data is required to inform decision-making to support First Nation Students in accordance with Section 11 of this agreement.

4.0 RESPONSIBILITIES & COMMITMENTS

4.1 The Board agrees to:

- a) Ensure that First Nation Students have equitable access to Educational Programs, including Indigenous language instruction, in the School District, and to continue to strive towards high levels of First Nation Student success in Educational Programs.
- b) Approve educational resource materials that promote an understanding of and appreciation for the history, language, and culture of First Nations people in British Columbia, including required curriculum on the residential school experience.
- c) Promote the offering of, and enrollment in, English First Peoples 10, 11 and 12 and BC First Peoples 12, Contemporary Indigenous Studies 12, or any successor courses for all students.
- d) Promote the offering of and enrolment in enhanced Secwepemctsin programs in line with the Minister's mandate to develop with the First Nations and the Band new First Nations history curriculum, develop full-course offerings in Aboriginal languages and to implement the educational Calls to Action from the Truth and Reconciliation Commission, which includes taking the necessary steps for program development, teacher training, professional development, and appropriate consultation with Aboriginal communities and local language learning educators and experts.
- e) Support principals and teachers to effectively deliver educational programs referred to in sections 3.1 (b), (c) and (d).

- f) Ensure Schools support First Nation Students to participate in extracurricular and sports activities in accordance with the BC Joint Transportation Agreements and School District No. 73's Student Hardship Administrative Procedure.
- g) Ensure teachers provide information to Parents regarding their child's Educational Program (e.g. course selection process, reporting periods, report cards, as required by the *School Act*).
- h) Communicate details of this Agreement annually and as part of the onboarding of new staff, including its purpose, objectives and principles, with school personnel, in particular principals and teachers.
- i) Give direction to principals regarding the implementation of this Agreement, during a regular scheduled school leaders staff meeting and as appropriate.
- j) Work with the Band in development and involvement in Parent Advisory Councils and the District Parent Advisory Council.
- k) The Board agrees to provide timely Nominal Roll information to the Band and work with the Band to resolve differences prior to submission to the BC Ministry of Education on September 30 or as per the Instructions to Complete Nominal Roll – BC Region provided by Indigenous Services Canada and the BC Ministry of Education.

4.2 The Parties agree to:

- a) Act reasonably to provide open communication at the reasonable request of the Parties regarding student support, soliciting family support, and any other topics related to the education of Nominal Roll students.
- b) The Parties agree to include agenda items reasonably raised by the Parties at duly convened Chief and Council or Board meetings.
- c) Promote the active participation and involvement of Parents and other community members of the Band in the education of their children, including any available processes or forums that School District No. 73 hosts (such as parent clubs and other committee processes) and School District or School activities.
- d) Encourage and support Band students to participate in extracurricular and sports activities, including available financial supports if available and where appropriate.
- e) Subject to receiving Tuition Funding from Indigenous Services Canada, pay the Board the Tuition Fees received from the federal government, as agreed to and set out in this Agreement.

4.3 Consistent with the purposes, principles and objectives of this Agreement, the Board, in making available an Educational Program to Band students, will:

- a) Work with the Band, to develop, implement and review an annual plan with strategies to keep Band students in School.

- b) In the case of an Early School Leaver, work with the Band to develop a plan that best meets the educational needs for that Band student.
 - c) List courses, including English First Peoples and locally developed Board/Authority Authorized Courses, in a course selection handbook.
 - d) Promote and support Secwépemc cultural activities, including National Indigenous Day activities, in Schools within School District No. 73 and be respectful of compensation and protocol, as approved by the Aboriginal Education Council.
 - e) Promote and support effective professional development focused on local First Nations history, language and culture.
- 4.4 Wherever this Agreement provides that a School will perform any obligation under this Agreement, the Board will provide directive to the Superintendent, principals, teachers, and other school staff to fulfil that commitment.

5.0 EDUCATIONAL RESOURCES

- 5.1 The Parties agree to, individually, together, and with Schools, make best efforts to:
- a) Introduce all School District No. 73 educational Staff to more culturally relevant educational resources and activities in all subject areas for all students.
 - b) Provide an opportunity in course selections to choose English First Peoples 10, 11 and 12, BC First Peoples 12 and Contemporary Indigenous Studies 12.
 - c) Make available FNEsc residential school curriculum at each School.
 - d) Utilize, research, gather, and compile local resources, existing curriculum, and educational resources developed by the local bands within the District.
 - e) Continuously improve the development and selection of First Nations curriculum, materials and resources.
 - f) Provide staff with cultural awareness training on an annual basis.
 - g) Develop culturally appropriate education, resources, training and protocols for events and ceremonies that take place at a School.
 - h) Seek to continually identify measures for ongoing improvements to programs and school performance.
- 5.2 The Parties will, with the Band providing leadership and direction, work together to address the history of the residential school system and history of Secwépemc education through the development and implementation of curriculum, materials and resources, and through professional development opportunities, in a sensitive and appropriate manner.

- 5.3 The Parties will work in partnership to develop and implement Secwepemctsin programs and curriculum guide.
- 5.4 At a cost negotiated by the Board and the Band, the Board will make available:
- a) Resources and personnel to share ideas, put on workshops, undertake professional development, circulate information, and work with teachers, students, and Parents.
 - b) Materials and supplies being loaned out at cost from the District Resource Library twice a year.
 - c) Expertise of the District's Purchasing Department when the Band is considering making significant purchases.
- 5.5 Access to School District activities:
- a) The Board will encourage the Kamloops Thompson Teachers Association (KTTA), the Canadian Union of Public Employees (CUPE) Local 3500, and the Kamloops Thompson Principals and Vice Principals Association (KTPVPA) to extend an invitation to the Band to participate in appropriate professional meetings, conferences, and training sessions.
 - b) The Board will invite Chief Atahm School to participate in mutually agreed upon extra-curricular activities between the Parties.
 - c) The Board will collaborate on the mutual use of resource materials to enhance the cultural and educational development of students and staff.
- 5.6 Access to Band activities:
- a) The Band will advise the Board of educationally relevant activities, which may be of interest or value to District students, teachers, administrators, and include an invitation requesting their participation.
 - b) When possible, the Band will collaborate on the mutual use of resource materials to enhance the cultural and educational development of students and Staff.
- 5.7 The Band and the Board will develop an orientation process for Band school students transferring to Schools in School District No. 73.
- 5.8 Regarding intellectual property rights, the Parties acknowledge Article 31 of UN Declaration:

Article 31

1. Indigenous peoples have the right to maintain, control, protect and develop their cultural heritage, traditional knowledge and traditional cultural expressions, as well as the manifestations of their sciences, technologies and cultures, including human and genetic resources, seeds, medicines, knowledge of the properties of fauna and flora, oral traditions, literatures, designs, sports and traditional games and visual and performing arts. They also have the right to maintain, control,

protect and develop their intellectual property over such cultural heritage, traditional knowledge, and traditional cultural expressions.

2. In conjunction with indigenous peoples, States shall take effective measures to recognize and protect the exercise of these rights.

5.9 Consistent with Article 31 of UN Declaration, the Parties agree that:

- a) The Band retains any intellectual property and copyrights of any curriculum content developed in collaboration or cooperation with them regarding their First Nations languages, cultural heritage, traditional knowledge, and traditional cultural expressions.
- b) The use of such information is intended to be for instructional purposes only at a local level and for the School District's staff's professional development purposes.
- c) Any other proposed or intended use requires written consent from the Band.

6.0 ASSESSMENT, PLACEMENT AND EDUCATIONAL PROGRAMMING

6.1 General

- a) The Board recognizes the importance that the Band places on the need for each Band student to have an education plan and program appropriate to their needs and abilities. This level will be monitored and reported on an annual basis by the Board using appropriate assessment levels and supported by a wraparound approach, if intervention is necessary.
- b) The Board will ensure Parents are advised:
 - 6.1.b.1 of how the assessment will be used, the implications, process and steps of resulting Educational Programming such assessment might activate;
 - 6.1.b.2 of their right to request a change to the placement of a Band student in an Inclusive Education program or on a path to an Evergreen Certificate;
 - 6.1.b.3 that if the Parent wishes to request a change in a placement decision, they may file such a request in accordance with applicable Board bylaws, policies and/or procedures; and
 - 6.1.b.4 where the Parent files a request, the Parent may request, and receive, support in the process from the Band; and
 - 6.1.b.5 The Board will ensure that School(s) work with Parents and the Band to identify vulnerable students and, where identification of a Band student as a Vulnerable Student is supported by evidence and demonstrated need, that a service plan will be created with parental consent and involvement, and regularly reviewed, for that Band student using a wraparound approach.

6.2 Inclusive Education

- a) The Board will provide the Band with key dates such as Kindergarten Screening, so the Board and the Band can work together in supporting Parents.
- b) The Board will provide the Band with an annual list of programs and services available through the District's Inclusive Education Services department.
- c) In order to ensure that Band students are appropriately identified as requiring Inclusive Education supports, the Board will ensure School(s) work with the Band and Parents to ensure appropriate and transparent ongoing informal assessments of Band students to identify those who may require more formal assessment.
- d) In particular, the Board and the Band will jointly review and determine the criteria and process used for the identification of kindergarten Band students who may require assessment and additional supports or services, recognizing that early identification is necessary to promote student success, and, for a Band student who is identified as having a special need before entering a School, the Band student's assessment and programming information will be requested prior to enrolment or immediately upon enrolment to permit appropriate and effective planning and implementation of relevant interventions.
- e) In cases where a Band student is identified as likely having diverse abilities or a disability upon enrolment in kindergarten, or when transferring into a School at a later grade level, or when a Band student has an obvious disability that has not been previously assessed, the Board will ensure the Band student has a designated case manager to track the student's assessment and/or intervention plan through the School-Based Team process.
- f) The Parties agree that assessment and placement of, or timetable changes or new timetables for, Band students will follow School District No. 73's referral process, and the *Ministry of Education, Special Education Services: A Manual of Policies, Procedures and Guidelines*, as amended from time to time.
- g) For greater clarity:
 - 6.2.g.1 The Board will annually provide the Band with a process for the placement of Band students into an Inclusive Education program.
 - 6.2.g.2 Prior to the placement of a Band student in an Inclusive Education program, a Psychological Education Assessment may be required, with parental consent, that identifies the First Nation Student as requiring supports and services.
 - 6.2.g.3 Prior to diversion of a Band student to an Evergreen Certificate path, the student must already have a special education designation as described in 6.2 of this Local Education Agreement.
 - 6.2.g.4 The Parent, and support person if designated by the Parent, of a Band student must be informed of the implications of an Evergreen Certificate through the School-Based Team.

- h) As soon as practical after a Band student has been identified as having a disability:
 - 6.2.h.1 Appropriate supports and services will be identified in order to ensure that the Band student obtains an education that is most appropriate for their needs, and in their classroom environments as much as possible and that this information is shared with all itinerant staff working with the student.
 - 6.2.h.2 The assessment results and educational services to be provided to the Band student will be outlined in an Inclusive Education Plan (IEP) within four weeks and completed with parental consent and involvement including communicating to the Parent the purpose and intent of an IEP, for the purpose of assisting School Staff to provide supports and services for the Band student.
 - 6.2.h.3 A Band student with a special education designation will take an active role in the design of their IEP to the maximum extent that their developmental level and ability permit, noting that factors affecting student participation in the development of an IEP will include age and level of maturity.
 - 6.2.h.4 The IEP is shared and communicated on a need-to-know basis with all staff who interact with that student on a regular basis, including bus drivers and supervisors.
 - 6.2.h.5 A written report stating the reason for placement of the Band student, and the educational opportunities gained and lost by such placement, must be provided to the Parent.
 - 6.2.h.6 In the event the Parent declines to be involved in the IEP process or declines to have an IEP developed, the Board will ensure that the School will make every effort to ensure that the Band student's needs are fully met.
- i) In developing an IEP, standards for students with a special education designation will be developed with high and appropriate expectations for achievement, and Band students with IEPs will be expected to achieve all the regular curricular competencies and/or outcomes, with supports (where possible).
- j) The Board will ensure the School(s) work with Parents, School Staff who need to know and, with their consent, the Band, to:
 - 6.2.j.1 Collaboratively identify any Adaptations made to a Band student's Educational Program.
 - 6.2.j.2 Ensure that any modifications are made to a Band student's Educational Program only when necessary and only when Adaptations have been tried and have proven insufficient to meet the Band student's needs;
 - 6.2.j.3 if a Band student has been put on an Evergreen Certificate path, ensure that the Band student's program: is documented in an IEP; wherever possible, aligns as closely as possible with a graduation diploma program; and supports learning outcomes that match, as closely as possible, the learning outcomes of the applicable course, even when modified.

- k) When requested, the Parent and, where appropriate and feasible, students will have every opportunity to meet with School Staff about the IEP and the Band's Educational Program within a reasonable timeframe, and no later than two weeks after the request has been made to School personnel.
- l) The Board will ensure School(s) offer each Band student who has a special education designation activities related to the student's IEP.
- m) Band student progress reports on their educational achievement in an Inclusive Education program or on an Evergreen Certificate path must be provided to the Parent and First Nation support staff as designated by the Band student's Parent, according to the same student progress reporting schedule as followed by the School and, in any event, not less than at the end of each term during the placement and using a Response to Intervention approach.
- n) The Parties agree that IEPs are not intended to be static and will be reviewed and revisited at least bi-annually in collaboration with the Band student and Parent, and the IEP will be either:
 - 6.2.n.1 updated;
 - 6.2.n.2 revised; or
 - 6.2.n.3 concluded, where it is determined that the Band student no longer requires an IEP.
- o) For greater certainty, the Parties agree that an IEP will only be put in place under sections 6.2.f and 6.2.g and it will only be updated, revised or concluded under section 6.2.l where the prior Informed Consent of the Parent has been obtained.
- p) The Parties agree that Band students with special needs will be recognized and Inclusive Education Plans will be used as part of the planning process when those Band students transition between Band schools and public Schools.

6.3 Children in Care

- a) The Board will ensure appropriate service plans and supports are identified and provided for Children in Care.
- b) The Board will ensure appropriate staff that are designated to be responsible for maintaining communications with the Band regarding Children in Care who are Band students.
- c) The Parties will make best efforts to work with supporting agencies, including designated or client Social Workers, to ensure appropriate supports are implemented to assist Band students who are Children in Care.

7.0 STAFF COMPLAINT RESOLUTION

- 7.1 The Board and the Band agree that it should deal with complaints concerning specific Schools, employees and/or procedures only after the usual channels of communication and problem-solving have been attempted as per the appropriate Board Policies and Administrative Procedures.
- 7.2 The Board and the Band agree that any individual's concern will be given respectful attention, while upholding the integrity of the educational system and the Band. Complaints, questions or expressions of concern should be dealt with in a manner that reflect mutual respect and the principles of fair process and ultimately leads to a resolution. Procedures dealing with such situations should ensure the following:
- a. Complaints are handled as near to the source as possible;
 - b. Complaints are investigated and resolved expeditiously;
 - c. Complaints are dealt with in a courteous and constructive manner; and
 - d. Employees against whom complaints are made have an opportunity to respond.
- 7.3 Complaints shall be handled as follows:
- I. Step 1: Initial Contact
 - a. The principal and/or supervisor and the Band will direct the complainant to discuss their concern with the teacher or staff person involved.
 - b. The principal and/or supervisor and the Band will ask both parties to define the concern, clarify the issues, develop an appreciation and understanding of each other's viewpoint and attempt to resolve the concern.
 - c. The Board and the Band agree that in some cases it might be necessary for a member of the District and/or the Band at the request of the complainant or complainer to, facilitate Step 1 and following 7.2 of this agreement.
 - d. If there is no resolution, the principal and/or supervisor will proceed to Step 2.
 - II. Step 2: Facilitated Contact
 - a. The principal and/or supervisor will meet with the complainant.
 - b. At the meeting, the principal and/or supervisor will gather information, attempt to resolve the concern, document the information by written record of the complaint and possible solutions and attempt to resolve the concern.
 - c. If there is not resolution, the principal and/or supervisor will proceed to Step 3.

III. Step 3: District Contact

- a. The principal and/or supervisor will contact and forward all documentation to the appropriate Assistant Superintendent or Director of Instruction, with recommendations for resolution.
- b. The appropriate Assistant Superintendent or Director of Instruction will review all information relevant to the concern and will contact the complainant, attempt to resolve the concern and inform all parties involved.
- c. If there is no resolution, the principal and/or supervisor will proceed to Step 4.

IV. Step 4: Appeal to the Board

- a. Upon following steps 1 through 3, an individual who wishes to appeal to the Board a decision or action made by an employee that significantly affects the education, health or safety of a student may do so in writing, following the procedure outlined in section 11 of the School Act and School District No. 73 (Kamloops-Thompson) Appeals By-Law 1.

8.0 STUDENT CONDUCT & SAFETY

8.1 The Board will share AP350 Student Code of Conduct annually with the Band.

8.2 The Parties will support and encourage positive, responsible, equitable and respectful behavior. The Parties will work together to implement policies, practices and other appropriate measures to create a safe learning environment, including safety from racism (students and staff), discrimination, indifference, bias, marginalization, bullying and stereotyping for all students attending the School(s).

8.3 With written consent of a Band student's Parent, the Board will notify the Band of disciplinary action and potential escalation of disciplinary action in relation to that Band student and provide to the Band a copy of all correspondence related to the discipline of a Band student by the School administrator.

8.4 The administrators of the Schools attended by First Nations Students shall communicate annually with Band representatives to discuss and clarify School discipline policies, procedures, and protocols consistent with Board Policy and the School Act.

8.5 The Board will direct Schools to take a team approach with Band Education representatives when dealing with general disciplinary issues involving Band students.

9.0 CULTURAL AWARENESS & HIRING

9.1 The Board, in cooperation with the Band, agrees to promote a greater awareness and inclusion of and respect by all School District staff and contractors for the First Nation's unique language, culture and history through its policies, practices, plans, curriculum and instruction.

9.2 The Board agrees that the Aboriginal Education Council (AEC) is consulted and participates in the hiring process associated with personnel hired through the provision of Aboriginal Targeted Funds and the Hiring Protocol, which is outlined in the Aboriginal Education Council's Terms of Reference, found under [Board Policy 16: Aboriginal Recognition and Aboriginal Voice](#).

- 9.3 The Board will request the Band’s input or participation in all of the School District’s recruitment and hiring process for personnel, and in particular those positions that have a significant impact on the First Nation Students, including, Aboriginal Education Workers, Aboriginal District Principals, Aboriginal Education Coordinators and Resource Teachers, Aboriginal Family Counsellors, Aboriginal Youth and Family Consultants, classroom teachers, principals and vice-principals, and all senior level management or as outlined in the Aboriginal Hiring Protocol under [Board Policy 16](#).
- 9.4 The Board will invite Band resource personnel to assist staff with the special reference to Elders and Traditional Knowledge Keepers, as well as ensuring that the traditional protocols within the Band and Secwépemc Territory in the District are adhered to and respected, as outlined in the Elders and Knowledge Keepers protocol developed by the Aboriginal Education Council, see [Board Policy 16](#).
- 9.5 The Board will respect the role of First Nations employed counsellors and Band Education Managers /Coordinators and will provide them with the use of facilities if available to accomplish their work.

10.0 TRANSPORTATION

- 10.1 In order to access the First Nations Transportation Fund, the Parties will identify Band students’ transportation needs and jointly develop and submit annually to the Provincial Tripartite First Nation Student Transportation Committee, a Joint First Nation Student Transportation Plan setting out how the Parties will ensure Band Students have reliable and safe transportation services to the relevant School, including contingency measures for unexpected circumstances.
- 10.2 The Board agrees that, once transportation services are implemented pursuant to an approved Joint First Nation Student Transportation Plan with the Band, the Board will not make changes to those services without written agreement of the Band.
- 10.3 As per Schedule G of BCTEA, if the Parties determine they need to revise their Joint First Nation Student Transportation Plan, and that the revisions require further funding, they may submit a revised plan to the Tripartite First Nations Student Transportation Committee.
- 10.4 Where the Parties make amendments to their Joint First Nation Student Transportation Plan, or agree to changes in transportation services, they will ensure that Parents receive notice within a reasonable time to respond to any such changes.

11.0 REPORTING

11.1 Periodic reports:

- a) The Schools will provide to the Band two times each year:
- i) the number of Band students enrolled in alternate programs, secondary courses and ungraded programs;
 - ii) a summary of the number and nature of Band students with IEPs placed in Modified or Adapted programs;

- iii) the number of Early School Leavers from the Band and information on supports implemented to prevent early leaving; and
- iv) the number of expulsions of Band students.

11.2 Annual Report:

- a) If requested by the Band, the Board will provide a financial breakdown of how the Nominal Roll tuition is calculated and used in the regular course of its operations.
- b) In October of each year, the Board will produce and provide to the Band an annual report respectful of privacy laws outlining the provision of educational programs to Band students under this agreement up to and including:
 - i) Measures of success of First Nation Students through District data, and where available, School level aggregate results for achievement including but not limited to the following:
 - i. attendance rates;
 - ii. percentage of students who are on track or extending for reading, writing and numeracy in grades 4 and 7 in the Foundations Skills Assessment;
 - iii. participation rates for the Foundations Skills Assessments;
 - iv. grade to grade transition rates;
 - v. student retention rates;
 - vi. graduation and six-year graduation rates;
 - vii. proportion of students awarded a BC School Completion Certificate;
 - viii. Six-year completion (graduation) rate for students in an Alternate program;
 - ix. grades 10 to 12 math course participation rates;
 - x. data related to assessments required for graduation purposes and other supports for successful transition to post-secondary education;
 - xi. number of First Nation Students eligible to move on to post-secondary education;
 - xii. participation rates in extra-curricular activities;
 - xiii. Student Satisfaction Survey and the District Engagement, Well-being, and Resilience Survey (DEWRS).

11.3 The Board and Band will share two Nominal Roll student counts (September 30 & February 28) with each other and the Ministry each School year using the joint verification process.

11.4 The Board will share with the Band its annual report to the Ministry on the spending of all First Nation Student Transportation Funding received and the amount of funding spent, which information should be clearly stated in the Board's audited financial statements for their verification.

11.5 Subject to the *Freedom of Information and Protection of Privacy Act*:

- a) Upon request, the Board will provide the Band community-specific student data to the Band to help inform them about their students' progress, and to inform discussions between the Band and the Board on supporting those students.
- b) The Band will provide the Board or School copies of their Release of Information from Parents.

12.0 COMMUNICATION

- 12.1 Establish an annual meeting in January for the purpose of collaborating to strategically plan initiatives relevant to the Local Education Agreement and to support local First Nations initiatives.
- 12.2 The Parties agree to work collaboratively regarding emergency response and preparedness.
- 12.3 The Parties recognize the need for excellent communication and will establish agreed upon means for the successful and effective implementation of this Agreement, which may include, but not be limited to, regular meetings between the Parties and contact through newsletters and other correspondence, as appropriate.
- 12.4 The Parties recognize the need for effective and ongoing communication with Parents in the support of their child's successful education experience, and the Parties will advise Parents of opportunities for input and involvement in their child's education at the start of each School year, such as course selection dates, reporting periods, parent-teacher interviews, application deadlines and procedures for post-secondary education, etc. The Board will also advise the Band of any communication to Parents so the Band can support the Board with ongoing communication to Parents.
- 12.5 The Parties will encourage functions and meetings, such as parent-teacher interviews, to be held in the community.

13.0 TUITION PAYMENT

- 13.1 For eligible First Nation Students on the Nominal Roll attending Schools operated by the Board on September 30th, and for whom the First Nation has received Tuition Funding from Indigenous Services Canada, the Band will pay to the Board the Tuition Fees amount in accordance with this section 13.0 of this Agreement. The First Nation agrees to pay Tuition Fees to the Board, on a pro-rated basis for any First Nation Student on the Nominal Roll for whom the First Nation receives Tuition funding from Indigenous Services Canada (ISC).
- 13.2 The Board will not charge the Band a greater amount for the First Nation Students attending a School within the School District than the First Nation Student Rate, as determined annually by the Ministry of Education.
- 13.3 For greater certainty, the Parties agree that the Band is responsible only for Tuition Funding received from Indigenous Services for the Tuition Fees of the First Nation's students according to the approved First Nations Student Rate and approved Nominal Roll. If the Ministry of Education has deducted from the Board, more money than Indigenous Services Canada (ISC) has funded the First Nation, the First Nation agree to work with ISC and the Board to ensure the accurate funding has been billed, funded and paid. First Nation Students enrolling in more than eight (8) courses will be allowed to claim in excess of 1.0 Full Time Equivalent (FTE). For example, one (1) additional course equals four (4) credits, is equal to 0.125 FTE. Unless otherwise agreed, the Band will not be responsible for paying any amounts for which it does not receive funding from Indigenous Services, or which exceeds the First Nation Student Rate.

- 13.4 The Parties agree the September 30th Nominal Roll enrolment will be verified by:
- a) the Band; and
 - b) the Secretary-Treasurer of the Board or designate.
- 13.5 The Parties agree that Tuition Fees payable for each School Year shall be paid by the Band to the Board according to the following schedule and based upon the September 30th Nominal Roll figures and the most current eligible tuition fee rate:
- a) 10% - On or before October 31st annually, the Board will invoice the band for 10% of the Tuition Fees payable;
 - b) 30% - On or before December 31st annually, the Board will invoice the band for 30% of the Tuition Fees payable;
 - c) 30% - On or before March 31st annually, the Board will invoice the band for 30% of the Tuition Fees payable. The Board will adjust the Tuition Fees for the period September 1st to December 31st, based on the current First Nations Student Rate;
 - d) 30% - On or before June 30th annually, the Board will invoice the band the remaining 30% of the Tuition Fees payable;

The Parties agree that Tuition Fees under this Agreement will be paid in installments as set out in the section above and are subject to reconciliation on March 31st and June 30th.

- 13.6 In the event of a School closure due to a labour dispute or pandemic, the Tuition Fees will be equitably adjusted by the agreement of the Parties and returned to the First Nation for the benefit of the First Nation's students in the same manner as occurs with the Ministry of Education.
- 13.7 It is agreed that an annual allocation equal to 100% of the Targeted Aboriginal Funding provided by the Ministry of Education will be made available to the Aboriginal Education Council for supporting and implementing programs and services for Aboriginal students. (Accountability to planning & budgeting, timelines & calendar)
- 13.8 The Parties agree that additional services or programs not contemplated by this Agreement may be provided by the Board through agreement by the Parties on the terms and costs for such service(s) and/or program(s).
- 13.9 Where Indigenous Services Canada (ISC) is late in providing Tuition Funding to the Band:
- a) the Band will notify the Board of the delay in receiving ISC funding; and
 - b) the Board will not charge interest to the First Nation on any amount that is outstanding due to Indigenous Services' late provision of funding.

- c) In the event of a change in Ministry of Education or Indigenous Services Canada policy or procedures, then the intent of this agreement shall remain in effect and the parties will meet to make relevant at changes.

14.0 DISPUTE RESOLUTION

- 14.1 If there is a dispute between the Parties with respect to any matter arising from this Agreement or relating to the interpretation and application of this Agreement, the Parties agree to use their best efforts to resolve such disputes in a reasonable and timely manner and in good faith.
- 14.2 Where there is a dispute between the Parties, the Parties agree they will attempt to use any and all face-to-face means to resolve the dispute at the point closest to which the dispute first arises before referring the dispute to senior level representatives.
- 14.3 The Parties agree to endeavor to resolve issues or disputes that may arise about this Agreement, or its implementation, in a manner that fosters an improved, ongoing and respectful relationship between the Board and the Band.

15.0 TERM & AMENDMENTS

- 15.1 The term of this Agreement will be five years, beginning July 1st, 2020 and ending June 30th, 2025, unless the Parties agree, in writing, to:
 - a) terminate the Agreement; or
 - b) renew the Agreement, with or without amendments.
- 15.2 Each Party may suggest improvements and amendments to this Agreement and both Parties agree to discuss such suggestions in good faith with a view to better achieving the purposes of this Agreement.

16.0 NOTICES

- 16.1 Any notice, claim, consent, waiver, statement, or other documents or payment that either party may require or may desire to give, may be transmitted by mail, fax or personal delivery and will be conclusively deemed validly given or delivered or received by the addressee, if delivered personally on the date of delivery or, if mailed on the fifth business day after the mailing of the same in Canada by registered mail addressed or, if faxed with accompanying confirmation of completed transmission:

If to the Band:
Adams Lake Indian Band
PO Box 588
6453 Hillcrest Road
Chase, BC
VOE 1M0

If to the Board:
The Secretary-Treasurer
School District No. 73 (Kamloops-Thompson)
1383 9th Ave.
Kamloops, BC
V2C 3X7

17.0 GENERAL

- 17.1 This Agreement will be governed by, and construed in accordance with, the laws in force in the Province of British Columbia.
- 17.2 This Agreement will be to the benefit of, and binding upon, the Parties hereto and their respective successors and assigns.
- 17.3 This Agreement supersedes any and all previous local education agreements between the Parties.
- 17.4 The Parties acknowledge that:
- a) nothing in this Agreement, or in the negotiation of this Agreement, or in any prior document leading to this Agreement, in any way defines or amends, recognizes, affirms, or denies the existence of, or in any way limits Aboriginal or treaty rights of the First Nation; and
 - b) this Agreement is without prejudice to the rights of the Parties and the First Nation with respect to such matters.

IN WITNESS WHEREOF the Parties have executed this Agreement as of the date first above written.

SIGNED on behalf of the BAND by its duly authorized Officers


Chief

in the presence of:

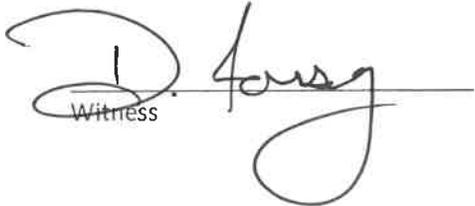

Witness

SIGNED on behalf of the BOARD OF EDUCATION


Chairperson – Board of Education


Secretary-Treasurer SD73

in the presence of:


Witness

APPENDIX A

DEFINITIONS

The following definitions and interpretations apply to this agreement:

“Aboriginal”	Refers to individuals of Aboriginal ancestry who are status, non-status, Metis, or Inuit.
“Aboriginal Education Advisory Committee (AEAC)”	A committee of School District No. 73 that works in partnership with the Aboriginal Education Council (AEC) on meeting the goals of the Aboriginal Education Council (AEC) Vision Statement, Enhancement Agreement and Strategic Plan.
“Aboriginal Education Council (AEC)”	Means a council established by a Board of Education or School District, comprised primarily of representatives from First Nations within the School District, to provide advice to improve outcomes for Aboriginal students. The Council represents Aboriginal interests in the design, implementation, and assessment of programs and services that will improve the School experience and academic achievement of Aboriginal students.
“Aboriginal Education Program”	Means the funding provided to School Districts by the Ministry of Education for Aboriginal Education Programs targeted in the District’s Operating Grant Allocation.
“Adaptations”	Are teaching and assessment strategies especially designed to accommodate a student’s needs so he or she can achieve the learning outcomes of the subject or course and to demonstrate mastery of concepts. Essentially, adaptations are “best practice” in teaching. A student working on learning outcomes of any grade or course level may be supported through use of adaptations.
“Adult Dogwood”	Means an adult high school diploma is the British Columbia Adult Graduation Diploma (BCAGD) for adult learners (18 and older) who want to take courses in order to complete high school and obtain their adult high school diploma.
“Attendance Protocol”	Means an attendance procedure carried out at the Schools in the District, which outlines the recording of attendance of students and the approach to excused and unexcused absences with the overall purpose of encouraging strong attendance necessary for success in Schools.
“The Band”	Means an Indian Band as defined in the <i>Indian Act (Canada)</i> , and is represented by the Band Chief and Council or their representative and signatory to this Agreement.

“BC Tripartite Education Agreement (BCTEA)”	A five-year agreement signed in June 2018 between the Canadian Federal Government, the Province of British Columbia and the First Nations Education Steering Committee (FNESC). The agreement outlines a process for meaningful systemic changes in BC education for First Nations.
“BC Public School” or “BC Public School(s)”	Means all public Schools in British Columbia providing kindergarten to grade 12 education but does not include BC Independent Schools or First Nation Schools.
“The Board”	Means the Board of Education, School District No. 73 (Kamloops-Thompson) and signatory to this agreement.
“Board/Authority Authorized Courses”	Are courses offered by BC Public Schools to respond to the local needs of the schools and their communities while providing choice and flexibility for students, according to requirements set by the Ministry of Education.
“Child in Care (CIC)” or “Children in Care”	Means a child for whom the Director of Child Welfare is the sole guardian, and the Public Guardian and Trustee manages the child's estate.
“Dogwood Certificate or Diploma”	Means the British Columbia Certificate of Graduation that is awarded by the Minister to a student upon successful completion of the provincial graduation requirements, as set out in the provincial Graduation Program and, for greater clarity, does not include an Adult Dogwood.
"Early School Leavers"	Means: <ul style="list-style-type: none"> • any First Nation Student leaving School prior to the completion of Grade 12, including students who are expelled; or • a student who has 15 unexcused absences in a month, has missed 75% in any School month, or has missed 40% of a term or semester. where the Early School Leaver Plan has been unsuccessful, and the First Nation Student has no Inclusive Education Plan.
“Educational Program”	Means an organized set of learning activities that, in the opinion of the Participating Bands and The Board, is designed to enable First Nations students to develop their individual potential and acquire the knowledge, skills, and attitudes needed to achieve a quality academic and culturally relevant education.
“Evergreen (School Completion) Certificate”	Is a school leaving certificate intended to celebrate success in learning that is not recognized in a Certificate of Graduation (Dogwood Diploma). It is used to recognize the accomplishments of students with special needs and an Inclusive Education Plan, who have met the goals of their Educational Program, other than graduation (and not all students with special needs should be in an Evergreen Certificate Program.) The Evergreen Certificate is not a graduation credential; students who receive an Evergreen have not graduated. The Evergreen represents the completion of personal learning goals but does not represent graduation.

“Federal Targeted”	Means funding provided by the Federal Government that is intended specifically to fund Education Programs for First Nations students.
“First Nation”	Means an Indian Band as defined in the <i>Indian Act</i> (Canada), and is represented by the Band Chief and Council or their representative.
“First Nation Student Rate”	Means the education costs for a First Nation Student attending a BC Public School in a School District, as calculated annually by the Ministry in consultation with FNEESC and Canada (formerly the “First Nations Billing Rate”). This includes: <ul style="list-style-type: none"> • the District Operating Grant Allocation (an amount that includes the Basic Allocation plus any applicable Supplements, as set out in the provincial Operating Grants Manual for the School year), and • The School District’s proportionate costs of the Provincial Learning Network (PLNet), Pay Equity, MyEducation BC, Annual Facility Grant, the Learning Improvement Fund, and Labour Settlement funding for which the Ministry of Education deducts from the School District and the School District invoices the Participating Bands, or the Ministry invoices Indigenous Services Canada.
“First Nation Student”	Means a student who is ordinarily resident on a reserve of the First Nation in British Columbia and is eligible to be on the Nominal Roll.
“First Nation Transportation Fund”	Means the First Nation Student Transportation Fund established by Canada, British Columbia and FNEESC to fund the transportation of First Nation Students to BC Public Schools, commencing in the 2019/20 School Year.
“Full Time Equivalent (FTE) First Nations Student”	Means a First Nation Student who is attending a public School and who is: <ul style="list-style-type: none"> • of School age as defined in the <i>School Act</i>; or • in full time attendance in an educational program in accordance with the Participating Bands, the Board, the Ministry and Indigenous Services Canada.
“Indigenous Services Canada (IS, ISC, DISC)”	Means the federal department of Indigenous Services.
“Inclusive Education Plan (IEP)”	Means a documented plan developed for a student that describes individualized goals, Adaptations, Modifications, and the services to be provided, and includes measures for tracking achievement, as required by the provincial Individual Education Plan Order M638/95 and addressed in the Ministry of Education <i>Special Education Services: A Manual of Policies, Procedures and Guidelines (March 2011)</i> , as may be amended from time to time.

“Informed Consent”	Refers to the provision of approval or assent, particularly and especially after thoughtful consideration, and after receiving all relevant information that is not unreasonably withheld. In the context of assessment and placement and education referrals, Informed Consent requires that the Parent be informed of: <ul style="list-style-type: none"> • the assessment procedures to be carried out; • the information to be collected; • the intervention that may take place; • the likely benefits and risks; and • the option to refuse or withdraw at any time, and be provided meaningful opportunity to provide input into the assessment and placement or education referral decision.
“Minister”	Means the Minister of Education (BC).
“Ministry”	Means the Ministry of Education (BC).
“Modifications”	Means instructional and assessment-related decisions made to accommodate a student’s educational needs that consist of individualized learning goals and outcomes which are different than learning outcomes of a course or subject. Modifications should be considered for those students whose special needs are such that they are unable to access the curriculum (i.e., students with limited awareness of their surroundings, students with fragile mental/physical health, students medically and cognitively/multiply challenged.)
"Nominal Roll"	Means the annual census of eligible students living on-reserve and attending elementary/secondary School as defined by the BC Tripartite Education Agreement (BCTEA) as of September 30.
“Operating Grants Manual”	Means the provincial manual, as amended from time to time, that sets out the provincial funding formula that comprises a student basic allocation plus supplementary grants to determine School District allocations.
"Ordinarily resident on-reserve"	Means that the student usually lives at a civic address on reserve, is a child in joint custody who lives on reserve most of the time, or is staying on reserve and has no usual home elsewhere. Students continue to be considered ordinarily resident on reserve if they return to live on reserve with their Parents, guardians or maintainers during the year, even if they live elsewhere while attending School or working at a summer job. (In this context, reserves are deemed to include all land set aside by the federal government for the use and occupancy of an Indian band, along with all other Crown lands which are recognized by Canada as settlement lands of the Indian band of which the student is a resident.

“Parent”	Means, in respect of a student: <ul style="list-style-type: none"> • the guardian of the person of the student; • the person legally entitled to custody of the student; • the person who usually has the care and control of the student; or • a designate of the parent or legal guardian.
“Personal Education Number (PEN)”	Means the unique nine-digit identification number that can be assigned by the Minister of Education to persons in BC Schools and institutions. The PEN follows the student through their Early Learning, Kindergarten – Grade 12 and post-secondary education.
“School” or School(s)”	Means and includes any School operated by the Board.
“School Act”	Means the British Columbia <i>School Act</i> , RSBC 1996, Chapter 412.
"School District" or "District"	Means the area constituted under the <i>School Act</i> as School District No. 73 (Kamloops-Thompson).
“School Year”	Means the period beginning on July 1 and ending on June 30 the following year.
“Secwepemctsin”	Means the Secwépemc Language.
“Staff”	Means persons employed by the Board who work directly with Aboriginal students.
"Targeted Aboriginal Education Funding"	Means the funding provided to the School District by the Ministry of Education targeted for school age students of Aboriginal ancestry participating in Aboriginal Education Programs and Services offered by public Schools, which must be spent on the provision of these programs and services.
“Tuition Fees”	Means the Tuition Funding per student received from Indigenous Services Canada by the Band, which the Band pays to the Board for the purchase of education services, including any mandatory School fees, for students in the School District at the rate set out by the Ministry of Education in its fiscal framework for a given School Year.
“Tuition Funding”	Means the Tuition Funding received by the First Nation from Indigenous Services Canada for the education of First Nation Students in the School District who are on the Nominal Roll, which is invoiced for by the Board as per the First Nation Student Rates established by the Ministry annually and as determined by the snapshot date of September 30 th .
“Vulnerable Student”	Means a student who has been identified as finding learning more challenging based on the following factors: not meeting learning outcomes, significant absence from School, not transitioning to the next grade, failing courses, behaviour issues, under suspension, not at grade level and/or is a Child in Care.