



YELLOWKNIFE EDUCATION DISTRICT NO. 1

BOARD of TRUSTEES SPECIAL BOARD MEETING

AGENDA

October 31, 2025

12:05 PM - 12:55 PM

Google Meet joining info:

<https://meet.google.com/apx-ogkd-cku>

1.0 Call to Order

2.0 Land Acknowledgement

We respectfully acknowledge that we live, work, and learn on Chief Drygeese Territory in the Akaitcho region, the traditional territory of the Yellowknives Dene First Nation.

3.0 Chairperson's Opening Remarks

4.0 Declaration of Conflict

5.0 Adoption of Agenda

6.0 Labour Relations

7.0 Budget Amendment

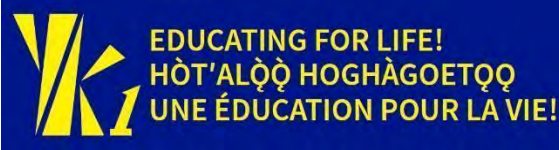
8.0 Educational Assistants - Interim Support Initiative

9.0 Date and Time of Next Meetings

Nov 12, 2025	12:00 PM	Committee of the Whole Meeting
Nov 12, 2025	6:30 PM	Executive Session (in-camera)
Nov 12, 2025	7:00 PM	Regular Board Meeting

10.0 Chairperson's Closing Remarks

11.0 Adjournment



BOARD REPORT

Title:	Labour Relations
Contact:	Landon Kowlazik, Assistant Superintendent HR & Learning
Date Submitted:	October 31, 2025
Mandate	• Cultivate a culture of holistic wellness • Honour and celebrate Indigenous Language and Culture for all learners • Ensure inclusive, equitable and authentic learning experiences • Foster critical understanding of local, national and global issues
Background	YK1 values the positive relationship established with United Steel Workers Local association. The collective agreement with the USW ended July 1, 2025 and a new agreement has been ratified as of October 23, 2025. This three year agreement will provide stability for both the USW members and YK1.
Looking ahead	
Recommendations	Move to approve Move that the YK1 Board of Trustees approve the ratified agreement between YK1 and USW for a three year collective agreement.
Attachments?	Yes__x__ No_____ (list attachments) YK1-USW MOA

MEMORANDUM OF AGREEMENT

BETWEEN



YELLOWKNIFE EDUCATION DISTRICT NO.1

AND



**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY, ALLIED
INDUSTRIAL AND SERVICE WORKERS
INTERNATIONAL UNION
(UNITED STEELWORKERS, LOCAL 1-207)**

October 23, 2025

MEMORANDUM OF AGREEMENT

THIS AGREEMENT IS MADE THIS 23rd DAY OF OCTOBER, 2025.

Between

YELLOWKNIFE EDUCATION DISTRICT NO.1
(hereinafter referred to as the "Employer")

Party of the first part

- and -

UNITED STEELWORKERS, LOCAL 1-207
(hereinafter referred to as the "Union")

Party of second part

HOUSEKEEPING

- All grammatical, numerical and consequential changes required as necessary due to the mutually agreed to additions, deletions or amendments made to the Collective Agreement during the course of negotiations.
- Review the Collective Agreement for gender neutrality and, when agreed, make the changes where required.

EFFECTIVE DATES

Changes are effective date of ratification unless specifically stated otherwise.

REMAINING ARTICLES

All Articles, clauses, Appendices and/or Letters of Understanding/ Agreement not specifically referred to by way of proposal(s) are considered as agreed to without amendment and will form part of the renewed Collective Agreement.

All changes are written in red, in strikethrough or bolded

ARTICLE 4 - COMMITTEES AND REPRESENTATIVES

New Article

4.05 Bargaining Committee

The Bargaining Committee shall consist of up to four (4) representatives elected or appointed by the Union.

The Union shall notify the Board, in writing, of the names of the members of the Bargaining Committee once selected and shall advise the Board of any subsequent changes. Members of the Bargaining Committee (up to 4) shall not suffer any loss of pay, benefits, or seniority for time spent attending negotiations with the Employer during their regular working hours. The Board shall cover all lost wages and applicable benefits for members of the Bargaining Committee while engaged in negotiations with the Employer.

ARTICLE 5 - HOURS OF WORK

- 5.03 (a) The School Finance and Administrative Assistant's working year shall consist of those days considered "Sessional Days" as per the school calendar plus an additional three (3) weeks, to be determined by the Principal, during the summer school holidays. Teacher Conference and Professional Development Days shall be considered as sessional days.

Where a school Finance and Administrative Assistant works less than a full year, as defined by this article, the formula for calculating a school Finance and Administrative Assistant's salary entitlement for the remainder of a school year is as follows:

$$[(\text{Total \# of days worked in school year}) \div (\text{the \# of sessional days in the school year} + 15\text{days})] \times (\text{annual salary as per schedule A})$$

- (b) Wellness Mentors, Mental Health and Wellness Leads, and Speech Language Pathologists working year shall consist of those days considered "Sessional Days" as per the school calendar. Teacher Conference and Professional Development Days shall be considered as sessional days.

The normal workweek for Wellness Mentors, Mental Health and Wellness Leads, and Speech Language Pathologists shall consist of five (5) consecutive seven and one half (7.5) hour days, Monday to Friday, for a total of thirty-seven and one half (37.5) hours and each workday shall include, in addition to these hours, a one (1) hour unpaid lunch period.

Where a Wellness Mentor, Mental Health, Wellness Lead, or Speech Language Pathologist works less than a full year, as defined by this Article, the formula for calculating their salary entitlement for the remainder of the school year is as follows:

$$[(\text{Total \# of days worked in a school year}) / (\text{the \# of sessional days in a school year})] \times (\text{annual salary as per Schedule A}).$$

ARTICLE 9 - APPOINTMENTS AND PROMOTIONS

- 9.01 The Board will ensure that when a position within the scope of the bargaining unit is created or becomes vacant and is required to be filled, it will be posted on school or central shop bulletin boards for a period of not less than one (1) week and emailed to the membership. Failure to post within **5 days of the vacancy being created** will result in the competition being re-posted and the deadline being extended for one (1) additional week. **The Board shall post vacancies required to be filled, in advance (where reasonably possible) where it is made aware that a vacancy will occur, in order to allow sufficient time to fill the position and to minimize unnecessary burdens on other Employees or YK1. Vacant positions not filled internally shall be posted and filled externally as soon as reasonably possible following the internal posting period.**
- 9.03 **Job Training**
- The Education District shall do what is reasonably practical to increase the knowledge, training and skill of the employees, having due regard for their seniority, to enable them to apply for vacancies in higher or different job classifications. Employees who wish to access funding for professional development must apply to the Director of Operations (Janitors and maintenance) or the **Secretary Treasurer** ~~Director of Corporate Services~~ (Finance and Admin) **or the Assistant Superintendent of Curriculum and Learning (Wellness Mentors, Mental Health and Wellness Leads, Speech Pathologists)**. Funds will be allocated from the annual budget amount upon approval by the Director of Operations or the ~~Director of Corporate Services~~ **Secretary Treasurer**.
- 9.05 (a) ii. Developing and ~~printing off~~ **approving** work orders, prioritizing work orders and distributing work orders based on priority and need;

ARTICLE 10 - LEAVE OF ABSENCE

10.03 Sick Leave

- (a) Sick leave is provided for the sole purpose of ensuring a continuous income to an employee during periods of illness.
- (b) Sick leave credits, which will provide leaves of absence with pay shall be accumulated at the rate of two (2) days for each month of service. Employees who work less than 100% shall earn sick leave pro-rated on their percentage of time.
- (c) Employees shall be entitled to accrue all sick leave earned up to a maximum of ~~one hundred and twenty (120)~~ **one hundred and fifty (150)** days for future benefits. Employees hired before July 1, 2019 shall be entitled to fifty percent (50%) of accumulated sick leave credits on death or retirement.

ARTICLE 11 - VACATION WITH PAY

~~11.02 Each employee shall submit their preferred vacation dates to the Board for approval, not less than thirty (30) days and not more than ninety (90) days prior to the commencement of the vacation.~~

Senior employees shall be given preference in scheduling vacations when they submit their preferred vacation dates to the Employer for approval on or before the last working day of February for the vacation period of June to November, and on or before the last working day of August for the vacation period of December to May. Approvals are subject to operational requirements. The Employer will make every reasonable effort to ensure an employee is granted their vacation in the year in which it is earned.

Vacation requests submitted outside these timelines shall be considered on a first-come, first-served basis and shall not be unreasonably denied and are subject to operational requirements

The Employer shall notify employees that their vacation request submission has been received. The Employer shall notify employees within two (2) weeks of the vacation *submission* (outside semi-annual) or *deadline* (*semi-annual*) whether their preferred vacation time has been approved or denied.

Employees whose vacation requests are denied shall be provided with written reasons for the denial.

A vacation schedule shall be posted following each submission period to allow employees to see what vacation time remains available for requests made outside the regular submission periods.

Employees shall be allowed to carry over one (1) week of vacation entitlement for a one-year period, non-cumulatively. However, where an employee's vacation request is denied due to operational requirements, that employee shall be eligible to carry over up to two (2) weeks of vacation entitlement for a one-year period, non-cumulatively.

ARTICLE 15 - HEALTH AND INSURANCE

Status quo but Employer would agree to add:

- 15.01 (h) The Employer shall provide for each employee a Health Spending Account that adheres to Revenue Canada requirements. The Health Spending Account shall be ~~\$800~~ **\$1000** per full-time employee and administered on a pro-rata basis for other employees. The account shall be used for the benefit of the eligible employee, the employee's spouse and his/her dependents.
- (i) **Professional Services – reimbursement up to one thousand dollars (\$1000.00) per calendar year, per covered employee, (including dependants) for services such as chiropractic, physiotherapy, massage therapy, acupuncture, and other similar professional services that are covered under the benefit plan.**

ARTICLE 17 - SAFETY AND HEALTH

Safety Equipment

- 17.10 Where the nature of the work or working conditions so requires, the Board shall supply employees, at the Board's expense, with the necessary tools (excluding specialized trade tools), protective clothing, safety equipment, and supplies.
- a) ~~Full-time~~ Indeterminant janitorial employees shall be provided the following:
- Five (5) YK1 shirts, replaced as required
 - Up to \$300 per year, payable upon proof of purchase, for clothing and footwear
 - For Employees required to work outdoors one (1) YK1 winter coat, **and one pair of winter boots upon request**, replaced as required
- b) Maintenance employees shall be provided the following:
- ~~Three (3)~~ **Five (5)** YK1 shirts, replaced as required
 - Three (3) pairs of pants replaced as required,
 - One (1) YK1 winter coat, replaced as required,
 - ~~One (1)~~ **Two pairs** of safety boots **(1 winter & 1 summer)** replaced as required.

ARTICLE 18 - TRANSPORTATION DURING WORKING HOURS

- 18.02 Where an employee is required to use their personal vehicle for work-related purposes, the employee will be reimbursed in accordance with the **employer's private-car GNWT kilometer rates, and is required to track mileage through a log book or through the work order software.**

ARTICLE 19 - TRANSPORTATION

19.02 Medical Travel

The employee and the employee's dependents shall be eligible to receive reasonable and necessary airfare and hotel accommodation for a maximum of seven (7) **days nights** for medical or dental treatment - maximum of **three hundred twenty-five dollars (\$325.00) ~~two hundred twenty-five dollars (\$225.00)~~** per **day night** for accommodation, meals, and local ground transportation - provided:

ARTICLE 20 - OVERTIME

- 20.02 (a) An employee who is directed to work on a paid holiday, shall be paid one and one-half (1½) times his hourly rate for the hours worked, plus pay for the holiday.
- (b) An employee may elect to bank (and not be paid) for overtime hours worked to a maximum forty (40) hours, with the exception that an employee will be paid for any applicable shift premium associated with these overtime hours at the time worked, to a maximum of forty (40) hours. All other overtime worked shall be paid as earned. The employee may request in writing to have banked time paid out at any time. Once an employee has accumulated forty (40) hours in one work year, no more lieu time may be banked until July 1, the commencement of the next work year. This is not a rolling, refillable bank. Any overtime over this banked amount shall be paid out as earned. Unused banked overtime hours remaining in the bank as of July 1 will be carried over to the next year but will be counted as time earned in the new year. An employee may build the bank up to forty (40) hours. **A member may also elect to take the overtime that they have banked as time off in lieu for the actual hours at the overtime rate.**

ARTICLE 21 - GENERAL

- 21.01 The Board will provide the Union with a copy of those personnel directives and memos affecting employees who are members of the bargaining unit. A copy of all directives and memos shall be emailed to the **assigned USW Local 1-207 Business Agent/USW Staff Representative. ~~USW-staff-office.~~** as directed by the Union.

11. Change all references to Director of Corporate Services to Secretary Treasurer.

12. Change all general references to "Board" to "Employer".

13. For clarity in Article 12.02, Step 3, change "Board of Education" to "Board of Trustees".

14. Change "Workers Compensation Board" to "Workers Safety and Compensation Commission"

SCHEDULE A

3 Year Term

Schedule A Wage Grid:

July 1, 2025 2.50 % (retroactive to July 1, 2025)

July 1, 2026 GNWT plus 0.25%

July 1, 2027 GNWT plus 0.25%

Effective date of ratification, a one-time vacation travel allowance of fifteen hundred dollars (\$1500) shall be paid to each member of the bargaining unit, payable in separate deposit.

We have agreed to add, Wellness Mentors, Mental Health and Wellness Leads, Speech Language Pathologists. They have already been added into the union mid-contract, we just need to add them to the collective agreement. While the needed edits to the Collective Agreement set out below involve monetary issues, what is set out below is simply to capture the current status quo in relation to these new positions and not to either increase or decrease any of the currently in-place status quo terms and conditions and as a result, we have included this within our non-monetary package of ingoing issues. These specific changes that would appear to be needed to incorporate this new status quo that has not yet reflected in the Collective Agreement are as follows:

(a) Their salary grids will be:

USW Grids July 1, 2024 to June 30, 2025	0-1	1-2	2-3	3-4	4-5
Wellness Mentor	95,578.00	97,490.00	99,439.00	101,428.00	103,457.00
Mental Health and Wellness Lead	105,732.00	107,846.64	110,004.00	112,204.00	114,478.00
Speech Language Pathologist	102,269.00	104,314.00	106,401.00	108,529.00	110,699.00

ERRORS AND OMISSIONS EXCEPTED

MEMORANDUM OF AGREEMENT

Between

YELLOWKNIFE EDUCATION DISTRICT NO.1
(hereinafter referred to as the "Employer")

- and -

UNITED STEELWORKERS, LOCAL 1-207
(hereinafter referred to as the "Union")

The parties herein agree to the terms of this Memorandum of Agreement as constituting full settlement of all issues between the parties. Unless otherwise specified, changes to terms and conditions will be effective on the date of ratification by both parties.

The undersigned representatives of the parties do hereby agree to present and recommend ratification to their respective principals the following changes to the 2025-2028 Collective Agreement.

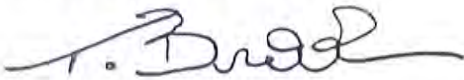
Signed this **23rd** day of **October, 2025**

On behalf of
Yellowknife Education District No.1
Northwest Territories

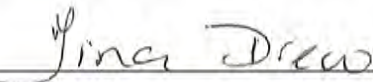
On behalf of the
United Steelworkers, Local 1-207
Edmonton, Alberta

For the Employer

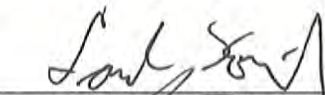
For the Union

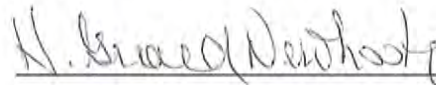




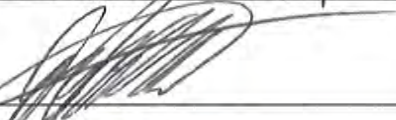


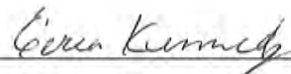


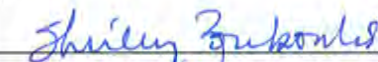
















SPECIAL BOARD REPORT

Title:	October 31, 2025 Budget Amendment Report
Contact:	Lisa Vass, Secretary Treasurer
Date Submitted:	October 29, 2025
Mandate:	• Cultivate a culture of holistic wellness • Honour and celebrate Indigenous Language and Culture for all learners • Ensure inclusive, equitable and authentic learning experiences • Foster critical understanding of local, national and global issues
Updates:	• As the school year progresses, budget amendments need to be approved by the Board for new funding received and unexpected expenditures. The Board's approval formally authorizes the administration to implement the new programs and services. The monthly and quarterly financial reports will continue to be presented using the original approved budget which is required for the audited financial statements. • The attached Budget Amendment schedule includes the following for your review and approval: - o Interim Support Assistants - \$5,181,866 - o Professional Development - \$50,948 - o Education Assistants – Substitutes - \$110,000 - o Homeschooling – Budget Correction: increased enrolment - \$200,000 - o Occupational Health & Safety Confined Space Assessment - \$43,600 - o Occupation Health and Safety Training - \$35,700 - o Securing Play Spaces and Playgrounds - \$150,000 - o Accessibility Study - \$60,500

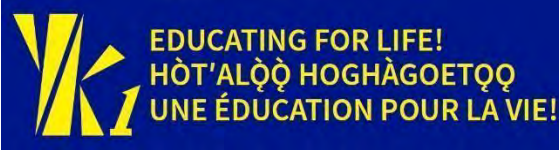


EDUCATING FOR LIFE!
HÒT'ALQÒ HOGHÀGOETQÒ
UNE ÉDUCATION POUR LA VIE!

	- o MHS Main Flooring Replacement - \$88,000 • The total of the above budget amendment expenses is \$5,920,614. This will be funded by \$5,181,866 from the Government of the Northwest Territories, Education, Culture and Employment and \$738,748 from the Yellowknife Education District No. 1 Operating Fund surplus.
Looking forward	• Normally, budget amendments will be brought forward to Finance Committee as new funding is received. This will be the continued practice for the remaining 2025-2026 fiscal year.
Recommendations :	That the Yellowknife Education District No. 1 Board of Trustees approve a total budget expenditure of \$5,920,614 to be funded by a combination of Government of the Northwest Territories, Education, Culture and Employment funding \$5,181,866 and the Yellowknife Education District No. 1 Operating Fund surplus for \$738,748 as outlined in the attached schedule.

Yellowknife Education District No. 1
2025-2026 Budget Amendments Schedule - October 31, 2025

Month	Funding Source	Operating/Capital	Program	Details	Program	Revenue	Expense	Reserve/Surplus	Net Change
31-Oct-25	GNWT	Operating	Interim Support Assistants	- 59.58 FTE Oct - June (Prorated from full year of 68.5 FTE for Aug - June)	Inclusive Schooling	5,181,866	5,181,866		-
31-Oct-25	YK1 Surplus	Operating	Professional Development Training (Inclusive	Safe Management Group Training	Inclusive Schooling		50,948.00	50,948.00	-
31-Oct-25	YK1 Surplus	Operating	Education Assistant Floater Substitutes	September and October	Inclusive Schooling		110,000.00	110,000.00	-
31-Oct-25	YK1 Surplus	Operating	Homeschooling	Budget Correction: Increased enrolment	School Programs		200,000.00	200,000.00	-
31-Oct-25	YK1 Surplus	Operating	OHS Confined Space Assessment	WSCC requirements	School Programs		43,600.00	43,600.00	-
31-Oct-25	YK1 Surplus	Operating	OHS Training	Examples: Supervisor, Confined Space, Fall Protection, Spill Protection	School Programs		35,700.00	35,700.00	-
31-Oct-25	YK1 Surplus	Operating	Securing Play Spaces and Playgrounds	Need for designated enclosed JK-K Play Spaces; close gaps in fencing; and safety gates. Improving supervision site lines.	Operations and Maintenance		150,000.00	150,000.00	-
31-Oct-25	YK1 Surplus	Operating	Accessibility Study	Rick Hansen Foundation	Operations and Maintenance		60,500.00	60,500.00	-
1-Nov-25	YK1 Surplus	Capital	MHS Main Flooring Replacement	Hallway floor replacement	Operations and Maintenance		88,000.00	88,000.00	-
									-
									-
									-
						5,181,866	5,920,614	738,748	-
Program Summary - Expenses									
			Administration						-
			School Programs			-	279,300	279,300	-
			Operations and maintenance			-	298,500	298,500	-
			Inclusive Schooling			5,181,866	5,342,814	160,948	-
			Indigenous Languages and Education						-
			Other - Jordan's Principle						-
			Amortization						-
			Totals			5,181,866	5,920,614	738,748	-



BOARD REPORT

Title:	Education Assistant Interim Support Initiative
Contact:	Landon Kowlazik, Assistant Superintendent HR & Learning
Date Submitted:	October 31, 2025
Mandate	• Cultivate a culture of holistic wellness • Honour and celebrate Indigenous Language and Culture for all learners • Ensure inclusive, equitable and authentic learning experiences • Foster critical understanding of local, national and global issues
Background	In the past, YK1 has benefited from funding from Jordan's Principle to support students and hire educational assistants. With recent changes to the criteria for application, YK1 has not received the same funding. As an interim measure, funding will be provided through the GNWT, in order to restore some educational assistants.
Looking ahead	This one time funding will provide a short-term solution for YK1. Once funding becomes available, education assistant postings will be made and hiring will begin.
Recommendations	Motion to approve Move that the YK1 Board of Trustees accept the one-time funding to be used for hiring of educational assistants for the 2025-2026 school year.
Attachments?	Yes_x____ No_____ (list attachments) Accessing Funds - YK1



Yellowknife Education District No. 1
Commission scolaire publique n°1 de Yellowknife

Phone/Tél (867) 766-5050
Fax/Télec (867) 873-5051
Email/Courriel info@yk1.nt.ca

ECE Support Assistants Initiative

Accessing Funds - YK1

Intake and Agreement

Confirmation that an application has been denied

- Please see attached documents confirming ISC has denied the following Jordan's Principle and/or Inuit Child First Initiative applications (by way of outright denial, no response, or escalation to the National Office).

Confirmation of surplus use

- YK1's surplus is retained and budgeted for anticipatory costs through out the school year for costs that are not funded by ECE's school funding formula such as:
 - Collective bargaining - NWTTA and USW in progress
 - Our Support Assists (education assistants EAs) are part of the NWTTA so their salary increases are tied the same increase teachers receive. The rate for 2025-26 is a 4% increase. We are not funded for their increase.
 - Sick leave for education assistants is also not funded and will come from the Inclusive School budget or surplus
 - Impacts related to lead in the water at 3 buildings - we cannot anticipate costs
 - Sick leave - includes long term leaves that do not qualify for LTD disability insurance
 - Benefits
 - As part of the Collective Agreement Professional Development
 - Unfunded positions (4 extra teachers (4 x \$157 000 = \$628 000), 7 extra EAs (7 x \$92,948.00 = \$650 636) , tech support, finance, Human Resources)



Yellowknife Education District No. 1
Commission scolaire publique n°1 de Yellowknife

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Email/Courriel info@yk1.nt.ca

- Sub costs - as current provisions are not adequate and we do not apply for substitute costs for employees under Jordan's Principle
- Facility repairs
- As YK1's surplus is held for other anticipated costs, there are no anticipated additional support assistant positions that can be allocated from these resources.

Support Assistant Request Specifics (please refer to the attached table for details)

- Funding amount requested:
 - \$4,468,186.50** note in YK1 status document
 - This would only cover Support Assistant costs until March 31, 2026
 - As directed, we only applied for funding to March 31, 2026
 - Full year funding would equal: \$6,366,938
- Numbers of Support Assistants this funding would resource as per applications submitted:
 - 68.5 FTE
- Salary level and band classification (pay band or hourly rate):
 - EA 2 Step 5 plus 4% GNWT-NWTTA Collective Agreement
 - \$50,516 plus pension and benefits = \$65,229
 - This is the cost per SA until March 31, 2026
 - \$72,166 plus pension and benefits = 92,948
 - This is the cost per SA for full year



Tessa Elliott <tessa.elliott@yk1.nt.ca>

Jordan's Principle and Inuit CFI - Group Request - ISC-319401 - Escalated (SLP supports)

1 message

Dubeau, Alison <Alison.Dubeau@sac-isc.gc.ca>

Fri, Jun 27, 2025 at 11:49 AM

To: Tessa Elliott <tessa.elliott@yk1.nt.ca>, Iona Strachan <iona.strachan@yk1.nt.ca>

Cc: PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>, Landon Kowalzik <landon.kowalzik@yk1.nt.ca>

Dear Iona and Tessa,

This email is to confirm through Inuit Child First Initiative and Jordan's Principle the following supports for 70 Indigenous children attending a Yellowknife Education District No. 1 school are being escalated to the National office for review and decision.

- **Speech Language Pathologists and Speech & Language Assistant - \$328,996 (August 2025-March 2026)**

You will be notified by email once the National office had communicated their decision to the region.

Thank you,

Alison

Alison Dubeau

Senior Program Officer

Jordan's Principle - Inuit Child First Initiative

Northern Region, First Nations and Inuit Health Branch

Department of Indigenous Services Canada / Government of Canada

principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

-

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Ministère des Services aux Autochtones / Gouvernement du Canada

principedejordanrn-nrjordsprinciple@sac-isc.gc.ca

N'hésitez pas à me répondre dans la langue officielle de votre choix.

Please feel free to reply in the official language of your choice.



Indigenous Services
Canada

Services aux
Autochtones Canada



ISC-317567-P2G9

2 messages

Stevens, Verna <verna.stevens@sac-isc.gc.ca>

To: "tessa.elliott@yk1.nt.ca" <tessa.elliott@yk1.nt.ca>

Cc: <XXXXXXXXXXXXXXX>

Tue, Jun 24, 2025 at 6:53 AM

Good afternoon, Tessa Elliott:

RE ISC-317567-P2G9 Partial Approval and Escalation:

This request has been approved under the Jordan’ Principle to safeguard the best interests of the child(ren). This approval is meant to provide temporary bridge funding, in order for the family to be connected and work with existing services or community supports. Jordan’s Principle & the Inuit and Child First Initiative is not intended to provide ongoing income assistance and is not an income supplement program. Requests will be considered on a case-by-case basis. An existing or previously approved request does not guarantee that a request for new funding will be renewed or approved.

Thank you for submitting this request on behalf of <XXXXXXX>. Based on the information provided we are able to approve the following short term supports

Item / Description / Service	Quantity	Price	Total
SLP Support; 1-1 30-minute weekly SLP Sessions @ \$140.00 per hour x 36 Sessions, from Apr 1 2025- Mar 31, 2026 Vendor: Tiny Eye Therapy Services	36	\$140.00	\$5,040.00

TOTAL APPROVED \$5,040.00

Note: In the event the vendor is registered with us, they may invoice us directly referencing case number: ISC-317567-P2G9

Escalated:

- 1:1 Support Assistant: \$65,229.00 TOTAL (Support requested for start of Kindergarten school year 2025-2026).

Should you have any questions, please contact our generic inbox at: PrincipedeJordanRN / NRJordansPrinciple principedejordanrn-nrjordansprinciple@sac-isc.gc.ca Please quote your case number on the subject line on all correspondence:

Kind regards,

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Ministère des Services aux Autochtones / Gouvernement du Canada

2720 Promenade Riverside, 4e étage, A.L. 6604C, Ottawa, ON K1A 0K9

sac.principedejordanm-nrjordanprinciple.isc@canada.ca

Please feel free to reply in the official language of your choice. / N'hésitez pas à me répondre dans la langue officielle de votre choix.

Tessa Elliott <tessa.elliott@yk1.nt.ca>

Tue, Jun 24, 2025 at 10:09 AM

To: Landon Kowalzik <landon.kowalzik@yk1.nt.ca>, Iona Strachan <iona.strachan@yk1.nt.ca>

Cc: Heidi Boudreau <heidi.boudreau@yk1.nt.ca>, Ashley West-Pratt <ashley.west-pratt@yk1.nt.ca>, Danika Jobin <danika.jobin@yk1.nt.ca>

We received partial approval on one of Itlo's 2025-26 applications for **xxxxx**. It is only the SLP services portion, which instead of adding to our budget on our side, we would ask the SLP provider to invoice Jordan's Principle directly referencing the approval # **ISC-317567-P2G9**.

Thanks,
Tessa

[Quoted text hidden]



Tessa Elliott <tessa.elliott@yk1.nt.ca>

JORDAN'S PRINCIPLE - ISC-316876 - ESCALATED TO NATIONAL OFFICE

1 message

Shanks, Bridget <Bridget.Shanks@sac-isc.gc.ca>

Tue, Jun 3, 2025 at 9:12 AM

To: Tessa Elliott <tessa.elliott@yk1.nt.ca>

Cc: Landon Kowalzik <landon.kowalzik@yk1.nt.ca>, Iona Strachan <iona.strachan@yk1.nt.ca>, PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>

Hi Tessa,

This email is to notify you that your request under Jordan's Principle/CFI for several supports for 210 students at Mildred Hall School for the 25/26 school year (until March 31, 2026) is being escalated to our National Office for review, as per the new operational bulletin. Please note the case number – ISC-316876. The request details are as follows:

FY 25/26 (August 2025-March 2026):

Individual SSAs (FT and PT): \$1,271,972

Psych-Ed Assessment (x2): \$6,345

Lunch Time EA (x2): \$130,458

Kitchen Manager: \$47,614

Bus Driver: \$49,574

School Counsellor: \$113,848

Academic Intervention Support Workers (x2): \$242,079

OTL Cultural Liaison: \$113,848

SEL Support Worker + Assistant: \$201,234

Behaviour/Restitution Support Worker: \$113,848

Assistive Tech Support Worker: \$113,848

Total: \$2,404,668

We will let you know as soon as we receive the decision back.

Thank you,

Bridget Shanks

Jordan's Principle and the Inuit Child First Initiative

Northern Region, First Nations and Inuit Health Branch

Department of Indigenous Services Canada / Government of Canada

Mailing Address: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Ministère des Services aux Autochtones / Gouvernement du Canada

Adresse postale: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

N'hésitez pas à me répondre dans la langue officielle de votre choix.

Please feel free to reply in the official language of your choice.



Indigenous Services
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Tessa Elliott <tessa.elliott@yk1.nt.ca>

ICFI ISC-304584 - DECISION ESCALATED

1 message

PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>
To: Tessa Elliott <tessa.elliott@yk1.nt.ca>
Cc: Iona Strachan <iona.strachan@yk1.nt.ca>, Landon Kowalik <landon.kowalik@yk1.nt.ca>

Wed, Apr 16, 2025 at 9:34 AM

Hi Tessa,

Thank you for your email submission. Given the information provided for [REDACTED] unfortunately we are unable to approve the request at the regional level so your application has been escalated to our National Office for review and decision.

Escalated to National Office:

- Educational Assistant for School year 2025-2026: \$102,242.80 total

We will notify you as soon as we can.

Thank you,

Jordan's Principle and the Inuit Child First Initiative
Northern Region, First Nations and Inuit Health Branch
Department of Indigenous Services Canada / Government of Canada
principedejordanrn-nrjordansprinciple@sac-isc.gc.ca
Tel : 1-866-848-5846 / Fax : 1-800-949-2718

Principe de Jordan et L'Initiative : Les enfants Inuits d'abord
Région du nord, Direction générale de la santé des Premières Nations et des Inuits
Ministère des Services aux Autochtones / Gouvernement du Canada
principedejordanrn-nrjordansprinciple@sac-isc.gc.ca
Tel : 1-866-848-5846 / Fax : 1-800-949-2718

Please feel free to reply in the official language of your choice. / N'hésitez pas à me répondre dans la langue officielle de votre choix.



Tessa Elliott <tessa.elliott@yk1.nt.ca>

JORDAN'S PRINCIPLE - ISC-317664 - ESCALATED TO NATIONAL OFFICE

1 message

Shanks, Bridget <Bridget.Shanks@sac-isc.gc.ca>

Thu, Jun 5, 2025 at 11:11 AM

To: Tessa Elliott <tessa.elliott@yk1.nt.ca>

Cc: Iona Strachan <iona.strachan@yk1.nt.ca>, Landon Kowalzik <landon.kowalzik@yk1.nt.ca>, PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>

Hi Tessa,

This email is to notify you that your request under Jordan's Principle/CFI for individual/shared support assistants for 23 students and a Learning and Well-being Specialist for 67 students at Range Lake North School for the 25/26 school year (until March 31, 2026) is being escalated to our National Office for review, as per the new operational bulletin. Please note the case number – ISC-317664. The request details are as follows:

FY 25/26 (August 2025-March 2026):

Individual/Shared SSAs: \$1,076,279

Learning and Well-being Specialist: \$128,604

Total: \$1,204,883

We will let you know as soon as we receive the decision back.

Thank you,

Bridget Shanks

Jordan's Principle and the Inuit Child First Initiative

Northern Region, First Nations and Inuit Health Branch

Department of Indigenous Services Canada / Government of Canada

Mailing Address: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Ministère des Services aux Autochtones / Gouvernement du Canada

Adresse postale: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

N'hésitez pas à me répondre dans la langue officielle de votre choix.

Please feel free to reply in the official language of your choice.



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Autochtones Canada



Tessa Elliott <tessa.elliott@yk1.nt.ca>

JORDAN'S PRINCIPLE - ISC-317470 - ESCALATED TO NATIONAL OFFICE

1 message

Shanks, Bridget <Bridget.Shanks@sac-isc.gc.ca>

Thu, Jun 5, 2025 at 9:31 AM

To: Tessa Elliott <tessa.elliott@yk1.nt.ca>

Cc: Landon Kowalzik <landon.kowalzik@yk1.nt.ca>, Iona Strachan <iona.strachan@yk1.nt.ca>, PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>

Hi Tessa,

This email is to notify you that your request under Jordan's Principle/CFI for individual support assistants for 11 students and an Educational Program Support Worker for 230 students at Sir John Franklin High School for the 25/26 school year (until March 31, 2026) is being escalated to our National Office for review, as per the new operational bulletin. Please note the case number – ISC-317470. The request details are as follows:

FY 25/26 (August 2025-March 2026):

Individual SSAs: \$554,449

Educational Program Support Worker: \$128,604

Total: \$683,053

We will let you know as soon as we receive the decision back.

Thank you,

Bridget Shanks

Jordan's Principle and the Inuit Child First Initiative

Northern Region, First Nations and Inuit Health Branch

Department of Indigenous Services Canada / Government of Canada

Mailing Address: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Adresse postale: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

N'hésitez pas à me répondre dans la langue officielle de votre choix.

Please feel free to reply in the official language of your choice.



Indigenous Services
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Tessa Elliott <tessa.elliott@yk1.nt.ca>

Jordan's Principle and Inuit CFI - Group Request for Specific Children - ISC-317225 - Escalation Notification (SSA's at WMMS - YED1)

1 message

Dubeau, Alison <Alison.Dubeau@sac-isc.gc.ca>

Thu, Jun 5, 2025 at 12:27 PM

To: Tessa Elliott <tessa.elliott@yk1.nt.ca>

Cc: PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>, Iona Strachan <iona.strachan@yk1.nt.ca>, Landon Kowalzik <landon.kowalzik@yk1.nt.ca>

Hello Tessa,

Thank you for providing the supporting documents. This email is to notify Yellowknife District Number #1 that the following supports for 10 specific Indigenous children have been escalated to the National office for review and decision.

- **Full Time – Support Assistant Assistants (x 4), Half Time Support Assistants (x3) and one shared group half time support assistant - \$391,376 total for the 25/26 Fiscal Year (August 2025-March 2026)**

The region will notify you by email once the National office has communicated their decision to our office.

Thank you,

Alison

Alison Dubeau

Senior Program Officer

Jordan's Principle - Inuit Child First Initiative

Northern Region, First Nations and Inuit Health Branch

Department of Indigenous Services Canada / Government of Canada

principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

-

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Ministère des Services aux Autochtones / Gouvernement du Canada

principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

N'hésitez pas à me répondre dans la langue officielle de votre choix.

Please feel free to reply in the official language of your choice.



Indigenous Services
Canada

Services aux
Autochtones Canada



Tessa Elliott <tessa.elliott@yk1.nt.ca>

JORDAN'S PRINCIPLE - ISC-304985 - ESCALATED TO NATIONAL OFFICE

1 message

Shanks, Bridget <Bridget.Shanks@sac-isc.gc.ca>

Thu, Jun 5, 2025 at 11:29 AM

To: Tessa Elliott <tessa.elliott@yk1.nt.ca>

Cc: Iona Strachan <iona.strachan@yk1.nt.ca>, Landon Kowalzik <landon.kowalzik@yk1.nt.ca>, PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>

Hi Tessa,

This email is to notify you that your request under Jordan's Principle/CFI for support assistants for 13 students and a psych-ed assessment for 1 student at NJ Macpherson School for the 25/26 school year (until March 31, 2026) is being escalated to our National Office for review, as per the new operational bulletin. Please note the case number – ISC-304985. The request details are as follows:

FY 25/26 (August 2025-March 2026):

SSAs: \$782,748

Psych-Ed Assessment for child C.K.: \$3,000

Total: \$785,748

We will let you know as soon as we receive the decision back.

Thank you,

Bridget Shanks

Jordan's Principle and the Inuit Child First Initiative

Northern Region, First Nations and Inuit Health Branch

Department of Indigenous Services Canada / Government of Canada

Mailing Address: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Adresse postale: 10 rue Wellington-Suite 1455, Gatineau, QC K1A 0H4

bridget.shanks@sac-isc.gc.ca / principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

Tel: 1-866-848-5846

N'hésitez pas à me répondre dans la langue officielle de votre choix.

Please feel free to reply in the official language of your choice.



Indigenous Services
Canada

Services aux
Autochtones Canada



Tessa Elliott <tessa.elliott@yk1.nt.ca>

Jordan's Principle - Group Request - ISC-317252 - Escalated (YK1 WMMS - Social Emotional Learning Teacher 25/26)

1 message

Dubeau, Alison <Alison.Dubeau@sac-isc.gc.ca>

Thu, Jul 31, 2025 at 6:03 AM

To: Tessa Elliott <tessa.elliott@yk1.nt.ca>

Cc: Iona Strachan <iona.strachan@yk1.nt.ca>, Landon Kowalzik <landon.kowalzik@yk1.nt.ca>, PrincipedeJordanRN / NRJordansPrinciple <principedejordanrn-nrjordansprinciple@sac-isc.gc.ca>

Good morning Tessa,

Thank you for confirming to go ahead and escalate this request with the additional information to be added once Iona has returned to the office.

This email is to confirm that through Jordan's Principle the following supports are being escalated to the National office for 40 Indigenous children attending École William McDonald.

- **Social Emotional Learning Teacher – full time - \$113,475 (pro-rated to August 2025 to March 2026)**

The request is being escalated based on the guidelines provided in the February 10, 2025 Operational Bulletin.

Kind regards,

Alison

Alison Dubeau

Senior Program Officer

Jordan's Principle - Inuit Child First Initiative

Northern Region, First Nations and Inuit Health Branch

Department of Indigenous Services Canada / Government of Canada

principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

-

Principe de Jordan et L'initiative de l'enfant d'abord

Région du nord, Direction générale de la santé des Premières Nations et des Inuits

Ministère des Services aux Autochtones / Gouvernement du Canada

principedejordanrn-nrjordansprinciple@sac-isc.gc.ca

N'hésitez pas à me répondre dans la langue officielle de votre choix.

Please feel free to reply in the official language of your choice.



Indigenous Services
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Note we can only receive emails up to 35 MB in size and receive zip files that are not password protected.

Students	EAs Applied For (JP)	EAs Applied For (ICFI)	EAs Total	Salary	Salary Total per Request	Salary Total	Application Type	Submission to ISC Date	ISC Response Date	ISC Status	ISC Number
		1		\$92,948.00	\$92,948.00		Individual	3/10/2025	4/16/2025	Escalated	ISC-304584
	1			\$92,948.00	\$92,948.00		Individual	5/28/2025	5/28/2025	Partial	ISC-317567
2	1	1	2		\$185,896						
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
		1		\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	0.5			\$32,615	\$32,615		Group				
		0.5		\$32,615	\$32,615		Group	5/26/2025	6/3/2025	Escalated	ISC-316876
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
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	0.5			\$32,615	\$32,615		Group				
		0.5		\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
School Wide	2			\$65,229	\$130,458		Group				
27	19.5	2	21.5		\$1,402,431						
	1			\$92,948	\$92,948		Group				
	1		12	\$92,948	\$92,948		Group	3/11/2025	6/5/2025	Escalated	ISC-304985

	1			\$92,948	\$92,948		Group				
	1			\$92,948	\$92,948		Group				
	1			\$92,948	\$92,948		Group				
	1			\$92,948	\$92,948		Group				
		0.5		\$46,474	\$46,474		Group				
	1			\$92,948	\$92,948		Group				
	1			\$92,948	\$92,948		Group				
	1			\$92,948	\$92,948		Group				
	0.5			\$46,474	\$46,474		Group				
	1			\$92,948	\$92,948		Group				
	1			\$92,948	\$92,948		Group				

	11.5	0.5	12		\$1,115,376						
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	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	0.5			\$32,615	\$32,615		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group	5/28/2025	6/5/2025	Escalated	ISC-317664
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	2			\$65,229	\$130,458		Group				
School Wide	2			\$65,229	\$130,458		Group				

13	15.5	0	15.5		\$1,011,050						
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	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	1			\$65,229	\$65,229		Group				
	0.5			\$32,615	\$32,615		Group	5/28/2025	6/5/2025		
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
		0.5		\$32,615	\$32,615		Group	5/28/2025	6/5/2025	Escalated	ISC-317470
		0.5		\$32,615	\$32,615		Group				

	2			\$65,229	\$130,458		Individual	5/28/2025		No Decision	Agenda Package - Page 039 of 39
15	10.5	1	11.5		\$750,137						
	1			\$65,229	\$65,229		Group	5/27/2025	6/5/2025	Escalated	ISC-317225
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
	1			\$65,229	\$65,229		Group				
		1		\$65,229	\$65,229		Group				
	0.5			\$32,615	\$32,615		Group				
	0.5			\$32,615	\$32,615		Group				
	0.5	0.5		\$32,615	\$65,229		Group				
10	4.5	1.5	6		\$391,376						
67			68.5		\$4,856,266						

**\$4, 856, 266 represents applications for 2 EAs for August to June. These were submitted before the guidelines changed and reflect the salary of a longer term.