

WASAUKSING FIRST NATION EDUCATION LAW

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PREAMBLE

Whereas the Wasauksing First Nation are the Anishnabe of Wasauksing. The Creator gave us the blood memory - the birthright - to be Anishnabe; and

Whereas our children and youth are our future, who will grow and become our next generation of leaders; and

Whereas decisions made today must take into consideration their future and that of their children's children; and

Whereas we have a responsibility to ensure the education, health and well-being of our First Nation Citizens and to preserve, protect and enhance the heritage of our ancestors; and

Whereas our decision-making processes and structures must emphasize and reflect traditional ways of doing and thinking.

JURISDICTION

1. Wasauksing First Nation has inherent jurisdiction over education. This Law is an exercise of our jurisdiction.
2. The First Nation has the inherent right to operate our own education system and determine our own outcomes.
3. Anishinaabe aadziwin (the Anishnaabe way of knowing), Anishinaabe bimaadziwin (the Anishnaabe way of being/the good life), Anishinaabemowin (the Anishnaabe language), and Ngo Dwe Waangizid Anishinaabe (we are one family) are the foundations of our education system, administration, and operations. These foundational beliefs will be reflected through our education system, administration, and operations.
4. Wasauksing First Nation shall not collect or use more personal information than is reasonably necessary to meet the purpose of the collection or use described in this Law.
5. Wasauksing First Nation shall protect the confidentiality of personal information and will not report publicly any personal information.
6. Wasauksing First Nation may collect personal and other information, directly or indirectly, for purposes related to the following matters, and may use it for those purposes:
 - (a) administering this Law and the regulations, and implementing the Documents made under this Law;

- (b) planning or delivering education programs or services that the First Nation provides or funds, in whole or in part;
- (c) risk management, error management, or activities to improve or maintain the quality of the programs or services that the First Nation provides or funds, in whole or in part; and
- (d) research and statistical activities that relate to education and are conducted by or on behalf of the First Nation.

DEFINITIONS

7. In this Law,

“Caregiver” means a person who is:

- (a) a custodial parent or legal guardian;
- (b) a foster parent;
- (c) a court-appointed guardian;
- (d) a guardian under a customary care arrangement;
- (e) related through a kinship relationship or family relationship;
- (f) a family member who has the responsibility for the daily care of the Learner with verbal or written agreement of the custodial parent or legal guardian;
- (g) an adult who is responsible for the daily care of the Learner;
- (h) fulfills the grandparent role for a learner; or
- (i) a child welfare agency responsible for a Learner;

“Document” means any recorded information, in any format, that defines or supports education rules, expectations, or practices, including policies, procedures, regulations, guidelines, standards, handbooks, codes, and customary practices.

“Exceptional Learner/**use Anishinaabemowin**” means a Learner who has intellectual, physical, sensory, emotional, spiritual, cultural, behavioural, communicational, or multiple exceptionalities and needs or has special gifts and talents;

“First Nation Citizen” means a person who is recognized as a citizen of the First Nation and whose name appears on the Wasauksing First Nation citizenship list developed under the Citizenship Code;

“Funding Allocation Agreement” means the agreement among the First Nations that comprise the Anishinabek Education System for the distribution of Transfer Payments among the First Nations and the structures of the Anishinabek Education System;

“Kinoomaadziwin” means 'teaching themselves' or 'teaching myself';

“Learner” means a person who is enrolled and approved for funding by the Wasauksing First Nation into a Primary, Elementary, or Secondary Education program or receives other education programs or services offered by the First Nation, in accordance with the criteria established by the First Nation;

“Post-Secondary School Learner” means a person who is a recognized First Nation Citizen and who is approved by Wasauksing First Nation for funding under the Wasauksing Post-Secondary Sponsorship Program in accordance with the criteria established by the First Nation;

“School” means the body of Learners that is organized as a unit for educational purposes under the jurisdiction of a First Nation and includes the associated teachers, designated early childhood educators, and other staff members, and the lands and premises used in connection with the unit;

“Transfer Payments” means the payments received by the Kinoomaadziwin Education Body on behalf of the First Nations to support the delivery of Primary, Elementary and Secondary Education, to allow for access to post-secondary education and to support the operation of the Anishinabek Education System.

OBJECTS OF THIS LAW

8. The objects of this Law are to:

- (a) ensure the Anishinabek Education System focuses on all Learners’ intellectual development and their physical, emotional, social, and spiritual well-being;
- (b) support the development and delivery of educational programs and services to enhance the development of confident, responsible, and capable individuals who can contribute to Anishinabek society;
- (c) encourage and support lifelong learning, the opportunity for continued personal development and the pursuit of post-secondary education, training, and employment;
- (d) support the development of educational programs and services that meet the diverse learning needs and abilities of all Learners;
- (e) create mechanisms for First Nations leadership, Elders, Caregivers, and communities to become significantly involved in the education of their Learners;
- (f) ensure local educational needs and priorities are addressed;
- (g) create an environment of learning inclusive of Anishinabek language and culture in the curriculum, and School programs being developed and delivered by the Anishinabek Education System;
- (h) support education that contributes to the preservation, use, and promotion of Anishinabek language and culture and provide Learners with multiple opportunities for learning; and

- (i) establish the legislative framework for:
 - i) the Kinoomaadziwin Education Body;
 - ii) the Regional Education Councils; and,
 - iii) the Local Education Authorities.

RESPONSIBILITIES

- 9. It is the responsibility of Wasauksing First Nation, the Regional Education Councils, the Kinoomaadziwin Education Body, and all education staff to ensure that Anishnabe language, culture, and values are incorporated throughout and fostered by the Anishinabek Education System.

RESPONSIBILITIES OF CAREGIVERS

- 10. A Caregiver who supports a Learner who is under the age of eighteen is entitled to:
 - (a) be informed of the Learner's attendance, behaviour, and progress in school; and
 - (b) to be informed of the First Nation education programs and services.
- 11. The Caregiver of a Learner must, at the request of a teacher, principal, or First Nation education employee, engage with the teacher, principal, or First Nation education employee.
- 12. The Caregiver of a Learner must follow the First Nation Caregiver **Code of Conduct/Care Giver Minobimaadziwin**/add in a committee name and other Document approved by the First Nation, including taking reasonable steps to support their Learners in progressing through their learning.

CAREGIVER AND VOLUNTEER ENGAGEMENT

- 13. The First Nation will establish Documents on the engagement and welcoming of Caregivers and volunteers to provide volunteer services, to attend at the School, or to attend/support education events. These Documents will address requirements for criminal reference checks and vulnerable sector checks.
- 14. The First Nation may establish an Adult Caregiver Engagement Strategy to secure input and provide support on education and fundraising initiatives as determined by the First Nation. This Adult Caregiver Engagement Strategy works in collaboration with the School Principal, or their designate, and education staff identified by the School Principal.

ENTITLEMENT TO ATTEND SCHOOL AND ACCESS EDUCATION PROGRAMS AND SERVICES

- 15. Every Learner and Post-Secondary Learner is entitled to access the education programs

and services offered by the First Nation.

16. The First Nation has established a process for registration and access to the First Nation education programs and services for Learners, Post-Secondary Learners, and Learners who are placed in the First Nation as a result of the child welfare agency engagement or child welfare proceedings.
17. Every Learner from the ages of four to 18 years is required to attend Early Learning, Primary, Elementary, and Secondary education programs and services offered by the First Nation, subject to available resources. Upon agreement of the First Nation and the Caregiver or Learner, the First Nation may agree to adjust the mandatory ages for accessing educational programs and services based on the individual Learner.

EDUCATION GOVERNANCE AND AUTHORITY

18. The First Nation's jurisdiction over education is vested in the Chief and Council of Wasauksing First Nation by the First Nation Citizens.
19. The Chief and Council shall exercise jurisdiction over Wasauksing First Nation education exclusively by this Law and in accordance with the provisions of this Law and any regulations. This Chief and Council respects that the administration, operation, and day-to-day management of education programs and services is the responsibility of the Wasauksing First Nation Education Department, the School Principal, and the Vice-Principal.
20. The Wasauksing First Nation Education Department, the School Principal and the Vice-Principal will manage the day-to-day delivery of education programs and services in collaboration with the Local Education Authority and Wasauksing First Nation education staff.
21. The First Nation must appoint a person as the Director of Education to:
 - (a) perform the roles and responsibilities approved in the job description for the position;
 - (b) oversee/manage the delivery of the education programs and services;
 - (c) promote Learner achievement and well-being;
 - (d) implement education and other applicable Documents;
 - (e) support the implementation of the First Nation strategic plan and school improvement plan, if any; and
 - (f) fulfill the obligations for this position set out in this Law, if any.

The appointment will be made in accordance with the First Nation's human resources

policies and procedures.

22. The Regional Education Council is a First Nation collective body established to address and communicate regional educational priorities. It has no authority over the delivery of educational programs and services in any First Nation in the region unless that authority is delegated by the First Nation under this Law or its regulations.
23. The Kinoomaadziwin Education Body is a First Nation collective body established to support the delivery of educational programs and services by the Anishinabek Education System First Nations. It has no jurisdiction or authority unless that authority is delegated by the First Nation under this Law or its regulations. The Kinoomaadziwin Education Body does not have any jurisdiction or authority over the delivery of education programs and services in any First Nation unless that authority is delegated by the First Nation under this Law or its regulations.

LOCAL EDUCATION AUTHORITY

24. The First Nation shall have one Local Education Authority and may establish a **caregiver engagement committee**.
25. The Local Education Authority is the Wasauksing First Nation Education Committee that is governed by its terms of reference.
26. The Wasauksing First Nation Education Committee is made up of a cross-section of First Nation Citizens representing youth, Caregivers, academics, and Elders who are committed to assisting with the development and the overseeing of the education programs, services, and Documents.
27. The Wasauksing First Nation Education Committee shall be responsible for:
 - (a) advising on Documents for the First Nation;
 - (b) advising on the development and implementation of curriculum for the First Nation, including the development or selection of learning resources and materials;
 - (c) advising on the development of curriculum and resources for the delivery of Anishnabe culture and language programs;
 - (d) providing guidance on school administration, including:
 - i) school year calendars;
 - ii) Documents governing Learner behaviour;
 - iii) curriculum priorities;
 - iv) classroom size;
 - v) programs and strategies to improve school performance and

- Learner achievement;
 - vi) communications to Caregivers and to the community;
 - vii) advise on the development and administration of policies regarding school safety;
 - (e) advising on the development and administration of education policies for the First Nations; and
 - (f) other matters as determined by the community in accordance with the terms of reference, by the Director of Education in consultation with the education staff, by the Education Committee, and by Chief and Council.
28. In matters of education policy, the Wasauksing First Nation Education Committee shall:
- (a) govern itself according to the intent of this Law and the regulations;
 - (b) support Chief and Council by sharing information on Documents;
 - (c) stay apprised of current circumstances and issues which might affect the educational Documents, programs, or services of the First Nation;
 - (d) review the objectives, needs, and progress of the Learners and Post-Secondary Learners; and
 - (e) make recommendations for education budgets in conjunction with senior education staff to be carried out as required by and in accordance with the provisions of this Law.
29. The Wasauksing First Nation Education Committee will remain under the control of the First Nation Citizens in the following manner:
- (a) legislative control over education shall be exercised by the Chief and Council;
 - (b) financial control shall be exercised by the Chief and Council through the provisions of this Law whereby the budgets are sanctioned by the Education Committee for approval by the Chief and Council; and
 - (c) program and financial accountability through annual reports by the Chief and Council to the First Nation Citizens on the First Nation's education programs and services, the education budget and expenditures, and the achievement of Learners and Post-Secondary Learners.
30. The Wasauksing First Nation Education Committee is accountable only to Chief and Council, and all statutory reports and decisions which the Committee is obliged to support and submit by this Law shall be submitted by the Committee to the Chief and Council.

REGIONAL EDUCATION COUNCIL

31. The Director of Education shall appoint two persons to represent the First Nation at the Regional Education Council.
32. The Regional Education Council shall be responsible:
 - (a) to support the coordination and delivery of Early Learning, Primary, Elementary, and Secondary Education for the First Nations in the region;
 - (b) for the development of template policies regarding the negotiation of tuition or education agreements between the First Nations and the local school boards, as well as the administration of such agreements;
 - (c) to support the negotiation of tuition agreements, if requested by a First Nation;
 - (d) to support the development, coordination, and administration of practices regarding the professional development and performance evaluation of teaching staff; and
 - (e) the provision of a forum to discuss and address issues of relevance and importance with regard to Early Learning, Primary, Elementary, and Secondary Education, and Post-Secondary Education, as well as economies of scale.

KINOOMAADZIWIN EDUCATION BODY

33. Each Regional Education Council shall select three of its members to be Directors on the Board of Directors of the Kinoomaadziwin Education Body.
34. The Kinoomaadziwin Education Body shall be responsible:
 - (a) for the receipt, administration, accountability, and distribution of Transfer Payments in accordance with the Funding Allocation Agreements;
 - (b) for the administration of funding agreements between itself and the First Nations who are part of the Anishinabek Education System;
 - (c) for the establishment of Documents relating to the operation of the Anishinabek Education System;
 - (d) for the development and implementation of conditions regarding the granting of diplomas and certificates by First Nation schools;
 - (e) for the establishment and maintenance of a repository of First Nation education laws;

- (f) to be the central liaison with the Province of Ontario regarding education matters; and
- (g) for carrying out of any other powers, duties and functions delegated by the First Nations.

OBLIGATIONS OF THE COUNCIL AND LOCAL EDUCATION AUTHORITY

35. Each member of Council and the Wasauksing First Nation Education Committee must:

- (a) act honestly and in good faith and in the best interests of the First Nation; and
- (b) exercise the care, diligence, and skill of a reasonably prudent person in exercising the powers and performing functions under this Law as a member of Council or the Wasauksing First Nation Education Committee.

CONFLICT OF INTEREST

36. The First Nation will establish and maintain conflict of interest Documents that apply equally to every person, including elected leadership, education staff, Caregivers, Learners, First Nation Citizens, and non-citizens, and groups, including the Education Committee and the **parent engagement committee**, if there is one:

- (a) to support the implementation of this Law at the First Nation level; and
- (b) to address conflicts of interest at the Regional Education Council and Kinoomaadziwin Education Body in their governance roles described in this Law.

ACCOUNTABILITY TO CITIZENS AND NON-CITIZENS

37. The Chief and Council will provide directions on the annual reports to be presented to the First Nation Citizens.

38. The following reports will be shared with the First Nation Citizens on an annual basis:

- (a) an annual report on education programs and services; and
- (b) the audited financial statements in respect of education funding.

39. The First Nation will establish and maintain a process for individuals who are directly and significantly impacted by this Law or an education administrative decision to have input in the Law or the administrative decision.

HEALTHY AND SAFE EDUCATION BUILDINGS, OFFICES AND SCHOOL

40. The First Nation may temporarily close the First Nation education buildings, office, or School, if, in their opinion, the health or safety of the Learners and education staff is endangered.

The decision will be made in accordance with the First Nation's internal administrative decision-making Documents.

41. The First Nation approves the health and safety standards that apply in the First Nation.
42. The First Nation maintains Documents that strive to create a respectful and safe education program free from biases, racism, and discrimination, where individual or group identity is not denied or diminished.
43. The Director of Education and their designate may refuse to admit onto, exclude, or have person removed from First Nation education property where that person's presence would, in their judgment, be detrimental to the physical or mental well-being of Learners or staff or negatively disrupt the proceedings of a function. The decision will be made in accordance with the First Nation's internal administrative decision-making Documents and processes and the First Nation's health and safety standards.

DELIVERY OF EDUCATION PROGRAMS AND SERVICES

44. In the delivery of education programs and services, the First Nation will:
 - (a) promote high expectations, academic achievement, and well-being for all Learners in a safe, nurturing, and inclusive environment;
 - (b) help all Learners achieve their full potential in the context of relationships that are based on the seven Grandfather Teachings;
 - (c) recognize that all Learners are best understood and supported in the context of culture, traditions, extended family, and community; and
 - (d) respect the dignity, worth, and uniqueness of each Learner, Caregiver, and volunteer.
45. The First Nation maintains performance standards for all education staff.
46. The First Nation will establish and maintain Documents on the delivery of education programs and services and the roles and responsibilities of First Nation education staff, during:
 - (a) inclement weather;
 - (b) disruptions in heat and water services;
 - (c) professional development;
 - (d) power outages;
 - (e) lockdowns related to bomb threats or weapons;

- (f) emergency response;
- (g) death in the community or family;
- (h) significant Learner absences due to harvesting, sports events, community events, cultural events, or family vacations;
- (i) significant Learner absences due to physical and emotional well-being and health-related concerns or unforeseen circumstances;
- (j) criminal, other legal, or public safety-related requirements;
- (k) homeschooling; and
- (l) fire, flood, or other natural disasters, among other things.

SPECIAL AND INCLUSIVE EDUCATION

- 47. The First Nation strives to provide differentiated assessments, instruction, programs, supports, and services for Learners that support inclusion and integration of the **Exceptional Learners** into the regular education program offered by the First Nation as the first choice. In recognition of the unique qualities and diverse needs of each Learner, a continuum of support and placements is provided.
- 48. The First Nation will adopt and maintain Documents with respect to the provision of differentiated assessments, instruction, programs, supports, and services offered by the First Nation for Exceptional Learners. These Documents will address the scope, range, and available resources of programs, supports, and services available to Exceptional Learners.
- 49. The First Nation strives to ensure that the differentiated assessments, instruction, programs, supports, and services offered by the First Nation for Exceptional Learners continue, as long as required, through the Learners' educational program.

EARLY LEARNING AND CHILD CARE

- 50. The First Nation has authority over early learning and childcare on its Territory and may deliver programs and services for early learning and childcare on its Territory. The First Nation determines the delivery model for early learning and childcare.

SECONDARY SCHOOL DIPLOMA

- 51. The First Nation supports the development of the Anishinabek Education System Secondary School Diploma and Certificate.
- 52. The First Nation recognizes the Anishinabek Education System Secondary School Diplomas and Certificates, and the provincial secondary school diplomas and certificates.

EMPLOYMENT AND TRAINING PROGRAMS AND SERVICES AND ADULT EDUCATION

53. The First Nation has authority over employment and training programs and services, and adult education, and will deliver or ensure the delivery of programs and services for employment and training, and adult education. The First Nation determines the delivery models for employment and training programs and services, and adult education.

TRANSPORTATION

54. The First Nation determines transportation for Learners based on available resources.
55. The First Nation will establish and maintain transportation Documents that may include the following:
- (a) confirm transportation is a privilege offered by the First Nation to its Learners in Primary, Elementary, and Secondary Education;
 - (b) address medical and other requirements for Learners;
 - (c) confirm who is eligible for First Nation education transportation;
 - (d) restrict the use of education transportation for Learners for school purposes;
 - (e) establish transportation health and safety requirements for all modes of transportation;
 - (f) address Learners' and other passengers' behaviour during transportation;
 - (g) address transportation monitoring, tracking, and communications;
 - (h) address transportation for Exceptional Learners;
 - (i) designate the available modes of transportation and rules associated with those modes of transportation;
 - (j) address transportation and communications related to inclement weather and during emergencies, disruptions, and road closures;
 - (k) mandatory requirement for Caregivers to sign First Nation forms related to transportation;
 - (l) consequences for breaching the First Nation transportation Documents;
 - (m) safety and emergency transportation requirements and related communications to address the transportation requirements;
 - (n) responsibility for Learners accessing transportation; and

- (o) an appeals process for transportation administrative decisions.

LEARNER CONDUCT

- 56. The First Nation will establish and maintain Documents that govern Learners' conduct, including the role of Caregivers in Learner's conduct.
- 57. The School Principal, in collaboration with the Director of Education, has the authority and responsibility for decision-making on how to address:
 - (a) Learner conduct; and
 - (b) maintaining a positive and safe environment for Learners at educational programs and events.
- 58. The First Nation will establish and maintain Documents regarding the suspension and expulsion of Learners from school, events, transportation, sports, and clubs, including the role of Caregivers in addressing the suspension or expulsion.

CURRICULUM

- 59. The School shall incorporate in its curriculum a core and set of electives composed of those subjects, topics, disciplines, methodologies, and standards which the Wasauksing First Nation Education Committee may advise on.
- 60. In the matter of Anishinaabe language:
 - (a) the School shall teach Anishinaabemowin as part of its academic curriculum and shall encourage Learners and staff to use Anishinaabemowin;
 - (b) a principle and enduring objective of every School shall be to bring every Learner and staff up to a level of conversational proficiency in Anishinaabemowin; and
 - (c) the teaching and administrative staff of the First Nation School shall use Anishinaabemowin as their language of work to the greatest possible extent consistent with the efficient working of the School and the broad educational interests of the Learners.

EDUCATION INVESTMENTS

- 61. All Learners shall have the right to Primary, Elementary and Secondary Education programs offered by the First Nation that are consistent with the First Nation's support for life-long learning.
- 62. Except as otherwise provided in this Law, the educational services mentioned in section 61

are to be provided by the First Nation at no cost to the Learners or to their Caregivers, in accordance with the First Nation Documents.

EDUCATION STAFF AND TEACHERS

63. No person shall be engaged, appointed, employed, or retained as a teacher, instructor, or principal in any School unless they are in possession of a valid certificate of qualification or a provisional certificate of qualification or letter of permission.
64. The School Principal, together with the Education Director, reserves the right to assign school personnel, both teaching and support, to positions that best meet the needs of the School.
65. A Teacher shall diligently and faithfully teach the Learners' education program assigned to the Teacher by the School Principal and Education Director, or other administering authority and, in cooperation with such authorities and colleagues, shall be responsible for the advancement of First Nation education, in general, and the standards and efficiency of the School, in particular, and shall participate in educational planning by the School staff.

EDUCATION STAFF

66. The First Nation will establish Documents regarding the process, standards, qualifications, requirements, and disciplinary measures in respect of:
 - (a) education staff and education support staff;
 - (b) education assessors, professionals, and other service providers;
 - (c) for education transportation, teachers, education staff, and support staff performance evaluations and requirements for criminal reference checks and vulnerable sector checks; and
 - (d) for the education infrastructure requirements and inspections.
67. The First Nation may establish Documents regarding requirements for teachers, education staff, and support staff in relation to knowledge of the First Nation and the First Nation's language, culture, and history.
68. The First Nation maintains Documents for its staff, including education staff, regarding the terms and conditions of employment, holidays, vacation, hours of work, sick leave, salary grids, additional qualifications, professional development, benefits package, and pension plan.
69. The First Nation ensures that regular performance appraisals are conducted in a timely fashion for all staff, including education staff.

70. The First Nation maintains ethical standards that reflect the First Nation's requirements for all education staff. Failure to meet these standards may be addressed by the First Nation directly or through the professional licensing body or governing body to which the employee is subject, if applicable.

FINANCE

71. Wasauksing First Nation shall maintain a Funding Allocation Agreement with the Kinoomaadziwin Education Body for the education funding to deliver the First Nation's education programs and services.
72. The terms and conditions in relation to the Funding Allocation Agreement shall be signed by all First Nations that are part of the Anishinabek Education System.
73. The First Nation education funding shall be expended on the implementation of the First Nation education programs and services, including early learning and childcare and adult education.
74. Any funds not spent at the end of the fiscal year by the First Nation may be retained or spent by the First Nation at its own discretion, provided that it is spent for educational purposes and that the terms of the Funding Allocation Agreement under which the funds were originally provided shall be observed. Retained surpluses not designated for immediate use should be placed in a reserve account at year end.
75. The First Nation shall ensure that financial due diligence is followed so that the First Nation does not incur a deficit in education. Any deficit must be planned and approved by the Chief and Council.

LEARNER AND SCHOOL INFORMATION AND RECORDS

76. The First Nation will establish and maintain Documents regarding the:
- (a) security, privacy, and confidentiality; and
 - (b) collection, storage, maintenance, retrieval, use, sharing, and destruction of First Nation Learner and School information and records within the Anishinabek Education System.
77. The First Nation may establish a protocol with the appropriate health authority to secure immunization records for Learners. The immunization records will be covered by the Documents regarding Learner information and records.
78. Each Learner and the Caregiver of a Learner are entitled:
- (a) on request, and while accompanied by the Director of Education or their designate, to examine all Learner records kept by the First Nation pertaining to the Learner at a scheduled appointment; and

- (b) on request, to receive a copy of the Learner records that they are entitled to examine under sub-section (a) above.

ENFORCEMENT OF THIS LAW

- 79. The First Nation will enforce this Law in accordance with its community standards and traditions, including a dispute resolution process.
- 80. Every person, including elected leadership, education staff, Caregivers, Learners, First Nation Citizens and non-citizens, or group, including the Local Education Authority and Kinoomaadziwin Education Body, who breaks this Law or is in violation of this Law will be subject to punishment by the First Nation in a manner that is consistent with the First Nation's customs, culture, practices, and values, provided that such punishment is proportionate to the seriousness of the offence.
- 81. If a person, including elected leadership, education staff, Caregivers, Learners, First Nation Citizens and non-citizens, or group, including the Local Education Authority and Kinoomaadziwin Education Body, is suspected of having broken this Law or is in violation of this Law, that person or group will be subject:
 - (a) to an investigation on the allegations related to breaking the Law;
 - (b) to a warning, if the allegation related to breaking this Law is proven;
 - (c) to punishment by the First Nation that reflects the nature of the breach;
 - (d) to criminal charges, if the allegation related to breaking this Law is proven; or
 - (e) to a report to the appropriate professional college or regulatory body, if applicable, if the allegation related to breaking this Law is proven.
- 82. A person, including elected leadership, education staff, Caregivers, Learners, First Nation Citizens and non-citizens, or group, including the Local Education Authority and Kinoomaadziwin Education Body, who makes a false statement, report, or accusation, or makes any other frivolous or vexatious statement, will be subject to punishment under this Law.

REGULATIONS

- 83. For the purpose of carrying out the provisions of this Law according to their intent, the Chief and Council may make regulations that are in addition to and are not inconsistent with this Law, and every regulation made under this section has the force of law, and, without restricting the generality of the foregoing, the Chief and Council may make regulations:
 - (a) defining any word or expression used in this Law but not defined in this Law;

- (b) prescribing any matter required or authorized by this Law to be prescribed by regulation;
- (c) for the classification and certification of all teachers, principals, and professional staff employed by the First Nation;
- (d) for the organization, administration, and supervision of Schools under this Law;
- (e) for the classification of Learners and educational programs pertaining to the programs of studies from Junior Kindergarten to Grade 12;
- (f) for the setting of common or universal standards and for the testing of Learners according to those standards;
- (g) for professional development programs for teachers and professional education staff;
- (h) for the acquisition, location, specifications, financing, furnishing, and maintenance of the School and other building facilities related to the delivery of education programs and services;
- (i) prescribing the qualifications of persons employed as teacher aides and the conditions of employment and general duties of such persons;
- (j) with respect to the use of languages of instruction;
- (k) governing the Documents to be followed with respect to any proceedings or thing authorized by this Law in any case where the provisions of this Law are, in the opinion of the Chief and Council, insufficient; and
- (l) respecting any other matter considered necessary or advisable to carry out the purpose and intent of this Law.

This Law was approved in accordance with the Wasauksing First Nation law-making process set out in the Wasauksing First Nation Education Constitution and takes effect on April __, 2026.

Approved by Chief and Council on this __ day of _____, 2026.