



Policy Section: **Business and Administrative Matters**

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Policy Name: **Honoraria to Support Students**

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Policy Statement

It is the policy of the Keewatin-Patricia District School Board (KPDSB) to acknowledge and show appreciation and respect for the personal time given by Elders, Knowledge Keepers, Métis Senators, community members, and in some cases special guests who support KPDSB students and staff's teaching and learning. While this policy statement applies to all Elders, Knowledge Keepers, Métis Senators, and community members who support students in the KPDSB, it is frequently for the sharing of First Nations, Métis, and Inuit (FNMI) knowledge.

Rationale

Traditional information and knowledge that has been learned through cultural teachings and community-based have become a critical part of the learning environment in all KPDSB schools. Elders, Knowledge Keepers, Métis Senators, or community members from the various communities and treaty areas of Treaty #3 and beyond, are important connections for KPDSB students, staff, and administration, and provide unique and proven opportunities for collaboration between First Nations, Métis Nation, and KPDSB schools.

Traditionally, food, clothing, and medicines would have been used to gift the Elder, Knowledge Keeper, Métis Senator, or community member. Today, these items and/or monetary honoraria may be given as a demonstration of respect and appreciation. The practice of giving is culturally appropriate and is implemented through many agencies in Northwestern Ontario that include the geographic areas of the KPDSB.

Definitions

"FNMI" – First Nation, Métis, and Inuit Students, the terminology officially used by the Ministry of Education in its provincial framework for Aboriginal students and families.

Cross Reference
Broader Public Sector Accountability Act, 2010 (PART IV – Allowable Expenses)
Policies
502, Indigenous Education Advisory Committee
706, Employee Code of Conduct

Date Adopted: 08/12/2015
Dates Revised: 11/04/2017; 09/02/2021;
18/05/2022; 06/12/2023

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“Elder” – term used to identify a member of a local, or regional, First Nation, Métis, and Inuit community who is deemed to possess cultural expertise and relative teachings for the benefit of students and staff.

“Senator” – term used to identify a member of Métis Nation who is deemed to possess cultural expertise and relative teachings for the benefit of students, staff, and future generations.

“Knowledge Keeper” – is a person who is trusted, respected, and valued by the communities they serve. This acknowledgment has been earned through their many experiences, clean way of living, and willingness to help others in time of need.

“Honorarium” – a gift to an Elder, Senator, or Knowledge Keeper after being invited into a KPDSB classroom, school, or learning setting by a Principal, supervisory officer, and/or Director of Education.

“IEAC” – Indigenous Education Advisory Committee; a KPDSB Committee that meets a minimum of three (3) times per year to advise the regional partners of the KPDSB progress on First Nation, Métis, and Inuit education, and the Board on identified areas of ongoing need.

Cross Reference
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Guidelines

1. The KPDSB will adhere to and comply with the Broader Public Sector Expenses Directive under the authority of the Broader Public Sector Accountability Act, 2010 (Part IV – Allowable Expenses).
2. The KPDSB will assure transparency in the provision of monetary honoraria when recognizing Elders, Knowledge Keepers, Metis Senators, or community members teachings inside and outside of schools and classrooms.
3. The KPDSB will provide fairness, transparency, and consistency across the system when awarding or providing honoraria—to Elders, Knowledge Keepers, Metis Senators, and community members invited to KPDSB schools.
4. The KPDSB will establish consistent rates of honoraria to be paid at a half-day and a daily rate, for all schools and Elders, Knowledge Keepers, Métis Senators, and community members.
5. The KPDSB will ensure that honoraria will be approved prior to a classroom or school visit, and approval will be required in advance by the school Principal or Designate. In some cases where warranted, this approval may also be the appropriate supervisory officer.
6. Employees shall be mindful of conflict of interest, as outlined in KPDSB Policy 706 – Employee Code of Conduct when inviting and/or approving honoraria for Elders, Knowledge Keepers, Metis Senators, and community members.

NEW: Staff of the KPDSB may not receive honoraria during hours for which they are being paid by the board.

7. The KPDSB will provide honoraria to Elders in the following amounts when invited into schools of Board events:
 - a) Half Day (150 minutes or less) – Two Hundred Dollars (\$200.⁰⁰); or
 - b) Full Day – Four Hundred Dollars (\$400.⁰⁰)