

## COMMUNITY NOTICE

### Director of Education Recruitment & Council Appointment

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**April 6, 2022** – Nipissing First Nation Council, along with our Administration, are pleased to announce the hiring of our new Director of Education for Nipissing First Nation, Mr. Daniel Stevens. Daniel brings a wealth of education experience as a teacher, NFN's representative on the two local French school boards, as a representative with the Canadian Teachers' Federation and Ontario Secondary School Teachers' Federation and most recently, as a Councillor for Nipissing First Nation.

Lifelong learning and quality education is a primary goal of our nation, as articulated in our strategic plan, and we are grateful to have someone with Daniel's experience step in to fill the big shoes Nancy Allaire will leave behind. Nancy's retirement leaves a legacy of progress with the implementation of the Anishinabek Education System, enhancements to post-secondary supports, the success of Nipissing Secondary School, and many other achievements.

While it is unusual for a Councillor to apply for a role as an employee, NFN has all the proper protocols in place to address these circumstances and these processes were followed precisely throughout the hiring process. Council plays no role in hiring processes at NFN, which is entirely managed and controlled through the Human Resources Management Policy and the administration. Council was not informed of nor engaged in any aspect of the hiring of Daniel until the process was completed. Daniel resigned his position as Councillor immediately before accepting the role as Director of Education. Daniel and Nancy will work together on a transition plan over the next few months.

NFN's [Gimaakeng Naaknigewin \(Custom Election Regulations\)](#) makes provisions for replacing Councillors who resign or otherwise vacate a seat mid-term by appointment of the person who had the next highest number of votes. In this case, that person is Brian Couchie, who has agreed to rejoin Council for the remainder of the term.

We welcome Brian back to Council where his experience and knowledge will ensure he is up to speed in short order. While we will miss Daniel's participation at the Council table, we look forward to seeing the results of the energy and enthusiasm he brings to the NFN Education Department.