

Approval of Reimbursement to Board Member Jim Beardy

I as the Executive Director of Nishnawbe Aski Legal Services Corporation authorize the reimbursement of Board of Director Jim Beardy based on the NALSC Board Policy Part 2 INDIVIDUAL DIRECTORS Section 6.2 and clarification received from the Board of Directors meeting of September 6, 2022.

Section 6.2 *In the event that a Director must attend the meeting, and the Director’s employer makes a deduction for the Director’s salary for the days absent from work, or must use leave time from work, the corporation shall reimburse the Director for his/her lost wages upon a letter from the Director’s employer setting out the number of days and amount of net salary lost.*

Jim Beardy started his membership as a NALSC Board of Director in April 2014.

Jim Beardy has been required to use Vacation days to attend the NALSC Board Meeting days and provided his employer contact who confirmed by Email to Jim of his daily salary rate at \$232.20.

The reimbursement calculation is based on Board meeting attendance of days *taken of leave time from work* for the year(s) up to November 2024.

Calculation at daily rate of pay **\$232.20** for Vacation days taken to attend NALSC Board meetings.

2023

Board Mtg Date:	Attendance:	Status:	Owing:
December 13, 2022	X	ABSENT	-
February 28, 2023	✓	PAID	-
May 2, 2023	✓	PAID	-
June 6, 2023	✓	-	232.20
July 25, 2023	✓	PAID	-
October 11, 2023	✓	-	232.20
December 13, 2023	✓	-	232.20
Other Mtgs	Attendance:	Status:	Owing:
February 6, 2023 – Swearing-In Ceremony (Kenora)	✓	-	232.20
July 6, 2023 – Interview Panel	✓	PAID	-
September 13, 2023 – NAN Legal AGM	✓	-	2 missed workdays 2 x 232.20 = 464.40
November 14, 2023 – NAN Legal Staff Gathering	✓	-	2 missed workdays 2 x 232.20 = 464.40
Total Owed:			\$1,857.60

Other Meetings Missed – 2023	Attendance:	Status:	Owing:
August 4, 2023 (zoom – 1 hour)	✓	-	1 hour missed 232.20 / 7 h * 1 h = 33.17
August 14, 2023 (zoom -1.5 hours)	✓	-	1.5 hours missed 232.20 / 7 h * 1.5 h = 49.76
Total Owed:			\$82.93

2024

Board Mtg Date:	Attendance:	Status:	Owing:
February 22, 2024	✓	PAID	-
April 16, 2024 (Board Executive Mtg)	✓	PAID	-
May 14, 2024	✓	PAID	-
July 16, 2024	X	ABSENT	-
September 11, 2024 (Board Exec Mtg) – (zoom – 1.5 hours)	✓	-	1.5 hours missed 232.20 / 7 h * 1.5 h = 49.76
Other Mtgs	Attendance:	Status:	Owing:
January 17, 2024 – Interview Panel	✓	-	232.20
February 26, 2024 – Interview Panel	✓	PAID	-
June 17, 2024 – ED Interview Panel (zoom – all day)	✓	-	232.20
August 7 th – ED Panel discussion (zoom – 1 hour)	✓	-	1 hour missed 232.20 / 7 h * 1 h = 33.17
September 25, 2024 (LAO/NAN Legal Meet & Greet)	✓	-	3 missed workdays: 3 x 232.20 = 696.60
October 2, 2024 (NAN Legal AGM)	✓	-	2 missed workdays 2 x 232.20 = 464.40
November 12, 2024	✓	PAID	-
November 20, 2024 - Director of Legal Services – Interview (zoom)	✓	-	2 hours missed 232.20 / 7 h * 2 h = 66.34
Total Owed			\$1,774.67

Note: h = hours

Total Reimbursement = 1,857.60 + 82.93 + 1,774.67 = \$3,715.20

Reimbursement Approved

Date: November 19, 2024
Name: Joshua Swearingen
Title: Director of Finance

Signature: 