

**MINUTES OF THE COUNCIL OF COMMISSIONERS**

**MEETING no. 670  
October 17, 18 and 19, 2006  
held in Salluit, Nunavik**

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

**MEETING No. 670**

**17/18/19/10/06**

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**CLOSING OF THE MEETING**

**MEETING 670**

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the School year 2006-07, held a meeting in Montreal on October 17, 18 and 19, 2006.

**PRESENT:**

Alicie Nalukturuk	President	Inukjuaq
Charlie Watt Jr	Vice President	Kuujjuaq
Michael Gordon	KRG Representative	Kuujjuaq
Willie Cain Sr	Executive Committee member	Tasiujaq
Martin Scott	Council of Commissioner	Aupaluk
Willie Tomassie Jr	Council of Commissioner	Kangirsuk
Charlie Tukkiapik	Council of Commissioner	Quaqtaq
Charlie Alaku	Executive Committee member	Kangirsujuaq
Molly Tayara	Council of Commissioner	Salluit
Piatsi M. Lamoureux	Council of Commissioner	Ivujvik
Adamie Alayco	Council of Commissioner	Akulivik
Sarah Beaulne	Council of Commissioner	Puvirnitug
Mary Roussel	Council of Commissioner	Kujjuaraapik

**ABSENT:**

Rebecca Naluktuk Council of Commissioner Umiujaq  
Rebecca is absent from the meeting because she is pregnant and due to deliver soon.

**ALSO PRESENT:**

Annie Grenier	Director General
Mary Aitchison	Assistant Director General
Harriet Keleutak	Secretary General
Alasie Hickey	Interpreter
Eva Ilisituk	Interpreter

The following person upon the invitation of the chairperson of the meeting, attended or took part in the deliberations of the meeting:

Chanh Ma Quang	Director of Finance
Louise Boissé	Assistant Secretary General
Betsy Annahatak	Director Education Services
Valentina De Krom	Assistant Director of Education Services (Training and Research)
Gordon Cobain	Coordinator of Information and Technology
Patrice Beaumelle	Director of Equipment Services
Paul Khatchadourian	Director of Student Services
Lana Desmarchais	Director of Human resources
Réjean Gascon	Interim Director of Adult Education

**1 QUORUM AND OPENING OF THE MEETING**

With a quorum of the members of the Council of Commissioners of the Kativik School Board being present at 9:10 p.m. on October 17, 2006. Opening prayer led by Bishop Andrew Atagotaaluk.

Center Director of Ikusik and Pigiurvik Michael Cameron welcomed everyone and said that if anyone has any problem to let him know.

**2 NOTICE OF MEETING**

The President ascertained that all members of the Council of Commissioners have received notice of this meeting.

**3 CHAIRPERSON**

On a motion moved by Charlie Watt Jr. and seconded by Charlie Alaku, Alicie Nalukturuk is appointed to chair the meeting.

**4 ADOPTION OF AGENDA**

Alicie Nalukturuk reads the agenda. The Agenda was modified and adopted as attached to the minutes as **Annex I**.

On a motion moved by Michael Gordon and seconded by Willie Cain, the agenda is approved with one absent.

**5 OATH OF OFFICE**

Molly Tayara the new Commissioner of Salluit is sworn into office.

**6 FINANCIAL STATEMENTS 2005/2006**

Chanh gave a report on the Financial Statements of KSB for the school year 2005/2006.

Charlie Alaku said to be careful this school year with the transfer student budgets because they opened secondary VI in Inukjuak and Kuujjuaq.

Chanh said that he does not know how the Education Services and Adult Education made arrangements.

Mary Aitchsion said that they are planning to have all students who wishes to pursue their Education to do it in Kangirsujuaq and have the student residence extended also to register them with Adult Education courses. AS KSB we cannot deny students who would like to get their high school diploma or get improvement in their studies.

Betsy Annahatak said that this is an ongoing work and they will know at the end of the month how many students are registered.

Charlie Alaku said that even though he understands that the work is being done and there is a need to have transfer students but he wants to make sure that there are budgets so that KSB does not go into a heavy deficit.

Adamie Alayco said that he is in agreement with Charlie Alaku with the fact that there needs to be a study. He also would like to know when student drop out if the financing is cut.

Chanh responded by saying that if the student is registered on September 30 the financing is not cut but if the student move south the financing is cut.

Martin Scott would like to know how this deficit would be absorbed ?

Chanh replied by saying that it will slowly be absorbed during the school year 2006-2007 and we have to be careful not to add to it.

Charlie Alaku would like to know why we are in deficit and how to get rid of it.

Mary Aitchison replied by saying that the deficit is due to over hiring of teachers and that this school year they are being very careful. And they are trying to get extra funding for grade 7.

Martin Scott would like to know if KSB would get anything from the Sanarrutik agreement and where they could try and get extra funding.

Charlie Watt Jr. said that we would have to find ways to get extra funding because we will need to eliminate the deficit.

Mary said that they are studying new budget parameters and would try to find ways to get extra funding.

Michael Gordon said that the funds from Sanarrutik are to be specifically used for programs that do not already exist.

Louise would like to know if there is a time line for the government to give their respond.

Chanh replied by saying that they have to make the request to the government first.

Mary said that they would like to be prepared in their justification and approach the government well prepared.

## **7 JUNE 2007 MEETING DATES**

Harriet Keleutak explained to the meeting that it is impossible to advance the meeting in June for many reasons and that it could only be delayed by a week.

Willie Tomassie would like to know if it will be delayed by a week.

Charlie Alaku said that he would like to have it delayed by a week.

After discussion it is decided to have the meeting of the Council of Commissioners in June 19, 20, 21 and 22, 2006.

The cyclical calendar will be changed to that effect.

Mary Roussel would like to know if their spouses could follow the at the December meeting.

Annie Grenier said that she will write a letter to Peter Horsman to request for passes.

**8 AMENDMENT TO THE POLICIES ON BUSINESS TRAVEL FOR ELECTED REPRESENTATIVES AND ON EMPLOYEES' BUSINESS TRAVEL**

Harriet Keleutak explained to the meeting that this resolution was forgotten at the budget meeting and the budget is there.

Willie Cain Sr said that the rates should be revised for the next budget meeting.

On a motion duly made by Michael Gordon, seconded by Adamie Alayco, it was resolved to adopt the following resolution no. 2006-2007-01 with one absent.

WHEREAS the two aforementioned policies were respectively enacted by Resolutions Nos. CC 1999/00-13 and CC 1999/00-05;

WHEREAS the approved lodging rate in private residence is of 40\$ per day (either in the North or the South) for both policies;

WHEREAS this allowance has not been increased since 2001;

WHEREAS the Commissioners agreed to an increase of 10\$ during budget discussions for the new fiscal year in June 2006;

RESOLVED:

THAT the daily rate for private lodging be of 50\$ for business travel.

THAT this rate apply to elected representatives and employees.

THAT the relevant policies be amended accordingly.

THAT this resolution be effective as of July 1, 2006.

**9 HONORARIA OF EDUCATION COMMITTEE MEMBERS**

Harriet Keleutak explained to the meeting that this resolution was forgotten at the budget time meeting and the budget is there.

Charlie Tukkipaik said that the payments should be made in 11 months instead of 10 months. Alicie Nalukturuk said that this should be revised. Harriet Keleutak will make the Changes as soon as possible to have payments of EC honoraria spreaded over 11 months.

On a motion duly made by Adamie Alayco, seconded by Willie Tomassie, it was resolved to adopt the following resolution no. 2006-2007-02 with one absent.

WHEREAS the Council of the Kativik School Board has adopted a Policy on honoraria to Education Committee members;

WHEREAS the maximum amount paid to each Education



Committee member is currently 1 000\$ per year;

WHEREAS the last increase was in 2000;

WHEREAS the Commissioners deem it appropriate to modify the parts of this policy pertaining to amounts;

RESOLVED:

THAT sections 2.3 and 2.4 of the aforementioned policy be replaced with the following:

“2.3 The total amount allotted to each Education Committee every school year is 1 100\$ per elected member sitting on the Committee. The total number of members is based on the size of the community, as set forth in the *Rules on the composition and functioning of the Education Committees*.

2.4 The maximum amount paid by each Education Committee to each of its members is one hundred ten dollars (110\$) per month, up to a maximum of one thousand one hundred dollars (1 100\$) per school year.”.

THAT the other provisions of the said policy remain unchanged.

THAT Resolution No. CC 1999/2000-48 be cancelled.

THAT this resolution be effective as of July 1, 2006.

**10 POLICY ON RECOGNITION OF EMPLOYEES AND ELECTED REPRESENTATIVES/AMENDMENT**

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Louise Boissé presented the changes to the policy on recognition of employees and elected representative. After discussion it is decided that the Council of Commissioners would make suggestions to the 30 years award title for their next meeting in December.

On a motion duly made by Charlie Tukkiapik, seconded by Sarah Beaulne, it was resolved to adopt the following resolution no. 2006-2007-03 with one absent.

WHEREAS, the Council of Commissioners adopted the *Policy on Recognition of employees and elected representatives* by resolution no 2000/01-07;

WHEREAS this Policy requires an amendment and proper consultations were carried out in this respect;

RESOLVED:

THAT the Council of Commissioners hereby approves the amendment to articles 2.1, 2.2, 2.3 and 2.7 of the *Policy on Salary Recognition of employees and elected representatives* as identified in the document attached as **Annex II**;

THAT, within the framework of this Policy, the Director General be and is hereby mandated and authorized to develop and approve a Directive and Procedures, as may be required, to ensure its implementation.

THAT this resolution comes into effect the date of its adoption.

**11 POLICY ON NON SMOKING / AMENDMENT**

Louise Boissé presented the changes to the policy on non smoking.

A copy of the policy on non smoking/amendment will be sent to all Northern Villages in Nunavik. Each Commissioner would be given a memo to inform the public about this.

On a motion duly made by Michael Gordon, seconded by Molly Tayara, it was resolved to adopt the following resolution no. 2006-2007-04. One abstention and one absent.

WHEREAS, the Council of Commissioners adopted the *Policy on Non Smoking* by resolution no 2000/01-08 amended by resolution No 2001/02-32;

WHEREAS the *Tobacco Act* (R.S.Q. ch. T-0.01) was recently amended and that the Policy has to be modified accordingly;

WHEREAS proper consultations were carried out in this respect;

RESOLVED:

THAT the Council of Commissioners hereby approves the amendment to the *Policy on Non smoking* as attached as **Annex III**;

THAT, within the framework of this Policy, the Director General be and is hereby mandated and authorized to develop and approve a Directive and Procedures, as may be required, to ensure its implementation.

THAT this resolution comes into effect retroactively on September 1, 2006.

**12 POLICY ON RECUPERATION DAYS FOR MANAGEMENT PERSONNEL / AMENDMENT**

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Louise Boissé presented the changes to the policy on recuperation days for management personnel.

On a motion duly made by Molly Tayara, seconded by Charlie Watt Jr., it was resolved to adopt the following resolution no. 2006-2007-05. One abstention and one absent.

WHEREAS, the Council of Commissioners adopted the *Policy on Recuperation days for management personnel* by resolution no 1999/2000-57 amended by resolution 2002/03-56;

WHEREAS this Policy requires an amendment and proper consultations were carried out in this respect;

RESOLVED:

THAT the Council of Commissioners hereby approves the amendment to articles 1.1 and 2.1 of the *Policy on Recuperation days for management personnel* as identified in the document attached as **Annex IV**;

THAT, within the framework of this Policy, the Director General be and is hereby mandated and authorized to develop and approve a Directive and Procedures, as may be required, to ensure its implementation.

THAT this resolution comes into effect retroactively on July 1, 2006.

**ADJOURNMENT**

The meeting adjourned at 12:00.p.m. and resumed on October 17, 2006 at 1:38

Qalingo Angutgirk the mayor of Salluit came by to greet everyone and welcome everyone to his community.

**13 ACTIVITY REPORT - ADULT EDUCATION**

Réjean Gascon gave his report, which is included in the minutes as **Annex V**.

**14 PARENTING - INUKJUAK AND IVUJIVIK**

Piatsi Lamoureux would like to know when the parenting course would be held in Ivujivik. because many parents did not have any chance to attend the last time and would like to have the course offered in Ivujivik again.

Alicie Nalukturuk would like to know if the parenting program includes the Inuit Values.

Réjean said that he would look into it.

**15 STUDENT SERVICES - ACTIVITY REPORT**

Paul Khatchadourian gave his report, which is included in the minutes as **Annex VI**.

Charlie Alaku would like KSB to give the number of students studying in Montreal to Makivik Corporation and would like someone from KSB to attend the Makivik meetings to give accurate information. Because of this misunderstanding provided insufficient funding for their scholarship budgets. This year they budgeted for 19 students when we have 58 students.

Mary Aitchison said that those who have average marks are the only one to receive these scholarships.

Charlie Watt Jr. said that it is not only for scholarship but also for other things provided to students such as computers and other things.

Charlie Alaku would like someone from KSB to attend the meeting of Makivik.

Harriet Keleutak said that a letter could be sent to Makivik Corporation asking them to ask KSB to give information or to have someone attend their meetings if they are going to discuss about Education or Students support.

Annie Grenier asked Paul to inquire to Makivik where they got the number of students.

Paul Khatchadourian said that he has written a request to George Berthe and it is related to computer purchases.

**16 INUTTITUT COURSE AT THE COLLEGE LEVEL**

Paul Khatchadourian said that they are going to offer Inuttitut courses in January at John Abbott College.

Mary Aitchison said that for a while now they have been looking for a teacher that would be qualified to teach Inuttitut at the college level. Minnie Amidlak has agreed to teach and would be working with a consultant if needed. They will also offer Inuit based activities.

**17 NUNAVUT SIVUNIKSAVUT PROJECT**

Paul Khatchadourian said that Jonathan Epoo brought this issue at the Council of Commissioners' meeting in Inukjuak last March. Paul has met with Annie, Alicie, Mary, Réjean and Jobie Tukkiapik in August. He also received a call from Minnie Grey, Nunavik government negotiator and Paul Bussières from Makivik to discuss a course of this kind for Nunavik. He went to Ottawa to gather more information and has found out that Nunavut started this project as the continuation of their negotiations to keep the public informed and has trained two agents that would give information and train students. They accept Grade 12 students to follow this course.

His report is included in the minutes as **Annex VII**.

Charlie Tukkiapik said that this course should be offered.

Alicie Nalukturuk said that it should be studied.

Adamie Alayco would like to know what would happen to students who would like to study, how would they be provided with financial help.

Paul and Alicie said that they have to study this issue more and find out who would offer this course.

Paul will have to meet with Minnie Grey, Paul Bussières and Jonathan Epoo to get more information.

**18 COMMUNITY WORKERS PROGRAM**

This program will be revised because it was discontinued by Health Board and the need to have certified social workers is in great the demand.

It is agreed that this would be looked into.

Mary Aitchison and Paul will meet with Nunavik Regional Health and Social Services.

**19 STATISTICS ON ABSENTEEISM**

Lana Desmarchais gave a report on absenteeism at KSB, her report was presented on power point.

**20 HUMAN RESOURCES - ACTIVITY REPORT**

Lana informed the meeting that she did not have time to write a report but gave a verbal report.

**21 ORDINANCE - EMPLOYMENT CONDITIONS OF MANAGEMENT PERSONNEL**

On a motion duly made by David Annanack, seconded by Charlie Watt Jr, it was resolved to adopt the following resolution no. 2006-2007-06 with one absent.

WHEREAS the Council of Commissioners has adopted on June 15, 2005 the Ordinance No 624-2004/2005 concerning the Employment Conditions of Management Personnel of the Kativik School Board;

WHEREAS the (2) following appendices were not provided to the Board by the Ministry of Education (MELS) at the time of the adoption of the ordinance:

- the classification plan
- the salary scales related to the classification plan

WHEREAS the MELS has just provided the appendices on the classification plan and the salary scales and the Board needs to further study their application considering the fact that some classification might be reviewed;

WHEREAS the Board needs to further analyze the Appendice on the Job descriptions before finalizing it;

WHEREAS the Board deemed detrimental for its management personnel to delay the application of the new salary scales until the other appendices are finalized and the Ordinance be modified;

BE IT RESOLVED:

To mandate the Director general to continue the discussions with the DGRT (Direction générale des Relations de Travails) at the MELS in order to finalize the Classification Plan in accordance with KSB's needs taking into account any previous agreements the Board might have had with the MELS;

FURTHER RESOLVED:

To temporary apply the new salary scales for Management personnel as attached to the minutes as **Annex VIII** until the adoption of the three (3) last Appendices of this Ordinance.

The application of the new salary scale be effective as of July 2, 2005.

## 22 **CREATIONS OF POSITIONS**

### **CREATION OF PART-TIME (50%) VICE-PRINCIPAL POSITION IN ULLURIAQ SCHOOL - KANGIRSUALUJUAQ**

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On a motion duly made by Charlie Tukkiapik, seconded by David Annanack, it was resolved to adopt the following resolution no. 2006-2007-07 with one absent.

WHEREAS there is a need to create a regular part-time (50%) position of school Vice-Principal at Ulluriaq school in Kangirsualujuaq;

WHEREAS the Council has truly reviewed the reasons justifying the request of Education Services;

RESOLVED:

THAT a new regular part-time (50%) position of school Vice Principal for Ulluriaq School in Kangiqsualujjuaq be and is hereby accepted effective the 1<sup>st</sup> of July, 2006.

**CREATION OF AN ADMINISTRATION OFFICER POSITION IN ADULT EDUCATION**

This item is postponed to the next meeting of the Council of Commissioners in December.

**CREATION OF AN ADMINISTRATION OFFICER POSITION IN EDUCATION SERVICES**

On a motion duly made by Molly Tayara, seconded by Alicie Nalukturuk, it was resolved to adopt the following resolution no. 2006-2007-08 with one absent.

WHEREAS there is a need to create a regular full-time position of Administration officer in Education Services;

WHEREAS the Council has truly reviewed the reasons justifying the Request of Education Services;

RESOLVED:

THAT a new regular full-time position of Administration officer for Education Services be and is hereby accepted effective the 1<sup>st</sup> of November 2006.

**23 REGIONAL DISPARITIES FOR TEACHERS HIRED OUTSIDE THE PROVINCE OF QUEBEC**

On a motion duly made by Charlie Alaku, seconded by Adamie Alayco, it was resolved to adopt the following resolution no. 2006-2007-09 with one absent.

WHEREAS the Kativik School Board is still encountering difficulties with respect to the recruitment and retention of teachers due to shortage in the profession;

WHEREAS measures of attraction and retention of teachers from the province of Québec in effect since 2001 are still not sufficient to resolve the Board's difficulties;

WHEREAS this situation affects the capacity of the Board to accomplish its mission and measures have to be taken in this respect;

WHEREAS the Board has to recruit teachers from other

provinces to fill positions;

WHEREAS clauses 12-3.03 C) and 12-4.02 B) of the collective agreement provide that the moving expenses and the travel expenses for these teachers to their point of origin cannot exceed the cost of moving or travel between the place of assignment and Montréal;

WHEREAS due to prohibitive costs for a teacher to personally assume such expenses, this limitation is creating a barrier to recruitment and retention of teachers

RESOLVED THAT:

- 1) teachers hired from another province and their eligible dependents, be reimbursed for expenses incurred up to their "point of origin" for:
  - i. a maximum of two (2) social trips per year;
  - ii. the cost of transporting their personal belongings up to the maximum established in clause 12-3.01b) of the collective agreement
- 2) That any other conditions related to social trips and transportation of personal belongings as established by the collective agreement or the Policies of the Board apply to such benefits;
- 3) This measure is only effective for the duration of the 2006/07 school year;

This resolution is retroactive to July 1st 2006

## **24 REPRESENTATIVES TO THE CPNCSK**

On a motion duly made by Adamie Alayco, seconded by Martin Scott, it was resolved to adopt the following resolution no. 2006-2007-10 with one absent.

WHEREAS according to article 35 of the *Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (L.R.C. chapter R-8.2)* the Kativik School Board appoints its own representatives to the CPNCSK (Comité Patronal de Négociation-Commission scolaire Kativik)

WHEREAS the CPNCSK is responsible to organize, direct and co-ordinate the negotiations carried on by the management party with the teachers, professionals and support staff of the School Board;

RESOLVED:

That the representatives of the School Board to the CPNCSK shall be:

The Director general



The Assistant Director general  
The Director of Human resources  
The Associate Director of Education services.

**25 THE NEED TO HAVE MORE INUIT WORKING AT THE SCHOOL - IVUJIVIK**

Piatsi M. Lamoureux said that there are not enough Inuit workers in the school. There are too many Qallunat teachers, could they not have more Inuit?

Lana said that according to school organizations the numbers of teachers are established.

Mary Aitchison replied by saying that teachers are hired according to the needs of the community and that more positions in the future would be taken by Inuit. There is a language policy.

Charlie Alaku would like to know if the Center Directors are to replace Principals when they get the requirements.

Mary Aitchison replied by saying that they could apply for principal's position if they are certified teachers. But there is nothing written that says that Center Directors are suppose to become principals.

Betsy Annahatak said that to be a principal they are required to have a teaching permit and have the necessary requirements.

**26 THE NEED TO HAVE WORKERS WHO COULD COMMUNICATE IN FRENCH AND ENGLISH - IVUJIVIK**

Piatsi M. Lamoureux said that there is a need to have workers that could speak and read in French and English.

Alicie Nalukturuk said that the Executive Committee follow recommendations made by the Education Committee.

**27 SUBSTITUTE TEACHERS - INUKJUAK - QUAQTAQ**

Alicie Nalukturuk said that teachers miss allot of work, some miss as much as 2 months of work and it has an impact on the students. At the end the students are missing out. Could they not have substitutes ready in the community but then again it is hard to find candidates that could do the work. What more could be done ?

Lana replied by saying that it is a big problem everywhere. They would have to study with Education Services if they could have a floating teacher.

Mary Aitchison said that to have a floating teacher it would cost \$850,000 to a million dollars on for the salary.

Charlie Alaku said that the students who have graduated from Secondary V should be asked to substitute teachers when needed.

Martin Scott said that we should start promoting and recruit Inuit teachers to eliminate some of these problems.

Mary Aitchison said during the career week none of students were interested in becoming teachers. And secondary V students as substitutes is a good idea.

Valentina said that we should try and have more teacher trainees.

Charlie Tukkiapik said that this problem is also known in his community and they would like to have a full time substitutes teacher so that students will not miss out. Could we not create a job even if it is expensive.

Alicie said that a solution to this problem should be looked into.

Martin Scott said that a good way also is to hire couples.

Molly Tayara said that this problem is common everywhere and there should be changes to the collective agreement.

Lana said that when teachers are recruited they have to provide medical record and said that the local administrators should ask their employees for a medical notes and that might alleviate the problem.

**28 PAYMENT OF OWED SALARY THAT TAKES TOO LONG - KANGIRSUK**

Willie Tomassie Jr. said that they are bringing this issue again to Human Resources because it is a problem and it also creates a lack of substitutes.

Lana replied by saying that it is the responsibility of the Center Director to send the time sheets on time, the payment is made in four weeks.

Willie Tomassie Jr. would like to know if employees are notified when they are hired of this delay.

Lana said that the delay is four weeks because it is, calculated on time sheets and it is different for full time employees. It is also the problem of having staffing forms.

Charlie Alaku said that the Human Resources should be responsible for all time sheets.

Piatsi Lamoureux said that when they hire substitutes and send all information they go missing and Human Resources asks for these forms again.

Martin Scott said that how could the confusion be reduced ?

Lana said that they could send a confirmation to schools to say that they have received the time sheets.

Charlie Watt Jr. said that something has to be found for this problem.

Harriet keleutak said that we should follow orders given by the Commissioners and not come up with all kind of excuses not to do the required work.

Adamie Alayco said that we spoke about this last June and the information should be sent via computer.

Gordon said that a program have to be placed and the Center Directors have to learn to work with it.

Charlie Alaku said that as employees we should have a good communication even though problems occur once in a while and to have a better working relationship among them. He also said that he wants all employees not to hold grudges among them.

Alicie Nalukturuk said that we should keep trying to find solutions for these problems.

**29 PUNCH CARDS NEEDED FOR TIME SHEETS - KANGIRSUK**

Willie Tomassie Jr. said that could we not have punch cards in schools and avoid writing time sheet.

Lana said that to have a punch card would not replace time sheets but it would be used for tracking the times of the employees.

Martin wonders what happens when the Center Director is not there. Who is responsible for the time sheets ?

Charlie Alaku would like to know what kind of procedures they have.

Willie Cain said that it would solve problems for employees who complain of not being paid for all their times.

Annie Grenier said that they could discuss this issue at the management meeting and find out what impacts it could have on the collective agreements and report back to the Commissioners.

**30 CARGO ALLOWANCE - QUAQTAQ**

Charlie Tukkiapik said that employees end up owing money to taxes because of their food cargo.

Lana said that according to the collective agreement the employees are paid 66% to help pay for their income taxes.

Chan said that this incentive is taxable on taxes. The 66% is paid on the first pay day in the month of March.

**31 RETENTION PREMIUM - QUAQTAQ**

Charlie Tukkiapik said that employees would like to know if the retention premium could be paid in a lump sum.

Lana said that according to the agreement with MELS it cannot be paid in lump sum. It is an incentive given to keep the employees at work and would not compensate for their work. They could also talk about this to their union.

**32 INUITIZATION OF POSITIONS AT KSB - QUAQTAQ**

Charlie Tukkiapik said that positions at KSB should be held by Inuit to give the strength back to the people.

Charlie Alaku said that many positions are held by the Inuit but could have more and it is good to have these things.

Alicie Nalukturuk said that this should also be mentioned to other organizations.

Mary Aitchsion said that we have to keep encouraging and supporting our employees no matter who they are.

Charlie Tukkiapik said that even though he does not feel good about saying it, he brought this issue.

Alicie said that it is not to be prejudice or racist towards non-Inuit employees but to give back the strength to the Inuit.

**33 EMPLOYEES PROFESSIONAL IMPROVEMENT - QUAQTAQ**

Charlie Tukkiapik said that KSB should have professional improvement with their employees because allot of retired KSB employees are called back for duty.

Harriet Keleutak said that employees could request for professional improvement and their request would be reviewed by the committee.

Charlie Tukkiapik said that an employees should not have to ask but be obliged to take training.

Annie Grenier said that the reason why we call retired employees to work is because of their expertise.

Akinisie Sivuraapik said that the department of Adult Education also provides improvement.

Martin Scott would like to know what ahppened to the CD's training ?

Annie Grenier said that it will be reported this week.

Molly Tayara said that if we want Inuit to have strength it is up to us to encourage and support our students to achieve these goals.

**ADJOURNMENT**

The meeting adjourned at 6:05 pm Meeting resumed at 9:10 on October 18, 2006

**34 NUNALITUQAIT IKAJUQATIGIITTUT WORKSHOP**

Kitty Pearson and Joe Solanto, PhD gave a workshop on supporting healing from trauma and addictions.

After the workshop there were discussions and they agreed to have the similar workshop be given to teachers during their orientation, student counselors and other stakeholders of education.

**ADJOURNMENT**

The meeting adjourned at 4:15 p.m. and resumed at 9:11 a.m. on October 19, 2006

**35**      **ACTIVITY REPORT - EQUIPMENT SERVICES**

Patrice Beaumelle gave his report, which is included in the minutes as **Annex IX..**

Willie Cain would like to know when their bus driver would become a full-time employee.

Patrice said that they had to discuss with the Center director and the employee to discuss extra tasks that would be given to him.

Molly Tayara said that in Salluit they do not allow children to get on the bus as of grade 3, who make those rules ? Because in winter it becomes really cold.

Patrice Beaumell said that he would look into it. Harriet Keleutak said that all children are allowed to take the school bus, it is the responsibility of KSB to make sure that children arrive to school safely.

Charlie Alaku said that the rocks used as fence in Kangirsujuaq are too dangerous for the children and their Education Committee have asked to have them removed and replace them with a real fence.

Patrice replied by saying that every year he asks the Center Directors to send their priority list for renovations and he can look into this request following availability of the budgets.

**36**      **ACTIVITY REPORTS**

**TRAINING AND RESEARCH**

Valentina De Krom gave her report, which is included in the minutes as **Annex X..**

Molly Tayara would like to know if they have anything for mute students. They have a student in Salluit who is mute and uses sign language to communicate and would like that student to receive help.

Valentina replied by saying that with the special education team they could help.

Alicie Nalukturuk said that normal students should be taught sign language to be able to communicate with deaf students. She also said when parents attend workshops with their child they loose their salaries, could they receive a form of a payment.

Valentina said that they could write a letter to the employer.

Mary Aitchison said that parents are paid by the social services and said that it would be best if they could ask their employers.

Charlie Tukkiapik would like to know what is Jack Cram Memorial.

Valentina replied by saying that this award is given to one student from Nunavik and one from Nunavut who pursues their Bachelor of Education.

**CURRICULUM DEPARTMENT**

Danile Lafleur gave his report, which is included in the minutes as **Annex XI**.

Charlie Alaku would like to know how they could get a class for culture classes, because they haven't had classes since two years.

Patrice replied by saying that he could look into that with the municipality.

Mary Aitchison said that the original classroom was converted for something else and it got out of hand. The class room was used for other things.

Charlie Alaku said that the need to have a culture class room is urgent and they have been able to find class room for other things.

Martin Scott said that in Auplauk the students are dropping out because there was a Change and it has had an negative impact in their community. The offered changes were not made known to the parents and they are reacting now. The changes were to transfer students in Secondary to IPL or Adult Education because of their age.

Daniel Lafleur replied by saying that a certification for these students would have to be worked on. So these students could get recognition for their schooling.

Martin wants to know if they could still have a choice to decide on the schooling of their students who are in secondary. Two students were sent away to finish secondary V and found out that they already have their credits. Could they hold a graduation ceremony for these two students.

Paul Khatchadourian said that we have to find a way for these students to get the required competencies.

Betsy said that MELS have made reform and KSB will work on these issues in November.

Charlie Tukkiapik said that KSB should work harder to help students graduate from high school and in other competencies even if the students have to be sent away outside of Nunavik. He also said that he is concerned about the age limit given by the MELS. Because Inuit start their education in Inuttitut and that delays their schooling in the second language and MELS should recognize that factor and allow students to be sponsored even after 17 years of age.

Paul said that it depends which sector they are in.

Daniel said that it depends on the students file to graduate from high school.

Annie Grenier said that MELS removes students from their list according to their age and they do not look at their reasons. And when that happens KSB meets MELS to reintegrate the students back to school. She also said that Adult Education is as good as getting their diploma in Secondary V.

Alicie also said that if Secondary V is offered in the community they cannot be sent to another community.

Piatsi Lamoureux said that the curriculum was suppose to be standardized and would like to know if it has been done.

Daniel replied by saying that they are working these issues and the implementation have been started this school year.

Piatsi also said that in Ivujivik when student reach the age of 16 and do not want to go outside of the community and not have a chance to attend IPL or Adult Education since it does not exist in their community what could they do ?

Daniel said that they could work with the school and look at the needs of their school.

Martin would like to know if students are pass the cut off age, could they be allowed back in school ?

Daniel said that MELS requires them to follow Adult Education courses. But they will look for solutions for those who do not have Adult Education.

Martin said that this thing has a negative impact and the message given is not good.

Annie said that the message should not be negative because KSB is doing everything to help the students.

#### **INFORMATION TECHNOLOGY**

Gordon Cobain gave his report, which is included in the minutes as **Annex XII**.

Charlie Alaku would like computer courses offered to young students such as Grade 1 like they do it at Pitakallak school.

Gordon replied by saying that it could be done but it is based on the school organization.

Alicie Nalukturuk said that in communities where they do not have two school the computer lab is always full and does not leave any room for smaller students.

Gordon said that all students are suppose to have access.

Valentina said that Inuit teachers are offered computer courses during their training.

Betsy said that some programs in Inuttitut were created and have been used in school and it is true that teachers have to follow the training.

Mary Aitchison said that it is true that the schedules are full in every school at their computer labs and it should be done through school organization.

Gordon said that Inuttitut programs are very little in the computer market. We should work on these programs and the budgets has to be provided.

Harriet explained to the meeting about the meeting she had we a computer engineer.

Mary Aitchison said that there is a 10 hours provided for autolect and they are really good. The programs such us typing tutor could be done by individuals.

#### **EDUCATION SERVICES**

Betsy Annahatak gave her report, which is included in the minutes as **Annex XIII**.. She also presented the report of Elias and Sarah also included in the minutes.

Charlie Watt Jr. would like to know if the history of Kuujuaq have been started.

Betsy replied by saying that she does not have an answer and could reply after consultation. But they are working on the technicalities.

Charlie Alaku would like to know when the report will be done on language research.

Valentina replied by saying that it would be done at the December meeting.

Martin would like to know who will replace the Center Director and the principal ?

Betsy said sometimes it is the teachers counselor or the head teacher or a replacement of a CD from the community.

Charlie Tukkiapik would like to know how they are trying to recruit for a psychologist.

Valentina said that a job posting ahs been done and they are trying to fill two positions, one for Ungava and another one for Hudson.

Mary Aitchision said that it's been really hard to recruit teachers because we are lacking Math and science teachers even in the south. When the recruited teachers find jobs in the summer they abandon KSB without notifying us.

Willie Tomassie said that they need a policy for the replacement of the administrators when they are absent because some students are put in danger when they have no supervision and thank you for allowing Eva Deer to help.

Molly Tayara said that in Salluit they close the school if the administrators are not there. They thought that it was a policy. She even had to replace the principal during their absence.

Betsy said that they would work on it before the time comes to have to find replacement. She also said that some communities are also lacking workers, as people working for the Education we need to encourage our people to work in Education field.

Piatsi Lamoureux would like to know if the principal's and Center Directors have supervisors ?

Betsy replied by saying that the supervision is under herself and Gaston.

Mary Aitchison said that they need help with recruitment of employees because it is a big problem everywhere. We need to make promotional advertisement.

Harriet said that it is not only hard to find employees it is also hard to find Education Committees.

**37 IPL STUDENTS - KANGIRSUJUAQ**

Charlie Alaku would like to know if IPL students could be brought back to regular sector.

Daniel replied by saying that it happens rarely but it has happened in the past.



Charlie also said that the information could be given to all communities.

Mary Aitchison said that they would report on credit system in December.

Molly Tayara said that it is a concern in every community and would like information given to communities about Teacher Training. She also said that most of the time it is the decision of the student.

Michael Gordon said that Martin has brought this issue three times now and would like something be done to help them out. It is a systematic problem.

Martin asked about the requirements for college, when do they know if a student could attend college. He also would like to know how the guides are made for teaching.

Daniel replied by saying that they could know in secondary II. And for the curriculum question it is done following guides that are provided.

Betsy added by saying that they are working on the curriculum systems and are working on the standardization. As for corporate learning, it has been tried but was not a perfect solution and they are looking into find a whole curriculum that would suit the needs of the Inuit.

**38      ORDINANCE N°. CC670-2006/2007-46 CONCERNING THE INUIT TEACHER TRAINING PROGRAM**

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Valentina presented the file of Inuit Teacher Training program her report is included in the minutes as **Annex XIV**.

Martin would like to know what will happen if the ordinance is not approved.

Valentina said that it will affect allot of teachers.

Mary Aitchison said that from JBNQA they were given a mandate to teach in Inuttitut. And the Inuit teacher training program is different from the others.

On a motion duly made by Charlie Alaku, seconded by Molly Tayara, it was resolved to adopt the following resolution no. 2006-2007-11 with one absent.

WHEREAS the Inuit Teacher Training program started in 1976, before the Kativik School Board (KSB) was established in 1978;

WHEREAS the Inuit Teacher Training Program is designed to allow its graduates to get a teaching diploma (brevet d'enseignement) in KSB institutions;

WHEREAS the Commissioners of the KSB adopted By-Law No. 1-1979, concerning the selection and retention of Inuit teachers who are not legally qualified, to provide that Inuit teachers had the obligation to attend courses of this training program, which at the time required the completion of 30 credits;

WHEREAS the Commissioners of the KSB adopted Ordinance No. 110-1984-04, concerning the Inuit Teacher Training

Program, by which it replaced this 30 credit program with a 45 credit program;

WHEREAS the Commissioners of the KSB adopted Ordinance No. 376-1994/95-20, concerning an amendment to Ordinance No. 110-1984-04, by which it raised the requirements from 45 to 60 credits;

WHEREAS it is important to keep the certification procedures that have been followed up until now:

- Two-year tolerance for new teachers;
- Provisional teaching authorization for teachers who have completed the third practicum;
- Probationary period included in the program;
- Teaching diploma (brevet d'enseignement) for KSB institutions upon completion of the 60 credit program;

WHEREAS it is equally important that this program make it possible for its graduates to continue their studies for a Bachelor of Education degree;

WHEREAS the KSB has the power to adopt ordinances on this subject by virtue of sections 664 and 669 of the *Education Act for Cree, Inuit and Naskapi Native Persons* (R.S.Q., c. I-14);

RESOLVED:

THAT the Kativik School Board adopt Ordinance N<sup>o</sup>. 670-2006/2007-46 concerning the Inuit Teacher Training Program, a copy of which is included in appendix as **Annex VI**, an integral part of this resolution.

THAT, accordingly, the Kativik School Board - McGill University Teacher Training Program leading to the provincial teaching diploma for KSB institutions (Certificate in Education for First Nations and Inuit) be approved.

THAT the said ordinance replace any other previous ordinance on the same subject.

THAT the Minister of Education, Leisure and Sport be requested to approve this ordinance, in accordance with section 665 of the *Education Act for Cree, Inuit and Naskapi Native Persons* (R.S.Q., c. I-14).

### **39**     **RELIGION PROGRAM - MELS**

Daniel Lefleur explained to the meeting about the religion program offered by MELS, the copy of the document is included in the minutes as **Annex XV**.

Louise Boissé added extra explanation on the legal matters related to this program.

Michael would like to know if this program is implemented Daniel said that it would take a long time, do they not already have the program ready ?

Daniel replied by saying that the program would have to be adopted to Nunavik.

Betsy also said that a draft has been worked on and the time line is there.

Mary said that if we are to follow these programs we would need to create a new program for the Inuit.

Charlie Alaku would like to know if we agreed to have this program, would we have to hire extra teachers and housing ?

Daniel replied by saying that they would not need to hire extra teachers in primary but might need maybe one more teacher in secondary.

Harriet said that the she would like the Education Council should be consulted on this matter.

The bishop of Nunavik will make presentation to the Commissioners at their December meeting. And the Education Council would be consulted in February and it would be ratified by the Council of Commissioners in March.

**40 PARENT REQUEST - GIRLS TO ATTEND BOYS CULTURE CLASSES**

Betsy would like to know if we could allow this to happen ?

Martin said that this issue was brought up in the south 25 years ago.

Willie Tomassie would like to know what they mean about this request ?

Betsy clarified by saying that this request is to attend boys culture classes.

Mary Aitchison said that during Teacher Training the courses is offered to everyone.

Charlie Alaku said that it should be allowed to everyone. It is fair to offer it to everyone.

Alicie said that it should be opened as an option to the parents.

Willie Cain said that it is fair to offer it to the girls and allow boys to have this options.

**41 SCHOOL EXCHANGE IN NUNAVIK - SALLUIT**

Molly Tayara said during student exchange some employees are gone with the students and it leaves the school without their resources. Could the Education Committee be given power to decide who would follow the exchange students.

Mary Aitchison said that the Executive agreed to pay this professional because she would be escorting the students.

Molly also said that another escort is also following the students without pay because that person is not working for the school.

Mary said that the student exchange decision is the community's decision, the only thing that KSB decided on was the salaries of the employees.

Harriet said that the Education Committee have the power to recommend and if they do not agree with decisions made they could contest.

**42 REQUIRES TO ENHANCE THE CURRICULUM AT NUVVITI - IVUJIVIK**

Piatsi Lamoureux said that they would like more Inuit materials shown in the school.

Alicie said that they could do it in their community.

**43 SOCIAL PROBLEMS - INUKJUAQ**

Alicie said that social problems are known all over Nunavik. In Inukjuak a teacher wondered if there could be shelters for children. Then again we need programs to help these children.

**44 STUDENT COUNSELOR - KANGIRSUJUAQ**

Charlie Alaku said that the student counselor had workshops in the past and they received support from KSB and would like to see this happening again. Ever since Soré resigned there has not been any ongoing support. Also the counselors from communities were able to work together but has been discontinued.

Valentina replied by saying that the position of Soré has been posted and they are hoping to fill it soon. And they are working on a workshop.

**45 STUDENT ALLOWANCE FROM OTHER COMMUNITIES - KANGIRSUJUAQ**

Charlie Alaku said the students would like to see their allowances increased and add the cost of living.

Betsy said that they would look into it but no promises of happening soon because they would need the budget.

**46 SCHOOL SECURITY NEEDED - KANGIRSUJUAQ**

Charlie Alaku would like to know if we were to fund these securities.

Harriet replied by saying that the schools were to request for funds from Sanarrutik locally.

**47 STUDENT ACCREDITATION**

Charlie Tukkiapik said that some students who graduated and had ceremonies were told that they did not get their diplomas and wonders who is responsible to find out about their credits.

The reply from Charlie Watt Jr., is that it is the teachers. One should check with them. There is the instance of someone who took the secretarial course and found herself without diploma. great frustration resulted from it.

Daniel Lafleur says confusion sometimes arises because of student's identities, etc... There is a period of transition now. A booklet is being prepared for November. Betsy A. will also look into it.

Same thing happened in Kangirsuk.

**48 TEACHING MATERIALS - HUDSON VS UNGAVA - QUAQTAQ**

Charlie Tukkiapik said that the materials of KSB are made in Hudson dialect and are used in Ungava.

Mary Aitchison said that they are done in general and that the differences in vocabulary are indicated in brackets.

Betsy said that they would hire a proof reader but would need the budget. She also said that with Avataq they could work on this issue.

Charlie Alaku said that the students are losing their community language.

Harriet said that it is very difficult to satisfy everyone's needs and that the teachers are taught by KSB and are supposed to be able to teach in any community.

**49 THE NEED TO HAVE CHOICES TO STUDY SECONDARY VI BETWEEN KANGIRSUJUAQ AND INUKJUAQ**

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Charlie Tukkiapiuk said that students who wish to attend secondary VI should be allowed to decide whether they go to Inukjuak or Kangirsujuaq depending on where they are.

Daniel replied by saying that normally secondary VI is usually in Kangirsujuaq and the clientele has increased this year. In Kangirsujuaq and Kuujuaq they are teaching in French and in Inukjuak it is taught in English and there is no choice.

Betsy added by saying that this solution is for this school year only and will be reconsidered for the next school year.

**50 KUJJUAQ HEAD OFFICE - QUAQTAQ**

Charlie Tukkiapik said that there is a concern if the schools in Kuujuaq are capable of taking new students coming from other communities with the new head office of KSB in Kuujuaq. Because it is known that they have a hard time to find employees to work at their school.

Betsy replied by saying that she is grateful that they will finally get an office and if they need more space in schools they would be able to face the problem as it arises.

Mary said that an impact study was done back in 1985-1990 could be consulted and all the organizations locally were consulted.

Annie said that a new office will be built but they have to know that it would house the employees that are already there.

**51 APPRECIATION LETTER FROM KUJJUARAAPIK**

Harriet read a letter from Kuujjuaraapik.

Alicie said to tell the teachers and the municipality of KSB's appreciation.

**52 QAYAQ PROGRAM - AUPALUK**

Martin explained to the meeting about the Qayaq network and how it could be useful in our schools. The report is included in the minutes as **XVI**.

Mary Aitchison said that this project should also involve the whole community.

It is decided that it would be reviewed before it is implemented in the schools.

Molly said that it has helped students by making them responsible.

**53 SELF GOVERNMENT REPORT**

Alicie said that they had a conference call and were told that it is ready for signature and they just need to agree on the title of this government. Because the government do not agree with Nunavik Government. Pita Aatami wrote a letter to the premier of Quebec to have this agreement signed.

**54 REGIONAL PARTNERSHIP COMMITTEE REPORT**

Annie reported to the meeting about the meeting that RPC had in Kuujuaq in August. they are working on the budget of this committee. They are trying to get funding from Sanarrutik for prevention. They will hold a workshop with the mayors in January 2007 to give them support.

Mary added by saying that they have made a statement

**55 KATIMAJIIT CONFERENCE**

Alicie said that they would have a meeting next week with the government to present their priorities.

These are the priorities:

1. Land Survival Skills
2. Inuttitut material development up to grade 6
3. The need to have a curriculum development center
4. Parenting Program
5. Nunavik College

Charlie Watt Jr., commented on the work that our employees did for the preparation of these meetings.

**56 APPROVAL OF MINUTES #658**

On a motion duly made by Charlie Watt Jr., seconded by Adamie Alayco, it was resolved to adopt the following resolution no. 2006-2007-12 two abstention and one absent.

**57 NEXT MEETING PLACE**

After discussion it is decided to hold the meeting in Montreal.

**58 THE FOLLOWING ITEMS ARE REMOVED FROM THE AGENDA:**

- **AUDITORS STATEMENT** - This item is removed from the agenda.
- **ADMINISTRATION OF SCHOOLS - SALLUIT** - This item is removed from the agenda.
- **90 MINUTES TEACHING INCREASE** - This item was done at same time as # 37, but would be discussed again in December.
- **CURRICULUM STANDARDIZATION EXAMS, REPORT CARDS** - This item was done at the same time as #37.

**CLOSING OF A MEETING**

On a motion moved by Charlie Alaku and seconded by Molly Tayara the meeting is closed. Closing prayer done by everyone.

The meeting adjourned at 5:58 pm. on October 19, 2006 since the agenda is completed.

Alicie Nalukturuk  
President

Annie Grenier  
Director General

Harriet Keleutak  
Secretary General