

MINUTES OF THE COUNCIL OF COMMISSIONERS

**MEETING no. 673
December 12, 13, 14 and 15, 2006
Held in
Montreal, Quebec**

MEETING No. 673/12/12/13/14/15/06

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CLOSING OF THE MEETING

MEETING 673

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the School year 2006-07, held in Montreal on December 12, 13, 14 and 15, 2006.

PRESENT:

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

ABSENT:

First Air could not land in Kuujjuaq due to the weather.

Martin Scott	Commissioner (12.12.06 due to weather)	Aupaluk
Charlie Tukkiapik	Commissioner (12.12.06 due to weather)	Quaqtaq
Willie Tomassie Jr.	Commissioner (12.12.06 due to weather)	Kangirsuk
Molly Tayara	Commissioner (12.12.06 due to weather)	Salluit
David Annanack	Commissioner (12.12.06 due to weather)	Kangirsualujjuaq
Mary Roussel	Commissioner (12.13.06 p.m. due to illness)	Kujjuaraapik

Rebecca Naluktuk from Umiujaq has resigned as a Commissioner.

ALSO PRESENT:

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

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

Chan Ma Quang	Director of Finance
Louise Boissé	Associate Secretary General
Betsy Annahatak	Director Education Services
Valentina De Krom	Assistant Director of Teacher Training

Gordon Cobain	Director of Information Technology
Patrice Beaumelle	Director of Equipment Services
Paul Khatchadourian	Director of Student Services
Lana Desmarchais	Director of Human resources
Réjean Gascon	Director of Adult Education
Sarah Airo	Coordinator of schools
Elias Moukannas	Associate Coordinator of schools
Daniel Lafleur	Coordinator of second language
Okalik Eyetsiak	President of Inuit Broadcasting Corporation
Debbie Brisebois	IBC - Staff
Donald Taylor	Professor at McGill University

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 9:35 p.m. on December 12, 2006, opening prayer led by Alicie Nalukturuk.

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 Willie Cain and seconded by Michael Gordon, 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 Adamie Alayco and seconded by Charlie Watt Jr., the Agenda is approved with five members absent.

ADJOURNMENT

The meeting adjourned at 10:35 am because many members are not present.

5 ABORIGINAL PEOPLES TELEVISION NETWORK

Okalik Eyetsiak president of IBC and Debbie Brisebois came to make a presentation about the Inuit Broadcasting Corporation. They spoke about the schedules of APTN and their concern on Inuit Programming that is being decreased. They are seeking support from other Inuit organizations to increase the timing of the Inuit programming on APTN and they would write a letter to Canadian Heritage to ask them for funds and their support.

Annie Grenier would like to know if they are thinking of creating a network solely own by the Inuit.

Okalik Eyetsiak responded by saying that TNI is interested of starting one with IBC. They talked about working with APTN or to start their own network.

Michael Gordon said that he is in agreement with their concern and said that he would support them and that KRG could probably give their support also, because the programs in Inuttitut have been cut.

Charlie Watt Jr. said that he is also in agreement and the fact that we need to work together as Inuit to promote our language and culture.

Okalik Eyetsiak said that if they were ready to present their proposal at the March meeting of APTN they would make a proposal. They will also ask about their operational budgets and find out what they have used their funds on.

Sarah Beaulne said that at the last meeting of APTN they spoke about this issue and other aboriginals were also concern about it and that at their next meeting they would invite IBC and other Inuit organizations to attend their meeting.

Debbie Brisebois said that APTN receives \$2.1 million dollars from Heritage Canada to be used for the Northern Infrastructure and they will ask APTN on the breakdown of these funds.

Alicie Nalukturuk said that knowing the people of Nunavik and knowing for a fact that Inuttitut programming have been cut, she would prefer to get a network that belongs only to the Inuit, because even KSBETV does not show their programs anymore.

Bruna Mastroianni said that since APTN cut their time on television they have stopped producing because they had to commit to 13 shows which they could not commit to.

Okalik said that they would also have to tell the public that "QANUQ ISUMAVIT" shows would no longer be aired because it was cut by APTN.

Sarah Beaulne said that it is difficult to be part of APTN, because those interested members are not allowed in their full decisions, they are not showed all information and they make decisions at the sub-committee levels, not discussing them during the members meeting. Inuit members have been asking for more time but it has fallen on deaf ears.

Michael Gordon would like to know if they have planned to get the \$2.1 million or other funds or how they have made plans to start.

Okalik replied by saying that it is difficult to find funding from others or if they would get \$2.1 million dollars. They have lobbied other Inuit to get support. She said that it would be best if they could write a joint letter to the Minister.

Michael said that it would be best if the letter could be addressed to the Minister and not the APTN.

Charlie Alaku said that the programs of APTN on Nunavik are showing Inuit in the big cities instead of showing Inuit culture and language and that they should show more Inuit culture and language that could promote and teach the Inuit children.

Charlie Watt Jr. said that IBC should also meet with the other organizations of Nunavik such as Makivik, KRG and Avataq to get their support so that they could sign the letter too.

Debbie Brisebois said that they would hold a symposium before March 31, 2007 to talk about solutions that would work for everyone concerned.

Alicie said that she is grateful for their report and that the Council of Commissioners would give their support.

ADJOURNMENT

The meeting adjourned at 4:50 pm. and resumed on Wednesday, December 13, 2006 at 9:18 am

6 LANGUAGE RESEARCH REPORT

Don Taylor made a presentation on the language research that has been done in Kangirsujuaq and Kuujuaq in the last ten years.

The presentation is included in the minutes as **Annex II**.

Charlie Tukkiapik wonders if students in Puvirnituk and Ivujivik are doing well in Inuttituk. He also said that the curriculum of KSB is different from southern school boards and MELS should provide proper funding. He says to make sure that students are following southern school boards and to delete one year of Inuttituk education so our students at KSB could be at the same level as other students in the province of Quebec.

Alicie Nalukturuk said that she is concerned about the Inuttituk oral skills. Because the more students have Inuttituk skills the more they become good in second language and then they lose their Inuttituk oral skills. She wonders how we will keep Inuttituk strong.

Molly Tayara wonders if students opted not to take any tests would they go over the roof. Would they become really good? Don replied by saying that students have taken these steps and have moved on. Molly added by saying that it means

we need to have goals. Don said that it is a whole community issue and it needs to be worked on by everyone, because even if we have good curriculum and programs, we need everyone's input to reach these goals.

Charlie Alaku said that he is grateful for the presentation and said that many parents are grateful for grade 3 Inuttitut but there are also parents who oppose it because they are concerned that their children get behind in second language. He also said that when students reach post-secondary education many students drop out. Could the parents decide as of kindergarten to put their children in any language they want their children to start? But comparing students from Kuujuaq, other students are weaker in second language.

Charlie Watt Jr. said that he is grateful for the presentation and that this research has shown that teaching Inuttitut has increased its use and he would like the research to be done on secondary students. Has there been other aboriginal person that was taught in their mother tongue first and was there any research done and what has come out of it?

Don responded by saying that there are no other aboriginal studies that have been done, but there is some data on students from different languages. As for Charlie Alaku's question he responded by saying if parents are involved in reading and writing in Inuttitut that their students would do better in school.

Martin Scott said that he taught his children in Inuttitut first before they learned second language and he is disturbed by the comments that Alicie made concerning the oral Inuttitut skills. If KSB's curriculum is to make the students stronger and if these problems are there, what could we do?

Molly Tayara said that she is very concerned about losing the Inuit identity. As the older generation tends to be more comfortable in English, that should be considered a crime in a sense of not promoting Inuttitut.

Qiallak Qumaaluk said that she grew up with Education in her home and her parents were always concerned about the use of Inuttitut that was not being lost as of grade 3, children lost their ability after grade 2 and the parents decided to keep Inuttitut until grade 3 to help the students. What can we do after grade 3 to help students to be successful in second language?

Don said that he is happy that Inuit of Nunavik have come a long way and that they are the only one who teach their language and are strong. And he said that English and French languages are attacking a minority language and we have to be careful.

Mary Roussel is absent in the afternoon because she is ill.

7 EDUCATION COUNCIL MEETING DATES IN 2007

Harriet Keleutak explained to the meeting the reasons for the changes of the dates of the Education Council for 2007. The meeting dates have been changed from February 20, 21 and 22 to February 6, 7 and 8, 2007.

Annie Grenier said that since the religion program would be discussed at that meeting all Commissioners would attend the meeting.

8 NAME FOR THE 30 YEARS OF SERVICE AWARD

Harriet Keleutak explained to the meeting the need to have a name for this award.

Decision postponed for Friday.

9 NUNASOFT PRESENTATION

Eric Poncet, founder of Nunasoft, made a presentation on the work that he has done on Inuttitut Computer software.

Charlie Watt Jr. said that these tools would be good to preserve language.

Molly Tayara said that it would help the Inuit language.

Daniel Lafleur said that it would be interested to use it with small children because it is stimulating.

Annie Grenier said that before piloting it in school, she would rather have him work with Translators and Interpreters.

Sarah Beaulne said that if he is also looking for partners, she wonders what kind of partner he is looking for.

Mary Aitchison said that it would be good for him to make a presentation to the Inuit curriculum developers.

Daniel said that in January the developers would have a meeting and they could invite him.

It is decided that Eric Poncet would be invited to the meeting of Curriculum Developers in January.

10 ACTIVITY REPORT - EDUCATION SERVICES

Curriculum Department - L2

Daniel Lafleur presented his report to the Commissioners; the copy of the report is included in the minutes as **Annex III**.

Charlie Alaku said that students who are enrolled in hockey school should take their training after school and not during the school hours.

Support to schools

Sarah Airo and Elias Moukannas presented their report to the Commissioners; the copy of the report is included in the minutes as **Annex IIIA**.

Training and Research

Valentina DeKrom presented her report to the Commissioners; the copy of the report is included in the minutes as **Annex IIIB**.

ADJOURNMENT

The meeting adjourned at 5:08 pm and resumed on Thursday December 14, 2006 at 9:12

11 ADULT EDUCATION - ACTION SHEET

Réjean Gascon and Denise Allard gave an answer to the questions that were asked at the last meeting.

The parenting courses have been in Kangirsuk and Inukjuak and they are planning to go to Ivujivik on January 15, 2007 and they will go to Ivujivik on March 19, 2007.

As for the parenting programs contents, they have included the Inuit values by inviting the elders from the community.

12 ATTRACTION AND RETENTION PREMIUM FOR MANAGEMENT PERSONNEL and PROFESSIONALS HIRED FROM NUNAVIK and ASSIGNED IN MONTREAL

Louise Boissé presented the resolution on retention premium for management personnel and professionals hired from Nunavik and assigned in Montreal.

Chanh explain to the meeting that they pay Northern employees retention premium because it was agreed to through the collective agreement but they do not have an agreement for employees south and they are not sure if it could be retroactive.

Michael Gordon said that the cost of living in Nunavik is greater by 57% than southern communities or cities.

Alicie explain to the meeting what retention premium is.

Annie Grenier explained to the meeting how the retention premium was first integrated. Teachers were the only ones who were to receive these premiums but it was extended to professionals and school administrators and coordinators. The employees at the Head office in Montreal receive all other benefits except the retention premium and they have asked to receive this premium. They would pay this premium from the operational budget until the government approves it.

Adamie Alayco would like to know if the budgets are there or if we should wait for the budget meeting in June.

People concerned by the resolution leave the room, including the translators.

Mary Aitchison asks whether the 6 people would be added to the budget submitted to MELS.

Chanh says only if MELS has approved the new financial measure.

Martin Scott questions the purpose and motivation of retention: how does the Government see it? Does it apply to Southern retention? Is there a definition?

Alicie says we should also retain the Inuit in the South: it is not easy for them either working in the South; we are lucky to have those employees from the North.

Chanh explains the basis of retention premium for the North, this principle not distinguishing before Inuit and Qallunaqs.

Mary Aitchison explains her point of view and repeats she was involved in the negotiations re: collective agreement. Turnover and retention were a preoccupation. Teaching diploma was an issue but also other people who were legally qualified. Over the years, it was extended to center Directors and other people with professional qualifications. In 2004, it started including people such as Coordinators and retention was the key element. Retention by sector was a priority.

Chanh adds that managers of equipment in the North do not get retention so it seems limited to education and teaching, example: Jean-Denis Briere. All teachers get it (400-500 persons), but not janitors and other people not involved with teaching.

Charlie Watt, Jr says we should push first to have the Government accept it.

Mary and Martin have an exchange to which Mary replies that the Category has been extended a great deal over the years.

Mary feels it is unfair if she gets it and Annie does not get it when they work side by side.

Martin Scott asks a question as to whether training would help someone qualify. He believes there are a lot of categories. Are the translators involved in the education field per se?

Mary says it has evolved a great deal from the beginning.

How many other managers could then request that adjustment in the South? asks Martin. Possibly 20, says Chanh (example: Stephane, etc).

Alicie agrees with Charlie Watt, Jr: we should wait for Government approval, given the deficit situation.

Charlie Tukkiapik says we have possibly no funding to pay for this. We should wait for funding to be defined first and not have to cut services in the school. The timing is not good now. Let us wait for the funding as it may then be retroactive and those eligible would not lose anything.

Molly says we should look into the legality of it. It will be retroactive so it may be a lot when it is enforceable. Why not start now? 2006 and not 2004.

Charlie Tukkiapik would support it but not without funding available. Molly says we really need the translators and this is an example, as another language has to be spoken on this issue.

Mary says the Government will not move without a resolution. The resolution would push the Government to act. Otherwise, it will do nothing. Mary and Annie work together and they are not treated the same, says Mary.

Alicie says everyone agrees it should not come out of operating budget, this being the object of this resolution. We should wait for the Government to decide and if the resolution is passed, it should only serve to push the Government.

On a motion duly moved by Charlie Alaku and seconded by Charlie Tukkiapik, the following resolution number 2006-07-13 is approved with 14 in favor and 1 absent.

WHEREAS the Teachers, Professionals and School Administrators were granted a temporary retention and recruitment premium to help reducing the shortage in these categories of employment;

WHEREAS the Center Directors, the Directors of Services and the coordinators were also granted this benefit;

WHEREAS Inuit beneficiaries hired as managers and professionals from NUNAVIK to work in Montreal should also benefit from this premium;

RESOLVED:

THAT the administrative retention and recruitment premium as established in the Agreement with the government for the School Principals and Vice-Principals signed in June 2001 be extended with the same conditions to the Inuit beneficiaries holding management or professional positions in Montreal;

THAT, subject to the above, the concerned employees would then be deemed to be assigned in Sector 1, for the calculation of the applicable premium;

THAT, subject to the above, said premium would be retroactive to July 1st, 2004 and would apply to those beneficiaries eligible who are at the time of adoption of this resolution, in the employment of Kativik School Board;

THAT payment be effected as above to the persons concerned immediately upon confirmation and ratification from MELS;

13 MODIFICATION TO SALARY ADVANCE POLICY

Chanh explained to the meeting that the policy would have to be corrected and be presented again at the March meeting.

Harriet Keleutak said that the Pratte, Bélanger wanted KSB to stop making manual checks. They do not understand fully how we pay people. She also said that she knows that with that kind of procedure we lose some employees.

Annie said that they will meet with Pratte, Bélanger to explain the situation of KSB and said that we would have to amend the salary advance policy in order to reflect what is being practiced.

Martin Scott said that Ceridian Payroll system should be tried at KSB.

Chanh explained the reasons why these systems could not be used.

Sarah Beaulne said that KSB should have weekly pays instead of two weeks pays. Maybe it would help to reduce the delay of payments. She also talked about the website that Gordon spoke about before that would help with the payroll.

Chanh said that it is not possible to have weekly pays because of conditions set by the government.

Alicie wonders if we could enter payroll through Internet.

Michael Gordon wonders if teachers who start in August are paid in September.

Chanh said that their files are already open and they are in automatic system.

Mary said that we are talking about people that are on time sheets.

Harriet Keleutak said that in order for the manual checks to be produced we need to modify the policy.

This item will be brought to the Executive before being presented to the Commissioners in March.

14 HUMAN RESOURCES - TECHNOLOGY WANTED FOR PAYROLL - QUAQTAQ

Charlie Tukkiapik said that they would like to get a scanner to send time sheets instead of sending them by fax to be able to give the time sheets on time for payroll calculations.

15 FINANCIAL STATEMENTS 2005/2006

On a motion duly moved by Michael Gordon and seconded by Willie Tomassie Jr., the following resolution number 2006-07-14 is approved with 14 in favor and 1 absent.

WHEREAS the Director of Finance has tabled and explained the financial statements for the school year 2005/2006 to the Council of Commissioners as prepared by the auditors of the Board;

RESOLVED:

THAT the Council of Commissioners hereby authorizes the Director of Finance to transmit to the Ministry of Education the Financial statements as tabled, copy of which is attached to the minutes as **Annex IV**.

16 APPROVAL OF MINUTES 665 / QUESTIONS ABOUT MINUTES

Alicie Nalukturuk wonders how much we would want our minutes to be perfected.

Harriet Keleutak said that all minutes have to be read by the lawyer and by one of the translators and they will re-integrate these practices again.

On a motion duly moved by Alicie Nalukturuk and seconded by Adamie Alayco, the following resolution no. 2006-07-15 is approved with 11 in favor and 1 absent 3 abstentions.

RESOLVED:

THAT the minutes of the Council of Commissioners meeting numbers are hereby approved as the correct records of the meetings;

665 - June 13, 14, 15 and 16, 2006 held in Montreal.

17 ACTION SHEET - EDUCATION SERVICES

Betsy informed the meeting that the issue on Religion Program has been delayed. It will be discussed at the Education Council meeting and if it was necessary to invite them that they would be invited.

18 PROGRESS REPORT OF PROGRAMS - HOCKEY PROGRAM

Daniel Lafleur informed the meeting said that this program is slowly starting and they still have some adjustment to make. They need more communication between KSB and other stakeholders. The major problem that they have is that they have selected a pee wee team for Nunavik and they would like students to be able to attend different schools for different time and teachers may not agree to it. Also Allan Brown cannot work on this file on full time basis.

Charlie Alaku would like to know if this is delivered during school hours and would like for them to give it after school.

Daniel said the reason why they accepted to start this program and they did not know who has been selected and the teachers did not know who was selected.

Charlie Alaku said that it would have been okay if the planning was done before but students miss out in their schooling because of the ill planning. The schools should be made aware whether their community will be involved in these programs.

Michael Gordon said that everything that has been said is true and it is also true that they will have to inform the community before they go into the community to start this program. Many factors were stated for the ill planning of this program. He also said that they would like Allan Brown to go to the community before the program is started in the community. He also wants to know how the students could be allowed to attend schools in different communities or to have tutorial programs. They will meet with KSB to discuss this further.

Molly Tayara said that the teachers in Salluit refused to take these students because they were not warned or it was not planned beforehand. A lot of things have to be considered before integrating other students from other communities.

Charlie Alaku said that this program should be integrated but the planning has to be done.

Charlie Tukkiapik would like to see this program planned and those who will receive students from other communities to be able to receive these students.

Betsy said that they have received the letter but the planning was not done properly and they were supposed to have a coordinator in each community.

Mary Aitchison said that they will have to discuss this issue again at the Education Services, they did not know that the schools were going to be traveling to attend hockey school and that they wanted them to attend schools away from their home. They are happy for this program but they need to clearly know the logistics first.

Harriet Keleutak said that we cannot register students in two schools at the same time and that organizations should look into the whole contents when it comes to students.

It is decided that Daniel Lafleur would attend the meeting with Makivik and Kativik Regional Government on December 15, 2006.

19 ACTIVITY REPORT - EDUCATION SERVICES

Information Technology

Gordon Cobain presented his report to the Commissioners; the copy of the report is included in the minutes as **Annex III C**.

He informed the meeting that the damages that were done in Puvirnituq, 15 computers were repaired. The rest of the broken computers will be kept for parts.

Sarah Beaulne would like to know what would happen to the videoconference camera that was broken.

Gordon replied by saying that the camera itself was not broken but the television was broken and will have to be changed.

Charlie Alaku said that there will be a meeting of Curriculum Developers in Kuujuaq on January 2007 and that since Nunasoft will be invited he would like Gordon to attend the meeting.

20 RELIGION PROGRAM - MELS

Alicie said that the Commissioners were told to read the program before the meeting.

Mary Aitchison said that she would like the Commissioners to read the option that were given during the meeting in Salluit. Charlie Tukkiapik said the people of Quaqtaq wanted to keep the status-quo.

Charlie Watt would like to know if they would have to decide with the input of the Education Committee and bring it to the Education Council.

Betsy said that it would be good if we could get a recommendation from the council and to show the differences of Northern and Southern schools.

Charlie Watt Jr. would like to know if the parents agreed to the program of MELS if we would use MELS programs, would they need a certified teacher from the south?

Betsy replied by saying that it would be adapted to the needs and culture of the Inuit and that it would have to be taught to the teachers.

Molly Tayara said that people would have to be consulted before the Education Council meeting so that we could guarantee that we have consulted the people.

Mary Aitchison said that we would have to hold workshops during the Education Council meeting before a decision is made by the Council of Commissioners in June 2007.

Harriet Keleutak said that Education Committee presidents could be notified before the meeting.

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

Michael Gordon said that he would like Alicie to go on the regional radio a week before the meeting.

Charlie Alaku said that the people have to be notified and be made to understand what we are trying to do. He would like Alicie to go on the regional radio to inform them of the decisions that we would have to do.

Adamie Alayco said that every parent or every stakeholder would have to be consulted.

The options and the programs would have to be read and copies sent to the Education Committee.

21 90 MINUTES TEACHING TIME INCREASE

Betsy informed the meeting that Kativik School Board is already practicing this requirement. They would look into the possibility of getting more teachers and those they would report back to the Commissioners.

22 SCHOOL ORGANIZATION 2007-2008

Sarah Airo said that she would like the Commissioners to be involved in the School organization for the school year 2007-2008.

23 SCHOOL CALENDAR - SALLUIT / 200 SCHOOL DAYS - KANGIRSUJUAQ

Molly informed the meeting a letter was written from the parents of students in Salluit asking Kativik School Board to reconsider their decision on school calendar and they are asking the school hours be extended and shorten the school year for the school year 2007-2008.

Martin said that during the meeting in June they ask to get statistics and they were not given.

Charlie Watt Jr. said that it is better to wait and see when we would have data to compare.

Annie, Betsy and Sarah Airo said that they would only be able to compare after two years of using the school days.

Charlie Alaku said that he would like information again as to why they have decided to use 200 days, since many teachers signed a petition refusing the implementation of a standard school calendar.

Sarah Airo said that students lose too many days of school and it has already been in practice for many years, the only thing that was changed was the starting date and the ending date of the school year.

Betsy said they could give a brief summary as to why they decided to have the calendars standardized.

A response will be sent to the Commissioners by Education services.

24 FOLLOW-UP ON CODE OF CONDUCT

Sarah Airo informed the meeting that during the administrators meeting in August they told the administrators to implement the code of conduct of schools. She said that only two schools have implemented them, the schools that did not implement them were given until February to do it.

25 PROGRESS REPORT OF PROGRAMS

First Language and Land Survival postponed to the Education Council meeting.

Local History of Kuujuaq

Charlie Watt Jr. would like to know what is happening with this file.

Betsy replied by saying that Jessie Jones was mandated to start this file in June, they were going to work with other communities who do not have the history program. Jessie has started the work but it is going slow because of lack of resources. The report will be given at the next meeting.

Sanarrutik Prevention Funds

Charlie Watt Jr. said that they are seeking funds to create a position of behavior technician at Jaanimmarik School and the Executive decided to ask Sanarrutik Funds to provide funds and decided to seek funding for these positions to be created in all schools.

26 **GRADE SEVEN**

Gaston informed the meeting that they will ask MELS to transfer grades seven to pre-secondary.

Mary Aitchison said that they have asked the government to meet with them in January.

27 **SECONDARY VI**

Gaston informed the meeting that they are working with Adult Education to transfer these students under them and they will present it to the Education Council and ask MELS to make the changes.

28 **COMPLEMENTARY SERVICES**

Gaston and Betsy said that they haven't found a coordinator yet. The interviews will be done next week Tuesday.

29 **RELOCATION PROGRESS REPORT**

This item is postponed to the next meeting.

30 **REORGANIZATION OF LOCAL SCHOOLS MANAGEMENT ACTIVITIES**

This item was done at the same time with the Education Services.

31 **PEACE KEEPERS / RECESS MONITORS PROPOSAL - AUPALUK**

Martin proposes to KSB to develop a program to train students towards conflict resolution since it would be helpful both for the teacher and the student. It could also be given through the parenting course.

Mary Aitchison said that most of the schools have similar programs, which are part of their schooling.

Alicie Nalukturuk said that they have a program in Salluit; students are given caps to indicate they are to be managers and the manager changes every month. They did not follow a formal training but their self-esteem was increased and it has improved the recess time.

Sarah Airo said that there are four schools that have these programs and they will present this at the next administrators meeting and tell them to implement it in all schools.

32 CONFLICT RESOLUTION POLICY - AUPALUK

Martin said that we should have a conflict resolution policy at KSB for employees.

Harriet said that even though it is not written they could use a mediator.

Annie said that they could use mediators and they send a team to investigate the situation if they are needed.

Alicie wonders that they could contact if they wanted mediation.

Annie said that they could ask Human Resources for a mediator.

Martin would like a conflict resolution policy to be created.

Betsy said that many factors could play in a conflict. We have to be careful as supervisors and be informed of their problems.

Louise will be asked to draft a policy for conflict resolution.

Betsy and Sarah said that many times they do not know what happens in the communities until there is a meeting and said that they should be informed right away.

33 TRAUMA WORKSHOP FOR STUDENT COUNSELORS/NEW TEACHERS ORIENTATION - AUPALUK

Martin would like to know if student counselors and new teachers should be exposed to these contexts, Nunaliuqait Ikajuqatigiittut are ready to provide these workshops.

Alicie said that student counselors are already taking similar workshops and said that it may not be appropriate for new teachers.

Valentina said that the contexts could be reviewed.

Daniel said that he would like to see the contexts before answering.

Betsy said that it may be too difficult for the new teachers to attend to but it could be done in another way.

Molly said a teacher has made a documentary film and many new candidates who could have been teachers in Nunavik have changed their minds after seeing the movie. We should be careful of what we are doing.

34 CP/IPL - KANGIRSUJUAQ

Charlie Alaku said that CP and IPL are not known nor is what they are leading to. Parents would like to know what their students get at the end. Too many students are put in CP/IPL classes. He would like a letter explaining why these students are in these classes.

Gaston said that CP and IPL have the same meaning the students in these classes were to have a chance to go back to regular classes. At the last implementation meeting it was decided that it would be redefined. New pathways have to be set for these kids.

Daniel said that they get an in-house diploma but the MELS does not recognize it.

Alicie said that they are looking into new paths and they will find ways to help these students.

Charlie Watt Jr. said that in Kuujuaq the principal was worried about putting students in IPL because many parents were not happy. The principal was told to inform his teachers not to use IPL as an escape.

Charlie Alaku said some students might be able to graduate but they are put in IPL because of their age.

Alicie said that they are working on it.

35 HOMEWORK - KANGIRSUJUAQ

Charlie Alaku said that students aged 8 are bringing homework stuff that they have to color only when younger grades are bringing real homework.

Sarah Airo said that at the last administrators meeting they spoke about it and some teachers have complained about not wanting to give homework, linking it to their union. Betsy, Gaston and Louise put onto paper what teachers are expected to do and this, in the form of a legal opinion. They could also tell the principals to tell their teachers to give homework through Anuri and they could also promote it through their Education Committee. They will keep pushing for it and it is always best for parents to ask the teachers of their children to give them homework.

36 FAS IN SCHOOLS - KANGIRSUJUAQ / TULATTAVIK - SPECIAL EDUCATION TEACHERS NEEDED

Charlie Alaku said that there are not enough help provided for FAS students. KSB should be more careful and provide proper help for these students.

Mary Aitchison said that it is not easy and point out at students and diagnose students with FAS because it is a medical condition. Only a medical establishment can diagnose. The students could be referred to the hospital by the school. Even the specialist that KSB uses cannot diagnose it has to be done by medical specialist.

Piatsi would like to know if FAS could be taught as a subject in school.

Mary said that this could be taught through complementary services and they also have a DVD that could be used to show to students.

Valentina said that this topic is covered during teacher training courses on health education.

37 TULATTAVIK - SPECIAL EDUCATION TEACHERS NEEDED

Charlie Tukkiapik said that FAS affect many students and there is a need to have more special education teachers.

Valentina said that each school have first and second language special education teachers but the students that are affected by FAS are not separated from the classes but they get individual help.

Alicie said that we couldn't label students as FAS and that they have to be treated as other students.

ADJOURNMENT

The meeting adjourned at 5:23 pm and resumed on Friday, December 15, 2006 at 9:18 am

38 NAME FOR THE 30 YEARS AWARD

After discussion it is decided after a vote to name the 30 years award after Elisapee Tukkiapik, a long time teacher administrator from Kuujjuaq.

39 CREDIT SYSTEM

Daniel Lafleur presented the credit system, which is required by the MELS.

A copy of the presentation is given to everyone. More presentation will be given at the Education Council meeting.

40 UQAT / LETTER FROM PUVIRNITUQ - TEACHER TRAINING

Valentina informed the meeting about the creation of a committee with KSB-McGill and UQAT. The UQAT and teacher training of Puvirnituk and Ivujivik wanted time to respond or would have liked to be consulted before a decision was made by the Commissioners. The committee is formed but they have not been able to advance in this file.

Sarah Beaulne said a letter was to be written by teacher training in Puvirnituk to show their disagreement with the decision of the commissioners, but the letter has not been given yet because of what is happening in their community. They would like to have a meeting face to face before implementing the decision of KSB.

Mary Aitchison said that it has been 31 years that they have been independent because of political matters. They would only be able to implement or decide after having met to discuss this issue.

Valentina said that their courses are leading to a bachelor and not a Bachelor of Education.

Sarah Beaulne said that the letter is addressed to the Commissioners and they would like to meet with the Executive.

Martin said that the scope of the resolution was clear and there was an opening to work together.

Molly Tayara said that she would like for them to follow the KSB-McGill courses because it is faster to get the certification and it leads to a bachelor of Education. She thinks students registered at UQAT should be given this chance if they wanted to follow these courses.

Alicie Nalukturuk said that even though the resolution was open for new paths for discussion, there has been a misunderstanding. We will invite them to the Executive meeting in January 2007.

41 STUDENT RESIDENCE (KANGIRSUJUAQ) - AUPALUK

Martin said that students that were sent to Kangirsujuaq did not have any information packages meant for the parents, the students do not know about the rules and the consequences depend on the animator. They would also like more nutritious meals. There is also an issue about the privacy of the rooms. The use of telephones are not private also and they should be animators that are more sensitive.

Gaston said that at Education Services would look into the matter and report back to the commissioners.

Charlie Alaku said that it would be good to notify the Education Committee of Kangirsujuaq, when they have problems.

Betsy said that they should not wait for the meetings to give complaints.

Harriet Keleutak said that she agrees that one common rule should be made and be implemented by the animators.

Charlie Alaku said that he would inform his Education Committee and to talk about the need to have more traditional food. The committee of Kangirsujuaq has met the students at the beginning of the year to welcome them.

Betsy said that they will look into the nutrition for the residence and they have discussed of forming a transfer student policy.

42 SITUATION OF THE SCHOOL IN PUVIRNITUQ

Sarah Beaulne informed the meeting about an incident that occurred in Puvirnitug last week: the school was broken into and there was a major vandalism. The people that committed this crime were seven and three of them were arrested and sent to Amos and the rest were taken care of by the Youth protection. The teachers are less anxious and less scared, they will have a meeting today. The students will get together with their teachers and parents to reassure them before the teachers leave for Christmas holidays. The school has been closed since. The community of Puvirnitug will work together to face these problems.

Alicie informed the meeting that equipment services sent a team to assess the damages and to repair. Betsy and Gaston tried going to Puvirnitug but they could not land because of the weather. They have also written a letter to the chairman of KRG because the arrests of the suspects took long. KRG has replied by saying that their Police Force was overloaded with work and they were able to finally arrest the suspects on Monday, December 11, 2006.

Sarah Beaulne said that it is true that the Police Force was overwhelmed because of the problem in their community.

Willie Tomassie Jr. said to be cautious about this issue in every community because there may be students that might try to copy them.

Alicie Nalukturuk said that we need to be cautious but the media might give information.

Charlie Alaku would like to know if their Christmas concert was cancelled because they look forward to it.

Sarah Beaulne said because of many factors they had to cancel but the students will get together with their parents and teachers.

Betsy said that they had a conference call yesterday with all the teachers of Puvirnituk. They had not too many questions and they would be deal with it. They will keep on working with teachers because some teachers refused to go back. She also said that violence have been increasing and it has been triggered by the suspension policy and she has been thinking about it and they will look into it at Education Services and find other ways to deal with this issue.

Charlie Watt Jr. said that the parents neglect students that are suspended and we have to make sure that their parents are responsible.

Mary Aitchison said after the symposium on Education "Leading the way for our children" a committee was formed and they are planning to have a workshop for the Mayors to help the communities with social issues.

Patrice Beaumelle said that after the vandalism in Puvirnituk, they sent a team to assess and repair the damages. The cleaning will be finished tomorrow morning. They will just need to order electronic equipment after the holidays. The water damage went into cross-space in the foam and the insulation was dried but they will have to keep an eye if a mold is forming. The cost of the damage is about \$250,000.00 and it will be claimed from MELS.

Alicie Nalukturk and Sarah Beaulne are grateful for the prompt response that was done.

43 ACTIVITY REPORT - EQUIPMENT SERVICES

Patrice Beaumelle presented his report to the Commissioners; the copy of the report is included in the minutes as **Annex V**.

44 JANITOR/TIME SHEET - KANGIRSUJUAQ

Charlie Alaku said that janitors have their schedules and they have to submit their time sheets. They would like to get punch clocks to show that they are doing over time, which they do not get paid for. Also they used to have 2 full-time janitors and part-time janitors, now they only have 1 full-time and 3 part time and the work is too much. They would like to get two Full-time janitors.

All Schools are interested in piloting the project of the punch clocks.

45 NEXT MEETING PLACE

After discussion a vote took place and it is decided the next Commissioners meeting would be held in Quaqtak on March 20, 21 and 22, 2006.

46 ACTION SHEET - STUDENT SERVICES / ACTIVITY REPORT - STUDENT SERVICES / ILIVVIK

Paul Khatchadourian presented his report to the Commissioners; the copy of the report is included in the minutes as **Annex VI**.

Charlie Watt Jr. said to make sure that we have the same criteria even when Iivvik will be dismantled and to find funds to keep the students in their studies.

Michael Gordon said that they have been talking about this at KRG level and said that they need to have more discussions to know more about the technicalities. Iivvik is funded for economic development of Nunavik.

47 MINING SCHOLARSHIP - KANGIRSUALUJJUAQ

David Annanack informed the meeting that there is a yearly scholarship of \$10,000.00 from AVIVA that could be provided to students studying in college or University. He also would like to know who could be contacted at KSB.

Paul said that he has been contacted by the organization and they have been promoting it. He also said that they could start promoting it in high school.

48 ACTIVITY REPORT - ADULT EDUCATION

Réjean Gascon presented his report to the Commissioners; the report is included in the minutes as **Annex VII**.

Molly Tayara wants to know if interior decorating could be part of subjects taught through adult education.

49 ADULT EDUCATION CENTRE (INUKJUAQ) - AUPALUK

Martin Scott said that they would like more activity centers and playground for children at the Pigiursavik Center in Inukjuak.

Réjean said that a request has been sent to MELS and they have no answer yet but they are aware of this problem.

50 REQUEST TO FUND LAND SURVIVAL COURSES FROM THE SANARUTIIK COMPLIMENTARY AGREEMENT #3

Alicie said that they held a meeting with Makivik and Avataq on December 1, 2006 to talk about the issues related to Inuttitut program and they said that they need extra funds for land survival program and they will request funds from the prevention program through Sanarrutik.

On a motion duly moved by Adamie Alayco and seconded by Mary Roussel, the resolution no. 2006-07-16 is approved with 14 in favor and 1 absent.

WHEREAS The Kativik School Board representatives and Avataq Cultural Institute met with Makivik Corporation to discuss the promotion and support for Inuttitut and culture; on November 30, 2006, upon the invitation of the President of Makivik Corporation;

WHEREAS the Makivik Corporation asked the Kativik School Board to submit a request to further develop Inuttitut language teaching in the schools in Nunavik;

WHEREAS the Kativik School Board has considered this opportunity and reviewed the outstanding needs with respect to teaching of Inuttitut and cultural skills and there is an urgent need to offer the survival courses that are piloted in Inukjuak and which have been proven to develop critical land survival skills, strong Inuit identity and rich Inuit values and language.

THEREFORE IT IS RESOLVED:

THAT Kativik School Board request from the Sanarutik fund in the amount of Approximately \$1,774,000 to fund the training instructors, facilitators, elders and Equipment costs to implement the land survival program in all the schools in Nunavik.

51 SELF-GOVERNMENT UPDATE

Alicie informed the meeting that the agreement in principal might be signed in February 2007 by the federal government and the provincial government.

52 HEAD STONE - NOAH ISAAC - SALLUIT

Molly said that they are wondering if KSB could buy a head stone for Noah Isaac.

Harriet Keleutak replied by saying that they do not have the funds for these things.

Michael said that they could ask Makivik and KRG.

53 HUMAN RESOURCES

Item #48 and #5 were removed from the agenda. And Item # 38 is in the kits and could be read since Lana could not be here to explain it because she is sick.

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 12:41 pm. on December 15, 2006 since the agenda is completed.

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

Alicie Nalukturuk
President

Annie Grenier
Director General

Harriet Keleutak
Secretary General