

**MINUTES OF THE COUNCIL OF COMMISSIONERS
OF THE KATIVIK SCHOOL BOARD**

**MEETING no. 676
March 20 and 22, 2007**

**held via Conference Call on March 20, 2007
and
in Quaqtaq on March 22, 2007**

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

MEETING No. 676 20/03/07

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MEETING No. 676 20/03/07

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CLOSING OF THE MEETING

MEETING 676

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the School year 2006-07, held a meeting via conference call and in Quaqtq on March 20, 2007, also on March 22, 2007

PRESENT:

Charlie Watt Jr	Vice President	Kuujjuaq
Michael Gordon	KRG Representative	Kuujjuaq
Willie Cain Sr	Executive Committee Member	Tasiujaq
Martin Scott	Council of Commissioners Member	Aupaluk
Willie Tomassie Jr	Council of Commissioners Member	Kangirsuk
Charlie Tukkiapik	Council of Commissioners Member	Quaqtq
Charlie Alaku	Executive Committee Member	Kangirsujuaq
Molly Tayara	Council of Commissioners Member	Salluit
Piatsi M. Lamoureux	Council of Commissioners Member	Ivujivik
Adamie Alayco	Council of Commissioners Member	Akulivik
Sarah Beaulne	Council of Commissioners Member	Puvirnituk
Alicie Nalukturuk	President	Inukjuaq
Samuel Nuktie	Council of Commissioners Member	Umiujaq
Mary Roussel	Council of Commissioners Member	Kujjuaraapik

The new Commissioner of Umiujaq participated in the meeting via conference call on March 20, 2007, but as an observer since he had not been sworn in yet but will become a full fledged member once sworn in during the meeting in Quaqtq.

ABSENT:

David Annanack, (March 20 for unknow reason)	Commissioner	Kangirsualujjuaq.
Sarah Beaulne	Commissioner (due to work duties)	Puvirnituk
Piatsi Lamoureux	<u>Commissioner (due to illness)</u>	<u>Ivujivik</u>

ALSO PRESENT:

Annie Grenier	Director General
Mary Aitchison	Assistant Director General
Harriet Keleutak	Secretary General
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:

Louise Boissé	Associate Secretary General
Betsy Annahatak	Director of Education Services
Valentina De Krom	Assistant Director of Education Services (Training & Research)
Gordon Cobain	Coordinator of Information Technology
Patrice Beaumelle	Director of Equipment Services
Paul Khatchadourian	Director of Student Services
Lana Desmarchais	Director of Human Resources
Elias Moukannas	Associate Coordinator of school support
Daniel Lafleur	Coordinator of second language curriculum development

Gaston Pelletier Associate Director of Education Services
Soré Moller Coordinator of Complementary Services
Faye Le Gresley Nurse from NRHBSS

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 4:12 p.m. on March 20, 2007. Opening prayer led by Alicie Nalukturuk.

Alicie Nalukturuk informed the meeting that because of the weather, most of the Commissioners and Staff have been unable to go to Quaqaq as of yet. This conference call is to do some items since our meeting week was cut short because of the weather.

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 Adamie Alayco, Alicie Nalukturuk is appointed to chair the meeting.

4 ADOPTION OF AGENDA

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

On a motion duly moved by Molly Tayara and seconded by Adamie Alayco, the agenda is approved with one member being absent .

5 ACTIVITY REPORT - EDUCATION SERVICES

Education Services and Language and Culture

Betsy Annahatak gave a report and updates from Education Services.

Support to Schools

Elias Moukannas gave a report and updates.

Second Language curriculum development

Daniel Lafleur gave a report and updates. The copy of the report is attached to the minutes as **Annex IIb**.

Training and Research

Valentina DeKrom gave a report and updates. The copy of the report is attached to the minutes as **Annex IIc**.

Complementary Services

Soré Moller gave a report and updates. The copy of the report is attached to the minutes as **Annex IId**.

Information Technology

Gordon Cobain gave a report and updates. The copy of the report is attached to the minutes as **Annex IIe**.

6 STUDENT SERVICES - ACTIVITY REPORT

Paul Khatchadourian gave a report and updates. The copy of the report is attached to the minutes as **Annex III**.

Alicie Nalukturuk said that Lisa Koperuaaluk from Makivik went to Inukjuak to work with the elders on Nunavik History Project and said that the developers of KSB should be involved.

ADJOURNMENT

Sarah Beaulne, Commissioner of Puvirnituq - Cannot leave her job.
Piatsi Lamoureux, Commissioner of Ivujivik - Illness

The mayor of Quaqtaq, Mr. Johnny Oovaut welcomed everyone to the community and the president of Education Committee of Quaqtaq Noah Ningiuruvik as well.

7 OATH OF OFFICE - NEW COMMISSIONER FOR UMIUJQAQ

The new Commissioner of Umiujaq Mr. Samuel Nuktie was sworn into office by Annie Grenier, the Director General.

8 APPOINTMENT TO PUBLIC SECURITY

Harriet Keleutak explained to the meeting that the representation of KSB to the public security in Nunavik should have been held by the President of KSB and that a mistake was made previously when Commissioners were appointed to various Nunavik Organizations.

On a motion duly moved by David Annanack and seconded by Charlie Watt Jr., it was unanimously resolved to adopt the following resolution number 2006/07-17 with 2 members being absent.

WHEREAS Willie Tomassie was appointed to represent Public Security on November 30, 2005;

WHEREAS the president should have been appointed as a representative to Public Security;

RESOLVED:

THAT Willie Tomassie is replaced by Alicie Nalukturuk, to represent Public Security until the end of his/her term as President of K.S.B;

9 ACTION SHEET - GENERAL ADMINISTRATION

Louise Boissé explained to the meeting that instead of creating a policy, to train the school administrators on mediation.

Martin Scott wants to know if employees could have another route if they are in conflict with the school administrators.

Louise Boissé said that Harriet Keleutak would be the mediator from the head office.

Harriet Keleutak said that it does not necessarily have to be a policy it could just be a guideline given to all employees.

Louise Boissé also informed the meeting that KSB is in the process of creating an employee assistance program, which should be available soon.

Molly Tayara said that the training for mediation should be given soon because there are many conflicts in schools and said that it would decrease the stress.

10 ACTIVITY REPORT - EQUIPMENT SERVICES

Request for a garage - Tasiujaq/Umiujaq/Kuujuaraapik: was dealt with at the same time.

Patrice Beaumelle gave an update on the activities done at his department.

Charlie Tukkiapik would like to know how many houses will be built. Patrice replied by saying that 2 duplexes will be built in Kuujuaq and 2 houses in Puvirnitug for the regular sector and 11 new houses in Kuujuaq for the head office.

Samuel Nuktie wonders how they could get a garage in their community for the school bus.

Patrice said that it is touchy to request for garages since government only agrees when it is a direct investment for students.

Adamie Alayco said that since we could not get garages in all communities, could we not work with NV's when they build garages and get a space in their garage?

Patrice replied by saying that it could be considered.

Willie Cain said that a research should be done in order to get garages in all communities. The government should understand that it affects the students directly.

11 AMENDMENTS TO POLICY ON CHARTERS FOR BUSINESS AND SOCIAL TRAVEL (TRA-02)

Patrice Beaumelle explained to the meeting that KSB charters airplanes when needed for business and social travels.

Willie Tomassie Jr. said that when KSB charters a plane, they should not allow other passengers that are not travelling for KSB.

Alicie Nalukturuk said that a letter should be sent to Air Inuit to inform them of our policies. Patrice will send a letter.

On a motion moved by Adamie Alayco and seconded by David Annanack the resolution number 2006-07-18 is approved with 2 absent.

WHEREAS the Council of Commissioners adopted its Council Policy on Charters for Business and Social Travel on June 11, 2001, by resolution #: 2000/2001-46;

WHEREAS it is necessary to modify this Policy;

RESOLVED:

THAT,

- 1) The Council of Commissioners modifies articles 2.2 and 2.3 of its Policy Charters for Business and Social Travel as attached to the minutes as **Annex IV**;
- 2) The Director General is mandated and authorized to modify, in collaboration with the Management Committee, the appropriate *Directive* to implement these amendments;
- 3) This resolution comes into effect the day of its adoption.

12 MAJOR P.C.P PROJECTS FOR 2007/2008 SCHOOL YEAR

On a motion moved by Willie Cain Sr. and seconded by Charlie Tukkiapik the resolution number 2006-07-19 is approved with 2 absent.

RESOLVED:

THAT the proposed Major P.C.P. projects listed for 2007/2008 school year, copy of which is attached to the minutes as **Annex V** be and is hereby approved.

THAT the list can be revised if the need arises according to emergency situation.

13 CONSTRUCTION CONTRACT FOR A NEW PRIMARY SCHOOL AND ONE DUPLEX IN PUVIRNITUQ

On a motion moved by Willie Tomassie Jr. and seconded by Adamie Alayco the resolution number 2006-07-20 is approved with 2 absent.

WHEREAS the Kativik School Board must proceed with the construction of a new primary school and one duplex in Puvirnitug;

WHEREAS the Quebec Ministry of Education has authorized these construction projects;

WHEREAS the procedure of public tenders was used in conformity with the applicable regulation;

WHEREAS the tenders received were studied by the professionals of the project and the Kativik School Board, the lowest bidder meeting the requirements being Les Constructions Pépin & Fortin for a total amount of \$10,597,000.00.

RESOLVED:

THAT the construction contract for the above mentioned project be and is hereby awarded to Les Constructions Pépin & Fortin for a total amount of \$10,597,000.00.

THAT the Director General or in her absence the Director of Equipment Services be and is hereby authorized to sign the construction contract and to do all things necessary or useful in order to carry out the foregoing.

THAT the Quebec Ministry of Education be and is hereby requested to approve the award of this contract and to grant the required funding for the execution of the school construction in 2007 and 2008.

14 UTILITY VEHICLES 2007/2008

[Request for a Four Wheel Drive Truck - Kuujjuaraapik: was discussed](#) at the same time.

On a motion moved by Charlie Alaku and seconded by Adamie Alayco the resolution number 2006-07-21 is approved with 2 absent.

WHEREAS the 1998 F-150 truck currently in service in Aupaluk is now in need of extensive repairs;

WHEREAS the 1995 F-150 truck currently in service in Kangirsuk is now in need of extensive repairs;

WHEREAS these vehicles were scheduled for replacement in 2007;

WHEREAS a second pick-up truck is deemed necessary in the community of Ivujivik;

RESOLVED:

THAT Transport Services be and is hereby authorized to take the necessary actions so that the vehicles be replaced by the following:

Aupaluk: One new F-150 truck

Kangirsuk: One new F-150 truck

Ivujivik: One new F-150 truck

THAT Transport Services be and is hereby authorized to take the necessary actions to dispose of the used trucks in question.

THAT the Quebec Ministry of Education be and is hereby requested to authorize and finance the purchase of the new vehicles.

15 SCHOOL BUSES 2007/2008

Request for bigger bus - Inukjuak: was discussed at the same time.

On a motion moved by Adamie Alayco and seconded by Martin Scott the resolution number 2006-07-22 is approved with 2 absent.

WHEREAS the 1997 International 3800 54 passenger school bus used in Ivujivik is now in need of extensive repairs, and

WHEREAS the costs of effecting the necessary repairs would exceed the value of the vehicle;

WHEREAS the 54 passenger school bus used in Kuujuaq be replaced by a 72 passenger school bus;

RESOLVED:

THAT the Quebec Ministry of Education be and is hereby requested to authorize and finance the replacement of the 54 passenger school bus currently in service in Ivujivik by a new 54 passenger school bus to be put in service for the 2007/2008 school year;

THAT the Quebec Ministry of Education be and is hereby requested to authorize and finance the replacement of the 54 passenger school bus currently in service in Kuujuaq by a new 72 passenger school bus to be put in service for the 2007/2008 school year.

16 REQUEST FOR SCHOOL EXTENSION - INUKJUAQ/UMIUAQ

Alicie Nalukturuk said that they are in dire need to have their school extended and are encouraging KSB to lobby the governments to get an extension.

Patrice said that he will submit a new request to MELS and said that they will find ways to make government understand the needs of Nunavik.

Samuel from Umiujaq said that they are also in dire need to have their school extended.

Patrice said that he would look into this matter at the same time than for the Inukjuak school.

17 SNOW REMOVAL EQUIPMENT - AUPALUK

Martin said that they would like to get a small snow blower to conduct the work faster.

Patrice said that he would look into the matter and try to get one for every school.

18 TAXATION OF SUBSIDIZED BENEFITS OF BENEFICIARY EMPLOYEES SOUTH

On a motion duly moved by Charlie Watt Jr. and seconded by Mary Roussel, it was unanimously resolved to adopt the following resolution number 2006-07-23, with 2 members being absent.

WHEREAS it is an established practice of the Kativik School Board, out of concern, to treat with equity its employees wherever their position is located North or South, to pay the taxes charged by the Federal and Provincial governments on part of the subsidized benefits of Beneficiary employees South, more specifically up to the maximum of the cost of two of their social trips;

RESOLVED:

THAT the Council of Commissioners hereby confirms the continuation of this practice for the fiscal year 2006;

THAT the amount of taxes to be covered by the Board be paid directly to Revenue Canada and Revenue Quebec unless the concerned employees prove that they have already paid same.

THAT the Director General or in her absence the Director of Finance be and is hereby authorized to sign the required forms and to do all things necessary or useful in order to carry out the foregoing.

19 AMENDMENTS TO RATES OF POLICY ON BUSINESS TRAVEL FOR ELECTED REPRESENTATIVES, POLICY ON EMPLOYEES' BUSINESS TRAVEL AND OF THE POLICY ON SOCIAL TRAVEL (FIN-01 & HR-01)

The policy of FIN-01 was reviewed and the changes are indicated in **Annex VI**, also the policy of HR-01 was reviewed and the changes are indicated in **Annex VII**.

On a motion duly moved by Alicie Nalukturuk and seconded by Molly Tayara, it was unanimously resolved to adopt the following resolution number 2006-07-24, with 2 members being absent.

WHEREAS the three aforementioned policies were respectively enacted by Resolutions Nos. CC 1999/00-13, CC 1999/00-05 and CC 199/00-06;

WHEREAS Lodging allowances have not been increased since 2001;

WHEREAS the Commissioners agreed to an increase during budget discussions for the new fiscal year in June 2006.

RESOLVED:

THAT the daily rate for private lodging be of \$50.00 for Business Travel and Social Travel;

THAT the maximum amount paid or to be reimbursed for lodging at a hotel in the South be of \$175.00 for Business Travel and \$140.00 for Social Travel;

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

THAT this resolution comes into effect the day of its adoption but the applicable rate for Lodging at a hotel for business travel is retroactive to July 1st, 2006.

20 AMENDMENTS TO THE POLICY ON EMPLOYEES BUSINESS TRAVEL (FIN-02)

The amended copy of the policy is attached to the minutes as **Annex VIII**

On a motion duly moved by Adamie Alayco and seconded by Michael Gordon, it was unanimously resolved to adopt the following resolution number 2006-07-25 with 2 members absent.

WHEREAS the Council of Commissioners deems necessary to amend the Policy on Employees' Business Travel;

RESOLVED:

THAT article 6.1 be replaced by replaced as follows:

For each day spent away for his workplace for business purposes, KSB pays the employee an incidental fee of fifteen dollars (\$15.00) per day when the business travel is beyond a distance of 50 km from his work place.

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

THAT this resolution, comes into effect, on the day of its adoption.

21 PLACE OF NEXT MEETING

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

22 ACTION SHEET - EDUCATION SERVICES

90 minutes teaching time increase:

Gaston Informed the meeting that they have met with MELS and inform them that KSB is already using the time allocated. They have asked MELS for appropriate compensation.

200 school days:

Betsy said that after discussion and having heard what the communities have to say, they would talk about it.

Gaston said that the schools have complained about this and are seeking ways to improve the situation. They will discuss this issue next week with the implementation committee.

Student residence in Kangirsujuaq:

Gaston said that this matter was resolved. They have country food in the freezer but they do not eat it; as to telephone call privacy, they will move the phone elsewhere; privacy in their room, the animator will be told to respect the students.

Charlie Alaku said that the animators have been informed that they could get fresh country food from the community freezer.

Willie Tomassie Jr. said that they should look into finding ways to install phones in the rooms so they could function like the ones in hotels.

Martin Scott said that they also need fresh water containers.

Betsy said that they would look into it and said that it is in the works of KSB.

23 **RELIGION PROGRAM UPDATE**

Mary Aitchison informed the meeting that the options per community were different and based on these they met with MELS and told them that KSB would need to develop a program. Governments understood these concerns.

Betsy said that Commissioners will have to decide on which option to follow.

Daniel Lafleur said that they have looked into this in a pedagogical way. They have opted for the option four, which is to create a program with KSB.

Mary said that the legalities of these programs also have to be looked into.

Betsy wonders how the parents would be informed.

Alicie said that the religion program should be developed by taking what is good in the programs of MELS and that it should also include morals and values of the Inuit.

Charlie Alaku said that in Kangirsujuaq they will do a radio show to get the ideas from the parents and they would submit their recommendation after to the Board.

Molly Tayara said that in Salluit they have consulted the parents and have given their recommendation. She also said that KSB should develop a program.

Charlie Tukkiapik said that they should also look into Satuigiarniq since religion was discussed.

Charlie Watt Jr. said that all should meet with their EC and make recommendation for the June meeting.

Willie Cain said that indeed the Education Committees should be consulted again to get a confirmed recommendation for the June meeting.

Adamie Alayco said that they remain with their decision to go ahead with option four (4).

A decision will be made in June and everyone is asked to consult with their community.

24 NUNAVIK HEALTH BOARD PRESENTATION - SEX EDUCATION

Faye Le Gresley from NRHBSS made a presentation about sex education; her report is included in the meeting kits. **Annex IX**

Alicie Nalukturuk said that according to the graphics and data that are shown, we should have this program in our schools.

Charlie Alaku said that in high school they were taught sex education and as students they were very shy and wonders how it could be done. He also said that this should not be given to children that are too young.

Soré Moller said that they would have to go through the program to understand the program and separate them into age categories. She also said that maybe the student Counselors should follow this training.

Elias said that in secondary III they talk about reproduction and do not include these diseases.

Michael Gordon would like to know if there are steps that are followed and advises to include parenting skills.

Soré responded by saying that they would look into these steps and that they also have a program at KSB.

Alicie said that these programs would be reviewed and that they should train Inuit who could be able to give this course.

Faye said that all students have to be informed of these factors.

25 STUDENTS FROM OTHER COMMUNITIES THAT ARE UNDER FOSTER CARE

Adamie Alayco would like to know how to help these students, since they have social and schooling problems.

Betsy replied by saying that they could have the matter look into.

Soré replied by saying that the principal has to write a letter to ask for help and then Judy proceeds with evaluation and has them seen by a psychologist if needed.

26 INDIVIDUAL PATH OF LEARNING

Charlie Alaku would like to know if IPL students receive diplomas.

Daniel Lafleur replied by saying that they do indeed receive a certificate but it is an in house diploma from KSB.

Betsy replied by saying that the implementation committee is also working on this issue and is seeking ways to settle this matter.

27 BULLYING IN SCHOOL AND SUSPENSION

Willie Tomassie Jr. said that they would like to have the bullying dealt with in their school, in other forms and says that they do not know how to decrease this. He also said that when student's get suspended and reintegrated to school as soon as they get in trouble they are suspended again and wonders if they could get help from the facilitators of the parenting course.

Elias said that they have discussed this matter before and they have also formed a policy on peaceful and responsive school. They do not have anything to prevent bullying.

Daniel said that some schools are keeping their budgets to work on this and to invite people from outside to deal with this issue.

Betsy said that they are going work on these matters for the next school year.

28 CALENDAR - OFFICE VS SCHOOLS/RESEARCH/STATS 2005-2006

Return to 190 days calendar - Quaqtaq:

This was discussed at the same time with the items below.

Calendar - office vs schools:

Martin Scott said that the head office closed before the school in Aupaluk closed at Christmas and they would like to prevent this from happening.

Gaston said that even if the head office is closed they still provide the services by giving phone numbers.

Calendar - research:

Martin would like to know how they have reached a 200 days calendar since they were newly elected and would like Education Services to make a presentation.

Mary Aitchison said that it was based on the students need to be in the school, because their time was taken away from them for various activities that happen in Nunavik. The students have 180 school days and the teachers have 200 school days.

Alicie Nalukturuk said that when calendars are shortened the students miss out. And since KSB has introduced 200 days the parents are not complaining; it is the teachers who want to have their time shortened.

Mary Aitchison said that when we decided to have 200 school days, it was because we wanted to make sure that our students succeeded.

Martin said that at KSB we have a unique calendar and should do a research to find out what others do.

Betsy said that they could look into different options for the student success. They could try and find ways to accommodate everyone.

Adamie Alayco said that the needs vary per community and it should be looked into. In Akulivik they find the calendar too short.

Alacie said that when they decided to implement 200 school days, they did it by using their right to vote.

Martin Scott said that the students could have 190 days but in a different form.

Mary Aitchison explained to the meeting that we have to consider the provincial exams.

Annie Grenier said that if we were to standardize our calendar, we would have to sacrifice some of our time.

Willie Cain said that if we want our students to succeed, we have to make our message clear. The reasons that they had before was camping in the spring and summer, but not all practice these activities anymore. By cutting the days, we allow them to control us instead of us controlling them. And we could also do a research or tests for few years before changing our practices.

Betsy said that they could look into the calendar and decide how they could arrange these calendars and still have 200 days.

Charlie Watt Jr. said that we should be on the radio live and our message could be understood by the public.

Harriet Keleutak read a letter from Quaqtak requesting to have 190 school days.

Charlie Tukkiapik said that as school board we have to find solutions to these problems because many are complaining about it.

Charlie Watt Jr. said that as Commissioners we have to remind ourselves that our responsibility is the students' school success. He also said that we would need comparison papers for further discussions.

Charlie Tukkiapik said that he indeed agrees that we have to work for the betterment of our students but we also cannot ignore the complaints of these staffs and parents.

Mary Aitchison said that there was a request during the Education Council meeting to have summer school. There is a tremendous pressure but many factors have to be considered.

A presentation will be made during the June meeting and will be shown the pros and cons of having 200 days calendar and statistics.

29 REQUEST TO HAVE A 100% STUDENT COUNSELOR-TASIUJAJQ

Willie Cain Sr. said that they are requesting to have a 100% student counselor.

Betsy replied by saying that they will add it to the school organization wish list.

30 LOCAL HISTORY - UMIUJAJQ

Samuel Nuktie said that they are requesting to get an extension for the local history facilitator.

Betsy replied by saying that they will add it to the school organization wish list.

31 NEW TEACHER ORIENTATION - QUAQTAQ

Charlie Tukkiapik said that they would like to have cultural orientation for the new teachers after their workshop is done.

Daniel Lafleur replied by saying that the orientation is not compulsory, but it is up to the community to organize an excursion for the new teacher. It is a local initiative.

Willie Cain Sr. would like to know whether the orientation travels to different communities.

Betsy replied by saying that it does move from one community to another.

32 TEACHER TRAINING IN WINTER - QUAQTAQ

Charlie Tukkiapik said that the training of teacher in winter should be reconsidered since they have a hard time finding replacements at that time.

Mary Aitchison replied by saying that it would be difficult and would slow down the certification of teachers and said that they would have to look into it thoroughly.

33 SALLUIT SCHOOL ATMOSPHERE

Molly Tayara said that the atmosphere of Ikusik School is not pleasant and teachers are working separately since they had a disagreement with the dismissal of Mario Poirier. It has created a lot of stress among the teachers. They need help from the outside to correct the situation.

Charlie Alaku said that we should send help as soon as possible.

Gaston said that a team should go there to correct the situation.

Louise Boissé said that she went to Salluit at the end of February and did some mediation work with Pierre Lafrance. She also said Soré met some teachers for stress relief.

Betsy said that they will do something about this as soon as possible.

Mary said that Education Services has been to Salluit on many occasions and should get help from Human Resources.

34 MULTI-LEVEL CLASSES - KANGIRSUK

Willie Tomassie Jr. said that in Kangirsuk they are having problems with the multi-level classes and would like to know if they could be properly separated instead of having three levels in one class. They should have at least two levels because very young children are mixed with older ones and they get bullied.

Betsy said that they are working on school organization and will look into this matter. They have multi-level classes because of the size of these schools.

Martin said that it is a problem in smaller communities and that they should find ways to change the formulas.

Gaston said that they have constraints and sometimes they have no choice.

35 EXCURSION

Martin Scott wonders if KSB could buy snowmobiles and raise the rates for the excursion.

Mary said that they have been asking funds from Makivik to buy snowmobiles for all communities. KSB has been asked to make proposals for the improvement and promotion of Inuit culture. They have not received their answer yet.

Betsy said that they could review the rates for the next school year.

36 IMPLEMENTATION COMMITTEE REPORT

Elias Moukannas gave a verbal report on the work that has been done up to now. He said that they have been working on different pathways for students. They will have a meeting again next week and they will give a written report in the month of June.

Mary said that they are looking at different pathways and at the outcome of the students.

37 ACTIVITY REPORT - HUMAN RESOURCES

Lana Desmarchais gave a report from her department. Her report is included in the meeting kits. **Annex X**

38 POLICY ON SALARY ADVANCE AND PRE-PAYMENT OF SALARY OWED AMENDMENT (HR 06)

The policy of HR-06 was reviewed and the changes are indicated in **Annex XI**

On a motion duly moved by Charlie Alaku and seconded by Adamie Alayco, it was unanimously resolved to adopt the following resolution number 2006-07-26, with 2 members absent.

WHEREAS, the Council of Commissioners adopted the *Policy on Salary Advance and pre-payment of salary owed* by resolution no 2000/01-12 amended by resolutions 2001/02-30 and 2002/03-57;

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 1.3, 3.1, 3.2 and 3.3 of the *Policy on Salary Advance and Pre-Payment of Salary Owed* as identified in the document attached as Annex **XI**;

THAT, within the framework of this Policy, the Director General be and is hereby mandated and authorized to modify the related

Directive and Procedures, as may be required, to ensure its implementation.

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

39 NEW TULATTAVIK EXECUTIVES

Charlie Tukkiapik informed the meeting that Tulattavik has a new Executive Committee which is composed of these people: Lizzie York, Minnie Nappaaluk, Sally Chislett and Lizzie Ningiuruvik

CLOSING OF THE MEETING

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

The meeting adjourned at 7:42 pm. on March 22, 2007 since the agenda is completed.

Harriet Keleutak
Secretary General

Annie Grenier
Director General

Alicie Nalukturuk
President