

**MINUTES OF THE COUNCIL OF COMMISSIONERS**

**MEETING no. 691  
December 11 and 12, 2007  
held in Montreal, Qc**

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

**MEETING No. 691 12/11/12/13/14/2007**

<u>RESOLUTION</u>	<u>ITEM</u>	<u>ANNEX</u>
1	Quorum and opening of the meeting	
2	Notice of meeting	
3	Chairperson	
4	Adoption of Agenda	I
5	Activity Report Education Services	
	-Complementary Services	II
	-Training and Research	III
	-Curriculum Development L2	IV
	-Curriculum Development Inuktitut	
6	Nunavik Government - AIP	
	Activity Report Education Services - <i>Continuation</i>	
	-Curriculum Development Inuktitut	
	-Information technology	V
	-Support to Schools	
7	Update on Shadow Teacher from Last Meeting in Kuujjuaraapik - Kangirsujuaq	
	- Classification of trainees update	
	Adjournment	
8	Second Principal in Schools - Kangirsujuaq	
9	Executive Truck/Caravan in Kuujjuaq when Head Office is Operating - Kangirsujuaq	
10	Community request to study how the Qallunaat Culture has affected Inuit way of Life, Learning Styles and Wellness - Aupaluk	
11	School Material Ordering System and Budgets - Aupaluk	
12	Attendance Data	
13	Program Delivery Changes	
14	School Calendar	
15	Letter from Puvirnituaq - POV/IVUJIVIK Teacher Training Program	
16	Next Meeting Place	

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

*Kangirsujuaq*

- |              |    |  |             |
|--------------|----|--|-------------|
|              | 17 | Saputiit Presentation  |             |
|              | 18 | Activity Report - Human Resources<br>- Statistics on absenteeism of employees                                    | <b>VI</b>   |
| 2007/2008-16 | 19 | Ordinance of KSB on the Employment Conditions of<br>Management Personnel / Repeal of a Resolution<br>CC2007/2008 |             |
| 2007/2008-17 | 20 | Amendment / Transfer of a Trip - Social trip   |             |
| 2007/2008-18 | 21 | Creation of two Certified Maintenance worker Positions<br>(Regional)   |             |
|              | 22 | Activity Report - Equipment Services   | <b>VII</b>  |
|              | 23 | Action Sheet - Equipment Services  |             |
|              | 24 | Sharing Our Success Conference Report  |             |
|              | 25 | Activity Report - Student Services<br>- Community Workers<br>- KRG Conference<br>- College North                 | <b>VIII</b> |
|              | 26 | Action Sheet - General Administration  |             |
|              | 27 | Activity Report - Adult Education  |             |
|              | 28 | APTN Report  |             |

**CLOSING OF THE MEETING**

**MEETING 691**

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the School year 2007-08, held a meeting in Montreal on December 11, 2007 at 9:15 AM.

**PRESENT:**

David Annanack	Council of Commissioners	Kangirsualujuaq
Charlie Watt Jr	Vice President	Kuujuaq
Willie Cain Sr	Executive Committee member	Tasiujaq
Martin Scott	Council of Commissioners	Aupaluk
Adamie Tomassie	Council of Commissioners	Kangirsuk
Charlie Tukkiapik	Council of Commissioners	Quaqtaq
Molly Tayara	Council of Commissioners	Salluit
Charlie Alaku	Executive Committee member	Kangirsujuaq
Adamie Alayco	Council of Commissioners	Akulivik
Piatsi M. Lamoureux	Council of Commissioners	Ivujivik
Sarah Beaulne	Council of Commissioners	Puvirnitug
Alicie Nalukturuk	President	Inukjuaq
Mary Roussel	Council of Commissioners	Kujjuaraapik

**ABSENT:**

Eli Aullaluk	KRG Representative	Akulivik
--------------	--------------------	----------

Eli is absent because of a KRG meeting in Kuujuaq.

**ALSO PRESENT:**

Annie Grenier	Director General
Mary Aitchison	Assistant Director General
Harriet Keleutak	Secretary General
Eva Ilisituk	Interpreter
Maggie Putulik	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
Gaston Pelletier	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
Réjane Vaillancourt	Director of Adult Education
Sarah Airo	Coordinator of schools
Soré Moller	Coordinator of Complementary Services
Daniel Lafleur	Coordinator of Second Language Curriculum Development
Betsy Annahatak	Curriculum Development
Mary Elijassiapik	Curriculum Development
Sally Nuktie	Saputiit Youth Association of Nunavik
Jessie Clunas	Special Education

Mary Cain  
Parfait Cémé

Special Education  
Pedagogical Counselor

**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 9:15 p.m. on December 11, 2007. Opening prayer led by Molly Tayara.

**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 David Annanack and seconded by Charlie Watt Jr., 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 Willie Cain Sr. and seconded by Adamie Alayco, the agenda is approved, with one absent.

**5 ACTIVITY REPORT -EDUCATION SERVICES**

**Complementary Services**

Soré Moller gave a report and updates, her report is attached to the minutes as **Annex II**.

Charlie Watt Jr. would like to know if all communities have found behavior technicians. Soré responded they had, except for Aupaluk and Ivujivik.

Adamie Alayco would like to know which organization will lead the file of deaf students. Soré responded by saying that they will do the work collaboratively.

Adamie Tomassie said that there is a student in Kangirsuk that has learning difficulty that needs evaluation. Soré responded by saying that an evaluation could be done if it is requested.

Mary Aitchison said that they could also ask the school administration to look at the curriculum for these children because in Kindergarten the children are taught differently.

Molly Tayara said that they also need services for mute students equaling to those for deaf students. Soré responded by saying that they have posted the position for speech therapist but have not gotten any candidate. She will also look into the file of this individual.

Martin Scott would like to know if Soré is the only one representing KSB on these issues and when to expect a report. Soré said that she was appointed by the executive and they

do not have a report to submit yet. She has also been asked what KSB has done since the report of Human Rights Commission.

Annie Grenier would like to know if the public will be informed and if it has been translated. Soré said that at their meeting they were all in agreement that this report has to be submitted in Inuttitut to the public.

Charlie Tukkiapik would like to know if Quaqtq would be part of the adoptive behavior scale project. Soré said that they have asked all schools to see who was interested and since they work with Health Board they have decided to go to Kangirsualujjuaq and Kuujjuaq. They will also go to Puvirnituaq and Inukjuak. It might also be spread to all communities.

Alicie would like to know if KSB would be able to answer the report. Mary Aitchison said that there are many things that have been done in the past and still development that are happening that we could report back.

Sarah Airo would like to know if the report has been translated to Inuttitut or whether they are waiting for the funds. Soré said they were asking the same question and they were told that they had too many things to do and have not had time to get it translated.

Annie Grenier said that the Director General of TNI asked the Human Rights Commission to have it translated to Inuttitut and was told that they were going to find funding to get it translated so that it could be distributed to the people. Soré said that they have made that request at their last meeting on Friday.

Sarah Airo said that many problems were brought forward and the funds did not come with it. These things will have to be mentioned at the next meeting of this committee.

Mary Aitchison said that the Commission did not even give tools. They just gave a report and said that the Government should also be involved. Soré said that NRHBSS indicated that they were creating 40 extra positions for social workers and psychologists positions.

Mary Aitchison said that parents should also be made responsible and made aware of this problem. They should also do a field trip. Soré said that many have started the work and some were waiting for the meeting.

Sam Nuktie would like to know if they could request for a bullying workshop. Soré said that they could have one with the help of NV through Brighter Future Program.

Adamie Tomassie said that a lot of Inuit do not read and said that the report should be communicated on the radio.

### **Training and Research**

Valentina DeKrom gave a report and updates, her report is attached to the minutes as **Annex III**.

Martin would like to know if UQAT is helping Puvirnituaq and Ivujivik to obtain bachelors degree. Valentina responded by saying that they have 30-credits certification program.

### **Curriculum Development L2**

Daniel Lafleur gave a report and updates, his report is attached to the minutes as **Annex IV**.

Charlie Watt Jr. would like to know if everyone has been notified regarding the guidance month. Daniel said that they have been notified and are preparing for it.

There is a need to have Inuttitut courses on special education level for IPL classes. Sarah Airo said those students that were put in IPL classes have Inuttitut classes and Culture classes and one of the reasons why some have difficulties is because they miss so many days of school and they get left behind. As for students in Kuujjuaraapik they should be looked into.

Sam Nuktie would like to know if communities has to form a committee for report cards. Daniel replied by saying that they do not have to as it will be regional.

**Curriculum Development Inuttitut**

Betsy Annahatak and Mary Elijassiapik gave a report on Land Survival Program and Inuttitut Curriculum Development.

Mary Elijassiapik informed the meeting that the Land Survival Program has been implemented in Inukjuak. The program has been completed.

Betsy said that this program has not been delivered to all schools yet. She also said that each community was to hire a teacher and an assistant with funding from Safer Communities. They are still in a planning stage to implement it in three schools per year; their training will start in January. Moses Idlout will be the facilitator for this program.

Alicie said that they received funding from MELS and Safer Community Programs. These funds will be used as a start-up funding. She also said that they will keep pushing the governments to fund this program.

Charlie Tukkiapik said that KSB should not do this alone, they should form partnerships with other organizations.

Alicie said that this program is given inside a classroom and it is intended for students as well as for drop out students and adults.

Mary Elijassiapik said that the program is adapted to the need of Inukjuak but other communities would have to adapt it to their own needs.

Charlie Alaku would like to know who will be adapting it to the needs for the community.

Mary Elijassiapik said that it could be done.

Charlie Alaku would like to know if they have a strategic plan for the implementation of this program.

Betsy replied by saying that they will go according to the readiness of the schools because every aspect has to be involved.

Mary Aitchison said that even though this was funded for a year only they will keep looking for additional funding.

Willie Cain Sr. would like to know which communities will implement it. Betsy said that there is Inukjuak and two other communities have to be selected.

Adamie Tomassie said that he would like discipline to be part of this program.

**6 NUNAVIK GOVERNMENT -AIP**

Minnie Grey reported to the meeting about the signing of the AIP for the Nunavik Government. She said that they would have a meeting after the holidays, maybe through teleconference. They will soon start the technical aspect of this government through negotiations. They have approximately 25 to 30 items that they have to negotiate for the final agreement. They will also work on the implementation which was started a few years ago.

Alicie said that she is anxious for the upcoming meeting of the Policy Committee and the Implementation Committee. Minnie said that it would be taken care of by different individuals.

Harriet would like to know what would happen when the amalgamation comes into effect because there will be elections next school year for the new Commissioners. Minnie responded by saying that they would know when the time comes.

Sally Nuktie said that they would like copies given to Saputiit Youth Association and would like someone from Saputiit to be present at the Policy Committee. Minnie said they will be notified.

Louise Boissé would like to know when they plan to have a referendum. Minnie responded by saying that the referendum will be held after the negotiations are completed.

**ACTIVITY REPORT -EDUCATION SERVICES (CONTINUATION FROM ITEM 5)**

**Curriculum Development Inuttitut**

Betsy Annahatak and Mary Elijassiapik gave a report on Inuttitut Curriculum Development.

Mary said that Pasha is working on Inuttitut exams but they are not yet completed.

Betsy said that it is taking longer for Inuttitut since they do not have full resources and have asked the government for more time.

Charlie Alaku said they would like to have advanced Inuttitut be taught in schools. Betsy said that they must have consistency between the curriculum and the exams.

Betsy said that the firearms safety courses have been translated into Inuttitut and will be ready soon for delivery in Inuttitut in schools.

Charlie Alaku would like to know how old students have to be in order to follow this course. Betsy said they could start at the age of 12.



Adamie Tomassie said that if it is to be taught in the schools, the Inuit knowledge has to be included. Betsy said that it would be good to have knowledgeable Inuit be part of this course.

Alicie said that it would be good to have both Inuit and non-Inuit giving these courses. Mary Elijassiapik said that some of the local histories are not completed yet. For Kuujjuaq, Ida is working on them and they would be completed once they find a teacher. She also said that Amaly is still on leave.

Betsy said that they have started to review all programs to change the dialects from Hudson, Hudson Strait and Ungava.

Charlie Watt Jr., would like to know if he could be shown a local history program even if it is not for Kuujjuaq, since he would like these to be completed. Mary Elijassiapik said that he could be shown the work that has been started.

Sarah Airo said that she has asked Elisapee Tukkiapik if she could take this file and she has accepted but has not started yet. She was not comfortable because she is not originally from Kuujjuaq. Betsy said that 2 weeks ago she asked Elisapee to find someone to do this work.

### **Information technology**

Gordon Cobain gave a report and updates; his report is attached to the minutes as **Annex V**. Martin would like to know if SPI has been implemented. Gordon said that it is done.

### **GPI - Request for computers in each classroom - Akulivik**

Adamie Alayco wants to know how they could get computers for all classes to do GPI. Gordon said that they cannot dictate content to the school but they provide the computers to all schools.

Charlie Alaku would like to know if they are aware that some administrators cannot use computers. Gordon said that they are giving training on a regular basis when they go to schools and during the teacher training courses.

### **Support to Schools**

Sarah Airo gave a verbal report and updates.

Charlie Alaku would like to know how many credits they have to get and what kind of diploma or certificate they will get. Sarah responded by saying that it is through McGill and they will have the first five to graduate from this program. Valentina said it is a 30 credits- course through McGill/KSB program on First Nations and Inuit Education Leadership.

Adamie Tomassie would like to know if they have problems with teachers that are absent often because of alcohol problems. Sarah said that if they know of any staff that is having problems and is absent frequently because of alcohol, to be notified so they could be reprimanded.

Martin would like to know if these courses are mandatory for Center Directors. Mary Aitchison responded by saying that it is compulsory for qualified administrators. It has an effect on the pay of those who do not have the qualifications.

**7 UPDATE ON SHADOW TEACHER FROM LAST MEETING IN KUUJJUARAAPIK - KANGIRSUJUAQ**

---

**CLASSIFICATION OF TRAINEES UPDATE**

Charlie Alaku would like to know if their salary scales and benefits have been reviewed. The same goes for culture teachers since we lose many good candidates because of salary and benefits.

Soré responded by saying that she has met with Human Resources to ask them how they could go about it. She also said that they cannot make the changes as a department. They were told by Human Resources that they would present this issue at the management level and would be able to provide an answer.

Mary Aitchison said that their category is support staff and their contracts are yearly. As shadow, they do not anticipate to have them in schools all the time.

Gaston said that they would have to provide a job description and that way they could increase the salaries of Shadow teachers and trainees.

Mary Aitchison also said that for culture teachers, it is another file. They will be looking into these files separately. All these files are now being look into.

Sally Nuktie said that as an attendant, it is sometimes difficult to plan and do some work when you are not a teacher. She also said that it would be good if these individuals could follow the teacher training course.

Charlie Alaku said that he wants it reviewed and wonder how long it would take them to review it.

Gaston said that it would be very costly but they still have to meet with Human Resources and will come back to this table to inform them.

**ADJOURNMENT**

The meeting adjourned at 4:06 pm. and resumed on Wednesday December 12, 2007.

**8 SECOND PRINCIPAL IN SCHOOLS - KANGIRSUJUAQ**

Charlie Alaku said that the Education Committee would like to know when they could get a vice-principal, because the principal has too many responsibilities.

Gaston said that for schools of over 200 students, they provide a vice-principal or in order to have one they would need to have 200 or more students.

**9 EXECUTIVE TRUCK/CAR/VAN IN KUUJJUAQ WHEN HEAD OFFICE IS OPERATING - KANGIRSUJUAQ**

---

Charlie Alaku would like to know if it would be possible to have a vehicle for the Commissioners instead of renting one all the time.

Annie said that we could discuss this issue during the meeting in March.

**10 COMMUNITY REQUEST TO STUDY HOW THE QALLUNAAT CULTURE HAS AFFECTED INUIT WAY OF LIFE, LEARNING STYLES AND WELLNESS - AUPALUK**

Martin said that the people of Aupaluk would like a study to be done on the impact of Qallunaat on Inuit life.

Gaston said that there is already a study that was done. There are many books also that have been written on this issue.

Alicie asks if they want to be told again how it has impacted the life of the Inuit.

Martin said that they want to know more about what KSB is doing to counter these impacts and to have children learn Inuit ways.

Annie wonders if it is KSB who has the responsibility to inform the people of this.

Charlie Watt Jr., said that elders are in the best position to tell us what kind of impacts it has had on Inuit lives. He also said that KSB should inform the people of what is happening at KSB and that the parental responsibility remains.

Valentina said that many articles have been disseminated to communities about this issue. Many have also been translated into Inuttitut and made available to the teachers.

Adamie Tomassie said that in 1960-61, they were sent to Yellowknife to go to a trade school at a young age and he lost his Inuit traditions because he was not raised in them. But on the other hand, he learned a trade which was good. As an Inuk they have to learn both worlds but the parents have to retain their responsibility.

Martin wonders if we could make very well done commercials to promote language and culture and to recruit Inuit teachers as well.

Charlie Watt Jr., said that the best way would be to have it discussed at an Avataq meeting.

Mary Aitchison said that during the mayors workshop, they will discuss this issue also, even if it is not a study.

**11 SCHOOL MATERIAL ORDERING SYSTEM AND BUDGETS - AUPALUK**

Martin said that the principal of Aupaluk would like to know if there is an electronic way of doing orders, he would also like to know how the budgets are split during the year and if the delay is not respected, do they lose their budget?

Gaston said that it is the responsibility of the Education Services. The principal is supposed to gather the orders and deliver them once the orders are received.

Patrice said that they would try to increase the efficiency. He will try and find out if it could be made to electronic orders.

Alicie said that they should review the ordering system with Education Services, Equipment Services and someone from a community.

Annie said that the reason why budgets are used in the next school year is because the suppliers send their bills after July 1.

Gaston said that they do not lose their budget and they provide the budget even when they go over budget.

Charlie Alaku said that after a meeting to review his system, there might be a need to create a position.

Soré said that if there is a way to track down orders, it would be good and it would have less impact on the budget.

Charlie Tukkiapik said that they save half of the budget. It is too much they should change the amount.

Gaston said that no funds are lost anywhere.

Sarah Airo said that they always remind the administrators when it is ordering time.

After discussion, it is decided that a reviewing committee will be formed.

12

**ATTENDANCE DATA**

Gaston informed the meeting that the attendance data is being worked on. It is in the final stage and will be presented during the meeting of Council of Commissioners.

Martin said that he has sent an e-mail to Gaston but thinks that it never went through. He will send it again. He would like to see more information.

Charlie Watt Jr., said during his time at the FM radio in Kuujuaq he informed the public that he would get the statistics. Therefore he would like to see these statistics at the next Council sitting. Gaston said that he will try to get these statistics before the end of the school year. Annie said that they will review it with Education Services.

Piatsi Lamoureux would like to know if a suspended student is accounted for. Gaston said that it depends how old the student is.

13

**PROGRAM DELIVERY CHANGES**

Valentina said that the programs of Teacher Training delivery are being reviewed in order to have more teachers attend summer sessions. They will try to do more B Ed courses during the school year and do just one session in the summer. Some of the instructors are tired of doing the summer sessions because they do not get enough time at home. She also said that she would like to pilot these next summer. They would have 2 courses during the school year and have one course during the summer.

Alicie said that it is a great idea because it would allow the teachers more time in the summer, but she is concerned about teachers being absent during the school year. Students miss out even when there is a replacement.

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

Adamie Alayco said that he has the same concern as Alicie's. They have a hard time finding replacements. They are in full support of getting certified teachers but the parents would have to be informed.

Mary Aitchison said that there is a greater number of certified teachers and on one hand we cannot have unqualified teachers in our schools. It is really not up to the school board. If we do not allow courses to happen, we are going against the law because we apply for provisional teaching licenses. They do not send teachers if they cannot find proper replacements. Trainees could be given time to learn to teach alone and prepare their materials before they leave for courses.

Alicie said that parents should be informed before this is implemented.

Valentina said that with advance notice, it could work like they have done it in the past. They are also finding ways to deliver their courses such as on-line courses in Inutittitut or to have evening courses.

Martin said that there should be a master teacher teaching a trainee through the year. Sara Airo said that when a teacher training counselor is hired as 50% it does not leave them much time to help. It also depends on their ways of helping the trainee.

Valentina said that they will have their summer course in Kuujjuaq. Adamie Tomassie said that it is difficult for some teachers to do summer sessions all the time. They are tired because it is difficult.

**14**      **SCHOOL CALENDAR**

Alicie said that they had a meeting last week with Gaston, Elias, Jacques Hébert, principal of Ivujivik, François Beauchemin from the AENQ to review the school calendar.

Gaston said that they have asked for the time of AENQ to review the calendar but they refuse to work on it.

Charlie Alaku said that upon seeing the statistics, they were going to decide whether to keep the 200 days calendar or not. Does the AENQ know about this? For the sake of the students, we will have to make a grounded decision.

Alicie said that since the meeting did not end well, they will have to consult again.

Sarah Airo wonders if just because that man got angry and did not want to discuss this issue, what will happen ?

Martin said that he would like European calendars to be reviewed or Ontario school calendar.

Annie said that we are looking for options that would suit best the needs of Nunavik.

Gaston said that at the beginning of the meeting, they were informed that the decision remains with the Council.

Charlie Alaku wants to know if we will keep the same number of school days for the school year 2008-2009.

Gaston said that it will be pending until June 2008.

Adamie Alayco said that a standard calendar was approved by the council and they were asked if they would consider having the same days but start and end at a different dates. He also said that this should be presented at the Education Council.

Alicie said due to the standardization of the exams, it would have a negative effect.

Charlie Alaku said that since it is going to be too late for the school year 2008-2009. The changes would only be done 2009-2010.

Gaston said that it could be done. It would be just a matter of technicalities.

Mary Aitchison explained to the meeting about the school days. She explained about the reasons behind standard calendar.

**15**      **LETTER FROM PUVIRNITUQ - POV/IVUJIIK TEACHER TRAINING PROGRAM**

Harriet read the letter from Elisapee Uitangak.

Valentina said that there were conditions set by the Commissioners to pay for the third course and the condition was to form a committee that would examine the programs. She said she wrote a letter to them and asked them to form a committee. She also said that

their programs are different. Valentina will draft a response letter to be signed by Alicie Nalukturuk.

Alicie said that Aipilliie came to one of the Council's meeting. Therefore, it is not because they are not informed. He was told to have a meeting with KSB/McGill and UQAT and POV/Ivujivik.

Martin said that this letter should be endorsed by the Executives.

Sarah Beaulne would like to know why they haven't met yet. Have they been notified? or is it just by mail?

Adamie Alayco said that we are in the same stage as we were before. What will happen when they form a new government for Nunavik ? It would be good to get this thing settled.

Valentina said that she has written several letters asking for clarifications by mail, e-mail and telephone. She has not received any response.

Sarah Airo would like to know why their Inuttitut department is completely different from KSB when they work with the second language programs.

Mary Aitchison said that these programs are under UQAT because they had an earlier agreement. She also said that the letter should come from the Department since it was addressed to them and just to send a carbon copy to their Commissioners.

Valentina said that the door is always open.

**16 NEXT MEETING PLACE**

After discussion and a vote it is decided that the Council meeting of March 2008 would be held in Kangirsujuaq.

**17 SAPUTIIT PRESENTATION**

Sally Nuktie representative of Saputiit Youth Association of Nunavik gave a report on their activities. Her report is included in the meeting kits. She also said that Saputiit would like a seat on the charter when the Council go for meetings. They also would like to know what they could do to help KSB in dealing with children and youth.

Alicie said that would be best if they could make more time to deal with the youth in the communities instead of attending so many meetings. Our youth in the communities are struggling and the percentage of suicide is high. All organizations are working hard to prevent this to happen but we have to find a way to deal with youth at risk.

Sally responded by saying that they have been pushing the youth committees. They try to give them support and they do less traveling. Now that they have permanent employees, they will be able to do more work and when they try to have conference calls, many do not attend them.

Charlie Alaku said that to support the youth, they could work with the schools in after-schools programs and they could be a key player in reaching out to the youth. It would involve children and youth. Sally said that they are working on this matter.

Adamie Tomassie said that when the kayakers arrived to Kangirsuk they were not greeted as they should have. Unfortunately things did not go well as it should have.

Sally said that they have now changed the age limit to become a member.

Sarah Beaulne said that she would like Saputiit to look into getting help for young mothers who are trying to attend schools because they have a hard time in finding sitters. She also said that the local youth committees need more support.

Sally said that she will relay this message. They form the Saputiit Board by having local elections first.

Mary Aitchison said that she is proud of the work that Saputiit is doing for the youth of Nunavik.

Sally said that they will have workshops every second year.

Charlie Watt Jr., said that it is true that they need more support for after school activities. He also said that there is a need to have a Big Brothers Program formed in communities. The young boys are especially affected. The boys are mostly affected by being bullied at school. They end up dropping out and tend to move towards negative things and become drug dealers or bootleggers. Sally said that she will relay this message.

Paul Katchadourian wants to know if Saputiit is still interested in working on Nunavik Sivunitsavut Program since John Abbott College is ready to work with KSB. Sally said that she will consult the Executives of Saputiit about this.

Anna Giuliani said that she sent a request for funding for the Hip Hop Project and never got any answer maybe because there was a confusion. How could they apply ?

Sally said that they get funding from government but their coordinator did not give a report since 2005 and government have said that they would not give funding until they receive these reports.

Martin said that he is happy to see a representative of Saputiit and would like to know if they could meet their local youth committees to tell them about the work that they are doing. He said that NI has programs that could be used by Saputiit. Sally said that she would relay these messages to Saputiit. She also wants to know if they should not create a healing place for the youth.

Sally also said that at Saputiit, their theme is Education and Success. That will be their goal.

Willie Cain Sr. would like to know if Saputiit is responsible for Inuit games. Also as concerns the kayakers; it was a really good message, very useful. Sally said it is true that Inuit games should be done under youth programs and she will relay the message.

Adamie Tomassie said that the youth committees should have an elder in their committee. Sally said that they have two elders on their board.

Harriet said that, as the school board dealing with children of Nunavik, they are available to help Saputiit if they need it.



**18 ACTIVITY REPORT - HUMAN RESOURCES**

Lana said that she does not have an activity report for this meeting .

STATISTICS ON ABSENTEEISM

but she would like to present statistics on absenteeism of employees. The statistics are attached to the minutes as **Annex VI**.

**19 ORDINANCE OF KSB ON THE EMPLOYMENT CONDITIONS OF MANAGEMENT PERSONNEL / REPEAL OF A RESOLUTION CC 2007/2008**

On a motion moved by David Annanack and seconded by Adamie Alayco resolution no. 2007/2008-16 is approved with one absent.

WHEREAS the MELS submitted a *Classification plan for senior staff members and employees of the Kativik School Board* expecting the Board to approve *Appendices 2 and 3 of the Regulation on the Terms of Employment of Management Personnel* as submitted and without any further delay;

WHEREAS the Council of Commissioners approved the said Appendices 2 and 3 by Resolution 2007/2008-08;

WHEREAS the Plan, as submitted by the MELS, is primarily based on the assessment of the other school boards of the province, without taking into consideration the specificity of the Kativik School Board;

WHEREAS the Management Committee of the Board has further studied the impact of the application of the Plan as adopted, namely on the attraction and retention of employees;

WHEREAS the Management Committee believes that it would be to the benefit of the Board to continue working for the recognition of the specificity of the Board by the MELS;

WHEREAS the Council of Commissioners deems appropriate to take into consideration the concerns of the Management Committee;

RESOLVED

THAT Resolution 2007/2008-08 approving the Appendices of the Regulation on the Terms of Employment of Management Personnel of the Kativik School Board be hereby repealed;

THAT the Director general continues the discussions with the DGRT (Direction générale des Relations de Travails) at the MELS to have the Classification Plan taking into account and recognizing the specificity of the Board;

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

**20 AMENDMENT/TRANSFER OF A TRIP - SOCIAL TRAVEL**

On a motion moved by Mary Roussel and seconded by Charlie Alaku, resolution # 2007-2008-17 is approved with one absent.

WHEREAS the Kativik School Board faces a continuing problem with respect to the recruitment and retention of employees, to a point where it might affect the capacity of the Board to accomplish its mission, and measures have to be taken to deal with the situation;

WHEREAS Collective Agreements for Teachers, Professionals and Support Staff as well as the By-law respecting the employment conditions of management personnel of the Board provide Social trips to employees under certain conditions;

WHEREAS according to the said working conditions, one social trip may be transferred to a non-resident spouse or a non-resident child to visit the employee in his locality of assignment as well as to his father, mother, brother or sister;

WHEREAS the Board deems appropriate to extend the possibility to transfer such social trip to any other person;

IT IS THEREFORE RESOLVED THAT:

1. An employee who is entitled to social trips may transfer one of his/her trip, once a year, to any person of his/her choice;
2. A transferred trip is for the purpose of visiting the concerned employee in his locality of assignment;
3. The costs of travel incurred by the person to whom the trip was transferred shall not exceed what it would have cost for the employee to travel;
4. A transferred trip will be considered as taxable benefit for the employee, and included in his/her revenue;
5. Resolution no CC 2002/03-54 be and is hereby rescinded and replaced by the present resolution.
6. This resolution comes into effect December 12, 2007 and may be rescinded at any time by another resolution.

Martin said that Inuit employees are hoping to have benefits same as the non-Inuit benefits.

Lana said that these benefits are given to employees who are hired 50 kilometers away from their homes.

Annie said that this request is given at almost every meeting and if the Inuit really want these benefits, they could negotiate with the government but she is almost sure that the government would decline it.

Molly Tayara said that union dues should be reduced for the Inuit who do not have these benefits. They are not treated fairly.

Adamie Alayco said that the new government of Nunavik organizations will be amalgamated and this might be a new avenue to get these benefits.

Annie said that if the teachers want these benefits they could bring it up to their Union.

Harriet said that if the Inuit employees want to be fairly represented they have to tell their Union and demand to have documents in Inuttitut. Since they pay their dues, they should have their rights treated equally.

Lana said that they could try and be elected and become Union representatives.

**21 CREATION OF TWO CERTIFIED MAINTENANCE WORKER POSITIONS (REGIONAL)**

On a motion moved by Molly Tayara and seconded by David Annanack, resolution no. 2007-2008-18 is approved with one absent.

WHEREAS there is a need to create two regular full-time positions for certified maintenance workers based in Puvirnituk and the other in Salluit;

WHEREAS the Council has truly reviewed the reasons justifying the request of Material Resources Department;

RESOLVED:

THAT the two regular full-time positions for certified maintenance workers for Material Resources Department in Purvinituk and Salluit be approved, effective on December 12, 2007.

**22 ACTIVITY REPORT - EQUIPMENT SERVICES**

Patrice Beaumelle gave a report, his report is attached to the minutes as **Annex VII**

**23 ACTION SHEET - EQUIPMENT SERVICES**

Patrice Beaumelle said that all schools have walkie-talkies for maintenance and said that if the other schools want to have extras for recess periods, they could get one at the price of \$500. He will do a survey and find out which communities would like to have them.

**24 "SHARING OUR SUCCESS" CONFERENCE REPORT**

Harriet, Paul, Parfait and Valentina each gave a brief report on the conference they attended.

They attended different workshops on different issues related to Education of Inuit.

**25 ACTIVITY REPORT - STUDENT SERVICES**

***All these items were done at the same time.***  
- COMMUNITY WORKERS

- KRG CONFERENCE
- COLLEGE NORTH

Paul Khatchadourian gave his report which is attached to the minutes as **Annex VIII**.

**26     ACTION SHEET - GENERAL ADMINISTRATION**

Alicie said that this item was done.

**27     ACTIVITY REPORT - ADULT EDUCATION**

Réjane said that they are pursuing all the courses they have started. Right now they are in the process of hiring a teacher for interior designing for Pigiursavik. They will also start a course in Kuujjuaq on Northern attendance training with the help of KRG and Health Board. The request to have Inuttitut second language courses has been approved by the government and it will be started in Kuujjuaq this winter. They are also in progress of doing other courses and will report back in March.

Charlie Watt Jr., would like to know if the Inuttitut course is available for everyone.

Réjane said that it is available for everyone and it is already offered in some centers and it will be given in the evenings. She said that Inuttitut second language materials are not developed.

Mary said that they are in need of giving a course in Inuttitut for non Inuttitut speakers.

Adamie Tomassie said that there are a lot of discipline problems in communities and there is a need to teach these people how to behave in a business or work environment.

Réjane said that she feels powerless regarding this question and is unable to answer.

**28     APTN REPORT**

Sarah Beaulne said that she attended the meeting in Winnipeg and the issue of the governance board was moved to the March meeting. Only then they will be able to make proposals.

**CLOSING OF THE MEETING**

On a motion moved by Sarah Beaulne and seconded by Molly Tayara the meeting is closed.

Closing prayer was done by Molly Tayara.

The meeting adjourned at 5:40 pm. on December 12, 2007 since the agenda is completed.

Alicie Nalukturuk  
President

Annie Grenier  
Director General

Harriet Keleutak  
Secretary General