

MINUTES OF THE COUNCIL OF COMMISSIONERS

**MEETING no. 741
December 14, 15 and 16, 2010
held in Montreal, Qc.**

MEETING No. 741

12-14-15-16-2010

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MEETING 741

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the school year 2010-11, held in Montreal, on December 14, 2010 at 9:07 am.

PRESENT:

Jessie Baron	Member of Council of Commissioners	Kangirsualukjuaq
Mary Joanne Kauki	Vice President	Kuujjuaq
Willie Cain Sr.	Member of Council of Commissioners	Tasiujaq
Charlie Akpahatak	Member of Council of Commissioners	Aupaluk
Aloupa Taqulik	Member of Council of Commissioners	Kangirsuk
Charlie Tukkiapik	Member of Council of Commissioners	Quaqtaq
Lukasi Pilurtuut	Member of Council of Commissioners	Kangirsujuaq
Louisa Usuarjuk Paningajak	Member of Council of Commissioners	Ivujivik
Sarah Beaulne	Member of Executive Committee	Puvirnituaq
Alacie Nalukturuk	President	Inukjuaq
Marcossie Tokalook	Member of Council of Commissioners	Umiujaq
Peter Papilauk	Member of Council of Commissioners	Kujjuaraapik

ABSENT:

Josepie Padlayat	Member of Council of Commissioners	Salluit
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He is absent because he is hospitalized.

Adamie Alayco and Daniel Qinuajuaq, KRG Representative to be sworn in are absent because the plane broke down and they could not make their connection.

ALSO PRESENT:

Annie Grenier	Director General
Sarah Airo	Assistant Director General
Harriet Keleutak	Secretary General
Alasie Hickey	Interpreter
Eva Ilisituk	Interpreter

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

Louise Boissé	Assistant Secretary General
Chan Ma Quang	Director of Finance
Paul Khatchadourian	Director of Student Services
Daniel Lafleur	Assistant Director of L2 Curriculum Development
Soré Moller	Assistant Director of Complementary Services
Denis Daigle	Coordinator of
support to schools	
Qiallak Qumaaluk	Assistant Director of L1 curriculum Development
Gordon Cobain	Director of support to schools
Judith Côté	Director of Adult Education
Terry Benson	Director of Equipment Services
Ulaayu Pilurtuut	Regional teacher training counsellor
Elias Moukannas	Director of Education Services
Patrick Ekomiak	Saputiit Youth Association of Nunavik
Alaku Kulula	Pedagogical Counselor
Graziella Forbes	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 9:13 am, opening prayer led by Mary Joanne Kauki.

2 NOTICE OF MEETING

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

3 CHAIRPERSON

On a motion moved by Lukasi Pilurttut and seconded by Peter Papialuk, Alacie Nalukturuk is appointed to chair the meeting.

4 ADOPTION OF AGENDA

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

On a motion moved by Jessie Baron and seconded by Lukasi Pilurttut, the agenda is approved, with three absent.

5 ACTIVITY REPORTS

Curriculum Department – L1

Qiallak Qumaaluk presented the report, her report is included in the minutes as **Annex II**.

Jessie Baron would like to know who does the conversion of curriculum from Hudson to Ungava dialect and who do they contact in case they need help.

Qiallak responded by saying that they could hire as consultant an elder from their community. They have recently hired Eyuka Pinguartuq to work on language issues.

Curriculum Department – L2

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

Mary Joanne would like to know if cooperative learning is part of the curriculum.

Daniel Lafleur responded by saying that it has been developed.

Patrick Ekomiak would like to know if the options for math and science are still there.

Daniel Lafleur said that has been changed and all the old programs will not be used anymore since they will go with the new MELS programs. Elias said the option was there but, with the new programs, it will be done in sequences; the students will have a choice of taking the extra 50 hours for math if they want to. The program will be standardized but the students will have a chance to take extra hours so as to open more doors at the CEGEP level.

Ulaayu wants to know if the grade three level teachers receive support.

Sarah Airo said that ped counsellors working under Daniel Lafleur for second language are available when needed.

Daniel Lafleur said that they go where they are needed.

Mary Joanne would like to know if children with handicaps if they have been made part of the programs.

Daniel said that this will be included in the ped guides so that the teachers would know what to do with these students.

Sarah Airo said that these students receive a special derogation.

Lukasi Pilurttut wants to make sure that projects such as hip hop or circus have follow up after the original people have left.

Daniel said that they have been encouraging teachers to take initiatives to continue what has been started in these projects.

Patrick Ekomiak would like to know if Teamathlon still exists.

Daniel Lafleur said that Nicolas Payette is working on that activity and it is called "School Games".

Mary Joanne said that volunteering should be part of Secondary V credits.

Alicie Nalukturuk said that Avataq Cultural Institute has many resources available. We should meet with them to see what they keep and what KSB could use.

Qiallak said that they were at Avataq on November 9 and 10, 2010 to gather information for the Ethics and Religion program. They will keep working with them.

Training and Research

Ulaayu Pilurttut presented the report, her report is included in the minutes as **Annex IV**.

Sarah Beaulne said that UQAT teacher training has been put on hold. They were supposed to form a committee which has not been done yet and we need to do something about it.

Sarah Airo responded by saying that it is true that it is taking too long and the progress that was supposed to happen hasn't happened yet. The mandate that was given to them by the Commissioners was to find ways to merge together. The Director is still on sick leave and is expected to be back in January. This item will be deal with right after Christmas holidays and they will find solutions together.

Lukasi Pilurttut would like to know if the training schedules are enough and wants to know if the research that was done by Don Taylor and his team will give results.

Ulaayu responded by saying that they have been requested to place the summer courses in different communities, like they did in the past, as the administrative center in Kuujuaq is too small during summer courses. The schedules remain the same for all the trainings. She encourages individuals who wants to become teachers.

Sarah Airo said that Don Taylor and his team would be going to Kangirsujuaq to give the results.

Mary Joanne said that they should look into completing with this for teacher training.

6 NEXT MEETING PLACE

On a motion moved by Charlie Akpahatak and seconded by Peter Papialuk, Aupaluk is nominated.

On a motion moved by Markossie Tookalook and seconded by Alicie Nalukturuk, Umiujaq is nominated.

On a motion moved by Sarah Beaulne and seconded by Lukasi Pilurtoot, Puvirnituk is nominated.

After a secret ballot, it is decided that the next meeting would take place in Aupaluk from March 14 to 18, 2011.

7 SUPPORT FOR THE RESEARCH "THE INUIT STUDENTS' PERSISTENCE IN SCHOOL - INFLUENCE OF THE INUIT AND QALLUNAAT (NON-INUIT) TEACHERS' PERCEPTION, ATTITUDE AND APPROACH"

Elias Moukannas explained the meeting about this request.

Mary Joanne is concerned about the fact that these researchers are not working with the Inuit.

Elias responded by saying that everyone would be involved.

Patrick Ekomiak would like to know which perspective would be used.

Elias said that both the student and the teacher would be involved,.

On a motion moved by Lukasi Pilurtoot and seconded by Peter Papialuk, resolution No. 2010-2011-15 is approved, with 12 in favor and 3 absent.

WHEREAS the Education Services Department of the Kativik School Board has received a request from the "L'École Nationale d'Administration Publique-ENAP" to conduct an action-research about the student's persistence in school and the influence of teachers' perception, attitude and approach;

WHEREAS this research aims to define the education approaches and practices best adapted to the needs of Inuit students and it also explains how the teachers' perception and attitudes have an impact on the students;

WHEREAS following these findings, the research team will tend to propose educational approaches better adapted to the needs and learning style of Inuit students;

RESOLVED:

THAT the Kativik School Board supports the action-research

about the students' persistence in school, Influence of Inuit and Quallunaat teachers' perception, attitude and approach .

THAT the researchers would report back with their results to KSB.

8 KINDERGARTEN CLASS - KUUJJUARAAPIK

Peter Papialuk said that kindergarten students just starting are not prepared for this grade level while they are at childcare services. Since KSB has dropped this pre-k, it has been observed by Inuit teachers that most enrolled students need to be taught patience as they are hyper. Today children coming out of daycare are not well prepared.

Annie Grenier said that there were some results from the pilot project. They indicated that it was not good for the children because they followed the program twice.

Qiallak said that the daycares have been asking for materials. They need to work with KRG daycare services in order to link the programs. The fact that children are not well prepared is an issue in many communities and they will have to work together.

Patrick Ekomiak said that if it was a pilot project, where are the results ? If not, can we do another project ?

Ulaayu said that they have been discussing this issue with teacher training counselors. They know for a fact that derogating a child is not a really good thing to do. We have been told to work with daycares, who need materials to prepare the children.

Sarah Airo said that we need to work with daycare services to develop materials to help children with their fine motor skills, their language skills and other things. The initiative has to come from these services also.

Lukasi would like to understand what exactly will happen with Kuujjuaraapik and where the pilot project results are.

Alacie said that we should meet with daycare services but we cannot do the job for them.

Sore said that other school boards have pre-school classes. It has to be well planned.

Sarah Airo said that they would have to meet and understand what needs to be done.

Charlie Akpahatak said that the schedule of the class in Aupaluk was reduced. Could they bring it back ?

Sarah Airo responded by saying that in smaller communities where they have fewer students registered like in Aupaluk where they have three students, their time has been cut by a day, because the school hours have been exceeded.

Harriet would like to know who these children are. Are they FASD children?

Peter Papialuk said that it involves all the children.

Sore said that CLSC and hospitals are the ones that could diagnose the children.

The Education services are mandated to meet with KRG daycare services to plan or develop materials for daycares and to provide the council with the results of the pilot project.

9 GRADE 3 CLASSES (LANGUAGE POLICY) - KUUJJUARAAPIK

Peter Papialuk said that Cree School Board sends Grade 3 students to Asimauttaq for learning French as Second language while our first language is Inuktitut. This creates problems for teachers who speak in Inuktitut, which the Cree do not understand so English is used a lot at times.

Policy of the mandate of KSB is not working at this grade level.

Perhaps KSB, Cree School Board and MELS should be meeting at the Executive level.

Sarah Airo said that the language policies have to be respected.

Harriet said that when she met with the EC of Kuujjuaraapik they were concerned about the fact that inter-racial marriages among the Cree and Inuit have English speaking children. That creates a problem in the classroom where you have students that do not understand properly.

Ulaayu said that she knows about this problem and that it should be looked into in depth.

Mary Joanne said that we should provide second language Inuktitut programs. Rosetta Stone programs should be introduced for Inuktitut.

Sarah Airo said that even non-Inuit students have followed Inuktitut classes and were able to graduate from high school by following the Inuktitut curriculum. She said that when students are being transferred from one school for a year and it is Inuit school, it creates confusion and has an effect on their schooling.

Alacie said that it would be no use meeting with CSB because the problem is local and solutions could be found within.

Gordon said that students change every year from one school to another. They are trying to help them as much as they can.

Charlie Tukkiapik said that he is also concerned about teachers having to explain in English, because it creates confusion among the students. He would not want the Inuit-speaking students to suffer.

Sarah Airo said that the students who do not speak or write in Inuktitut are still low in numbers but we see them in our schools. There are also Inuit who are from Inuit parents who do not speak or write Inuktitut. When that happens, we have to meet the parents and ask them clearly what they want for their children. Some tutors in Inuktitut are hired to help students in need.

Mary Joanne said that she would like special education in Inuktitut for secondary students.

Soré said that students receive help when they have been assessed.

Sarah Airo said that we would need to review the policy for the region. The implementation Committee will look into it.

ADJOURNMENT

The meeting adjourned at 3:03 pm, and resumed the next day on Wednesday, December 15, 2010.

10 UNIVERSITY OF THE ARCTIC

Paul Khatchadourian presented the strategic plan for the University of the Arctic.

Patrick Ekomiak would like to know if it would be similar to the one that they have in Kuujuaaraapik with Laval University.

Paul said that it is different. You do not need to register to a particular university since many universities would do research. This would not be a typical university.

Elias would like to know how the accreditation would work.

Paul said that he is not too sure but it would depend on the University.

11 POLICY PERTAINING TO HOUSING FOR EMPLOYEES OF THE SCHOOL BOARD'S ADMINISTRATIVE CENTRE IN KUUJJUAQ

Harriet reads the policy and the resolution.

On a motion moved by Sarah Beaulne and seconded by Louisa Paningajak, resolution No. 2009-2010-16 is approved, with 12 in favor and 3 absent.

WHEREAS the Council of Commissioners deems necessary to adopt rules *pertaining to the Housing for Employees of the School Board's Administrative Centre in Kuujuaq*;

WHEREAS the Management Committee and the concerned Unions were consulted and were given the opportunity to make suggestions to the proposed Policy;

RESOLVED:

THAT The Council of Commissioners adopts the Policy pertaining to the Housing for Employees of the School Board's Administrative Centre in Kuujuaq as attached to the minutes as **Annex V**.

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

THAT this resolution comes into effect on January 1, 2011.

12 COLLEGE/UNIVERSITY - KUUJJUAQ

Mary Joanne said that many people from Kuujjuaq would like to see a college or a University in the North because it is hard for Inuit to leave their home to come and study in a southern university.

Paul said a study was done 2 years ago. The results were given to KRG and they have not made a decision yet. In the plan North, they bring the idea of college in the North but lots of work would have to be made.

Elias said that a proposal given to Plan North was a multi-purpose higher Education Center, which had in it an Arctic College, University, teacher-training, Adult and vocational Education.

Mary Joanne would like to know if we are just going to wait for plan North. Can someone find out from KRG what they intend to do with the report, since many people are waiting to study and do not want to come South.

Patrick Ekomiak said that funding should not be an issue because this would be beneficial to everyone.

Annie Grenier said that Kativik School Board does not have an authority to create colleges or Universities because it is not in its jurisdiction. As for post-secondary studies, we provide support.

Lukasi would like to know if KSB could provide support or encouragement for people who want a post secondary level education in Nunavik. He wonders: after we started planning for Nunavik Sivunikasavut, where did that go.

Alacie said that KSB will have to work and find ways for these people.

Sarah Airo said that these requests are an occasion for creating tools and materials. It has been thirty years and we have come a long way. There are many more things that we have to do and things that we have to develop. We have many students at different levels such as primary, secondary, vocational, university and teacher-training.

Annie said that we have given our proposal to Plan North and they will give us their respond in the new year.

Paul will do a follow up with KRG on the study that was done.

13 ACTIVITY REPORT – SCHOOL OPERATIONS

Gordon Cobain presented the report; his report is included in the minutes as **Annex VI**.

Lukasi would like to know what the Minister was amazed about in Puvirnituk. Could Louisa Oovaut be requested to go to any community ?

Gordon said that Louisa could go to schools but priorities would have to be established.

Alacie said that the word used for "impressed" in Inuktitut was not the correct one.

14 ACTIVITY REPORT – SUPPORT TO SCHOOLS

Denis Daigle presented the report; his report is included in the minutes as **Annex VII**.

Aloupa would like to know what is the new Kindergarten program ?

15 ACTIVITY REPORT – COMPLEMENTARY SERVICES

Soré Moller presented the report; her report is included in the minutes as **Annex VIII**.

Ulaayu would like to know if a speech therapist could help students that stutters.

Soré responded by saying that the therapist is a speech pathologist; they could help mild cases if it is not psychological.

Mary Joanne said she is grateful for the training that will be given for FASD children and would like to know who will be the participants for. She wonders whether could invite administrators, teachers, parents.

We should go back to the community and approach their school to provide breakfast programs. Sarah Beaulne said that they provide breakfast programs with volunteers. It is good for students; it helps them in their schooling. She would recommend that the schools decide if they would like to have these programs. Charlie Tukkiapik said that the breakfast programs are good, and said that he would like his school to be part of the three that would be started. Harriet said that they need help from the parents on the education of their children. The breakfast program was started because too many children came to school hungry as their parents were too poor or because they were neglected by their parents. She encourages parents to be involved in the schools. Peter Papialuk said that he is grateful for the commitment of his teachers who provide breakfast, grateful for Petit Déjeuner for funding and KSB for providing space. Louisa would like to know if KSB can send a request for funding for breakfast programs.

Soré said that schools can make the request on their own.

Soré presented the number of students that need psychological help per school. There are 52 severely handicapped students. She also said that attendants and teachers are lacking because of lack housing and other issues.

Alacie said that we would have to find other paths, knowing for a fact that many of our children need help.

Ulaayu said that students with handicaps have different abilities, they would need more skills that can be use at home so that they could communicate properly.

Soré said that they have untrained technicians. These students have different IEP and they send the technicians with the students to hospitals so that they learn of their needs. They do not have the required human resources.

Mary Joanne said that she would like to see complementary training for teachers even if they will not get accredited.

Soré said they would have to work with McGill because this cannot be done in a workshop.

Sarah Airo said that when they met the Minister of Education they told them of these needs. Because KSB is part of the province of Quebec and deserves the same services as the rest of the province, they will keep pushing to get all the services needed. As for handicaps, there are many issues to consider.

Aloupa Taqulik is absent in the afternoon because he had a medical appointment.

16 ACTIVITY REPORT – EQUIPMENT SERVICES

Terry Benson presented the report; his report is included in the minutes as **Annex IX**.

17 CONSTRUCTION WORKERS – KANGIRSUJUAQ

Lukasi Pilurttut said that the house that was build in Kangirsujuaq is not properly built. It is a pre-fab house and was not done properly.

Terry said that they are aware of the problem and have asked the contractor to go back next summer to finish it properly. They are holding back \$200,000.00 until they finish the work.

18 SCHOOL BUS – IVUJIVIK

Louisa said that the school bus needs a shelter for the winter.

Terry said that it will be part of the school extension.

19 SCHOOL GYMNASIUM EXPANSION - IVUJIVIK

Terry said that the project was submitted in October and was accepted according to the projections made by MELS. Then in November, MELS said that the project could not go ahead and they would not give it to Treasury Board for approval. We will send a letter to the Minister to see if we could put political pressure to get an approval.

20 TEACHERS' HOUSING - IVUJIVIK

Louisa said that one of the houses was a school and is very old and in need of repairs, for health purposes, they would like to have this house inspected during the summer.

Terry said that he has given the mandate to the regional maintenance personnel to take care of mice infestation and do minor repairs this summer.

21 BUS STOP SHELTER - KUJJUAQ

Mary Joanne said that they would like to get bus shelters in Kuujuuaq with the winter coming along with a shelter from the rain.

Terry said that we would have to work with the CNV in Kuujuuaq because it is their land and jurisdiction. He said he would look into this matter.

22 BUS WITH WHEELCHAIR LIFT - KUJJUAQ

Mary Joanne said that she understands that they have an agreement with the CNV for the handicapped lift. However, when they are not available, the student misses school.

Terry said that it is not justified to purchase a vehicle for the present time as we have an agreement with the CNV and we pay their maintenance when required. Furthermore the school bus could not be adapted.

Soré said that it is not justified and the school bus could not be adapted to get a wheel chair lift.

Alacie wonders how we could solve the problem of not finding a driver or vehicle when required.

Annie said that we could send a letter to the CNV of Kuujjuaq.

Soré said that the services given to the handicapped people are the responsibility of everyone in the community. But at KSB we are supposed to provide them with their education and we end up taking care of everything.

23 SECURITY SYSTEM IN ALL SCHOOLS - PUVIRNITUQ

Sarah Beaulne suggests that the schools get a system where we know who is entering and at what time. We cannot refuse our staff to go into the school after school hours. They would like to get magnetic keys for the staff.

Terry said that they could look into different hardware.

24 APPOINTMENT OF AUDITORS FOR THE 2009/2010 FINANCIAL YEAR

On a motion moved by Peter Papialuk and seconded by Willie Cain Sr., resolution No. 2010-2011-17 is approved with 11 in favor and 4 absent.

WHEREAS the Kativik School Board has to appoint an external auditor's firm to audit the accounting records for the financial year ending June 30, 2010;

WHEREAS Pratte, Bélanger Chartered Accountants Inc. has conducted the audits of the accounting records of the Kativik School Board in previous financial years;

WHEREAS the Board of Directors is satisfied with the services rendered by Pratte, Bélanger Chartered Accountants Inc.;

WHEREAS on September 28, 2010, the Kativik School Board was informed by letter of the merger of Pratte, Bélanger Chartered Accountants Inc. with Raymond Chabot Grant Thornton effective January 1, 2011;

WHEREAS Raymond Chabot Grant Thornton accepts to audit the Kativik School Board's accounting records for the financial year ending June 30, 2010.

IT IS THEREFORE RESOLVED THAT:

1. the preamble is an integral part of this resolution;
2. Raymond Chabot Grant Thornton is here by appointed to audit the Kativik School Board's accounting records for the financial year ending June 30, 2010;
3. this resolution comes into effect on the day of its adoption.

25 SPECIAL PROJECTS 2010-2011

Chanh explains to the meeting how KSB intends to spend the surplus; the list is included in the minutes as **Annex X**.

Mary Joanne would like to know what the e-learn project is about.

Annie said it is to purchase computers.

26 OVERVIEW OF THE HOUSING MARKET IN THE NORTH / SUMMARY OF HIGHLIGHTS AND CONCLUSION

Chan explained to the meeting about the rates and the housing market. The information is in the minutes as **Annex XI**.

27 LODGING RATES

Charlie Tukkiapik would like to know if we could increase the rates.

Chanh said that if we increase, everything would be increased. It involves many factors.

Annie said that we could look into changing for the next budget 2011-2012.

Sarah Airo said that sometimes we force individuals to take some employees in their homes when they don't have rooms at the hotels. In the North we pay over \$200/night for a hotel and the current lodging rates are not fair in comparison with the hotel rates.

This will be looked into during the next budget preparation.

28 ELDERS/LEADERS RETREAT - REPORT

Annie said that this meeting went well. They will submit their report in January.

Sarah Airo said that the concerns the Commissioners have were discussed and they are trying to find solutions. With a written report, we would be able to go into details. We will work together for the betterment of our children.

Patrick Ekomiak said that he spoke about problems that post secondary students face when they come to study in the southern cities. Some of the issues are also concerning having the choice to pick college that they want to attend. There exists a need to prepare the students for southern education. He spoke about the different level of education that Inuit have compared to southern students. Some are three years behind. He is happy that they are working on implementing the homework guidelines and policies. Inuit students have a hard time adjusting or adapting to southern schools and need help and support. He said that we need to make changes for the better. As Inuit, we have to stand on our own and we need to improve our Education system. We should be on the same level as the others.

Alacie said that it is true that there are many things that have to be solved. We are working on them and are aware of the issues. We have committees and they are always working for the improvement of the Education system in Nunavik. The reason why we seem to be three years behind is because we teach in Inuktitut first. We are trying to find ways to make sure are on the same level. The consideration goes to learning in Inuktitut first because we will lose our language if we do not teach it. There are many success stories as well from the students who have been in school in Inuktitut.

Sarah Beaulne said that she understands what they are talking about. She is aware of the pre-requisites issue. We are open for suggestions and recommendations.

Harriet said that they are always open to anyone who may need help. K.S.B. cannot do anything about issues when it is not made aware of them.

Sarah Airo said that we only have one path right now, following the MELS curriculum and we will need to change as Inuit and demand that the government meets our needs.

Patrick said that that he appreciates the support he has received from KSB and that we need to work with students.

Meeting adjourned at 3:00, and the meeting resumed on Thursday December 16, 2010

29 CREATION OF AN EDUCATION CONSULTANT POSITION (EDUCATION SERVICES)

On a motion moved by Sarah Beaulne and seconded by Charlie Tukkiapik, resolution No. 2009-2010-18 is approved, with 11 in favor and 4 absent.

WHEREAS there is a need to create a regular full-time position of Education Consultant – Land Survival for the Curriculum, First Language department of Education Services in Inukjuak;

WHEREAS this position has been a supernumerary position since December 10, 2007 and has been held continuously by Mosessie Idlout in Inukjuak since that date;

WHEREAS the Council has truly reviewed the reasons justifying the request of the Curriculum, First Language department of Education Services;

RESOLVED :

THAT a new regular full-time position for an Education Consultant - Land Survival for the Curriculum, First Language department of Education Services in Inukjuak is hereby created and assigned to Mosessie Idlout by virtue of clause 5-1.04cii of the Professionals' Collective Agreement on December 9, 2010.

30 ABSENTEEISM STATISTICS

Lana presented her report on absenteeism; her report is included in the minutes as **Annex XII**.

Mary Joanne said it was mentioned we need to find ways to reduce absenteeism of the teachers.

Lana said that we could ask for medical documentation and get our experts to examine them when needed.

Ulaayu said that Teacher Training need to do something about this seriously; this problem is regional. During the TT meeting, it was said that many teachers were absent because of personal reasons, especially alcohol and after-pay-day-related absences. Something will have to be done politically, through administration, because it is getting too high.

Soré said there are many reasons teachers need a lot of support since they deal with very difficult children and it is one of the reasons why they are absent.

Mary Joanne would like a breakdown for Kuujuaq school staff. There is a concern from the parents.

Ulaayu said that even school administrators and non-teaching professionals have the problem but it does not affect everyone.

Louisa said that when teachers are absent, they have to find replacements and it is hard to find. When they hire replacements, they would like them to be paid right away.

Lana said that they have been looking for an answer for many years and they have to come to an agreement with Finance department. Alacie said that the process for payments has improve a lot. The waiting period is no longer a month.

31 PAY PROCESS REVIEW - KUUJJUAQ

Mary Joanne said that when replacements are hired, it takes time to pay for them. Can we find a way to pay for them fast so there is continuity for students?

Lana said that they have been looking into the problem but still have not found a perfect way to resolve it.

Harriet said that we are able to pay employees if their staffing forms are filled right away. She reminded everyone about the salary advance policy. and also for employees, that there is help through KSB if the employees need it.

Ulaayu said that not only Inuit have problems, many second-language teachers go on stress leave and it gets abused. She also would like the pay periods to be evaluated.

Lukasi said that even EC have to be made aware of these situations and how these issues are dealt with.

Charlie Tukkiapik would like statistics for his school.

32 OVERVIEW OF THE PENSION PLAN

Lana presented her report on pension plan; her report is included in the minutes as **Annex XIII**.

Mary Joanne would like to understand the buy-back part and would like to know how they do transfers from one employment to another.

Lana said that it is cumulated and the buy-back is calculated taking into account the time that the employee was away from their position.

33 ACTIVITY REPORT – CURRICULUM DEPARTMENT

Alaku, Graziella and Elias presented the maths programs of KSB.

After discussion on the presentations it is decided that parents will be consulted and give their opinion during the Education Council in April in Akulivik.

34 ACTIVITY REPORT – COMPLEMENTARY SERVICES (CONTINUATION)

Soré said that someone asked when our agreement would come into effect and when the policy for complementary services would come into effect.

She said that the agreement would come into effect once the negotiations for the collective agreements are finished. Then three to four months later the complementary services policy for handicapped would come into effect.

35 ADULT EDUCATION CLASS - IVUJIVIK

Removed from the agenda.

CLOSING OF THE MEETING

On a motion moved by Jessie Baron and seconded by Peter Papialuk the meeting is closed.

The meeting adjourned at 4:18 p.m. on December 16, 2010, since the agenda is completed.

Alicie Nalukturuk
President

Annie Grenier
Director General

Harriet Keleutak
Secretary General