

MINUTES OF THE COUNCIL OF COMMISSIONERS

**MEETING no. 758
December 6, 7 and 8, 2011
held in Montreal, Qc**

MINUTES OF THE EXECUTIVE COMMITTEE OF THE KATIVIK SCHOOL BOARD

MEETING No. 758

06-07-08-12-2011

RESOLUTION

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CLOSING OF THE MEETING

MEETING 758

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 6, 2011.

PRESENT:

Vacant	Kangirsualukjuaq
Mary Mesher	Kuujjuaq
Pasha Berthe	Tasiujaq
Martin Scott	Aupaluk
Aloupa Taqulik	Kangirsuk
Sammy Tukkiapik	Quaqtaq
Jessica Arngak	Kangirsujuaq
Annie Alaku	Salluit
Thomassie Mangiuk	Ivujivik
Markusi Qinuajuaq	Akulivik
Sarah Beaulne	Puvirnituk
Johnny Kasudluak	Inukjuaq
Laly Tooktoo	Umiujaq
Peter Papilauk	Kuujjuaraapik
Allan Brown	KRG Representative
	Kuujjuaraapik

ABSENT:

The Commissioner of Kangirsualujuaq still has to be elected.

Sammy Tukkiapik	Quaqtaq
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(Absent on the first day of the meeting, did not arrive due to weather.)

ALSO PRESENT:

Annie Popert	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	Associate Secretary General
Elias Moukannas	Director of Education Services
Soré Moller	Assistant Director of Complementary Services
Qiallak Qumaaluk	Assistant Director of L1 curriculum Development
Daniel Lafleur	Assistant Director of L2 curriculum Development
Eliana Manrique	Assistant Director Training and research
Gordon Cobain	Director of school operations
Lana Desmarchais	Director of Human Resources
Judith Coté	Director of Adult Education
Réjean Gascon	Assistant Director of Adult Education
Patrice Beaumelle	Director of Equipment Services
Paul Khatchadourian	Director of Student services
Diane Doucet	Director of Finance
Janice Grey	Observer from Saputiit Youth Association
Gilbert Legault	Consultant

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 9:12 am, on December 6, 2011. The Opening prayer is led by Jessica Arngak.

2 WELCOMING REMARKS BY THE COMMISSIONERS

Everyone present at the meeting introduces oneself.

3 OATH OF OFFICE

Everyone did their oath of office, except for Sammy Tukkiapik who is absent because of the weather.

4 NOTICE OF MEETING

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

5 ROLES AND RESPONSIBILITIES OF COMMISSIONERS

Marie-Claude Picard gave the training on this topic, with the help of Harriet Keleutak.

6 CODE OF CONDUCT FOR COMMISSIONERS

Harriet Keleutak read the code of conduct for the Commissioners.

ADJOURNMENT

The meeting adjourned at 5:00 p.m. on Tuesday December 6, 2011 and resumed at 9:09 a.m. on Wednesday, December 7, 2011

Sammy Tukkiapik joined the meeting on the second day of the meeting and took his oath of office.

7 APPOINTMENT OF EXECUTIVE COMMITTEE MEMBERS

Annie Popert proceeded with the election of Executive Committee members.

Johnny Kasudluak proposed to open the nomination process and is seconded by Peter Papialuk.

PRESIDENT'S POSITION

<u>Nominee</u>	<u>Nominated by</u>	<u>Seconded by</u>	<u>Accepted/Denied</u>
Johnny Kasudluak	Thomassie Mangiuk	Annie Alaku	Accepted
Markusi Qinuajuaq	Sammy Tukkiapik	Sarah Beaulne	Accepted
Thomassie Mangiuk	Pasha Berthe	Mary Mesher	Declined
Mary Mesher	Jessica Arngak	Martin Schott	Declined

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Annie Alaku proposed to close the nomination process and seconded by Sammy Tukkiapik.

VICE-PRESIDENT'S POSITION

Allan Brown proposes to open the nomination process and is seconded by Johnny Kasudluak.

<u>Nominee</u>	<u>Nominated by</u>	<u>Seconded by</u>	<u>Accepted/Declined</u>
Annie Alaku	Markusi Qinuajuaq	Johnny Kasudluak	Accepted
Sarah Beaulne	Aloupa Taqulik	Mary Mesher	Agreed
Thomassie Mangiuk	Jessica Arngak	Pasha Berthe	Agreed

Samy Tukkiapik proposes to close the nomination process and seconded by Markusi Qinuajuaq.

1ST EXECUTIVE MEMBER'S POSITION

Peter Papialuk proposes to open the nominations process and is seconded by Johnny Kasudluak.

<u>Nominee</u>	<u>Nominated by</u>	<u>Seconded by</u>	<u>Accepted/Declined</u>
Mary Mesher	Martin Scott	Johnny Kasudluak	Declined
Sarah Beaulne	Markusi Qinuajuaq	Aloupa Taqulik	Accepted
Martin Scott	Johnny Kasudluak	Thomassie mangiuk	Accepted
Thomassie Mangiuk	Annie Alaku	Jessica Arngak	Accepted
Aloupa Taqulik	Allan Brown	Peter Papialuk	Accepted
Markusi Qinuajuaq	Annie Alaku	Sammy Tukkiapik	Declined

Pasha Berthe proposes to close the nomination process and seconded by Sammy Tukkiapik.

2ND EXECUTIVE MEMBER'S POSITION

<u>Nominee</u>	<u>Nominated by</u>	<u>Seconded by</u>	<u>Accepted/Declined</u>
Sarah Beaulne	Markusi Qinuajuaq	Sammy Tukkiapik	Accepted
Thomassie Mangiuk	Jessica Arngak	Annie Alaku	Accepted

Pasha Berthe proposes to close the nomination process and is seconded by Johnny Kasudluak.

On a motion moved by Peter Papialuk and seconded by Sarah Beaulne, resolution no. 2011-2012-05 is approved, with 14 in favor and 1 absent.

WHEREAS section 612 of *the Education Act for Cree, Inuit and Naskapi Native Persons* provides that the members of the Executive Committee, including the President and Vice-President, shall be appointed from among the commissioners;

WHEREAS elections were held in conformity with the procedure established by the Council of Commissioners, entitled "*Rules of appointment of Executive Committee members*";

RESOLVED:

THAT in conformity with the above mentioned Rules, the following Commissioners be and are hereby appointed as members of the Executive Committee for a term of three years as hereinafter indicated:

- Johnny Kasudluak, President
- Annie Alaku, Vice-President
- Martin Scott, Executive member
- Thomassie Mangiuk, Executive member

8 APPOINTMENT OF A CHAIRPERSON

On a motion moved by Markusi Qinuajuaq and seconded by Annie Alaku, Johnny Kasudluak is appointed to chair the meeting.

9 ADOPTION OF AGENDA

On a motion moved by Sarah Beaulne and seconded by Thomassie Mangiuk, the agenda is approved with additions.

10 APPOINTMENT OF COMMISSIONERS TO EXTERNAL COMMITTEES AND BOARD OF DIRECTORS

On a motion moved by Sarah Beaulne and seconded by Peter Papiialuk, resolution # 2011-2012-06 is approved, with 14 in favor and 1 absent.

WHEREAS the school commissioners' elections took place on November 16, 2011, and there is now a new Council;

WHEREAS a number of external committees and board of directors of other organizations require the appointment, by resolution of the Council of Commissioners, of Kativik School Board elected members to represent the School Board on said committees or board of directors;

WHEREAS it is appropriate that these Kativik School Board representatives be from among the Commissioners of the Board;

RESOLVED:

THAT the following Commissioners are hereby appointed to the following external committees or board of directors:

- **Kativik Regional Development Council (KRDC):**
 - Johnny Kasudluak
- **Avataq:** — Depending on community

- **Nunalituqait Ikajuqatigiitut:** — Annie Alaku
- **Inuulitsivik Hospital:** — Peter Papialuk
- **Tulattavik Hospital:** — Jessica Arngak
- **TNI:** — Depending on community
- **Public security:** — Johnny Kasudluak
- **Policy Committee (Self Government):**
— Johnny Kasudluak & Thomassie Mangiuk

11 APPROVAL PROCESS OF MINUTES

Johnny Kasudluak said that he would like for the minutes of the meeting of the Council of Commissioners to be made available to the public and placed on the website.

Thomassie Mangiuk is in full support of the request as this can be a good tool to use.

Harriet indicates that the minutes are available to the public once they are approved. They are sent to the Council members, Unions, Directors and others. We also have a concern to protect the confidential information. She can look into putting them on the website.

Martin would like a clarification as to which of the minutes are considered confidential.

Louise said that we have to be careful when things are discussed in camera since they cannot be revealed to the public.. The minutes of the Council of Commissioners can be placed on the website.

Harriet would like to know how far they have to go back.

Annie Popert said that they can look into it and the minutes can be put on the website.

Thomassie said that it should start with this meeting.

Markusi states that this is a big thing and that we start with this meeting.

Johnny said that everything that has been done in the past should be placed on the web.

Harriet said that she can do the work if she is given time, until June 2012.

All action items are well numbered according to the meeting number.

12 REVIEW OF THE SCHOOL BOARD POLICIES - INUKJUAK

Johnny Kasudluak said that he would like to review the policies of the school board in order to amend or make modifications if need be, as so to improve the school board's operations.

Harriet said that the policies and procedures are available on the website in three languages. As for the ordinances they are all not available at this time.

Annie Popert said that we can review a few policies at a time and we can also start reviewing the ordinances.

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Johnny said that he would talk about this issue at the Executive Meeting.

13 RECENT ACTIVITY OF THE SCHOOL BOARD-INUKJUAK

Johnny would like to get updated on the recent activities of the school board.

Sarah Airo said that the directors and the assistants can do updates but it will take time to present everything. They can present their 5 years' plan. Many things have been changed and that this can be introduced at the March meeting, Presentations could also be made at the Education Council meeting.

14 WORK TOGETHER TO WITH OTHER ORGANIZATIONS AND COMPANIES TO SERVE THE PUBLIC BETTER -INUKJUAK

Johnny said that he would like to know how KSB works with other organizations and what kind of agreements it has with them.

Annie Popert said that they will explain.

Sarah Airo said that there are many organizations and companies that they work with. Many files are ongoing such as Avataq with whom they work in collecting information for the curriculum.

Harriet said that Directors could make their presentation and explain what they do in their department at the March meeting.

Item 16, 17 and 18 are postponed to the next meeting

15 CYCLICAL CALENDAR 2011-2012

Harriet gave the information relating to this.

16 PLAN NORD

Johnny said that he would like to know what KSB has done to prepare for Plan Nord.

Thomassie said that he would like KSB to be part of the preparation for Plan Nord.

Allan Brown said that at KRG employment and training they are looking ahead to the jobs that will be created. They have assumed the some companies would bring their own miners. It would be good to have a talk between organizations.

Annie Alaku would like to know if they still give courses for the mining sector at Pigiursavik.

Thomassie said that many jobs are held by non-Inuit. The same thing would happen with the mining. How can we prepare for their arrival ?

Réjean said that they are giving mechanics, heavy equipment, carpentry, electricity and others for the jobs that would be made available with Plan Nor. They also work with other organizations within the Tamatumani project.

Sarah said that we would have to be well prepared as of Secondary V to work with other organizations.

Allan said that KRG works with other organizations already.

Annie Popert said that Plan Nord was introduced by the Quebec government to start mining and hydroelectric projects. KSB was asked to come up with their needs. It came up with four needs: 1- Higher learning (college); 2- Nunavik Sivunitsavut; 3- New pathways; 4- Echelon: The governments have not made any funding available yet since Plan Nord has not been approved by the people. We have to decide what we will do with the funding and how to go about it.

Sarah Airo explained what Echelons are and also about new pathways that KSB has to work on.

Janice Grey would like to have more information about Nunavik Sivunitsavut: is KSB waiting for funding from Plan Nord only ? Saputiit has put funding aside.

Sarah Airo said that this was started before Plan Nord because it had been requested by Saputiit. They were still waiting for funding from one of the organizations. It ended up with Plan Nord because they were asked what they needed. However, they will not just wait. They are just expecting more funding and all the technicalities have been planned.

Annie Popert said that new path has to be worked on. Maybe ask MELS to recognize it as part of our day to day work. There are urgent things that have to get done and changes to be made in the curriculum in order to serve the students better.

Paul said that when Saputiit requested to have NS, they had looked into it. They approached John Abbott College and they presented three phases. When Plan Nord came, they decided that it would be done in-house. He wonders if people would be open to do it through a college, with financing from the MELS.

Paul will make a presentation at the March meeting about NS. Education Services will present the Echelon concept and Alternative Pathways.

17 SCHOOL EXTENSION - AKULIVIK

Markusi said that they are in need to get their school extended. It was extended in 1995 and since then it has become too small; they are requesting to have an extension or to get a primary school. They would prefer to have a school for the primary sector.

Patrice replies that he agrees with this request. He knows the school population has increased. If the government agrees with the increase, it is easier to get an approval by the MELS. They have started with the project and are collecting information from the school administration. The Ivujivik project is already at the MELS. The Inukjuak project is on hold because the school population has not increased.

Patrice will present the five-years plan at the next meeting.

Markusi said that they have started working on their project in Akulivik and will submit it soon.

Patrice said that some communities have two school because they could not extend the existing schools. MELS agreed for the projects for communities with many students.

Thomassie would like to know what are the criteria to get a school extended or is everything based on the school population ?

Patrice said that they project from the school population and consult with the school administration to do their projects.

18 FLAG POLES - AKULIVIK

Markusi said that they would like to get flagpoles.

Patrice said that they had been installed in the past but he can look into it.

19 SCHOOL FENCE- AKULIVIK / FENCING PROJECT - KUUJJUARAAPIK

Markusi said that they would like to get a fence for their school for the safety of the students.

Peter Papieluk said that they are also in need to have a fence installed all around the school and not only in part of it, because of many dangers.

Aloupa Taqulik said that they would like to get a fence at their school because they are in the middle of the road. They would also like an extra play ground for their school and a sliding place that is less dangerous.

Thomassie said that he is in full support of this. It's true that there is imminent danger with wild life and vehicles. These fences would have to be easy to maintain.

Patrice said that in Ivujivik it can be part of the new project. He will check for Kangirsuk to see if there is any funding left from the extension. For Akulivik, they will include it with the project. As to Kuujjuaraapik, he will see what could be done. We have to make sure that there are entries in some parts. He will look into all the needs stated but everything gets done providing the budget is there.

20 SAFE - AKULIVIK

Markusi said that they are in need of a safe for their school.

Patrice said that they purchased safes for all the schools; they can contact the purchasing department.

21 SCHOOL BUS - IVUJIVIK

Thomassie said that the bus keeps freezing and it's door freezes because it is electrical. They have been requesting for a bus garage and would like to know if it will be part of the school extension. Also, can we ask the school administrators to take the bus drivers licensing course in case the driver is not there ? Can we ask NV drivers or hospital drivers that have that kind of license to work when we need them ?

Johnny said that he went to Pigiursavik recently and they are going to install a simulator for light vehicle driving class 5.

Patrice said that they tried an unheated garage in Kangirsuk and can plan a similar thing in Ivujivik.

Aloupa said that the electricity does not work and needs to get fixed.

Patrice said that he can look into having an extra person acquiring a driver's license. The course is given once a year.

Aloupa said that they are in need of road signs.

Patrice said that school administration should contact the NV about this.

22 PLACE OF THE NEXT MEETING

On a motion moved by Annie Alaku, seconded by Sammy Tukkiapik - Quartaq is proposed.

On a motion moved by Jessica Arngak, seconded by Pasha Berthe - Tasiujaq is proposed.

On a motion moved by Aloupa Taqulik, seconded by Peter Papialuk - Kangirsuk is proposed.

After a vote, it is decided that the next meeting will be held in Quartaq in March 2012.

23 KATIVIK REGIONAL GOVERNMENT REPORT

Allan Brown reported the following:

1- Jobs at the mining sector - will be challenging;

2- Tourism - KSB should plan courses for the tourism;

3- Environment - KSB should plan courses for the environment.

He also said that Dr. Déry from NHBSS gave a report on "good touch and bad touch" programs and about nutrition, especially for the pregnant women, saying that beluga meat tested is full of mercury and should be avoided. He also responded that alcohol, drugs and cigarette affects unborn children and that pregnant women should avoid them completely.

As to daycare services, they will work on that issue.

24 CAMPAIGN AGAINST ALCOHOL/DRUGS AND CIGARETTES

Thomassie said that, we need to do more campaigning against alcohol/drugs and cigarettes. Many children are affected by it and we need to advertise prevention we must make posters and record information.

Sammy Tukkiapik said that this is a problem everywhere. It is known that even small children are affected by these. He would like to see a campaign against alcohol/drugs and cigarettes.

Annie Alaku said that not only children are affected. Many parents use these without being shy about it. If we tell only the children, there will not be any changes.

Soré said that there is a meeting this week on these issues.

Sammy said that many problems are caused by alcohol and many teachers are absent due to their drinking. If we are going to plan for the future we have to stand for our children's rights. Something has to get done not only in Quartaq and everywhere else as well. We have been talking about these issues for many years and we really need to make the changes necessary.

Harriet said that they could work with Adult Education to make posters to campaign against alcohol/drugs and cigarettes. She also said that many children have FASD and it affects everything such as curriculum, teachers and the well-being of the community.

Annie Popert said that she agrees that something has to get done. We can teach children but we also need to work with the parents. Can we do healing with our employees ? When will we face the white elephant and deal with it ? KSB has to advertise it with all means possible and we need to work hard to make sure that everyone is well.

Annie Alaku said that one time she received a box of alcohol that was not intended for her; does KSB have a way of screening what is in the boxes ? She was once told by an eight year old boy that he stole alcohol from his mother, drank it and passed out in the shack; children are in danger and we need to do something urgently. What are we doing for our future ? We have been talking about self-government.

Martin said that we could have a counseling team that would meet with employees that have alcohol and drug problems. We could also meet with the Union and explain to them the problems we have. We can work with Isuarsivik as well. He also said that Nunalituqait Ikajuqatigiittut started a campaign in Nunavik and we could look into it.

25 MINI WORKSHOPS - KUUJJUAQ

Mary Mesher said that we could have mini workshops in identity, trauma and other topics to become stronger as Inuit. With NRBHSS, they will start communities tour for residential school survivors to deal with healing.

26 FINANCIAL REQUEST FROM A PARENT - KUUJJUAQ

Mary Mesher said that a parent is requesting financial help because their child cannot attend school in Kuujuaq as they do not have the necessary resources.

Annie Alaku said that a parent is requesting for financial help because their child cannot attend school in Salluit because they do not have the necessary resources.

Sammy Tukkiapik said that children with special needs should have their own classrooms.

Johnny said that he would like to find out if these children with special needs could be counted.

Soré said that they will look into those requests. As for children with FASD, the children can be evaluated then we see what could be done. Teachers were taught how to handle these children and the Special Education Committee has to make demands.

Sarah Airo said that children with special needs or FASD are going to be separated from the "Normal" group, it will affect them negatively. We can provide extra help to our teachers.

ADJOURNMENT

The meeting adjourned at 5:56 p.m. on Wednesday December 7, 2011. The meeting resumed at 9:08 a.m. on Thursday, December 8, 2011.

27 REVIEW OF EDUCATION SERVICES

Annie Popert explained to the meeting that a review had been done at Education services. This was done to find out, if changes could be made to improve the services given to the schools. There seems to be two departments within Education Services. We wanted to find out if they could re-unite as one department and have a better harmonious

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work relationship. At the June meeting, there might be some changes to the organization of this department.

Gilbert Legault presented his review of the Education Services. He said this review is not to put blame on anyone nor is it to discredit anyone.

1- Communication: There are two blocks with the two departments: Education services and School Operations. The communication does not flow freely from one to another because of too many leaders. People do not know who to address themselves to. School principals said that the priorities are not always matched to their priorities.

2- Programs and student achievement: The graduation rate is low in Nunavik. He does not have answer why it has decreased in this recent years. Language is one of the biggest barriers that students have. This issue is a big challenge for Education Services.

3- Support for students is very low: the students need more services from the schools, from the community, from the parents, from social services. IPL is considered as a dreadful class by some parents even though the object of that service was to help students with individually needs.

4- Education services should prepare substitutes: be ready to have classes in case the teacher cannot be there.

5- Absenteeism and lateness: The director of education services should be able to have the attendance sheets on his desk by 11:00 a.m. everyday. The percentage of absences is very high among students and teachers alike. Should every school be thinking of a reward for attendance, best marks. The whole issue of school attendance should be looked at and incentives found to have students in school. Teachers also need to have incentives to be in school. Someone at ES should work on this issues.

Annie Popert said that many classrooms are empty. When we do not have Inuttitut teachers or culture teachers in the school, students understand that their language or culture is not important. Students miss many days of school during the school year. Therefore, many students end up dropping out because we do not give them the necessary tools to succeed.

Gilbert said that absenteeism causes many problems, not only in monetary terms.

6- Organigram: There is a need for change. There has to be a department that focuses on the schools. The organigram has to be looked at more in depth. The directors' positions will have to be looked at in order to serve the schools better. The curriculum development has to reflect the people of Nunavik, and its clientele even in the second language. The Implementation Committee's role has to be reviewed so as not to waste any funding.

Martin said that Nunavik is in a crisis. We have a partnership committee that is trying to work on the social issues. This was created so that KSB and Health Board would not have to carry all the burden. The communities need to be closer in order to rebuild. We cannot have services that deal with issues that have not been settled.

There are many suggestions for our school systems. We need a school system that is very different within the western civilization. He also would like to know the history of the organigram of Education Services and would like to see a presentation.

Annie Popert said that the organigram of Education Services is done and Sarah Airo would be able to explain. She thinks that there should be one director at that department,

with its assistants. At the regional partnership, they are working hard to find solutions. There needs to be some planning and they need to work together.

Sarah Beaulne said that Education Services can speak directly with MELs as this would be very efficient. When they separated Education services and School operations the reason for it was that they had many things on their plate. They needed to have more resources and more emphasis on the schools. As for curriculum development in Inuittitut, we need to have more programs. We say that our students are behind on one hand and on the other hand we say our students are capable to be at par with the rest of the province. It is true that we have a different culture and language and that things have to get done differently. For regional partnership work, there has to be a leader because when it becomes local, organization waits for someone to lead. She also said that the Implementation Committee has to stay since it is the one who can brainstorm and come up with recommendations. The social problems are evident in every community and they are apparent by the way people live, the parents have to become responsible. The public has to be made aware of all these problems.

Annie Alaku said that we meet many times and discuss good things that we can implement. Will we move or Take-an action when we get back home ? Will we inform the parents, the communities and do some action ? We need coordinators, leaders that can help us in implementing the solutions. The parents have to be involved in the schools we should at least meet them once a year to inform them of what will be happening during the school year. As parents we do not give enough support to our teachers that arrive from the South.

Harriet said many things have been done. As regards to the Education Committees, she trains them to give back every responsibility and aspect that belongs to the parents. Furthermore, curriculum development needs more resources to do it's mandate properly.

Markusi said that many parents do not attend report cards nights. Is five-years old too young to be in school ? We need to change our foundation in education and decide what we want our children to become. If we taught our children only in Inuittitut up to grade 7, would that affect their ability to learn in a second language ? There has been much research done on language and we need to find out what the results are.

Annie Popert said that many children live in poverty or are being neglected by their parents because their parents are hurting; we need to have open hearts and be caring. When we scold people, they close up and do not want to speak. Everywhere in the world there are indigenous people that have lost their power; up to today we are not in control. Many people have lost their foundation since the colonization; this is not to put blame but to recognize what our problems are. People have lost their power. Through healing, we can empower the people. We have to help them; we need to meet the parents and ask them what they need and what kind of resources can be provided to them. We have to understand what their roots are. Annie also says that Education Services must have one director.

Sarah Airo is grateful for the work that was done by Gilbert Legault. She would like to explain how the changes were done at Education Services. She works hard for the students of Nunavik. If we wish to increase the graduation rate in Nunavik, what Gilbert has said is accurate. Up to now there are employees who have three positions in one. There are presently approximately 150 teachers in Inuittitut. They are still hiring people off the street to teach Inuittitut. They have requested funding to give six courses that would be used for teaching full time. They are still in the process of preparing and planning for courses. The curriculum is changed every ten years in Southern Quebec. In 1982, they developed Grade 1 and 2 materials that are still used now. In 2008 they decided to look into the primary teaching programs and to link the primary materials as they were

developing for secondary and neglected the primary sector. The Kativik School Board has been in existence for only thirty years. Sarah explained the process of material development, how the IPL is done and how the funding is allocated. There are still many other aspects of Education Services that have to be changed in order to function better.

Thomassie remarks that Gilbert had mentioned that some parents do not feed their children. Is KSB responsible to feed these children ? I think that we could feed them during lunch hour or give them something to eat so that they can become better students. And for the student that enter school at five years of age they can even enter at a younger age if they are capable. We can teach students in Inuititut for subjects that can be taught locally.

Jessica said that education is very new; other cultures learn at a very young age. For the Inuit, it is still very young. Still we can promote education locally like going though the FM radio but not many men participate. The fathers are generally less involved when report cards are handed out. Since the campaign has started, we see more fathers in school. When fathers are involved the students are more motivated. There are many things that are new to the Inuit and we are still in the process of learning things. We will have to work together and inform the people of Nunavik age should not be an issue since very young children can use computers. We need to promote our language and culture amongst the children; social studies is also a tool that is helping the students to understand their identity. If a teacher follows their guidelines properly, children can learn to read and write properly.

Annie Alaku said that a grandmother told her that she taught her grandchild to read at an early age. The child became interested in reading. We need to have more reading materials. For younger students to enter school at the age of five is good because they can learn to interact with others' to have school days designated such as Day 1, 2, 3 and so on also has an impact. New teachers used to be evaluated by their colleagues that have been there longer with the help of an Inuk teacher, does this still exist ?

Thomassie said that parents could volunteer such as for a school bus ride and help the bus driver to keep peace during their run. There used to be a curfew for the communities and they will try it in their community. For the new education system, it should be a pilot project before it is introduced. As for fathers not participating in the schools, he thinks it is like that in every community. As to reading, the parents have to encourage their children to read and read with them.

Annie Popert said that the KSB funding can be changed according to the needs and based on the recommendation of the departments. We also have a surplus that could be used, based on the decision of the council. She also added that there will have to be changes at the Education Services and that a curriculum audit will have to be done, but there is much resistance. We are accountable to the entity that gives us the funding. We need to put things in the open. At 4:54 all employees are ask to leave because the meeting going oin camera: They back at 6:17 p.m.

28 NUTRITION NORTH UPDATE - KANGIRSUK

Aloupa Taquilik said that they would like an update on the Nutrition North food cargo allowance and food mail allowance.

Annie Popert explained to the meeting what has been happening with the food mail. Food mail was abolished by the government through Nutrition North. For many years KSB has been requesting the government to make the cargo into cash instead all the problems we face and because Inuit employees do not use their cargo allowance. Government knows that it would cost them more money only 40% of employes use their cargo allowance. If it

is turned into cash, it would be used at 100% and would cost a lot more money to the government. Does the Council agree to change the benefit into 100% air cargo, at least for a year ?

Sarah Beaulne would like to know if this 100% air cargo could be used like it is being done in the communities. She wants to make sure that those who do not order but get their purchased weighed in the community are treated equally.

Thomassie said that he agrees to 100% air cargo for our employees.

Lana said that she received an e-mail from the Union saying that the Treasury Board has agreed to grant 100% food air cargo.

Johnny wants to know if we have the funding to cover 100% air cargo.

Annie Popert responded by saying that the treasury board would cover the difference.

29 TRANSPORTATION OF FOOD - Mandate

On a motion moved by Aloupa Taquik and seconded by Peter Papieluk resolution # 2011-2012-07 is approved, with 12 in favor, 1 absent and 2 abstention:

WHEREAS the food subsidy received by Post Canada through a long-time Federal program is no longer available and has been replaced by Nutrition North Canada, a new Federal program which subsidizes the food transported rather than the transportation itself;

WHEREAS all collective agreements provide for the transportation of food: a maximum of 50% of which is being shipped by air cargo, and the remainder by parcel post;

WHEREAS the status quo of the collective agreements has become virtually inapplicable owing to the Federal government's decisions concerning food supply to Northern communities;

WHEREAS the Executive Committee, during its last special meeting, has mandated the Director General to ask for the full redeemable benefit for all its employees;

WHEREAS the three (3) Unions, represented by the CSQ National Coordination, has approached the Treasury Board for the purpose of going back to the former texts of the collective agreements, i.e. that the food transportation allowance be 100% air cargo.

WHEREAS the urgency of the situation and the fact that the Board wishes to give an answer to its employees prior to the Christmas break in order not to penalize them and the Board judges the best and cheapest temporary solution is that the food transportation allowance be 100% air cargo, in line with the

MINUTES OF THE EXECUTIVE COMMITTEE OF THE KATIVIK SCHOOL BOARD

Unions' request;

RESOLVED TO mandate the Director General to negotiate with the MELS the replacement of the 50% food transportation by postal package with 100% air cargo and this, as a temporary measure only, and not beyond June 30, 2013;

RESOLVED THAT the Director General continues to negotiate with the MELS the best possible solution for its employees, including the full redeemable benefit;

FURTHER RESOLVED THAT the Director General be and is hereby authorized to do all things necessary or useful in order to carry out the foregoing.

All the other agenda items that has not been deal with are postponed to the next meeting in March 2012.

CLOSING OF THE MEETING

On a motion moved by Peter Papialuk and seconded by Laly Tooktoo, the meeting is closed.

The meeting adjourned at 6:56 pm on December 8, 2011, since the agenda is completed.

Johnny Kasudluak
President

Annie Popert
Director General

Harriet Keleutak
Secretary General