

MINUTES OF THE COUNCIL OF COMMISSIONERS

**MEETING no. 764
March 13, 14 and 15, 2012
held in Quaqtq, Qc.**

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

MEETING No. 764

13-14-15-MARCH-2012

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CLOSING OF THE MEETING

MEETING 764

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the school year 2011-12, held a meeting in Quaqtaq on March 13, 14 and 15, 2012.

PRESENT:

Rhoda Snowball	Member of Council of Commissioners	Kangirsualukjuaq
Mary Mesher	Member of Council of Commissioners	Kuujjuaq
Pasha Berthe	Member of Council of Commissioners	Tasiujaq
Martin Scott	Member of Executive Committee	Aupaluk
Sammy Tukkiapik	Member of Council of Commissioners	Quaqtaq
Jessica Arngak	Member of Council of Commissioners	Kangirsujuaq
Thomassie Manguik	Member of Executive Committee	Ivujivik
Markusi Qinuajuaq	Member of Council of Commissioners	Akulivik
Sarah Beaulne	Member of Council of Commissioners	Puvirmituq
Johnny Kasudluak	President	Inukjuaq
Laly Tooktoo	Member of Council of Commissioners	Umiujaq
Peter Papilauk	Member of Council of Commissioners	Kuujjuaraapik

ABSENT:

Aloupa Taqulik is absent because of medical reasons.

Annie Alaku and Allan Brown are absent to attend to the people of Kuujjuaraapik after a crisis.

Mary Tukkiapik Mesher is absent on the first day and some of the second day.

Jessica Arngak joined the meeting at 10:15 a.m.

ALSO PRESENT:

Annie Popert	Director General
Harriet Keleutak	Secretary General
Alasie Hickey	Interpreter
Sarah Aloupa	Interpreter

The following person, 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
Patrice Beaumelle	Director of Equipment Services
Paul Khatchadourian	Director of Student services
Adamie Inukpuk	Pedagogical counsellor
Alaku Kulula	Pedagogical counsellor
Oleepeka Metuq	Pedagogical counsellor
Annie K. Alaku	Pedagogical counsellor
Moses Idlout	Pedagogical counsellor
Pasha Puttayuk	Pedagogical counsellor
Rhoda Aloupa Ezekiel	Arqitauvik center

Donald Taylor

McGill University

1 QUORUM AND OPENING OF THE MEETING

With a quorum of the members of the Council of Commissioners of the Kativik School Board being present at 9:12 am on March 13, 2012. The opening prayer led by Charlie Okpik.

2 NOTICE OF MEETING

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

Tommy Arnatuk deputy mayor of Quartaq came to welcome everyone to his community.

3 APPOINTMENT OF A CHAIRPERSON

On a motion moved by Peter Papialuk and seconded by Thomassie Mangiuk, Johnny Kasudluak is appointed to chair the meeting.

4 OATH OF OFFICE

Rhoda Annanack Snowball, the new Commissioner of Kangirsualujjuaq, gave her oath of office.

5 APPROVAL OF THE AGENDA

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

On a motion moved by Sarah Beaulne and seconded by Sammy Tukkiapik, the agenda is approved, with five absent.

6 PLAN NORD / NUNAVIK

Johnny Kasudluak informed the meeting that they had a meeting in Montreal with all organizations of Nunavik to prepare for their meeting in Quebec City for Plan Nord/Nunavik. They met many Ministers and told them to respect the existing agreement and said that Plan Nord should be a complementary to the agreements already in place.

Martin said that during the all-organizations meeting, everything was put under Plan Nord and the lawyers of these organizations have agreed that it should not be like that. What was gained through JBNQA should remain as is and only the new things should be put under Plan Nord.

Pasha Berthe would like to know who started the Plan Nord.

Johnny replied by saying that Plan Nord is an initiative of Quebec government and Plan Nunavik was the response to the Plan Nord by Nunavik.

Annie Popert said that the Quebec government pretended not to know but there are 7 conditions that were set by Plan Nunavik that should be met before they go ahead with the Plan Nord. The government has been announcing funding under Plan Nord which was supposed to be under JBNQA.

Sammy Tukkiapik would like to know where that 80 billion dollars figure come from.

Johnny responded by saying that it is the funding of the Plan Nord for the 49th parallel.

7 AMENDMENTS TO THE ORDINANCE CC 1996/1997-25 ON THE DELEGATION OF RESPONSIBILITIES TO THE EDUCATION COMMITTEES

Harriet explained to the meeting changes made to the Education Committee guidebook.

On a motion moved by Sarah Beaulne and seconded by Sammy Tukkiapik resolution no. 2011-2012-08 is approved, with 10 in favor and 4 absent.

Sections 17.0.57 of the James Bay and Northern Quebec Agreement and 657 of the *Education Act for Cree, Inuit and Naskapis Native Persons*, stipulate that the Education Committees shall be consultative bodies with advisory powers to the school board except for responsibilities that may be delegated to them by ordinance of the school board.

WHEREAS the Council of Commissioners deems appropriate to amend the said Ordinance approved during the school year 1996/1997;

RESOLVED:

THAT the Council of Commissioners hereby approves the amendments to the Ordinance on the Delegation of responsibilities to the Education Committees as attached to the minutes as **Appendix II**;

THAT Ordinance No. **CC764-2011/2012-56** be adopted to this end;

THAT this ordinance replaces any other previous ordinance on the same subject;

THAT the Minister of Education, Leisure and Sport (MELS) be requested to approve this ordinance.

8 CONSEQUENCES OF HAVING JUDICIAL RECORD

Harriet explained to the meeting about the consequences of having judicial record.

Johnny wants to know how to deal with employees that are known to have committed some crimes or have been involved in some crimes.

Martin would like to know if impaired driving could be a reason not to hire a secretary for example.

Markusie would like to know what to do in case of transfers of teachers, how could they know more information?

Harriet responded by saying that each case is reviewed. If employees that are employed by KSB commit wrongful acts committed to their employment, measures will be taken.

9 DELEGATE TO THE GENERAL ASSEMBLY OF LA SOCIÉTÉ GRICS

On a motion moved by Martin Scott and seconded by Peter Papialuk, resolution no. 2011-2012-09 is approved, with 10 in favor and 4 absent.

WHEREAS the Kativik School Board is a member of la Société Grics and it is appropriate to designate a person as official representative of the Board to act on its behalf;

RESOLVED:

THAT Nelson Lamoureux , or in his absence, as a substitute, Salvatore Giuliani, be and is hereby designated as official delegate of the Board at the general or any special Assembly of la Société GRICS, in order to fulfill the duties related to this appointment.

10 EDUCATION SERVICES REVIEW

Annie said that the review is not quite ready so the full report will be presented in June.

11 NUNAVIK SIVUNIKSAVUT

Elias explained to the meeting about Nunavik Sivuniksavut how it was started and the proposal made by John Abbott College (JAB).

Sarah Beaulne would like to know what would happen to French students.

Elias said that this has not been discussed yet with JAB and they could arrange to have French classes.

Markusi would like to know who would attend NS; would it be students that have graduated from Secondary V ? Or will it be students that are already in College ? Many do not like going South to study.

Thomassie wonders the same and would like to know which students would be allowed to attend NS. Many students that have graduated from College do not come back and this would be a good incentive.

Elias said that issue has been discussed and students would apply for this program. They would have to show their motivation and maturity. It would not impose a Secondary V diploma requisite. Nothing official has been done yet.

Paul said the most important components would be the history of Nunavik and study the political agreements of Nunavik and the students would have to be able to read, write and do research. The academic learning would be important if that is the way they are going to go.

Markusi said that since this has not been created yet, it would be best to have this school in the North. There are places in Nunavik that can host these courses and he would like students that do not have diplomas to be part of the courses.

Thomassie said that he is in agreement with Markusi. This can replace Secondary 6 and be a year to prepare to go to college. A student can thus be given a chance to go to college if they want to.

Sarah Beaulne says that Secondary 6 does not exist anymore, it is called pre-college year. If this school is going to be in Nunavik, it would be good but the aspect of the course where you teach students to be independent would be dropped.

Thomassie said that if they are in Nunavik, they would learn to get life skills in Nunavik.

Qiallak said that in Inuttitut curriculum development, they have been planning for Nunavik Sivuniksavut and said that this school would be in Montreal. They required information from the students of Nunavut Sivunuksavut and discovered wanted to follow their path. In the curriculum of James Bay I and II they would be able to connect it with these programs. They have reviewed the curriculum and they would be able to adapt some of these programs to NS.

Thomassie would like to know how many students finish the pre-college program in Kangirsujuaq and how many stayed in school down south. He is wondering if students would drop out because of cultural shock or other things.

Elias said students in pre-college have their secondary V diploma. He cannot give a rating for success because he does not have it.

Annie said that NS would be to promote Inuit and the curriculum would be made by the Inuit. These programs can be integrated in Secondary IV and V programs. This program would be for all students, not only the elite students.

Markusi would like to know which way we are going; will we wait for Plan Nord funding or what ?

Thomassie said that we have to decide how to go about it. Will it lead to College and what kind of students will apply ?

Annie said if it goes through JAB it would be funded by the government like the sponsorship policy we have. At JAB, they would need secondary V diploma. If JAB is not able to work on developing programs the way we want to, perhaps we could find another College. They can start looking into it and organizations can be consulted during the meeting in April.

Jessica said that she is grateful that someone has thought about this. The first year it could be in Montreal and then transferred to Nunavik. This would be a good opportunity for Inuit to learn about the political state of Nunavik. At the same time, they would learn how to read, write and do some research. She would like Inuit with knowledge to be invited to teach about survival and Inuit traditions.

Paul said JAB allows KSB to have Inuttitut classes which are credited. He said he is sure that JAB would be able to work with KSB to develop courses that can be given in Inuttitut.

Sore wants to know about the French students.

Paul said that JAB is open to give the political and history courses in Inuttitut.

Sarah said that she is worried about French students going to English college because they might not have a chance to learn about French.

Thomassie said we also have to consider Inuit that do not speak Inuttitut. He would like the courses be given in Inuttitut.

Pasha would like to understand which course would be included in NS.

Qiallak said that the plans were to have JAB courses and Inuttitut political and history courses. Students would learn to debate, to speak in public and about many other things. They would also learn about their identity. They would also become ambassadors of their culture and presented in other countries.

Markusi wonders how many semesters it would take.

Elias said that it would take two semesters.

Sammy said that we should try it for a year, and perhaps transfer it to Nunavik afterwards. We should go ahead with this project.

Sarah would like to know if we accept the JAB proposal, can we change it but if we accept, the French students will not be given a chance.

Martin would like to know the time frame to create this program.

Paul responded by saying that this is the second proposal of JAB. It would take a year to develop the program.

Sammy said that perhaps French programs could also be developed for the French students. They should start working on Nunavik history programs with the other organizations. We have to find a way to motivate our students.

Adamie Inukpuk said we are losing our language, our tradition, our culture and it is eroding fast with the elders dying. For sure, government will not recognize it since Inuttitut is not a recognized language. This is a chance to preserve the Inuit values and identity. Let the Inuit take a chance and promote their identity and values.

Peter said that we also have to consider French students and he wants to make sure that this is respected. Find a French school, he says.

Johnny said we should write to organizations to find out if they still support the idea of having NS. At the same time we should plan for French programs and make sure that all programs that would be developed have KSB copyrights.

Daniel said that it would be better for French students to have their own program because if they go with JAB they will miss out in many aspects as it would be in second language.

Paul said that the region has to decide what it wants and how it wants it. With JAB, they would be able to use their credits to go into different programs.

Thomassie said that this should be given in Inuttitut. On the other hand, if they want to pursue higher education it would be good to go through a College.

Martin said it is clear that we want a NS similar to Nunavut's program. We are confused because we want two full streams in English and French. Can we not work with Marie-Victorin too ?

Annie said that the history has to be given in Inuttitut by Inuit with an Inuit perspective. The funding can come from the MELs and if we are short in funding we could also ask Ungaluk and other organizations, depending on how the program is done.

After discussion, it is decided a letter would be sent to all organizations to ask them if they want to go ahead with NS and if they are ready to give funding. If they cannot support, we would ask JAB and MV if they are willing to work with KSB.

12 ACTIVITY REPORT - COMPLEMENTARY SERVICES

Sore gave her report which is attached to the Minutes, as **Annex III**.

13 SEX EDUCATION

Thomassie said that we heard in the past that students that were sexually harrassed refused to go back to school. Parents asked to have sex education in school to teach them about sexual relationships and sexual abuse. There was a person who wanted to meet the parents and students to talk about sex to prevent sexual abuse. They were going to talk to older children about healthy sexual relationship.

Soré responded by saying there are different programs on that issue. When MELS changed the programs with the multi-sectorial agreement, there have been three or four organizations working on it. KSB has sex education programs. If there are available teachers that can give the course, it can be done. They have to be two to teach it because some students report of abuse during those courses.

14 POSTERS PROMOTING GOOD BEHAVIOUR - SALLUIT/INUKJUAK

Johnny said that he would like to see posters promoting good behaviour in the community and prevent bullying. Does KSB have any available?

Soré said it has to be done by everyone. They travel quite often and do not have the time to make posters. When they have the time they make posters.

Harriet said that they could translate some posters, if they are permitted. They could also work with desktop publishing students at Pigiursavik.

Martin said that Inuit values could also be included.

Harriet and Soré are to present ideas at the June meeting.

15 ALLOCATION OF TEACHERS/SHADOWS

Martin would like to know how they allocate shadows/attendants and if there is any funding.

Soré said that to have a shadow they have 4 criteria. In order to get an attendant, they have to be evaluated. He said the funding comes with the coding. She also said that the easiest way to get more resources in the classrooms would be to hire teacher trainees. They would be able to get some training. In the case of severe cases, they do temporary tutoring and temporary attendants.

Markusi want to know about teachers that do not have classroom management, can they get help ?

Soré said that all schools have to have a local special education committee and if a teacher does not have classroom management skills they haveto inform the committee and decide what kind of help is needs, there is a workshop on classroom management skills that can be given.

16 BULLYING - IVUJIVIK/SALLUIT/INUKJUAQ/QUARTAQ

Thomassie said that there is bullying in many forms amongst the children. He would like to see some posters and would like teachers to speak about anti-bullying.

Johnny said that bullying in school exists and should be treated as very important and dangerous. He is happy that Soré's team is working on it.

Soré said that at KSB they started reviewing the anti-bullying programs from various places. They will decide on how to deliver these programs.

Adamie said that many children are mocked and get bullied. It is especially hard when children are transferred from other communities.

Pasha said that this problem is everywhere in the communities. There should be courses given in schools to teach the students how to have good behavior, without racism.

Jessica said they had a project recently in Kangirsujuaq about bullying. She said that the initiative starts from the community with people you know, people who speak the same language and it works best when the whole community is involved.

Sammy said that this problem is everywhere. When he learned about his children being bullied, he really wanted to help and work with the school. He has been working with the EC and the school administration on teaching about bullying. If we work together, we can fight bullying together. This is dangerous for older students as it can cause death.

Martin said that the Junior Rangers program has a section on bullying too. He also said that the government announced a campaign about anti-bullying for the province including cyber bullying.

Soré said that they are researching all these aspects. They will learn more including cyber bullying.

Harriet said that the initiative should start from the community and other organizations should be mandated also to fight bullying. This is a very dangerous thing and includes cyber bullying.

Sammy said they are working in their community to fight it and also have plans to do follow-ups.

Denis said this is covered in the Safe and Responsive Schools Policy and it provides for suspension.

Soré said that they are working with NRHBSS and KRPF not to duplicate resources but to work together.

Louise said that they have been working on Internet policy and it will include cyber bullying and penalties that go with infractions.

Peter said that this was discussed a few years ago by the Council. As parents sometimes we are not aware of what is happening in the schools or if there is bullying. A parent in Puvirnituq took matters in his own hands and met the bully's parents to stop the bullying of his child. As parents we have to inform other parents too when their children are bullying our children. If we have an understanding, things work out for better.

Annie said that in order to kill the roots of bullying, they have to make sure that the root is removed and dealt with.

17 BEING IN THE SAME CLASSROOMS AS SPECIAL ED STUDENTS HAVING AN IMPACT ON REGULAR STUDENTS - TASIUJAQ

Pasha said that having multi-level classes and being with special ed students has a negative effect on students that are able to follow the regular academic curriculum.

Soré said that special ed students are evaluated before they are included in classes. For the multi-level classes, it is decided according to the allocation of teachers.

Denis said that there is no magical solution to this because of the allocation we have, it is especially hard in smaller communities. Qiallak said that in primary they have working stations in kindergarten, grade 1 and 2. The strong students and weaker students all benefit from these.

Annie said that they cannot separate strong from weak students, even though they have classes for students with more severe problems.

Martin said that grade levels are not real especially in the North because students learn at their own speed. He hopes the school board would recognize this.

Soré said that strong teachers can be given more work. In the special ed policy it is clearly stated that strong students can get help, as long as the school can justify it.

Daniel said that we need to take into consideration that each student might be different. Teachers are starting to be taught about differentiation and how to deal with these issues but it is difficult with the standardized exams.

18 SOCIAL SERVICES VISITS TO SCHOOLS - KANGIRSUALUJJUAQ

Rhoda said a parent made a complaint about social services visiting the school as it has a negative effect on students.

Soré said that the Council gave her a mandate to work with social services and agreed that they would be in schools for two half days to provide help to the schools.

19 PERSEVERANCE PROJECT

Elias explained to the meeting participants about the perseverance project. A copy of the report is attached to the minutes as **Annex IV**.

Soré said that she is worried about not being able to deliver it properly if it is not well planned.

Annie said even if the funding is low this will be part of the big picture. We are working on retaining the students.

Elias said we have to come up with a plan.

Paul wonders that why not let KRG do the work.

Martin would like to know who would take this project at KSB.

On a motion moved by Sarah Beaulne and seconded by Sammy Tukkiapik, resolution no. 2011-2012-10 is approved, with 10 in favor and 4 absent.

WHEREAS the Kativik Regional Government (“KRG”) has received funding from the ‘Fonds Québécois d’initiatives sociales’ to work on a students’ retention project;

WHEREAS the KRG presented the Kativik School Board (“KSB”) with the above mentioned project that pertains to increase school retention and that has a budget of around 1.7 million dollars;

WHEREAS the KRG would like for KSB to coordinate the above mentioned project and would secure the financing for that coordination;

WHEREAS the Council of Commissioners of the KSB has reviewed the proposed project and its future impact on students’ success;

RESOLVED:

THAT the KSB coordinate the “Student retention project” proposed by KRG;

THAT the Director General be authorized to sign any documentation or do any act necessary to the implementation of the above.

ADJOURNMENT

The meeting adjourned at 5:51 p.m. on Tuesday March 13, 2012 and resumed on Wednesday March 14, 2012 at 9:03 a.m.

20 ACTIVITY REPORT - CURRICULUM DEVELOPMENT L2

Daniel Lafleur gave his report on this topic which is attached to the minutes as **Annex.V**.

Thomassie would like to know how they would apply it when they teach second language.

Daniel responded by saying that Kindergarten parents would decide in which second language they would be in. The second language courses are given in their classroom.

21 QUEBEC ABORIGINAL SCIENCE FAIR

Daniel gave his report on this topic which is included in the minutes as **Annex VI**.

On a motion moved by Martin Scott and seconded by Sarah Beaulne, resolution no. 2011-2012-11 is approved, with 10 in favor and 4 absent.

It is recommended to have the meeting of the Council at the same time as this event is held.

WHEREAS the Quebec Aboriginal Science and Engineering Association (QASEA) is a not-for-profit organization whose

mission is to promote sciences and engineering to Aboriginal youth attending school in First Nations and Inuit Communities in Quebec;

WHEREAS QASEA achieves its mission through the Aboriginal Science Fair Program;

WHEREAS the host community of the Quebec Aboriginal Science Fair changes from year to year;

WHEREAS QASEA has requested that Nunavik hosts the 2013 Edition of the Quebec Aboriginal Science Fair;

WHEREAS a budget has been submitted by QASEA;

RESOLVED

THAT the 2013 edition of Quebec Aboriginal Science Fair be held in Kuujuaq in March 2013 and that KSB will support the event by having some resources (human and money) affected to this event.

22 TEACHING MATERIALS - SALLUIT/INUKJUAK

Removed from the agenda.

23 NEW PATH WAY, ADAPTING AN EXISTING EDUCATION SYSTEM - IVUJIVIK

Thomassie spoke about their recommendations to adapt a new pathway. His report is included in the kits.

Daniel responded by saying that there are ways to put grades in the exams that can be understood well. They are not the reflection of the students as a whole.

Annie said that what Thomassie said is quite interesting; what he mentioned is available in the community.

Jessica said that what he mentioned is already in the Inuttitut curriculum.

24 NUNAVIK SCHOOL GAMES - SPORTS AND EXTRA-CURRICULAR ACTIVITIES IN KSB SCHOOLS

Johnny said that Nunavik school games have been practiced for many years and they would like to get someone to work on this full time.

Sammy said this is a good incentive for the students. Schools are used to raising funds and there are other organizations that could also help.

Martin said that this should be started right from the beginning of the school year and include Inuit games tournaments as well.

Qiallak said that she fully supports the NSG. She wants to know when this would happen, and would it affect students' schooling since they are from different levels ?

On a motion moved by Sarah Beaulne and seconded by Peter Papialuk, resolution no. 2011-2012-12 is approved, with 10 in favor and 4 absent.

WHEREAS school retention rates and persistence in school has become a major issue for success in Kativik schools;

WHEREAS Kativik schools and Nunavik communities are consistently challenged for motivating youth in education, and promoting well-being;

WHEREAS KRG and the KRETC are working towards the implementation of a regional strategy for improved student retention and reducing school drop out rates at all levels in Nunavik:

WHEREAS, since the mid 1980's, many successful school sports events initiated by individuals in Kativik schools have proven to be helpful with student motivation (2 School Sports Festivals - Festival Jeux Scolaires Beauport Qc, - Team-A-Thlon 17 years - 4 Tundra Trots - 2011 Nunavik School Games);

WHEREAS KSB has no budget, or person responsible to ensure the initiation and continuity of a school sports structure;

RESOLVED:

THAT the Council of Commissioners mandates the KSB Executive to create a committee of involved stakeholders;

THAT the committee will develop an action plan to establish a permanent structure that promotes the advancement of education through sports and other extra-curricular activities in Kativik schools.

25 ON LINE SCHOOLING - TASIUJAQ

Pasha said they would like to see on line schooling for people that cannot leave their home community.

Daniel and Harriet said that long distance courses are offered through Adult Education.

26 SCHOOL TIME - KANGIRSUALUJJUAQ

Rhoda would like to know what time other schools start as some parents find it too early in her community.

Gordon said that schools are to be open at 8:30 to greet the teachers and students.

27 TEACHERS' ABSENCE TO ATTEND MEETINGS - KANGIRSUALUJJUAQ

Rhoda said that there is a teacher who is frequently absent to attend meetings.

Gordon said that a teacher or an administrator is allowed to be absent for political purposes for KRG and NV, with justifiable reasons.

28 ACTIVITY REPORT - CURRICULUM L1

Qiallak Qumaaluk gave her report which is included in the minutes as **Annex VII**.

29 **MATH PROGRAMS**

Alaku and Olepeka presented the math programs which is included in the minutes as **Annex VIII**.

30 **SCIENCE PROGRAMS**

Annie K. Alaku presented the science programs which is included in the minutes as **Annex VIII-A**.

31 **ACTIVITY REPORT - STANDARDIZED EXAMS IN INUKTITUT**

Pasha Puttayuk informed the meeting about the work she is doing in creating standardized exams for Inuktitut.

Qiallak said that with exams, they have found out that some students are very weak in reading, writing and grammar. They are also weak in composition. With the work that Pasha is doing, they have found a way to fix their programs and are reviewing what they have.

32 **LAND SURVIVAL SKILLS**

Moses Idlout gave his report which is included in the minutes as **Annex VIX**.

Qiallak also gave her report and is asking the Council what would be the next move.

Mary Mesher joined the meeting

Markusi said that other organizations do not have what KSB has. He would like to find a way to have these courses properly funded with a classroom and proper time allotted.

Sarah said that if there are people available to do the work in the community, it can be done. But if there are no structure, it does not go anywhere. She agrees that this should be in schools.

Sammy said that if KSB could collaborate with the community perhaps they could give the course through the community.

Qiallak said that she will look into how this can be structured and look into possible joint ventures with the communities. She will report back to the Council after reviewing this.

Adamie Inukpuk said that the work that has been done by Moses and his team is wonderful and helps students a lot. In the past, government would never give funding for these kind of courses. We finally got funding and we should keep it in the schools.

33 **ACTIVITY REPORT - BOYS CULTURE**

Adamie Inukpuk gave his report informing the Council about the boys culture program. He said that the hardest part of this program is not having enough teaching time in some communities and one of the reasons, being people receiving welfare.

Qiallak said that they need more human resources at Inuktitut curriculum development. They will make some requests.

ADJOURNMENT

The meeting adjourned at 5:47 p.m. on Wednesday March 14, 2012 and resumed on Thursday March 15, 2012 at 9:05 a.m.

34 ACTIVITY REPORT - GENERAL ADMINISTRATION

Annie Popert gave her report informing the council of the activities that she has done since her hiring. She has visited six schools so far and will visit schools again. She has attended in February the school administration meeting in Inukjuak. She also said that students, especially at secondary level, are reluctant to take their exams because they fear of not passing their grades.

Inuitization of employees should be made a priority as well. She also met with NRHBSS to discuss ways of working together. General Administration will also submit in June the review of Education services.

35 SUMMARY OF PRIORITIES BY THE IMPLEMENTATION COMMITTEE AND PRINCIPALS

Annie Popert and Elias Moukannas gave their report which is included in the minutes as **Annex X**.

36 SUMMARY OF THE TSIB MEETING

Annie Popert and Elias Moukannas gave their report which is included in the minutes as **Annex XI**.

Annie said that the school board is not trying to become a healer. They are working to inform the stakeholders of what is affecting the students.

Martin said that it is a good idea to be trauma-informed school board. There should be counsellors ready to help those in needs.

Alaku would like to know at what level they are planning to start.

Annie said that it has not been decided yet. Other organizations were invited to attend the workshops.

Thomassie said that he would like these workshops to happen even if there are things to be cautious about. Teachers in primary should be the first ones to take these workshops.

Johnny said that trauma can have a big impact on children and teachers should be able to detect or understand these children.

Pasha would like to know if teachers would be invited to the workshop that is to take place.

Annie said that if Commissioners want to bring someone to the workshop they could do it but technicalities would have to be arranged.

Sammy said that there is much research that has been done about children being affected even before birth. He also would like know if there will be counselors ready to help.

Annie said that there would be one available.

Mary Mesher said that the effects of trauma on children have been studied for so long. She would like NI to be part of these workshops because they have expertise in dealing with young boys. Inuit have been traumatized inside the schools as well; they have been assimilated, colonized. She has grown up with violence at home and she has learned to deal with it. She has spoken to her father to understand why it was happening. When people are hurting and do not admit or understand what they are going through they would not know how to deal with it. She wants to make sure that these workshops will not belittle or create racism towards other cultures or languages. We should make sure they have workshop evaluations.

Jessica said that she became a teacher in 1984 without all the skills. Today teachers are aware of traumas; they are trained to detect children with trauma. With time, she has learned how to deal with children with trauma. Teachers that attend training and workshops learn as well.

Adamie said that as pedagogical counselors, they have to be prepared and treat their students with dignity. He has developed some materials and in there, he has instructions to teachers on how to treat their students with love and honesty and how to deal with children with problems and where the roots of this originate. He also has instructions to the teachers on how to deal with these children with a past trauma.

Sarah Aloupa said that during the workshops they need counsellors ready to help. She took the workshops and said there is a need to have counsellors. She would also like to make sure that they know who is attending and at what level of the workshop.

Annie said that the cultural identity workshop has been modified as per the evaluation papers. They will also have counselors ready to help and make sure that at the end of the day people have proper closure.

Sammy wants to know when that workshop would be held and wants everyone to have a chance to attend. In case they cannot attend, will there be another one soon ?

Annie said that it is good to have Inuit with knowledge on these matters.

Harriet would like to know the dates and which employees need to go so that it can be prepared in advance.

37 ARQITAUVIK PRESENTATION

Rhoda Aloupa Ezekiel made a presentation on the work that Arqitauvik has been doing. Eva Deer is the president, with Kitty Pearson as vice-president. Annie Tertuluk and Andrew Kornstra are members and Bobby Deer is the treasurer. Arqitauvik is for the region of Nunavik and was created in 2008. They are not linked to any church. They travel to communities to give workshops. They work on healing and life skills. They get their funding from Makivik, KRG, NRHBSS and others. They have a building and a transit location in Quartaq.

She explained to the meeting what kind of workshops they give: emotional damage, "my truth", emotional pain, trauma, anger, rejection, abandonment, grief, belittling, hopelessness, blame, having low self-esteem and other things.

Harriet would like to know how long it takes to give these workshops.

Rhoda responded by saying that it depends: sometimes a week, two weeks training. When they go to a community they take five days.

Thomassie would like to know if they have programs for organizations.

Rhoda said that they work with others. The course is an eight weeks course at Singing Waters, but here they can take two weeks to take the training.

Jessica would like to know if they can be called upon or do they have a schedule ?

Rhoda said that all of last year, they did promotion. They do not have a set schedule but have themes for youth, women, men and for mix groups and they can be called to go to communities.

38 SCHOOL BUSESSES 2012-2013

On a motion moved by Sammy Tukkiapik and seconded by Peter Papialuk, resolution no. 2011-2012-13 is approved, with 11 in favor and 3 absent.

WHEREAS the 2001 54-passenger school bus used in Akulivik is now in need of extensive repairs, and

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

RESOLVED:

THAT the Quebec Ministry of Education be and is hereby requested to authorize and finance the replacement of the 54-passenger school bus currently in service in Akulivik by one (1) 54-passenger school bus to be put in service for the 2012/2013 school year;

39 UTILITY VEHICLES 2012-2013

On a motion moved by Sarah Beaulne and seconded by Thomassie Mangiuk, resolution # 2011-2012-14 is approved, with 11 in favor and 3 absent.

WHEREAS the 2010 F150 truck was out of service in Ivujivik and in need of extensive repairs;

WHEREAS Transport Services had the vehicle repaired in Montreal;

WHEREAS 5 used trucks are needed in Tasiujaq, Aupaluk, Kangirsuk, Puvirnituq and Kuujjuaraapik to replace the older ones;

RESOLVED:

THAT Transport Services be authorized to ship the repaired 2010 F150 truck back to Ivujivik by boat this summer;

THAT Transport Services be and is hereby authorized to take the necessary actions to acquire the following vehicles:

- Tasiujaq One used F150 crew cab truck;
- Aupaluk One used F150 crew cab truck;
- Kangirsuk One used F150 crew cab truck;
- Puvirnituq One used F150 crew cab truck;
- Kuujjuaraapik: One used F150 crew cab truck;

THAT Transport Services be and is hereby authorized to take the necessary actions to dispose of the vehicles being replaced;

THAT the Quebec Ministry of Education be and is hereby requested to authorize and finance the purchase of 5 used vehicles.

40 MAJOR P.C.P PROJECTS FOR THE SCHOOL YEAR 2012/2013

On a motion moved by Markusi Qinuajuak and seconded by Laly Tooktoo, resolution no. 2011-2012-15 is approved, with 11 in favor and 3 absent.

RESOLVED:

THAT the proposed Major P.C.P. projects listed for 2012/2013 school year, copy of which is attached to the minutes as **Annex XII** be and is hereby approved;

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

41 SCHOOL FENCE - KUUJJUARAAPIK

Peter Papialuk said that with the roaming of wild animals during the fall, they would like the school fence to be extended.

Patrice said that they sent a letter in January and the CD spoke of the fence. It was made priority it will be fixed this summer.

42 ACTIVITY REPORT - EQUIPMENT SERVICES

Patrice gave his report, which is included in the meeting kits as **Annex XIII**.

Jessica would like to know if KSB could purchase "Cherry pickers" for the maintenance men.

Patrice said that he would look into it.

Markusi would like to know if KSB still has a 5 year plan.

Patrice said they do not do it anymore as MELS does not respect the wishes expressed.

43 SCHOOL BUS SHELTER AND PARTS - KANGIRSUALUJJUAQ

Patrice said they built a bus shelter in Kangirsuk and it is their first winter with it. They can build similar shelters in the communities.

Sarah said that she wanted the Anglican church to be looked into as it was on market. There is also KRG's garage.

Patrice said he would look into it.

Rhoda said that they are requesting a shelter for their community because the bus freezes in the winter.

Jessica said that they have the same problem in Kangirsujuaq.

Patrice said the MELS did not want to spend too much on warehouses but if it is a bus shelter MELS might agree. However they are not heated.

Sammy said that their maintenance man has a workshop and could they not purchase an old garage for the school bus ?

Patrice said that he could talk with MELS to get some funding.

44 CARGO BENEFITS

Patrice said that the cargo benefits have been converted to 100% cargo. Food mail does not exist anymore.

Sammy said that these benefits are being abused for ordering alcohol. He would like to know whether will we remain as it is, or will we do something about it ? This has a negative impact for some and it affects the school.

Thomassie would like to know if it was interdicted to order alcohol.

Annie said that this has been a problem for a long time. This benefit does not help the economy of Nunavik. For the longest time they have been asking to change the benefit into monetary instead. At the December meeting, a resolution was adopted to help the employees. She also said that as cargo benefits are not utilized at 100%, governments are reluctant to give it because it represents a large amount of the Health sector gets their benefits in money. KSB has written to MELS to find solutions.

Harriet said that if Northern Villages send their by-laws to the grocery stores in the South and to SAQ headquarters, it can slow down the abuse of alcohol.

Sarah said that she is in full support about the Northern Villages solution. She can bring it to the Secretary Treasurers of Nunavik. She would like to know if employees are allowed now to use their cargo at 100%.

Annie replied by saying that yes they can use it when they get purchases weighted in the community.

Adamie would like to know what happens to the benefit when it is not used.

Harriet said that they can get their groceries weighted to get reimbursed for their benefits. When they do not use them, they go back to the government.

Annie said that a kilo is very expensive and \$1.96 per kilo is applied by KSB to all communities. It is still not a full benefit.

Sammy said that when NV passes their by-law; they send them to all the places where people order. He was talking previously about employees who order to consume and not to sell. After receiving their cargo, they miss many days of work.

Harriet said that when an employee is absent they have to put a code for their absences. If KSB knows for sure that it is because of alcohol, they have to say that they are absent without authorization. Once employees start getting cuts on their pay, they will change their behavior. If we know an employee with alcohol or drug problems, we can recommend to them to look for help while they receive their salary.

Gordon said that administrators are well informed and are asked to declare absences unauthorized to be able to help the employee.

Mary wants to know which community using their benefits less.

Patrice said that it is not per community, it is per employee. He will analyze it and report back to the Commissioners.

45 CREATION OF A SUPPORT STAFF POSITION (COOK)

On a motion moved by Martin Scott and seconded by Sarah Beaulne, resolution no. 2011-2012-16 is approved, with 11 in favor and 3 absent.

WHEREAS there is a need to create a regular full-time Cook class I, position in the student residence in Kangiqsujuaq;

WHEREAS the Council has truly reviewed the reasons justifying the request of the Adult Education Services;

RESOLVED:

That a new regular full-time position of cook Class I, for the Adult Education Services in Kangiqsujuaq is hereby approved, effective March 15, 2012.

46 AMENDMENT TO POLICY ON SOCIAL TRAVEL (HR-01)

On a motion moved by Sammy Tukkiapik and seconded by Mary Mesher, resolution no. 2011-2012-17 is approved, with 11 in favor and 3 absent.

WHEREAS the aforementioned Policy was adopted by Resolution No. CC 1999/00-06 and was after, amended on several occasions;

WHEREAS the Council of Commissioners deems necessary to amend article 2.16 of this Policy in order to reflect best practices;

WHEREAS article 2.16 now in effect reads as follows:

The dependent spouse of an employee entitled to social travel benefits is allowed to change his recognized point of departure in order to use one of his social trips to go back to his community of origin under the following conditions:

- a) *the recognized point of departure may only be replaced by another point of departure in Nunavik;*
- b) *such modification is allowed only once per school year;*
- c) *such modification must not incur additional costs for the Board; any additional cost has to be covered by the employee or his spouse.*

WHEREAS the Management Committee was consulted and was given the opportunity to make suggestions to the proposed amendments;

RESOLVED:

THAT the preamble is an integral part of this resolution;

THAT article 2.16 of the Policy on SOCIAL TRAVEL be replaced by the following:

An employee and his dependent entitled to social travel benefits are allowed to use one of their social trips to go to a different Nunavik community under the following conditions:

- a) *such modification is allowed only once per school year;*
- b) *such modification must not incur additional costs for the Board;*
- c) *any additional cost has to be covered by the employee or his dependant.*

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

THAT this resolution comes into effect on March 15 2012.

Markusi would like to know if an employee can ask anyone to visit them in their community of assignment.

Lana said that the demand of the teacher he is referring to was to use his dependents trip which is not allowed.

Sammy would like to know if we could include employees that were hired from another community, that have been working for more than 30 years.

Lana responded by saying that they are not allowed but employees can ask to have their point of departure changed by the executive committee.

47 SALARY SCALE - UMIUJAQ

Laly said that the salary scale does not keep up with the cost of living in Nunavik.

Lana said sadly it is not KSB who decides the salary scales. It is the government and on April 1, 2012 they will get an increase of 1%.

Thomassie wants to know how it is calculated.

Lana responded by saying that it comes from the negotiations and from the amount of money they have audited.

48 TAXATION OF SUBSIDIZED BENEFITS OF BENEFICIARY EMPLOYEES SOUTH

On a motion moved by Peter Papieluk and seconded by Laly Tooktoo, resolution no. 2011-2012-18 is approved, with 11 in favor and 3 absent.

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

RESOLVED:

THAT the Council of Commissioners hereby confirms the continuation of this practice for the fiscal year 2011;

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

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

49 LOCATION OF THE NEXT MEETING

After discussion, it is decided that the next meeting would be held in Montreal.

50 APOLOGY HEAD OFFICE - AUPALUK

Martin Scott explained to the meeting how in Aupaluk Category 1 land lies and said that the people of Aupaluk was almost one of the dissidents of JBNQA until they were promised many things, one of them being the relocation of KSB head office to their community. They would like an apology because KSB never moved and it was one of the reasons why Aupalummiut accepted to be moved.

Harriet said that they checked the old minutes. There is nothing written that said that KSB would move to Aupaluk but it states that Aupaluk would be considered.

Adamie said that verbally at the time they mentioned that Aupaluk might be considered because of their vast land. If KSB moved, they wanted to be cautious about the number of people that would move there, as they were going to outnumber the population of Aupaluk. They evaluated the situation but a promise was never made to the people of Aupaluk.

Gordon said that in 1995 when they looked into the relocation of KSB, they asked the government to relocate to 4 communities. The government never agreed. He also said that the archives were searched and there was nothing in writing.

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

A letter will be sent to the mayor of Aupaluk.

51 ACTIVITY REPORT - HUMAN RESOURCES

Lana Desmarchais gave her report, which is included in the meeting kits as **Annex XIV**.

52 LANGUAGE OF INSTRUCTION POLICY - AUPALUK/INUKJUAK

Martin Scott mentioned that he believed in the research that was done by Don Taylor and said that he did not even teach his own children to read in English until they learn to read in Inuktitut first. He said the resolution that was passed at the last Education Council went against the belief of KSB.

Don Taylor presented his research on language.

Qiallak said that they have done the research for many years. The question is how will we teach our students to be successful in their mother tongue and adapt with a second language. She also said that this research was done without reviewing the curriculum. That is why we have to review it and link the curriculum from Inuktitut to second language.

Alaku said that she would like to see newer research.

Sarah said that she was in disagreement because they did a survey before a resolution was passed in Puvirnituk and wanted to make sure that children did not lose their language.

Thomassie said that the Education Committee of Ivujivik was in disagreement but the Commissioner at the time was easily intimidated and just agreed to what was decided. The language is still eroding fast.

Harriet said that she is in full agreement with Alaku. She also said that she started in Inuktitut and learned some French as of Grade 1. Language starts at home and as parents we have to be strong. Perhaps we could put strong Inuktitut teachers from the beginning. As a school board, we have been criticized for many years. Yet we get stuck on language issues. If we are going to produce strong students we will have to change things around especially when it comes to language. We need to link language and programs together.

Johnny said that he grew up as an Inuk and was able to speak Inuktitut and still is today. But at some point he became ashamed of his identity and that eroded his language. We will have to find a way to teach our children properly.

Martin said that he believes that teaching English and French as of Grades 1 and 2 is a mistaken. He would like to see the language of Instruction changed.

Alaku said that when we have proper programs for Grade 1, 2 and 3, we will not lose our language.

Qiallak said she believes we need to do more research if we are going to get a proper curriculum framework. It has to connect to the mission statement. We have to preserve our language and link it well to second language. There are many things that we need to review. She also said that Don's research did not check what was in the curriculum and they have to be linked.

Thomassie would like to know what will happen next school year.

Qiallak responded by saying it will remain as it is. For an optional time, they have second language introduction.

Soré would like to know what kind of research they are asking for. Language instruction and curriculum development are different. We have priorities, what are we going to do ?

Annie said that this has been an issue for many years. We need to find a way to ensure a proper curriculum for our children. There will have to be a review and programs linked.

Mary said that in Kuujuaq students transferring from Pitakallak to Jaanimmarik could not read properly.

Jessica was wondering how this has started.

Harriet said that they had a year to decide. They consulted the communities through the Commissioners and Education Committees.

Martin Scott said that departments communication is not doing well. That should be corrected because the work that has been done for many years is not going well.

Qiallak said that there was a proper communication as to the survey, for the changes made.

Pasha said that they were not informed by their representative in the past and would like to change back.

Soré said that she is aware of what is happening. She meant that everyone should be consulted when materials developed are ready. Sometimes they do not have time to meet.

Annie said that she would be more vigilant about curriculum development. She said she would be working in both offices. As she is needed in both places. There are some that are reluctant to cooperate. You will hear more in June about these changes.

53 SCHOOL CALENDARS

Denis Daigle presented the guidelines on school calendars. They will get the guidelines at the beginning of April.

Johnny said that he takes back whatever he said during his campaign now that he understands why they made those demands.

Gordon said that students never are in school for 180 days for many reasons and many challenges. They have about 120 days for many, many reasons.

Sammy said that Inuit have made a petition; he would like the others to see it.

Martin said that he wants to have a debate on this.

Sarah Aloupa said that there were many reasons for 200 school days.

After discussion, it is decided that this would be brought back to the agenda in June.

All agenda items that have not been discussed are moved either to a conference call or to the June meeting.

CLOSING OF THE MEETING

On a motion moved by Markusi Qinuajuaq and seconded by Peter Papialuk, the meeting is closed.

The meeting adjourned at 10:05 pm on March 15, 2012 since the agenda is completed.

Johnny Kasudluak
President

Annie Popert
Director General

Harriet Keleutak
Secretary General