

**MINUTES OF THE COUNCIL OF COMMISSIONERS**

**MEETING no. 785  
December 4, 5, 6 and 7, 2012  
Montreal, Qc**

**MEETING No. 785**

**04-05-06-07-12-2012**

<u>RESOLUTION</u>	<u>ITEM</u>	<u>ANNEX</u>
	1 Quorum and opening of the meeting	
	2 Notice of meeting	
	3 Appointment of Chairperson	
	4 Adoption of the Agenda	I
	5 Oath of Office - KRG Representative <i>Alicia Aragutak</i>	
	6 Staff and student wellness assessment in Ijuvivik	
	7 Cook's attitude towards staff and students in Inukjuak / Pigiursavik profile - Inukjuak	
	8 Activity Report -Support to Schools -Complementary Services	II III
	9 PBIS Report	IV
	10 Behaviour technician - Inukjuak	
	11 Special Education - Kangirsuk	
	12 Handicapped and Special Education Students needing qualified and well trained teachers - Kuujjuaq	
	13 Activity Report - Support to Schools -IT Department	V
	14 Elders' visit - Kuujjuaraapik	
	15 Facebook site for Local Schools to give information to the Community, School Activities, Kujjuaraapik	
	16 Sub-teachers - Inukjuak	
	17 Request from a teacher - Salluit	
	18 Library - Salluit	
	19 Boyfriend/girlfriend in the School - Salluit	
	20 Teachers needing Assistance - Salluit	

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

	21	School Bus breaking often - Kuujjuaq	
		<i>Adjournment</i>	
	22	Activity Report -Training and Research	<b>VI</b>
	23	What do we do: A Diary study on the Development and pursuit of collective goals?	
	24	Regional Partnership committee	<b>VII</b>
	25	Reconstructing Social Regulations	<b>VIII</b>
	26	Secretaries' salary - Akulivik	
	27	Student Services - Activity Report	<b>IX</b>
	28	Next Place of Meeting <i>Kuujjuaq</i>	
	29	Plan Nunavik	
	30	Pathways Report	
2012/2013-18	31	Rewriting Macroeconomics texts to make them user friendly for First Nations and Inuit Students Project (Cheryl Jenkins, John Abbott College)	
2012/2013-19	32	Creation of a coordinator position for material resources	
2012/2013-20	33	Reclassification Committee	
	34	Activity Report - Human Resources	<b>XI</b>
2012/2013-21	35	Selection of bank of professionals; architects and engineers	
2012/2013-22	36	Extension project - Nuvviti School in Ivujivik	
		<i>Adjournment</i>	
2012/2013-23	37	Service Contract with Avataq Cultural Institute	
2012/2013-24	38	Construction Project - New Adult Education Center in Salluit	
2012/2013-25	39	Selection of Professionals, Architects and Engineers for the replacement of the existing Qaunnaq Adult Education Center in Salluit	

MINUTES OF THE COUNCIL OF COMMISSIONERS OF THE KATIVIK SCHOOL BOARD

2012/2013-26	40	Extension project - Tarsakallak School in Aupaluk	
2012/2013-27	41	Selection of Professionals: architects and engineers for the extension of Tarsakallak School in Aupaluk	
	42	Classrooms - Akulivik / Old Students' Residence - Kangirsujuaq	
	43	School fence - Akulivik & Kangirsujuaq	
	44	Assistance for Community Playground enlargement addition of Equipment - Kuujjuaraapik	
	45	School security cameras - Aupaluk	
	46	Request for School extension - Inukjuak	
	47	Activity Report - Material Resources	<b>XII</b>
	48	Council Meeting in June - Kangirsujuaq	
	49	Activity report - Curriculum Department L1 - Grade 1 and 2 full times studies - Inukjuak - Grade 1 and 2 Curriculum does not follow the KSB Mandate - Inukjuak	<b>XIII</b>
	50	Activity report Curriculum Department L2	<b>XIV</b>
2012/2013-28	51	Policy on Vocational Sponsorship for Transfer Students of the Adult Education and Vocational Education Sector (ADU-02)	<b>XV</b>
	52	Activity report - Adult Education	<b>XVI</b>

**CLOSING OF THE MEETING**

**MEETING 785**

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the school year 2012-13, held in Montreal on December 4, 5, 6 and 7, 2012.

**PRESENT:**

Rhoda Snowball	Member of Council of Commissioners	Kangirsualukjuaq
Mary Meshier	Member of Council of Commissioners	Kuujjuaq
Pasha Berthe	Member of Council of Commissioners	Tasiujaq
Aloupa Taqulik	Member of Council of Commissioners	Kangirsuk
Sammy Tukkiapik	Member of Council of Commissioners	Quartaq
Jessica Arngak	Member of Council of Commissioners	Kangirsujuaq
Annie Alaku	Vice-President	Salluit
Thomassie Mangiok	Member of Council of Commissioners	Ivujivik
Markusi Qinuajuaq	Member of Council of Commissioners	Akulivik
Sarah Beaulne	Member of Council of Commissioners	Puvirnituk
Johnny Kasudluak	President	Inukjuaq
Laly Tooktoo	Member of Council of Commissioners	Umiujaq
Peter Papiialuk	Member of Council of Commissioners	Kuujjuaraapik
Alicia Aragutak	KRG Representative	Kuujjuaraapik

**ABSENT:**

Pasha Berthe	Member of Council of Commissioners	Tasiujaq
--------------	------------------------------------	----------

Pasha is absent on the first day of the meeting.  
Sarah Beaulne absent on the second day for medical reasons.

**ALSO PRESENT:**

Annie Popert	Director General
Sarah Airo	Assistant Director General
Harriet Keleutak	Secretary General
Alacie Hickey	Interpreter
Eva Ilisituk	Interpreter

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

Louise Boissé	Associate Secretary General
Gordon Cobain	Director of school operations
Ulaayu Pilurttut	Coordinator of TT and Research
Eliana Manrique	Director of TT and Research
Qiallak Qumaaluk	Assistant Director Curriculum development L1
Daniel Lafleur	Assistant Director Curriculum development L2
Natasha MacDonald	Director of Human Resources
Terry Benson	Director of Material resources
Diane Doucet	Director of Finance
Sore Moller	Assitant Director Complementary services

Louisa Oovaut	Coordinator of support to schools
Robert Paquin	Coordinator of support to schools
Roxanne De La Sablonnière	Researcher - McGill University
Don Taylor	Researcher - McGill University
Frank	Researcher - 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 9:09 a.m. on December 4, 2012. Opening prayer led by Jessica Arngak.

**2 NOTICE OF MEETING**

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

**3 APPOINTMENT OF A CHAIRPERSON**

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

**4 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 Peter Papieluk and seconded by Sarah Beaulne, the agenda is approved with one absent.

**5 OATH OF OFFICE KRG REPRESENTATIVE**

Alicia Aragutak gave her oath of office.

**6 STAFF AND STUDENT WELLNESS ASSESSMENT IN IVUJIVIK**

Thomassie said that he would like an assessment be done among the staff and students in order to provide them with proper help and to be able to assess the needs. This can be applied to all communities and this could also be a good tool to use for the Plan Nord.

Sarah Airo said that this practice should be applied in all schools.

Sarah Beaulne said that KSB should have a complaint ombudsmen so that we would be able to know what are the needs, what are the problems.

Martin said that Nunalituqait Ikajuqatigiittut did a field trip and they could visit all the schools to inform them about the use of alcohol and drugs and the consequences of their use. Afterwards they would be able to provide help to those in needs.

Annie Popert said that during the meeting in Ivujivik, Lucy Laferriere did a presentation on how to deal with complaints. We were given a mandate to find out how we could create a way of submitting complaints. The work has been done and the code of conduct for the employees is yet to be approved by the Council. We will also have to include the schools so the approval will be made in March.

Martin said that there should be an assessment of alcohol and drugs use by the staff and students by NI. So that we could understand better what is the scope.

Thomassie said it is not only for alcohol and drugs. They could also assess the needs in other aspects, there will be things that we cannot change but we could know about it and consider it during our debates.

Johnny said that he can see it for students but he is not sure about assessing the employees since some of them are unionized.

Annie Popert said that NI assessment is to make the person think about their life. But with employees if they have alcohol or drugs problem they have a way of helping them.

Alicia said that she has seen it in her community when children were being mistreated by their teacher as parents they could not do anything. Student counsellor should be mandated to inform. Because some students in grade 5 did not want to attend school because they were scared of their teacher. There really should be an ombudsmen.

Thomassie clarified what he tried to say. He likes to decide upon facts and not on hearsay. He would like one assessment regionally used. With this tool, we would be able to assess or evaluate the needs.

Martin said that he would like this item to be an action item and do a follow up in March.

## **7 COOK'S ATTITUDE TOWARDS STAFF AND STUDENTS IN INUKJUAQ / PIGIURSAVIK PROFILE - INUKJUAQ**

---

Thomassie said that there was a complaint coming from the staff and students about the cook in Inukjuak.

Johnny said the staff is allowed to eat at the cafeteria if they pay their meals. But since the cook decided and the cook's help not to serve them, they have hired a former janitor to become a cook without posting the job. The staff and students went to the Council of Inukjuak to submit their complaint. The deputy mayor submitted the complaints to Johnny. There are many complaints from Pigiursavik and there should be a full investigation.

Harriet said when there is a complaint it is submitted to Louise and they do an investigation. And to be careful about talking about individual employees since they are unionized.

Annie Popert said that they have plans to go to Inukjuak and meet the students and staff before the Christmas Holidays.

Mary said that there should be a student delegate to collect the complaints and that way our students would move on and this should be applied everywhere at every department.

Johnny would like to know if KSB can go there as soon as possible.

Annie Popert said that they will go as soon as they can.

## **8 ACTIVITY REPORT**

### ***Support to schools***

Gordon Cobain presented the report, which is attached to the minutes as **Annex II**.

Ulaayu said that principals should work more with teacher training counsellors.

Alicia would like to know if it is true that students that drop out are always welcome to come back. She has a friend who was told that she could no longer be in school because of her age.

Gordon responded by saying that we never say no to youth that want to be in school. The government funding is up to the age of 21 years. If a student does not pass one course in Sec V they can come back to finish. They need to register with the school principal.

Gordon responded to Ulaayu's comment about the work of principals and TTC they should visit the classroom even if the principal does not understand in Inuttitut. They have to work together, TTC is there to give guidance and the principal is there to help the teacher to do their jobs. It is important that they work together so that the school runs well. They are part of the school.

Annie Alaku said that there are many complaints coming from parents but do not directly go to the schools to make their complaints or get information.

Gordon said that it is good that parents come to the schools to complaint, get information and to be involved in their childrens schooling. But we have been getting more request from parents and have been able to help them.

### ***Complementary Service:***

***- Bullying - Kuujjuaq***

***- Bullying inside the school bus - Inukjuak***

***-ADHD information and support to parents - Kuujjuaraapik\***

***-Student medication - Aupaluk***

Soré Moller presented the report, which is attached to the minutes as **Annex III**.



Mary esher said that many children have been misdiagnosed with ADHD and we know for a fact that there are children with FASD. As Inuit we learned by watching by trying hands on education. I think we need more hands on education so that children are diagnosed properly. She also said that there should be partnership with our communities in combatting bullying in aptrnering with Saputiit Yout association and Youth houses and Municipal councils, we need to form a partnership.

Johnny said that he has endured bullying as well when he was young. Now that we are in position to make changes it is hard to pick which anti-bullying is a best method. What can we do at this meeting ? Where do we move ? Some students do not get on the bus because of bullying. Can we get someone to ride with the bus to prevent bullying.

Annie Alaku said that Nunalituqait Ikajuqatigiittut appointed her to attend a conference, in one of the workshops they attended bullying workshop and were given information on how to deal with bullying. The student counsellors could be given these training in order to help the students. Some children do not speak with their parents. We need to start somewhere, we attend all these conferences, training and workshops, yet we do not implement it when we go back to our communities. The teachers are in need of help especially the second language teachers because they do not understand the concept or the culture and bullying is the biggest reason why student drop out.

Martin would like to know if there have been anti-bullying workshop in the communities and wonders if all schools have access to them ? He also said that Junior Rangers use red cross programs for anti-bullying.

Soré responded by saying that they have spent alot of money and have tried many programs and they are not working. What works is that school board deciding to use same material and at the same time. Bullying is everywhere so we need to decide where to put manpower and to make sure that everything ahppens at the same time in all schools. She also said that we need a policy and programs. Maybe we could use a compassionate school board approach.

Peter said that ADHD students parents need information. There are many parents with ADHD and FASD children and do not have proper information and support and it has had a negative impact on the school. Can the parents be informed as the same time as schools on how to handle the children.

Sarah Beaulne said that bullying is everywhere and as EC we have been talking about this issue for a long time. Parents have to be involved as volunteers during recess, during bus routings. The schools are always in need of volunteers. We will have to work together in combatting bullying. When children know that they are supervised they behave better and when we do not supervise them they tend to do bad things.

Ulaayu said that in the research that was done it also includes the need to get help from the parents. We also could involve youth. In Kangirsujuaq they had projects with pre-college students and high school students to do anti-bullying.

Mary said that every community has Rangers and they could also be asked to help/

Martin said that ADHD students sometimes are prescribed with drugs such as retalin, and would like to know if the parents are well informed of the effects of these medications.

Soré responded by saying that we will not come up with a big projects or programs for anti-bullying. But we have some in our curriculum that are included. Can we work on this thru Trauma Informed school board. She also said for students that have been evaluated by McKay Center the parents are paid by the hospitals and the technicians are paid by the school board. These children have files and the parents receive the same information. If they want to be in school they are welcome to do so. As for the medication it is the responsibility of the nursing or the physicians to inform the parents. The phsychologist usually tries to avoid these medications and they are confidential.

Jessica said that bullying has always been there. The parents or anyone who have suffered bullying can come and speak to the students. One parent came to school just to sit and observe so that the students will understand that they are important. It cost nothing and has a positive impact.

Alicia said that the people who supervise recess and school entry have to be raised and wonders if it's part of the trauma informed school board.

Annie Popert said that they will work on getting to the core of the problem and when we do not know the proplem it is hard to get to the bottom of the problem. She also agrees with getting parents involved.

## **9 PBIS REPORT**

Elias presented his report which is attached to the minutes as **Annex IV**.

Soré wonders if this could be mandated to deal with bullying too instead of creating another working group.

Annie Popert said that this would have to be studied and there has to be discussions. This venue could be used to change their behaviours. For this change it's going to take time and if were going to provide bus route people that will cost extra funds as well.

Soré said that it would be good to have it part of this project since curriculum development will also help by providing courses in primary.

Martin would like to know if this will be used in other schools as well.

Ulaayu said that she agrees with Martin. They did a research in Kangirsujuaq on parental involvement. She would like this project to be implemented. We also have students transferred from other communities that endure alot of bullying and something should be done about it.

Mary said that these behaviours can only be changed by knowing the core of the problem. What kind of behaviour did you want to have to have a good behaviour. Children learn what they live. By being envious we create bullying. We have to support our teachers we have to make them think and ask the parents as well.

The issue of bullying will be part of the mandate of TISB working group.

**10 BEHAVIOUR TECHNICIAN - INUKJUAK**

Johnny said that they have a qualified BT but they would like an elder or an wise Inuk to work with him and their office is an old storage.

Soré said depending on the size of their school they have 1 or 2 BT's but in Inukjuak the other BT could be an elder if they want. They do not have extra funding to hire a third one.

**11 SPECIAL EDUCATION - KANGIRSUK**

Aloupa said that there is a handicap student that needs extra teaching help for his technician. His technician is not qualified so his learning is limited. And also for special education committee of the school it always changes and they should try to form a committee that will not keep changing.

Soré said that these technicians follow their students but its a wide variety of handicap students so we cannot gear a training for one group. But they do come to centers in the south to understand and learn how to help.

Sarah Beaulne said that at the beginning of the school year a teacher who teaches special education said that there are not enough material. What could be done about it ?

Soré responded by saying that they made materials that were introduced recently.

Johnny said that in Inukjuak they are lacking space for the special education students. What can we do to provide them with a better space.

Soré said that this problem is in every school, material resources is working hard to find space.

Annie Popert said that Terry will talk about the housing needs.

**12 HANDICAPPED AND SPECIAL EDUCATION STUDENTS NEEDING QUALIFIED AND WELL TRAINED TEACHERS - KUJJUAQ**

Mary Mesher said that handicap and Special Education students needing qualified and well trained teachers. The teachers are often absent and change often.

Soré said as much as they can they hire qualified teachers and they keep looking for new materials and ways to teach them. They also do speech therapy.

**13 ACTIVITY REPORT - SUPPORT TO SCHOOLS**

***IT department***

Nelson Lamoureux presented the report, which is attached to the minutes as **Annex V**.

Mary wants to know how much it cost to change the server.

Nelson said that it will cost \$50,000 that was approved by the council.

Thomassie said that the Xerox copiers should be connected wirelessly to the network of the school.

Nelson responded by saying that he is not aware of them since material resources buy them. But there are those that could be connected. He will look into it.

Gordon said that they bought Xerox that could be configured.

Aloupa wants to know about Lumix, he wants to know if they are well connected to the communities and if the principals know how to use them so that they can give statistics in their community on student attendance.

Nelson said that many training were given to the principals but they found out that they were not able to configure them properly so they will be working on web based software.

Gordon said that if they need help they could ask Nelson.

Markusie would like to know if the report cards are electronic now ?

Nelson said that they ran into technical problems and it has not been done yet.

Laly wants to know why KSB has to find funding when they want to get smart boards.

Nelson said that if he could he would provide them with the new technology but he has no budget for it. So the schools find funding.

Gordon said that schools receive MAO budget every year and they can prioritize whatever they need. If they want to order smart board they can do so or look for outside funding.

Diane said that for the server room was needed in order to have a good functioning server room.



**17 REQUEST FROM A TEACHER - SALLUIT**

Annie Alaku said that there is a teacher who is in Salluit with his sibling who is not a teacher but do many replacement and works at the library is requesting to be given a trip once a year.

Johnny said that this would be brought to the Executive.

**18 LIBRARY - SALLUIT**

Annie Alaku said that books that are received from Montreal office for primary students were too advanced for them and would like to know if they could be transferred to high school students.

Gordon said that the resource center in Montreal and the schools should contact her and tell her if the books are appropriate and Janine can help them.

Mary said that there have been some complaints about the books being too advanced for the students. It shows that in Nunavik we are behind but I am just wondering where the problem is. We need to rethink for our students to make sure they are at the same level as southern schools.

Gordon said that it is a big question. But for the library it is there to compliment the classrooms. If Janine is notified she can work on getting proper materials she just has to be contacted.

Qiallak said that the librarian at the resource center always inform the departments when she has good suggestions. All libraries have English/French/Inuttitut books. But said that she will have to think about this issue and come up with a suggestion, especially for Inuttitut books.

**19 BOYFRIEND/GIRLFRIEND IN THE SCHOOL - SALLUIT**

Annie Alaku said that there are many kids that are boyfriend and girlfriend in the school and show inappropriate behavior such as kissing or other gestures.

Gordon said that each school has their own code of life and it can be included in there.

Thomassie wants to know how it is promoted to have a code of life?

Gordon said that there is a policy at KSB that requires that all schools have a code of life to avoid problems in the school.

**20 TEACHERS NEEDING ASSISTANCE - SALLUIT**

Annie Alaku said that teachers really need help from the community because they get really tired dealing with hard to handle students. Sometimes there are students that just disturb other students that could excel, could we not allow them to go on the job training instead ?

Soré said that they have been asked to visit Salluit more often and they re planning to visit soon.

Harriet said that they are planning to visit too after Christmas to give training to the EC.

## **21 SCHOOL BUS BREAKING OFTEN - KUUJJUAQ**

Mary said that the school bus in Kuujuaq keeps breaking and it takes forever to get the parts from China. They would like Canadian made school busses.

Sarah Beaulne said that they would like to get a garage for their bus and they break often because of the harsh weather.

Rhoda said that their bus is from Germany and it broke down again. They have no bus service right now and something has to get done ASAP.

Johnny said that their bus keeps breaking and would like to know when they would get a new one. Can we reduce the ten years waiting period.

Markusi said that they have a brand new bus but it does not run because the driver is not updated on the new technical things of the bus. They need new training for the drivers.

Thomassie said that their bus is good but they need to know if they could get covers for the hood to avoid freezing.

Mary said that the bus when they get cold they do not function well. They are also wondering if they could rent a garage.

Alicia said that the school busses are maintained with FCNQ or KRG mechanics, can we hire our own ?

Terry said that MELS does not consider this a priority compared to school extensions. With the new extensions they were able to build one in Kangirsuk. And said in communities they could make agreements to find a place to rent garages for the busses. He is aware of the busses that keeps breaking down and FCNQ mechanic does some services and they take time to notify our managers to order the parts. And said that the new busses are adapted with new electronic equipment.

Aloupa said that they have a garage in Kangirsuk but it's not heated and the bus still keeps freezing because of that. And they have to check the door.

## **ADJOURNMENT**

*The meeting adjourned at 5:06 p.m and resumed the next day on Wednesday at 9:05 a.m.*

**22**     **ACTIVITY REPORT**

***Training and research***

Ulaayu and Eliana presented their report, which is attached to the minutes as **Annex VI**.

Alicia said that her nephew had homework and the language was from Ungava dialect.

Ulaayu responded by saying that the curriculum that is developed is always done in Hudson and Ungava dialects. The teacher is suppose to be able to make the changes accordingly to their dialect.

Jessica said that when you teach you cam make changes accordingly and it is much easier now with the computers.

***-Teacher Training - Kangirsujuaq***

Jessica said that Teacher training is doing a good job. Inuit are very lucky to be given a chance to work and be on training at the same time. There is a request not to travel on holidays from teachers and they have requested not to travel in bad weather conditions. They also would like a day off after their training.

Ulaayu said that what Jessica said is true. She also said that they cannot give day off because their working conditions are set on the collective agreement, perhaps we could try and change the training sessions scheduling. And said that they try to avoid trainings during holidays.

***-Pigiursavik profile - Inukjuak***  
***-Teacher Training sessions - Inukjuak***

Johnny said that they would like intensive teacher training sessions in Inukjuak by using Pigiursavik and all the teachers would like trainees as to avoid missing days for students.

Ulaayu responded by saying that they are working on creating an intensive teacher training course. If we are going to have these courses the trainees will have to be submitted. As for the trainees the school administration with the help of TTC hires them but it's always hard to keep them but their salary and benefits are very low.

Martin said that in his community their teachers are young and need help from master teachers can they be visited to be helped ? He also would like to see videos and posters to promote teaching in Kindergarten.

Ulaayu responded by saying that TTC in some communities work half time when many of their teachers are certified. We hire trainees to help Inuit teachers. TTC regional can go to the communities to give support to trainees and teachers. As for the promotion of being a teaching in Inuttitut they are doing some work but



are not sure when it would be available. As for the salaries it is hard with their conditions.

Thomassie would like to know if they could give courses through the Internet. he also would like to know if Macroeconomics research can be made available to public.

Pasha would like to know who has to fill the forms. She also would like to know if Grade 7 and Secondary I students can do grade 6 Inuttitut classes.

Laly said that they would like to know if students learn to read, write in Inuttitut or graduate in Inuttitut since KSB have been teaching it for many years now. And can the Inuit who do not speak in a second language teach in second language ?

Annie Alaku said she is concern about the certified teachers that do not attend trainings. She would like the teachers to be updated even when they are certified.

Markusie said he would like to know about the teachers that refuse to go on training during the summer. Is something being done about it ? Are they being asked to attend the courses. It is hard to dismiss them because they have been there a long time.

Aloupa said that teachers that go on training lack child care services and transportation during their training, this could also be one of the reasons for their reluctance to attend the trainings. Also said that some materials were inappropriate because the teachers did not get the training.

Alicia said that during regional ped days they would like to get the schedules of course and outlines in advance.

Natasha said that she understands that we need to find new ways to recruit teachers. She also said that she is studying what is being used to recruit and do an analysis on what is working and what is not. There is improvements to be made.

Ulaayu said that they would try and find transportation and child care services during training. In fact they pick them up while they are in Kuujjuaq. She also said that they would look into projects and make sure teachers know well their materials. And teachers that have been there a long time that do not attend trainings have to have very good reasons the school administration is aware of these. When teachers are recruited they are told that they have to follow trainings. As for the certified teachers they have to attend some courses to be updated. As for Inuttitut researchers we would like to see them one day and we did a research for primary Inuttitut to find out if they are doing well in school, but we can follow our children thru their schooling and know their level of Education.

Eliana said that the questionnaire is sent to TTC's to be filled. And for Internet courses it is true that it could be one of the teaching tools.

Annie Popert said that they are studying the gap between Grade 6 and Secondary 1.0 and they are updating the materials and creating new ones. She also talked about the Arctic net research conference that will be held in the coming year.

**23 WHAT DO WE DO: A DIARY STUDY ON THE DEVELOPMENT AND PURSUIT OF COLLECTIVE GOALS**

Don Taylor made a presentation with the help of Frank and Roxanne.

Elias would like to know how many hours these graphs represent.

Don responded by saying that these represent 24 hours but does not tell us when these things are happening.

**24 REGIONAL PARTNERSHIP COMMITTEE**

Minnie Grey and Jennifer Hunter gave their report, which is attached to the minutes as **Annex VII**.

**25 RECONSTRUCTING SOCIAL REGULATIONS**

Minnie Grey and Jennifer Hunter gave their report, which is attached to the minutes as **Annex VIII**.

**26 SECRETARIES' SALARY - AKULIVIK**

Markusi said that their school secretaries salary has been at the same level for many years and he would like to have it analyzed.

Natasha said she will look into it.

**27 STUDENT SERVICES - ACTIVITY REPORT**

Paul presented his report, which is attached to the minutes as **Annex IX**.

**28 NEXT MEETING PLACE**

The next meeting will be held in Kuujuaq to coincide with the Science Fair.

**ADJOURNMENT**

*The meeting adjourned at 3:54 p.m. and resumed on Thursday December 6, 2012 at 9:06 a.m.*

**29 PLAN NUNAVIK**

Jobie Tukkiapik, Joseph Annahatak, Maggie Emudluk, François Dorval, William Tagoona, Joë Lance and Louis Mercier came and made a presentation on Plan Nunavik.

**30**     **PATHWAYS REPORT**

Elias spoke about his report, which is attached to the minutes as **Annex X**.

Alicia would like to know if we will need to hire extra teachers with these new paths. She also said that students in Secondary III are not ready to decide what they want to be.

Sarah Airo responded by saying that today we are losing students who are dropping out because we have only one path that leads to post secondary. IPL does not have a program. With these new pathways, students will have more chances to finish high school and the social pathway gives a chance for students to go back to academic pathways if they wish to do so. We lose students that learn more hands on education because we lack another pathway for them.

Johnny said that we are the only school board with one pathway in Quebec so we are trying to create more pathways for our students, in the hope of having more graduates.

Martin said in the rest of Canada parents and students decide at Sec III where they will go or which pathway they will take. It also gives a chance to our schools to create new programs that would require new tools for our schools. We lose our students because we only have one pathway. Students have requested to have more interesting courses, more hands-on courses.

Thomassie would like to understand the meaning of "We should teach the way our children learn instead of teaching them the way we want".

Elias responded by saying that there is no research done. But it meant to say that we would allow the children to learn new things, technology and other.

Rhoda said that she would like to share her experience. Some students learn fast and her son was an advanced student. They asked her to put him in French to wait for his classmates to catch up. She refused and is adamant about her son's education. She said that we have to think of our excellent advanced students as well.

Robert Paquin said that these pathways appeared to encourage the students to stay in school. The goal is to bring the kids to become good citizens in their community.

Qiallak said that in order to provide proper education to the students we need to redefine our programs and redefine our pathways.

Pasha said that they would like to see a binder containing career choices. That way students could have a chance to decide what they want to become through their education and do on-the-job training by partnering with other organizations such as hospitals, Landholding Corporation, NV and others. She also said that in primary grade 6, Inuttitut curriculum jumps to Sec I and skips grade 7. They have a hard time in Inuttitut.

Aloupa said that he knows for a fact that our students are academically behind when they go to secondary because they start second language at a later grade in primary. Some kids get promoted to a higher grade without having the skills and they end up not learning anything. We need to review what we can do to change that.

**31     ***REWRITING MACROECONOMICS TEXTS TO MAKE THEM USER FRIENDLY FOR FIRST NATIONS AND INUIT STUDENTS PROJECT (CHERYL JENKINS, JOHN ABBOTT COLLEGE)*****

---

On a motion moved by Aloupa Taqulik and seconded by Alicia Aragutak, resolution 2012-2013-18 is approved, with one absent.

WHEREAS the Department of Training and Research receives and reviews all research project proposals that follow the Kativik guidelines;

WHEREAS the Council of Commissioners has the mandate of recommending the projects that have the potential of benefiting the schoolboard for implementation;

WHEREAS the project proposed would review the textbook of Macroeconomics, a course that is compulsory for all Social Science and Commerce students at CEGEP level;

WHEREAS the layout and content of the current Macroeconomics textbook does not respond to the context or the learning style of Inuit and First Nations' learners;

WHEREAS the proposal titled: "Rewriting macroeconomics texts to make them user friendly for First Nations and Inuit students" presented by Cheryl Jenkins and funded by John Abbott College follows the department's criteria;

THEREFORE, IT IS RESOLVED:

THAT Ms. Jenkins be informed that her proposal has been accepted;

THAT Ms. Jenkins be given the permission to proceed with the steps necessary to carry on with her project as proposed to the Board;

THAT Ms. Jenkins be informed that she must give periodic reports on the project to the Training and Research and Post-Secondary Studies Departments so as to keep the Kativik School Board informed of the progress of her project.

**INUIT HISTORY BOOKS FOR INUIT BY INUIT**

As for the project "Inuit History Books for Inuit by Inuit" this proposal is postponed.

**32 CREATION OF A COORDINATOR FOR MATERIAL RESOURCES**

On a motion moved by Peter Papialuk and seconded by Aloupa Taqulik, resolution 2012-2013-19 is approved, with one absent.

WHEREAS there is a need to create a temporary full-time position of Coordinator of Material Resources in Montréal for a period of one (1) year;

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

RESOLVED :

THAT a new temporary full-time position of Coordinator of Material Resources for a period of one (1) year is hereby approved effective on January 1, 2013.

**33 RECLASSIFICATION COMMITTEE**

On a motion moved by Martin Scott and seconded by Alicia Aragutak, resolution 2012-2013-20 is approved, with one absent.

WHEREAS the reclassification committee is responsible for analyzing the requests for reclassification to different categories of employment in accordance with the MELS classification plans or Management working conditions;

RESOLVED:

THAT the representatives of the reclassification committee shall be;

Director of Human Resources (*Natasha MacDonald*)  
Director of Finance (*Diane Doucet*)  
Secretary General (*Harriet Keleutak*)  
Substitute (*Judith Côté*)

**34 ACTIVITY REPORT - HUMAN RESOURCES**

Natasha presented her report, which is attached to the minutes as **Annex XI**.

**35 SELECTION OF BANK PROFESSIONALS: ARCHITECTS AND ENGINEERS**

On a motion moved by Aloupa Taqulik and seconded by Sammy Tukkiapik, resolution 2012-2013-21 is approved, with one absent.

WHEREAS the Kativik School Board has requested that a bank of professionals be retained for construction and renovation projects;

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

WHEREAS the tenders received were evaluated on a quality value point system by the selection committee;

RESOLVED:

THAT with the recommendation from the selection committee and if this recommendation is deemed adequate to the Board, the following professionals are hereby retained on the bank;

Architects: -Jodoin Lamarre Pratte & Associés  
-Monette Leclerc St-Denis & Associés  
-Fournier Gersovitz Moss Drolet & Associés  
-Rubin & Rotman Associés Leclerc Architectes  
-Pio Begin Architecte

Engineers: -SNC Lavalin Inc.  
-Bouthillette Parizeau & Associés  
-Dessau  
-EXP Inc.  
-Sobrumi Inc.

THAT the Director General or, in her absence, the Director of Material Resources, be and is hereby authorized to sign the necessary documents and to do all things necessary or useful in order to carry out the foregoing.

**36     EXTENSION PROJECT - NUVVITI SCHOOL IN IVUJIVIK**

On a motion moved by Johnny Kasudluak and seconded by Peter Papialuk, resolution 2012-2013-22 is approved, with one absent.

WHEREAS the Kativik School Board has previously presented a proposal in 2011 to the MELS for the construction of an extension to Nuvviti School in Ivujivik;

WHEREAS the Quebec Ministry of Education, Leisure and Sports authorized the construction project;

WHEREAS the tenders received were in excess of approximately three million dollars over the estimated construction budget;

WHEREAS the MELS requested the Board to cancel the project for 2012 and propose another option within the constraints of the technical program and estimated construction budget;

WHEREAS the Board has re-evaluated the project and an optional proposal has been prepared for the construction of an extension to Nuvviti School in Ivujivik;

WHEREAS the Board feels that such a project is necessary and a priority in order to carry out this project in 2013;

RESOLVED

THAT the Kativik School Board requests the Quebec Ministry of Education to approve the alternative option for an extension of Nuvviti School in Ivujivik;

THAT the Director General or, in her absence, the Director of Material Resources, be and is hereby authorized to sign the necessary documents and to do all things necessary or useful in order to carry out the foregoing.

### **ADJOURNMENT**

*The meeting adjourned at 6:42 p.m. and resumed on Friday, December 07, 2012 at 8:30 a.m.*

### **37 SERVICE CONTRACT WITH AVATAQ CULTURAL INSTITUTE**

On a motion moved by Jessica Arngak and seconded by Sammy Tukkiapik, resolution 2012-2013-23 is approved.

WHEREAS the Kativik School Board (KSB) and the Avataq Cultural Institute made an agreement in 2005 for a period of five (5) years which ended on June 30, 2010;

WHEREAS the Council of Commissioners allowed funds in June 2010, 2011 and 2012 at the time of the adoption of KSB's budget for payments to be effected to Avataq;

WHEREAS the necessary funds are therefore available to allow the renewal of this contract which purpose it is to give KSB access to archival collections of Avataq and to

have Avataq cooperate to projects in reference to curriculum development;

RESOLVED:

THAT the Council of Commissioners approve the service contract between the KSB and Avataq;

THAT this contract be for a period of five (5) years;

THAT the KSB pay a total amount of 250 000\$ over the period, that is, a yearly amount of 50 000\$;

THAT the Director General be authorized to sign the said contract on behalf of the KSB,

**38 CONSTRUCTION PROJECT - NEW ADULT EDUCATION CENTER IN SALLUIT**

---

On a motion moved by Peter Papieluk and seconded by Thomassie Mangiok, resolution 2012-2013-24 is approved.

WHEREAS the current facilities are insufficient to adequately serve the needs of the community;

WHEREAS adequate facilities are needed in order to ensure implementation of all compulsory programs of the Board;

WHEREAS the Board has presented a request to the MELS for the construction of a new Adult Education Center in Salluit;

WHEREAS the Board feels that such a project is necessary and a priority;

RESOLVED

THAT the Kativik School Board requests the Quebec Ministry of Education to approve the construction of a new Adult Education Center in Salluit;

THAT soil studies, land survey, architectural and engineering services be engaged immediately for the planning and design of the project;

THAT the Director General or, in her absence, the Director of Material Resources, be and is hereby authorized to sign



the necessary documents and to do all things necessary or useful in order to carry out the foregoing.

**39 SELECTION OF PROFESIONALS: ARCHITECTS AND ENGINEERS FOR THE REPLACEMENT OF THE EXISTING QAUNNAQ ADULT EDUCATION CENTER IN SALLUIT**

---

On a motion moved by Annie Alaku and seconded by Mary Mesher, resolution 2012-2013-25 is approved.

WHEREAS the Board has requested the replacement of the existing Qaunnaq Adult Education Center in Salluit;

WHEREAS the Council of Commissioners feel that such a project is necessary for the benefit of continuing education in Nunavik;

WHEREAS the selection of professionals: architects and engineers, is deemed necessary in order to carry out this project in the summer of 2014, upon approval from the MELS;

RESOLVED:

THAT subject to the approval by the Quebec Ministry of Education of the replacement of the existing Qaunnaq Adult Education Center in Salluit and if this approval is deemed adequate to the Board, the following professionals be and are hereby hired:

Architects: Rubin & Rotman Assoc.

Engineers: Les Services EXP Inc. (Structural, Mechanical, Electrical)

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

**40 EXTENSION PROJECT - TARSAKALLAK SCHOOL IN AUPALUK**

On a motion moved by Martin Scott and seconded by Sarah Beaulne, resolution 2012-2013-26 is approved.

WHEREAS the current facilities are insufficient to adequately serve the needs of the community;

WHEREAS adequate facilities are needed in order to ensure implementation of all compulsory programs of the Board;

WHEREAS the Board has presented a request to the MELS for the extension of Tarsakallak School;

WHEREAS the Board feels that such a project is necessary and a priority;

RESOLVED

THAT the Kativik School Board requests the Quebec Ministry of Education to approve the extension of Tarsakallak School in Aupaluk;

THAT soil studies, land survey, architectural and engineering services be engaged immediately for the planning and design of the project;

THAT the Director General or, in her absence, the Director of Material Resources, be and is hereby authorized to sign the necessary documents and to do all things necessary or useful in order to carry out the foregoing.

**41      SELECTION OF PROFESSIONALS: ARCHITECTS AND ENGINEERS, FOR THE EXTENSION OF TARSAKALLAK SCHOOL IN AUPALUK**

---

On a motion moved by Martin Scott and seconded by Alicia Aragutak, resolution 2012-2013-27 is approved.

WHEREAS the Board has requested the extension of Tarsakallak in Aupaluk;

WHEREAS the Council of Commissioners feel that such a project is necessary for the benefit of the children of Nunavik;

WHEREAS the selection of professionals, architects and engineers, is deemed necessary in order to carry out this project in the summer of 2014, upon approval from the MELS;

RESOLVED:

THAT subject to the approval by the Quebec Ministry of Education of the school extension project in Aupaluk and if this approval is deemed adequate to the Board, the following professionals be and are hereby hired:

Architects: Leclerc Architectes

Engineers: Bouthillette, Parizeau & Assoc. (Mechanical / Electrical)  
SNC Lavalin Stavibel (Structural)

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

**42 CLASSROOMS - AKULIVIK / OLD STUDENTS' RESIDENCE - KANGIRSUJUAQ**

---

Markusi Qinuajuaq said that the classrooms are getting smaller and smaller with the increasing number of students. They would like their school to be inspected to see if they follow regulations.

Terry said that he will look into it.

Pasha Berthe said that they have the same problem in their school where they have to share classrooms and that leads to not having any home room for some teachers. They would like to have it analyzed. She also said that the janitors lack space for their tools.

Alicia said that in Umiujaq the teachers' housing is insufficient; they have been fortunate to have been hiring couples. They would like to know when they will renovate houses and build new ones.

Terry responded to Pasha as that they do their planning in January for the allocation of the classrooms. As for Alicia's question he said that in January they ask the schools for their housing requirements. With that information, they submit requests to MELS.

Sammy Tukkiapik would like to know how long they can keep houses as some of them are very old. What is the life span of a house ?

Terry said for the older houses that were from the federal government, they evaluate them and sometimes renovate them. But as for Quartaq, they will sent architects to evaluate their older houses and decide on what to do.

Jessica said that in Kangirsujuaq they are lacking classrooms too. They would like to know if the old students residence can be converted to a classroom for pre-college students.

Terry said they are talking with Adult Education so as to make a proposal to the MELS soon.

Aloupa said that in Kangirsuk, the old workshop has to be evaluated as well.

Terry said that they will send an architect to evaluate and they will ask for replacement of units.

**43 SCHOOL FENCE - AKULIVIK / SCHOOL FENCE - KANGIRSUJUAQ**

Markusi Qinuajuaq said that they have been requesting for a school fence since last year for the safety of the students.

Terry said that he will check with his project manager if this has been submitted.

Jessica said that in Kangirsujuaq they would like to know if they could relocate the playground inside the fence.

Terry said in January they sent memos to schools to request for their projects based on the funding available.

Aloupa said that in Kangirsuk they requested for a fence because the playground is right beside the road. Do they have to resubmit the request?

Mary said that the Commissioners should take pictures to go with their request to have proof.

Sammy said that in Quartaq they did some designs and nothing has been done. He would like to know what is happening.

Peter said that in Kuujjuaraapik they would like the fence to be repaired and extended. He will speak with the school administration.

Terry said that he will look at all of the school fences and come up with a plan.

**44 ASSISTANCE FOR COMMUNITY PLAYGROUND ENLARGEMENT ADDITION OF EQUIPMENT - KUUJJUARAAPIK**

---

Peter said that the Landholding corporation indicated they would look for funding to help the school in extending their playground. They would like to know what they need to do in order to go ahead with this project.

Terry said that last year they received a proposal from Kuujjuaraapik to do a study about a new playground. They sent the report to project manager. The proposal was half a million dollars. They were told that KSB would assist them in this project.

**45 SCHOOL SECURITY CAMERAS - AUPALUK**

Martin said that in Aupaluk the cameras' position did not show what was happening. They would like to have their cameras repositioned.

Terry said that they would look into it.

Johnny said that in Inukjuak they have the same problem with the positioning.

Sammy said that he had to remove paper from a camera; they need to find a way to protect them.

Terry said that they will have to look at them individually.

Alicia said that in Umiujaq they need to be repositioned too.

Pasha said that students bring their ipods without authorization to their classrooms. If they use it to video a teacher or students, they are misbehaving.

Sarah Airo said that we should not opt for these means in order to have safe classrooms. There is school administration that can deal with them and the teachers should know better.

**46 REQUEST FOR SCHOOL EXTENSION - INUKJUAK**

Johnny Kasudluak would like to know when their school will be extended. The behavior technicians have no space. The shower stalls are used for storage, and special education classes are in closed rooms with no windows. When will they do an extension or build a new school?

Terry responded that they would have to go through the process again in order to justify the needs and requirements.

Sarah Airo said that this could be discussed at the MELS level since we are already two years behind with our projects.

**47 ACTIVITY REPORT - MATERIAL RESOURCES**

Terry gave his report, which is included with the kits as **Annex XII**.

**48 COUNCIL MEETING IN JUNE - KANGIRSUJUAQ**

Jessica said that the meeting in June happens at the wrong time. Its when everything is happening at the school.

Harriet said that they have done everything possible to accomodate everyone. The best time would be the last week of June but no one wants to travel on legal holidays.

Sammy said that we should avoid travelling on holidays.

**49 ACTIVITY REPORT - CURRICULUM DEPARTMENT L1 / GRADE 1 AND 2 FULL TIME STUDIES - INUKJUAK / GRADE 1 AND 2 CURRICULUM DOES NOT FOLLOW THE KSB MANDATE - INUKJUAK**

Qiallak gave her report, which is attached to the minutes as **Annex XIII**.

Johnny said that parents are concerned about introducing second language in Grades 1 and 2. They are also concerned about preserving our language. They

said that some materials are not appropriate for some students. Some might be too weak or not up to level.

Markusi said that for survival skills courses to purchase their equipment costs allot of money. They bought a canoe for Akulivik and its not being used so it would have been better to purchase a second snowmobile.

Sarah Beaulne said that in Puvirnituq they firmly believe that we have to educate our students in Inuttitut first before introducing second language. She also would like to know how many communities have implemented it (introduction of Second Languages) and is it successful?

Annie Alaku said that as for the scheduling of students, they are allocated time. But when the teachers are absent or a child is not in school, they end up not learning anything.

Martin would like to revisit the decision that was made to introduce second language at the early grade level.

Sammy said that culture teachers and the survival skills equipment get lost. We need to find a way to make sure they are well preserved and they have proper storage.

Mary would like to know if culture teachers could use life skills that were created by Salluit hunters. These could be good materials. They would like a program for girls culture classes. They could also learn how to butcher big mammals.

Ulaayu said that the mandate of the school board has to be revisited because it does not correspond to the reality. We need to review if it is helping the students.

Aloupa would like the teachers to be reminded of their scheduling.

Harriet said that the language policy could be revised in order to meet the reality. The language starts at home. In order to preserve it, the homes have to speak it.

Mary said that culture teachers should also teach how to skin, butcher, go fishing and how to set up a camp and many other things. She also would like to sttend seminars at McGill to understand education.

Martin said that a working group was created to review the language policy but it has not been met yet.

Annie Popert said that unfortunately the working group did not meet yet because of many other commitments. We will have to make time and meet.

Sarah Beaulne said that consultation was done in all communities on this type of introducing the second language earlier.

This issue will be brought to the Executive.

**50 ACTIVITY REPORT - CURRICULUM DEPARTMENT L2**

Daniel gave his report, which is attached to the minutes as **Annex XIV**.

**51 POLICY ON VOCATIONAL SPONSORSHIP FOR TRANSFER STUDENTS OF THE ADULT EDUCATION AND VOCATIONAL EDUCATION SECTOR (ADU-02)**

On a motion moved by Alicia Aragutak and seconded by Annie Alaku, resolution 2012-2013-28 is approved.

WHEREAS the Council of Commissioners deems necessary to revise the *Policy on Sponsorship for Transfer Students of the Adult and Vocational Education Sector*;

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

**RESOLVED:**

THAT the Council of Commissioners adopts the proposed amendments to the *Policy on Sponsorship for Transfer Students of the Adult and Vocational Education Sector* as attached to the minutes as **Annex XV**;

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

THAT this resolution comes into effect on December 7, 2012.

**52 ACTIVITY REPORT - ADULT EDUCATION**

Judith gave her report, which is attached to the minutes as **Annex XVI**.

**CLOSING OF THE MEETING**

On a motion moved by Aloupa Taqulik and seconded by Sammy Tukkiapik the meeting is closed.

The meeting adjourned at 11:53 pm on December 07, 2012 since the agenda is completed.

Johnny Kasudluak  
President

Annie Popert  
Director General

Harriet Keleutak  
Secretary General