



MINUTES OF THE COUNCIL OF COMMISSIONERS

**MEETING No. 924
December 10-11-12-13, 2018
Montreal, Qc**

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CLOSING OF THE MEETING

MEETING No. 924

Minutes of a meeting of the Council of Commissioners of the Kativik School Board, for the School year 2018-19, December 10, 2018, held in Montreal, Qc.

PRESENT:

Robert Watt	President
Alicie Nalukturuk	Vice-President, Inukjuak
Sarah Aloupa	Executive Member, Quartaq
Jennifer Hunter	KRG Representative
Martin Scott	Aupaluk
Tommy Cain Jr.	Tasiujaq
Betsy Annahatak	Kangirsuk
Katsuak Angutigirk	Salluit
Evie Kalingo	Ivujivik
Tania Qinuajuaq	Akulivik
Sarah Beaulne	Puvirnituaq
Noah Inukpuk	Umiujaq
Anthony Ittoshat	Executive Member, Kuujjuaraapik
Harriet Keleutak	Director General
Rita Novalinga	Assistant Director General
Jeannie Dupuis	Assistant Director General
Eva Ilisituk	Secretary General
Laurence Burton	Associate Secretary General
Marcel Duplessis	Director of Human Resources
Serge Pepin	Finance Director
Etua Snowball	Education Services Director
Erik Olsthoorn	School Operations Director
Jade Bernier	Coordinator of Communications
Victoria Okpik	Interpreter
Ida Saunters	Interpreter

ABSENT:

1 QUORUM AND OPENING OF THE MEETING

With a quorum of the members of the Council of Commissioners of the Kativik Ilisarniliriniq being present, the meeting begins at 9:08am on Monday, December 10, 2018. Tommy Cain Jr does the opening prayer.

2 NOTICE OF MEETING

Robert Watt, President, ascertained that all members of the Council of Commissioners have received notice of this meeting.

3 CHAIRPERSON

On a motion moved by Katsuak Angutigirk, seconded by Tommy Cain Jr, Robert Watt is appointed to chair this meeting. Every person presents themselves for Nunavik listeners.

4 ADOPTION OF AGENDA

Sarah Aloupa, appointed by Robert Watt, reads the agenda. On a motion moved by Katsuak Angutigirk, seconded by Sarah Aloupa. the agenda was modified and adopted as attached to the minutes as **Annex I**.

5. Curriculum Development Review

Etua Snowball, Director of Education Services explains how the presentations will be done. All presentations are attached in the meeting kits.

Vanessa Chaperlin, Assistant Director of the Second Language Curriculum development give the Curriculum Review presentation.

Etua reminds everyone that we have many schools and many employees from their department. It can get very difficult in implementing projects, so it will be very important to have the teachers' involvement.

Tania Qinuajuak says that at the last principal's meeting, there was an item coming from their principal that is Hands-on Approach. He is asking if the Pathways have Hands-on approach to learning. Vanessa answers by saying that all the pathways have pretty much some hands-on learning tools. They are incorporated into all the curriculum. Tania asks if tools will be provided in the hands-on learning curriculum. Vanessa answers that they will have some tools.

Alicie Nalukturuk says that our students are in the high school for 6 years when the rest of the students in Quebec do not have 6. It seems like we punish our students by adding another year to our students. Etua says that there are many reasons for this being the way it is. One of them is that we have our students start kindergarten purely in Inuktitut up to grade 3. But they are being looked into on how we can improve our situation.

Sarah Aloupa says that there will now be a 50/50 education. She is asking if it has to do with the fact that our language is being lost. She would like to know why it is being created. Going back to the Diplomas for the high school graduates, some still do not have received their diplomas and she believes that it needs to be sped up. Etua says that the 50/50 does not include a reason of the fact that we are losing our language. It will have to be passed by the commissioners to approve to implement it in our schools. He says that he will make sure that losing our language is not the reason and the curriculum materials are being exposed for everyone to see what they have been working on.

Betsy Annahatak would like to understand where they are coming from. From Greenland? From Nunavut? The items that come from the communities should be tied

to the curriculum materials. Etua says that we looked at these places to get ideas. For the PSD part, they are in collaboration with the Health Board.

Noah Inukpuk says that we have our language and our writing system. Does the government recognize that? He also says that he was a student himself, he would level up in his grades. When we become grade 3, we become capable of interpreting to others who do not understand the second language. He wonders what it is now since the students take a while to level up in their grades. Etua says that the recognition of our language would be the responsibility of Makivik, we are not responsible for this. He also says that our children today, are exposed to the second languages everywhere and if the child has a strong based language, he should not be losing the language.

Alaku Kulula, Math curriculum developer, presents the work that has been done along with the travels that were involved in the development.

Sarah Aloupa says that the math program was one of the reasons why the students couldn't pass their education. Why? Vanessa says that the primary programs are not accredited. Only the secondary level. Alaku also says that it also has to do with the Inuktitut translations not being ready, but we do have a math dictionary in Inuktitut, and they are given to the locals when they do to the communities.

Harriet elaborates that the translations in the curriculum is very hard and due to the fact that we needed to follow the rules, unfortunately, they are delayed. We also lack translators and interpreters all over Nunavik. The freelancers also become very reluctant when the government seize their pays when they have worked for us. She advertises the fact that we need more freelancers from the Hudson side and that they can contact Eva Ilisituk at the office.

Noah Inukpuk says that what he learned in math has a lot of use in his life today in everything that he does.

Michael Culhane, Data Analyst, gives a presentation on the date entry of the classes.

Robert Watt thanks Michael for the work he's doing, and it will help us understand better when the conclusions will be shown after the third year of statistics being reviewed.

Charlie and Loic, Inuit Environmental Science developers give their presentation.

Robert Watt says that it would be a good idea to include the local organizations such as Anguvigait, Cultural Departments of the communities. It could be a way that the schools could get more support from the locals. Etua responds by saying that they are in contact with the locals and that we need to involve our elders as well.

Robert also says that we need to teach more about our kinships.

Betsy Annahatak says she's happy to be hearing all these presentations. The land survival skills program was created by Kativik, they went to the government for it. It didn't have any funding at the beginning but is very excited to be seeing that it is in the process.

Charlie says that he's also happy that it is starting to come into place.

Louisa Thomassie, Social Studies curriculum developer, presents her presentation.

Anthony Ittoshat is saying that the Inuit history was barely in the Quebec curriculum. But Robert Watt says that we have been working with the government concerning this program because we approached them that the history contents of the aboriginals were not relevant, and we demanded them to correct them and work with us to have a more thorough curriculum that includes our proper history.

Annie K. Alaku, Pasha Puttayuq, with Benjamin Kudluk, First Language curriculum developers, present their report.

Robert Watt is asking if they evaluate once a year. Or periodically? Pasha says that there are 3 terms for the evaluations. 30% each time and totals 70% by the end of the year.

Jessica Arngaq asks if the exam contents stay the same or change at each school year. Pasha says that they have to change each year.

Jessica asks if the teacher needs to be the homeroom teacher to give the exams or could it be given by someone else as in Kangirsujuaq, they didn't do the exam due to no teacher available to give the exams. She also says that she's very grateful of the work that has been done as when she was a teacher, they had to use documents that are only in English and we now have Inuktitut documents. Pasha says that the three terms in Kangirsujuaq exams were not taken due to no teacher, but the Evaluation time can be given by the teacher counselor for the students to take. Jessica would like to get the presentation results, so she could be giving the information back to her community to make sure that Kangirsujarmiut understand the situation.

Sarah Aloupa asks if it's alright for the students to take the exam without having to take the courses before. Pasha says that the three terms have to be given by the teacher but the exit exams to be evaluated to graduate can be given by another person such as the teacher counselor.

Martin Scott asks if we have archives that have been worked on in the past. Harriet says that we have graphic designs on our computers, but we have not been able to fill the Graphic designer position since the person has retired.

Noah Inukpuk appreciates the work that is being done. He encourages everyone to work more with elders as they have the knowledge and the strong language.

The curriculum that have been developed are displayed in the meeting room for everyone to see.

Tukirqi Pilurtuut and Benjamin Kudluk, curriculum developers present their reports.

Sarah Aloupa says she's proud of all these employees who are working hard and they're not many.

Minnie Annahatak, the Managing Director of the Personal and Career Development gives her report.

On a motion duly made by Anthony Ittoshat, seconded by Alicie Nalukturuk, it was resolved to adopt the following resolution # **CC 2018-19-16**. 13 in favour and 2 absent.

WHEREAS a request for educational programming that prepares students for 21st century careers and community living be available for all students in both General and Work-Oriented pathways.

WHEREAS a Career and Community Development course (CCD) was developed for secondary cycle 2 (Secondary 3-5) and piloted in 5 schools in 2018-19.

WHEREAS the Career and Community Development course is equivalent to the Applied program Career courses in the rest of Quebec, specifically Entrepreneurship and Integrated Personal Project courses.

WHEREAS this course currently provides for 4 credits in secondary 4 and 4 credits in secondary 5 toward the secondary studies diploma.

RESOLVED:

THAT Career and Community Development is added to the KI Subject List for all 14 secondary schools in 2019-20 as 2 90-minute blocks per week.

Jennifer Hunter is asking how other communities can get this. Minnie says that they want to launch it everywhere and the communities that want to start it, can do so. It was going to be started in all the communities, but they had to only start with 5 communities.

Alicie Nalukturuk asks at what level they start from. Minnie says that they start at the Secondary, Cycle 2 (Secondary 3-4-5).

Sarah Beaulne says that this is a very good project, she would like to see it in her community. She is proud and would like Puvirnituk to be included when it will be ready. It would also be a good way to keep students instead of dropping out and not all students aim to go to college after high school.

Noah Inukpuk says that he encourages everyone to take this. To start a business, we need to have 10 thousand dollars to start up and he is very happy to be hearing this being worked on. Minnie says that we do not have 10 thousand dollars, but we do have 5 hundred to start.

Noah Inukpuk says that owning a business is very difficult. Everything is needs to be well prepared. Robert says that this is for the students to learn how to start and keep it.

Sarah Aloupa says that it is a very appealing project and it must be so exciting to see as a student. It would be nice to have it in Quartaq as well.

Tommy Cain Jr says that it would be nice to start it in all the communities. It is a very good opportunity for the students and it needs to be given in all the communities.

Vanessa Chaperlin says that it is part of the general education and it is an accredited course.

Minnie says that it is also being used by the IPL students.

Jean Leduc is asking what subjects will be removed in order to implement this. Vanessa says nothing will be removed.

Lawson Tuckatuck, Culture and Land Survival program assistant director gives his report.

Alicie Nalukturuk thanks Lawson that he is going to be traveling to the communities. Charlie Nowkaruaq said that some schools lack tools and equipment so she's grateful to hear that he is going to travel.

Meeting adjourned at 4:46pm on December 10, 2018.

Meeting readjourned at 9:01am on December 11, 2018

Jessica Argnaq does the opening prayer.

Resuming with the Education Services Department. Vanessa continues her presentations.

6. Inuit Tapiriit Kanatami Presentation on Amaujaq Education

Tim Argetsinger and Heather Ochalski from ITK are here to give their presentation.

Sarah Aloupa asks what the update is with the Inuktut titirasiq. When there was a consultation that traveled throughout Canada and she was invited to the Kuujuaq consultation and the person coordinating was a lawyer, not a terminologist. She did not feel comfortable sitting there. She says that the rest of the world sees us just as the same as other Natives, but we are not the same people. She says that there are language rules that we follow in Quebec protecting the French language and may have to be involved in this project.

Betsy Annahatak says that we need to be including important things that have to do with education for our children. She's happy that ITK has been working with us. She would like to know if there is a research department at ITK where key Inuit elements are involved in education.

Heather says that for the researches being done, literature research was done. There were many Metis that were involved but very little information with the Inuit.

Tania Qinuajuaq asks where this is planned to be located. Heather says that the Universities will have to have a meeting on this.

Katsuak says all regions have their own dialects and we have different cultures in different regions as well. He would want to see different locations being the bases of this Task Force.

Inuit Crown Partnership Committee is an outside of territory body for the Inuit and Robert is the Chairman of that committee but haven't had the time to meet yet.

7. 50.50 Bilingual Education

On a motion duly made by Alicie Nalukturuk, seconded by Tania Qinuajuaq, it was resolved to adopt the following resolution # **CC 2018-19-17**. 12 in favour, 3 against.

WHEREAS Education Council requested to strengthen Inuktitut and Second Language through an *Enrichment* or *50/50* bilingual language program model. (Meaning 50% Inuktitut; 50% French or English)

WHEREAS Education Services will work with specialists to develop 50/50 model based on the number of trained Inuktitut speaking teachers available, with the objective for this number to increase.

WHEREAS with a 50/50 model Kativik Iisarniliriniq students can learn two languages simultaneously without impeding the development of one language over the other.

WHEREAS KI graduates are expected to have fluency in two languages to pursue post-secondary programs and careers whilst thriving in Inuktitut-speaking communities.

RESOLVED:

THAT Education Services will work on a long-term plan toward a 50/50 language program through research and review of other language models offered by First Nation, immigrants, and other Inuit Education programs.

THAT language specialists will be contracted to work with Education Services to review these modes for developing Inuktitut, French, and English benchmarks from grade 1 to Secondary 5 based on the model that works best for KI students in consultation with communities.

Betsy Annahatak is saying that there should be more research done on this and which Inuit group will be involved in this?

Martin Scott says that at the Education Council meeting, it was mentioned that it would be a 90%-10% language teaching. He is also concerned that the communities have not

been consulted for this. He believes that Kangirsujuaq refused to have this kind of education in the past and he's concerned that this might not be well received by some communities.

Alicie Nalukturuk says that we have been hearing all about the curriculum development for the past 2 days and it involves so much work. Would this have an effect on the development that have already been worked on? Would they have to be changed again? She is concerned about this part of the curriculum. Etua Snowball says that it would not have any effect on the curriculum that's been created, it would be integrated. He also says that at grade 4, the Inuktitut class is only given for 45 minutes in a day and this project would make a half day be in Inuktitut. Harriet says that this was decided at the education council level. Kativik has been criticized for so many years that we are not giving adequate education. She says that we will have to do an inquiry with the communities on what they think or feel about this. The Inuktitut classes would not be minimized but there would be more Inuktitut learning time. Here in the south, the children start their education in dual languages and they do not lose their mother tongue and they have their classes at all grade levels.

Jessica Arngaq says that Don Taylor's research showed that when a child has a strong first language, they will have a strong second language.

Sarah Beaulne says that she's concerned about this as we lack teachers all the time. There are many concerns that links to this. She believes that this will help in improving the language but there are many concerns as well. She also encourages everyone that we need to be more involved and get more support from the public.

Anita, Qarjuit Youth Representative says that from Kindergarten to grade 2, we go in the Inuktitut classes even at daycare and also at home, we only speak in Inuktitut. But when we come down here for higher education, it's as if we come to hit a wall because we've never seen the level of language that they give in college and University. She thinks that there should be a good balance between the languages in order to build the student with more confidence in the languages. She has a son who speaks well Inuktitut and she wants him to be fluent in all the languages and believes that we need to have a good balance in the languages in our education.

Betsy Annahatak says that she's concerned about the teachers who might only become the interpreters for the students instead of being the teachers.

Sarah Aloupa says that Satuigiarniq should also be looked at since it was one of the projects that was started. She also can use herself as an example, she started school in French when she first came into school, but they did have some Inuktitut classes. She can say that she's strong in Inuktitut and understands well in French even though she doesn't speak as good as she used to since she doesn't use it as much anymore and she has knowledge of the English language as well even though she didn't go to school in English. She encourages this 50/50 to be launched and wonders how long this research will take. Vanessa says that she's not sure how long the research will take.

Anthony Ittoshat says that he was at the Education Council, but he's now concerned after hearing what is being said here. He says that there is no mention of research in the resolution, is there going to be a research or is it going to be implemented right away after it's passed.

The wording in the resolution will be changed and be presented again once it's been corrected (Corrected one was made is used in this).

Robert says that it would be a good idea if Anita, the Qarjuit representative would inquire with the youth and come back to us.

Rita says that we are usually asked if we can speak the three languages that we teach, and we answer yes, our youth can speak the three languages and we should be very proud of it. She also mentions that in some parts of the world, there are groups of people who have 5 languages. She's open to the idea of the 50/50 education. We can also be inviting the Cree and ask them to give us what they've gone through with the fact that they've started their education in the second language from Kindergarten. But she believes that the languages will become stronger with the 50/50.

Alicie says that we've been hearing about Don Taylor's research. She believed the research. Our youth's Inuktitut language is becoming weaker. She wonders why that is.

Lisa Mesher Director of Student Services, says that the students who come for college, the majority of them is never ready for the language level of the other students. We also need to have a strong second language in the math programs at college and since our students do not have it, they take the math programs through the Adult Education.

Sarah Beaulne would like to have another research done since it's been more than 10 years now that Don Taylor's research was done, and we have different parents now. She can also say that from experience, she found it hard with the language level required to be in college. We are still saying that we are not preparing our students for the college level and we have been saying this for many years. She knows many Inuit that are very capable no matter what the challenge they may be given. And the students also need to familiarize in the working world whether they're planning to go to college or not.

Jessica Arngaq says that it is true what is being said, that we do not prepare our students properly. We need to make them practice for college experience and they also need to learn how to do some research and come up with their results.

Noah Inukpuk says that what is being said is well support. He also welcomes the youth representative who's present. He believes that things can only be put into place after all the discussions in the backgrounds before they are being implemented and so he would like the youth to understand this. He says that he and his age group went to school in English right away and he was losing the Inuktitut language but because he was determined to gain the language back, he worked hard to gain it back and he's grateful that he can speak and write the Inuktitut language. He would like to see the results of the research this is going to be done.

Charlie Nowkaruaq talks about the experience that he had with many other students.

Sarah Aloupa also says that the emersion schools should also be looked at since the immigrants that have other languages learned the second languages and they become fluent in the second language.

Tania Qinuajuaq revokes his name as the original seconder for the resolution as he liked what was written in it but since it will be modified, he wants his name removed.

Louisa Thomassie also talks about her school experience. She did not like the experience as her level was weaker than the rest of the class. She also reminds everyone that the Qallunaat students are not better, we are very capable, we just don't have the language skills.

Betsy Annahatak thanks Charlie and Louisa for their share. It is true that we are a capable people in our own language and culture. We can't just try to blend with the non-Inuit people. What we come up with, must come from our perspectives and not influenced by the non-Inuit.

This resolution can also wait until the next meeting in March as it is not a rush but if it can be ready by this afternoon, it can be done.

After some changes in the resolution were made, it is passed to accept.

Betsy Annahatak says that it would be good to include Nunavik in the wordings in the resolution. Harriet says that it is ok the way it is since Nunavik is the only jurisdiction of Kativik Ilisarniliriniq.

Martin Scott says that he remembers at the education council meeting that they were going towards the Heritage based education.

Jean says that it would be a good idea to have options available to the parents when they'll be a research done so the parents can have some options to choose from.

8. Presentation on Students on Ice Teachers

Saira Qinuajuaq, Eva Sandra Kasudluak and Rita Kasudluak-Ningiuq are showing a video from their experience with the Students on Ice.

Continued from the Education Services department reports, Teacher Training department gives their presentation, by Kelsey Catherine Schmitz.

Harriet says that the Puvirnituaq and Ivujivik teacher training programs are also being reviewed. The teacher graduates have not been part of our McGill graduation ceremonies, but they will now be part of them. She wants everyone that they are part of our education, they just use a different University.

Sarah Aloupa asks if the students in Ivujivik and Puvirnituaq are stronger than the McGill going teachers. Harriet says that they are the same as the rest of the students in Nunavik.

Betsy Annahatak is asking where the parents are in the evaluation as they usually have many questions as well concerning their children's education. She would also like to see the products that have been created by the teacher training programs. Kelsey says that for the evaluation report, the team that's doing the evaluation will come to the March meeting to present their results. She also mentions that the teacher training programs are the southern university programs and it has been mentioned that the instructors have mentioned it as well and the department is trying to listen to it as much as possible.

Noah says that the teachers become certified. But after 10 or 20 years, they receive different documents. Kelsey says that the teachers receive certifications that is valid only in the north, but they do not receive a certificate that's recognized throughout Nunavik.

Sarah Aloupa says that she requests the potential trainees to be given some training before they actually start working because without the homeroom teacher being present, the trainee was put on the spot to take on the class without the teacher. Kelsey says that this is their priority,

Evie Kalingo is asking how the teachers are chosen to go on the Students on Ice. Kelsey says that there was an application form and it was advertised. The teachers had to take on a challenge before they are chosen, and she hopes that there will be more applicants for next year.

Tommy Cain Jr. says that the teacher trainees need to be with a master teacher and the master teacher need to be teaching these trainees. Do the master teachers get a bonus for having a trainee under them? Kelsey says that it is not the case at the moment, but they are working with the school operations for this and they will have to look into changing the tasks of the master teacher.

Ulaayu Pilurtoot says that from what she remembers, the teacher training counselor is supposed to be responsible for the trainees.

Sarah Beaulne would like to know if the teachers from Ivujivik and Puvirnituk can also apply to the SOI. Kelsey says that they cannot participate at the moment, but it was being looked into.

Betsy Annahatak hopes that the teachers are aware that we have Inuit Laws, not just policies but laws. Kelsey says that it has been mentioned by some people that it is important to include the Inuit laws.

9. School Operations Reports

Erik Olsthoorn gives his department's report. The report is attached in the meeting kits.

Mary Kay May is giving her report on the Complementary Services.

Diana McLaren-Kennedy gives her report on the Compassionate Schools program.

Sarah Aloupa says that she was appointed to be part of the Cannabis committee, but she didn't attend at the last meeting. For the Compassionate program, they interrupt the students when they're announcing throughout the intercom. It would be better to announce in other ways. It was also mentioned that the students need to practice more on giving their presentations in front of their class in order to prepare for the higher education.

Anthony Ittoshat would like to understand why the meeting locations are changed after telling the locals that they were going to be in a community. He also says that it would be good to have a vice principal who's an Inuk person. And for the recommendations of

hiring candidates, the locals do not have much say when it comes to choosing the potential candidates.

Betsy Annahatak is asking Erik if the LRC has Inuit members within their committees. She says that the commissioners need to understand what LRC does and what their tasks are. Also, when the students are going to be met by the SSP, they need to have an Inuk person when they're meeting with the students.

Meeting adjourned at 5:00pm on Tuesday, December 11, 2018

Meeting resumed at 9:00am on Wednesday, December 12, 2018

Continued from the yesterday's last item.

Tommy Cain Jr asked about the Nurrait expeditions, if that lowers the level of education of the students because they don't work on Math or science programs.

Erik answers for the meeting location being changed that it was for logistic reasons. For the LRC, he explains that different departments are involved in these committees that also have union in those committees. The math tutors come from the Frontier College and they are trained before they come. The Nurrait do not tutor the math programs, it is with the Frontier College.

Anthony Ittoshat was not satisfied with the answer that was given concerning the meeting locations, he does not believe in that. When meetings are being planned, everything is looked at. When things are cancelled, it gets expensive when expenses have been made in advance and the events are just cancelled.

Betsy Annahatak thanks for the explanation of the LRC, like you said, the unions are sitting at these committees and they are very strong. She was an employee before, and she remembers it being very difficult being in these committees.

Harriet explains the LRC in Inuktitut (Labour Relations Committee).

Martin Scott is asking about the de-escalating the potentially at-risk students, if they are workshops. Mary Kay May answers that they are workshops, behavior technicians took the workshops. For the School bus monitors, there are many bullying going on in the buses. Erik said that the positions are posted, and nobody applies for these positions. He says that it would be good if it's legal to have a school bus monitor.

Alicie says there are many school buses in some communities, all these buses can have bus monitors? Yes, the answer is all the buses are to have bus monitors.

Robert says as in Kuujjuaq, it is becoming very difficult to find potential employees are people who are interested in working so maybe we should start approaching the business owners.

Tommy says that they have a monitor now, but it would be a good idea to have them trained before they start in order to avoid things happening when they're not supposed to.

Evie Kalingo asked if students can be holding these positions. Erik replies by saying that it is possible. They need to be in higher secondary level and responsible.

Noah Inukpuk says there was a concern from Umiujaq, that the education committees' honorarium is found to be very low. It is believed that it is still from the 1980's, they believe it needs to be raised. The school bus drivers' salaries are very low, and the drivers quit because their salaries are very low, they're not even enough to pay rent. The girls' culture teacher hours are found to be too little for an hourly rate salary. So, these two positions are difficult to be filled because of the low income. For the students at college, he thanks that the student's residence has computers now. The boys' culture class is not safe for students to be in there either.

Erik says that the working hours of the culture teachers are really not enough so, in order to fix that issue, we try to have combined positions in order to make more hours.

Lawson Tuckatuck says that he was in Umiujaq, he notified the principal and the center director to make a request to have a safety precaution be emphasized at the boys' culture classroom.

Harriet says that the honorarium of the education committee, they are not supposed to be getting honorariums if we followed the rules. They get \$130/month. At the next June meeting, if the rates were requested to be raised, the commissioners are the only ones that can approve the raise so, it can be passed in June meeting. For the safety issue of the boys' culture class, we have no other space available for many items that cannot be stored in a space that is not heated. Anthony Ittoshat says that at the beginning of the election, the commissioners were told by the lawyer that being elected was not like a winning lottery. Even the parents' committee in the south end up using their own money, so we are in very good hands.

Sarah asks about the girls' culture teacher, what would happen when the teacher needs to be replacing another teacher and so not able to do the culture class due to replacing another class. She also says that the government doesn't respect our language and culture. Although we respect them. We even try to be good hosts with strangers when they're in our communities.

Martin Scott thanks the people who are there to support our local education committee and the people who gave support at this meeting in answering the questions. When he was involved in teacher recruitment, the candidates used to want to have 50 thousand-dollar salaries back then. And we could only hire teachers who accepted the 30 thousand-dollar salary. Robert says that the world is lacking teachers everywhere. The interviewers include Inuit employees as well.

Betsy Annahatak says that the students get warnings before they are being suspended. They were in a difficult situation and it made her think that the student needs psychology. But it is very difficult to have a psychologist to come to the communities. And Erik said that it's been difficult to fill the psychologist position and she would like to understand why. Erik says that it's been very difficult to find a potential candidate, it's been 2 years since we've posted many times, but no potential candidates come. The consistency is very important too in the psychology sessions in order to have a good follow-up on the students that are dealt with the psychologist. Betsy also says that it's important to have an Inuk along with the psychologist.

Alicie Nalukturuk says that the Action Items should come back in effect.

10. Table for Indigenous Students Success Report

Erik Olsthoorn give this report. The report is attached in the meeting kits.

Sarah Aloupa asks about the term Culturally relevant means. Erik says that from his understanding, it is an understanding where they're going and have an understanding the culture.

Robert Watt is talking about the regional partnership committee that was hired, and this shows that it was created by Kativik Ilisarniliriniq and it seems like that person will be in link with us to work on.

Betsy Annahatak is thankful that there is a committee on this, Robert said what she wanted to comment on. She would want the student's success to be measured. For the culturally relevant term, she says that she liked the term Culturally Responsive. It means that we have to make sure that what we're working is based on the Inuit knowledge, culture and ways of learning.

Robert says that the Regional Partnership Committee is being worked on at the moment. The Youth Crisis emergency meeting also involved employees from the Ministry.

11. Students being sent home during the day (Aupaluk)

Martin Scott says that the schools are being locked from the outside. Should it be left this way? Is it safe?

Also, the students are still being sent home in the middle of the day, at 1pm for example due to having no teacher and they have to come back at 2. Students won't always come back to school at 2. There needs to be other options for the students instead of sending them home when there is no teacher. Erik says that it will be brought to the administrators meeting. It was also discussed at the last meeting. There are many strategies for students to be taken care of instead of being sent home. They can be put in the library with a supervisor. But when 4 or 5 teachers are not available, it is then difficult to place the students in the school. But it will be focused again.

On another aspect, Martin says the students are being sent home as a punishment as well. The parents need to be notified when this is to happen. Erik says that it is the way that it's done, it does get difficult in reaching the parents sometimes and we have reintegration process that we follow as well.

Anthony Ittoshat says that in Kuujjuaraapik, the students were coming in late, this was part the reason. It was decided by the education committee and it was accepted as well. He says that the schools need to be locked as there are unexpected incidents occur that can become dangerous for the students. Like what martin said, new employees come and make changes of the procedures. The school in Kuujjuaraapik is kept locked.

Sarah Beaulne is wondering if this issue is in all the schools because it's also an issue in Puvirnituk. Even the youth fusion ends up being the replacements in the schools. We hear classes being closed on a daily basis and she wonders if the other schools have this issue. Maybe we can have agreements with the youth fusion to have them be available to do tutor-like tasks with us. And as parents and while we are on the air, we need to make sure that we are telling the children to not to be late for the school time.

Anthony is elaborating that the students are not being sent home, they tell them that they cannot go in class if they're late and that they can go back in class after recess time. Since they cannot be placed in the library due to the lack of employees.

Sarah Aloupa says that the school secretaries are like the forgotten people, we do not even send them to training. They cannot be supervising the students.

Harriet goes back to Martin's question if the schools can be locked. Yes, they can be locked when all the students have come inside. They needed to be locked after having incidents happening in the schools and they were putting the students and employees in danger. And for the students being sent home, we can be held responsible if anything happened to the child that was sent home. The student ombudsman position was filled in the fall and it can be used by the parents as well. We have not advertised it much yet, but it will become very busy. She also mentions that we need support from the parents instead of being criticized all the time.

Martin Scott says that if it is a new policy, there needs to be monitors and let visitors in after seeing them.

Tania Qinuajuaq agrees with the school being kept locked as we never know who might be coming in the school. But some teachers don't teach all day and have replacements.

Katsuak M says that the schools need to be kept locked. There has been people coming in the school with a gun. Not just once. He also says that as parents, we need to be telling our children to not to be late to school.

Noah Inukpuk says that the school is kept locked. The students who come late, they are let in.

Sarah Aloupa says that it's true what Katsuak said, when she was the president of Kativik, there was a major crisis that happened in the school. She also believes that the schools should be kept locked as there are many people who walk around drunk no matter what time of day.

Jean says that it can be very intimidating for the teacher replacements to come in as they might be assigned to different classes and have no prior review of what they'll be doing. The teachers need to have lesson plans ready at all times as they do not know when they'll be absent and so the plans could be used by the replacement instead of making them come in to nothing planned and have them figure things out on their own.

Robert says that in Kuujuaq they also have this issue and the EC get really surprised. Maybe we can start working with the recreation department of the communities in order to keep the students busy.

Jessica says that the parents are the first teachers of their children, the children even adore them more than their toys. She also thinks on how we can find solutions when there are no teachers, when everything is ready and available through YouTube.

Betsy Annahatak says that the recreation department is a very good idea, but we also have to keep in mind that we are still reliable to the students during the school hours.

12. Student Services - Mid-Year Report

Lisa Mesher reports on her department.

Robert Watt says that they are trying to secure funding from the government. The set report will certainly help in the funding request process.

Betsy Annahatak

Robert Watt says that when he was a student amongst others, we tend to be intimidated.

Jessica Arngaq asks if Montmorency students live close to it. Lisa says that they live in Laval near the college.

Tommy Cain Jr says that the students learn things that they didn't already know. The teachers teach the students that they don't already know. We have to keep that in mind as well and remind the students are there to learn and make mistakes and also learn from our mistakes. The college students need to be reminded of that.

Sarah Beaulne is saying that the secondary 6 has a use, if it has an impact. We also need to make sure that the students are prepared for college. Lisa says that for the secondary 6 students did not show anything different from the students who came for the orientation before the college started. They try to prepare the students for post-secondary. He/She had spoken to the principal last year about what type of preparation the student would need. Most of the communities were thankful that we asked them to prepare for college. Next time I will be more careful when I write my document.

Noah Inukpuk says that he used to get \$400 bi-weekly when he was a student and he needed to support his family that was not with him, they were back home. The students that come down here need all the support that they can get.

Jessica says that there seems to be more students who come down for school since Nunavik Sivunitsavut started. Also, the name was going to be changed and would like to know where it's at. Lisa says that we do have more students and the NS retention rate is very good. She did not want to emphasize on the students that are having issues because we have a lot more thriving students. Lisa says that the first-year students were going to be consulted and they wanted to keep the name. These new students will be consulted.

13. Human Resources Activity Report

Marcel Duplessis, Director of Human Resources gives his report. The report is attached in the meeting kits.

Anthony Ittoshat says that employees want to work but not too many people want to move to another community to take on a position. Many people refuse to move to Kuujjuaq even though they're interested in the job but step down when they're told that they would have to move to Kuujjuaq. He thinks that we need to brainstorm it better because we end up losing potential employees when the position has to be located at a different community.

Noah would like to know what the staff shortage is talking about. Marcel says that it has to do with the Montreal office.

Martin Scott says there is a bank of 20 candidates available, but Erik was saying that there were 9 candidates missing. Marcel says that yes there is about 6 or 9 employees missing but we will keep 10 candidates in the bank in case there is going to be some teachers absent.

Noah would like to be clarified if the teachers are choosing other jobs elsewhere. Marcel says that we are in competition with other school boards. We try as much as possible to be more appealing for potential teachers.

Kelsey says that teacher training roles are not based in Kuujjuaq and they can work from their home communities. Anthony believes that other positions might be able to work from their hometowns.

Sarah Aloupa says that she mentioned this before, but the teachers that are on sick leave, do not vacate the housings when we're lacking housing everywhere and they're keeping the houses from the potential replacements. Marcel says that it has been looked at, people on maternity leave have a right to stay in their housings instead of vacating for it to be used by the replacement. Sarah suggests placing it to the negotiations table.

Betsy Annahatak says that maybe the employees who work on many tasks should receive bonuses as they are working very hard. She would like this to be at the negotiations as well. She believes that they deserve to get extra pays because people who have retired always come back to work. Marcel explains that is an office agent is given a bonus, the position would become the same level of the administrative technician. But it touches on the competitions that we have with other Nunavik organizations, not just positions from the south. Betsy will write a letter to Marcel in order for this topic to be better understood.

Tommy Cain Jr says that there are people who say they're sick when they're not and maybe it has to do with psychology. Marcel says that these people who are on sick leave provide medical papers. Tommy says that they had the situation in his hometown.

Harriet asks Marcel to explain more about the maternity leave rules. Marcel says that we cannot be forcing the people who are on maternity leave, they have the rights from the

human rights. Sarah Aloupa says she is aware of the Rights; she wants this to be put in the negotiations since the rules and Rights can always be changed. Marcel will look into that.

Martin talks about the exit evaluations; we need to understand why employees are leaving our school board. Marcel says that they do get reasons why the employees leave. They are working on this and it would be an automatic.

Robert Watt asks if all the HR services are only available in Montreal. Harriet says that with the long term plans, we wanted to have 3 that are based in 3 different communities and they would be available to travel to other communities. Robert says that there is an interested person but refuses to move to montreal to take on the position.

Anthony says that there seems to be more and more positions that are being based in one place which means that people would have to move to another community. Same for the administration that was planned to be moved to Kuujjuaraapik.

14. Creation of a full-time support staff (student supervisor at Montmorency College)

On a motion duly made by Sarah Aloupa, seconded by Tania Qinuajuaq, it was resolved to adopt the following resolution # **CC 2018-19-18**. All in favour.

WHEREAS there is a need to create a regular full-time Students Supervisor position, based at the Montmorency College, for the Students Services department;

WHEREAS the Students Services department has reviewed their needs, logistics and their budget accordingly for this position;

WHEREAS the Council has reviewed the reasons justifying the request made by Human Resources on behalf of the Students Services department;

RESOLVED:

THAT a new regular full-time position of Students Supervisor, based at the Montmorency College, for the Students Services department, be hereby approved effective immediately.

15. Creation of a management position (Assistant Director of Student Services)

On a motion duly made by Sarah Beaulne, seconded by Betsy Annahatak, it was resolved to adopt the following resolution # **CC 2018-19-19**. All in favor.

WHEREAS there is a need to create a regular full-time position of Assistant Director for the Students Services, located in Montréal;

WHEREAS the Council has reviewed the reasons justifying the request made by Human Resources on behalf of the Students Services department;

RESOLVED:

THAT a new regular full-time position of Assistant Director for the Students Services, located in Montréal, is hereby approved effective immediately.

Lisa explains that it is a need to have this position as she is alone managing the whole department including the employees, the apartment leases and everything else.

Martin asks how long it will take to fill the position. Lisa says that it will most likely be around February following all the procedures.

16. Creation of a full-time support staff (Office Agent Class II)

On a motion duly made by Alicie Nalukturuk, seconded by Sarah Aloupa, it was resolved to adopt the following resolution # **CC 2018-19-20**. All favour.

Jeannie says that this position will be working from the warehouse. He will be responsible in making sure that everything is received and sent including other tasks.

WHEREAS there is a need to create a full-time Office Agent Class II position for the Material Resources Department, located at the warehouse facility in Montreal;

WHEREAS the Material Resources Department has reviewed their needs, logistics and their budget accordingly for this position;

WHEREAS the Council has reviewed the reasons justifying the request made by Human Resources on behalf of the Material Resources Department;

RESOLVED:

THAT a new full-time position of Office Agent Class II for the Material Resources Department, located at the warehouse facility in Montreal, is hereby approved effective immediately.

17. Creation of a full-time support staff (Buyer – Montreal)

On a motion duly made by Alicie Nalukturuk, seconded by Katsuak M. Angutigirk, it was resolved to adopt the following resolution # **CC 2018-19-21**. All in favour.

WHEREAS there is a need to create a regular full-time Buyer position, based in Montreal, for the Material Resources Department;

WHEREAS the Material Resources Department has reviewed their needs, logistics and their budget accordingly for this position;

WHEREAS the Council has reviewed the reasons justifying the request made by Human Resources on behalf of the Material Resources Department;

RESOLVED:

THAT a new regular full-time position of Buyer, based in Montreal, for the Material Resources Department, be hereby approved effective immediately.

Anita asks if housing would be provided. Yes, the beneficiary people get housing benefits.

18. Working Calendar 2019/2020

On a motion duly made by Robert Watt, seconded by Anthony Ittoshat, it was resolved to adopt the following resolution # **CC 2018-19-22**. All in favor.

WHEREAS the Management Committee has made its recommendation following appropriate consultation on the aforementioned subject;

RESOLVED:

THAT the annual work calendar for all non-teaching personnel for the 2019-2020 school year be and is hereby approved;

THAT the summer work schedule for 2019 applies according to the policy in effect.

19. Adult Education Report

Dave McMullen gives his report. The report is attached in the meeting kits.

Tania Qinuajuaq

Alicie Nalukturuk would like to know what's going on with the reform committee of that department but they haven't had a meeting in a long time. She was also approached by a midwife that they thought it would be a good idea to have midwifery course if it

could be possible to offer it through the Adult Education. Dave will have to check with the reforming committee and will have to come back to the commissioners with an answer. For the midwifery, anything is possible. They can approach the institute to see if we can be in partnership with them.

Sarah Aloupa said that it would be a good idea to have a residence in Salluit as it has a good Adult Education Center. In Kangirsujuaq, we have a residence but no Adult Education Center. For the Hudson Straight, they can go to Salluit, but they would have to be residing with a family and they have some identified reliable families that could be willing to take some students.

Betsy Annahatak thanks Dave and she is happy that some things have been put into place that came from the previous meeting suggestions. Dave thanks the comment.

Robert is asking what is going on with the Entrepreneurship program. Dave says that he didn't add it in the report as it is still being worked on.

Jessica is asking if the tannery course is in Kuujjuaq. Dave says that it is in Kuujjuaq. It was looked at for it to start in January but with different things happening, it might only be able to start in September. They will be piloting in 3 communities on how to skin different animals from February and March. The communities have not been identified. They will be working with Saint-Filicien college. Sarah Aloupa asks if it's because the Inuit do not know how to skin? Dave says that it is not the case, it has to do with the techniques that are involved in the skinning of animals.

Robert says that it was happening in Kuujjuaq.

Noah Inukpuk says that 1 skinning of a fox cost \$70, he found it to be expensive for people that have to support.

Dave says that a lot of the things are sent to china and are sent back to us but it is a way to create ways to make money for families who might want to start a skinning/tannery

20. Next Meeting Place

Quartaq, Kangirsuk and Aupaluk are appointed to be voted.

Kangirsuk is voted to be the next meeting place on March 12-13-14, 2019.

Meeting adjourned at 4:34pm on December 12, 2018.

Meeting resumed at 9:03am on December 13, 2018.

21. Finance Department

Activity Report – Verbal

Serge Pepin, Director of Finance gives his verbal report. Since the financial statements were approved, the months of July, August and September don't have much to report

on since they're slower in activity. The departments are being supported at this time. March meeting will have a more detailed report. They will be meeting with the Ministry for the Budget Rules since they are now expired. He cannot really say much since the negotiations are happening at the moment and January will be more the month of results.

22. Information Technology Activity Report

Lounes Djelil, Director of Information Technology gives his department report.

Noah Inukpuk says that even the small students up to the older students have devices that distract them from listening to their teachers. Something needs to be done for this. Patrice Deschoche says that there is a pilot being done in Kangirsualujjuaq where 1 device will be able to disable all the other devices from being connected. It will now be spread out to other schools.

Alicie Nalukturuk says that she wants other communities other than Kuujjuaq be better supported since they have a real hard time sending out large documents.

Anthony Ittoshat says that when they had a meeting in Kangirsualujjuaq, he thought there was a resolution passed to use other options for the internet services such as Xplornet. Patrice says that Tamaani will have a bigger bandwidth that will be available to be used. On Monday morning, he will make sure that Xplornet will be repaired.

Patrice also says that there will now be a server where documents will be able to be stored instead of keeping everything in the computers. Lounes also says that we need to have patience in the process since things are being worked on to improve. Maybe we will not be needing to use Xplornet anymore.

Sarah Aloupa asks how long it will take to fix what is being used in Kangirsualujjuaq. Lounes says it will be done this school year.

Betsy Annahatak says that she did not understand the IT world when she brought back to her community so she understands better now and will be able to explain back to her community better. She says that very small children can now use the iPads, she wonders if this use will have an impact on their development. Robert says that we never know what things will have an effect on us.

Harriet says that so many children have iPods now, even if the internet connection is being cut, they still hold on to their devices and use them offline. Even when they have been warned. She encourages everyone to discipline their children to not to use their devices in schools and the parents need to stop expecting the school to do things on their own without their support.

Sarah Beaulne says that as parents, we need to keep watch what our children are using their devices for. There are so many things that can happen in the cyber world. She also suggests having "cyber safety" to be included in the teaching programs. There have been children who have been victims of the cyber bullying and identity thefts.

Mary Kay May says that SSP are preparing the program that will include the cyber safety.

23. Material Resources

Expansion of Leased Premises at 9800 Cavendish, Saint-Laurent, Qc

Jeannie Dupuis gives the explanation of the expansion of the leased premises.

On a motion duly made by Tania Qinuajuaq, seconded by Sarah Beaulne, it was resolved to adopt the following resolution # **CC 2018-19-23**. 14 in favour 1 absent.

WHEREAS the present lease for the premises located at 9800 Cavendish, Suite 400, St. Laurent, expires on December 31, 2018;

WHEREAS there is a requirement for additional office space at 9800 Cavendish;

WHEREAS Kativik Ilisarniliriniq wishes to amend the lease to include an additional 3,274 square feet to the 17,545 square feet presently leased for a total of 20,819 square feet.

RESOLVED:

THAT Kativik Ilisarniliriniq be and is hereby to approve the renewal of the said lease as per the proposal attached;

Sarah Beaulne asks what the difference of cost will be when this will be in effect. It will also be very good to be seeing employees who work for us and we haven't seen them since we use other conference rooms.

Anthony Ittoshat and Martin Scott ask how long the lease will be. Serge says that the renewal lease was approved back in March. The resolution should reflect more on what is really being done to the lease such as including wording that have to do with lease renewal or modification. The new lease for this modification will now be 10 years instead of 5 years.

Jeannie Dupuis explains the previous lease. The actual constriction of the place will be the responsibility of the Cominor, but we will be purchasing furniture that will be in the conference rooms.

Serge says that the actual amount of costs can be presented at the March meeting.

24. 2019 school extension plan (Akulivik)

Tania Qinuajuak says that the local education committee wanted to see the plan (Blueprint) of the school extension in Akulivik. Jeannie replies by saying that the plan is for the year 2020, the architects are the ones that plan the structures and they don't really show the blueprints to the locals. Alicie says that architects visited the school and consulted with the local committee in Inukjuaq.

Martin says that there were consultations before the school in Aupaluk was constructed so he hopes that they have learned from the mistakes that they've done.

25. Education Committee requesting for a school bus garage (Akulivik)

Tania says that the education committee wants to have a garage built instead of leasing garages from the local organizations.

Jeannie announces the communities that will be in the next 5 years.

Evie says that Ivujivik is grateful to have had their school extended but the gym needs to be extended since it is a very small gym, it is even smaller than this meeting room and the students go to other places to play different kinds of sports. Robert says that usually the NV's usually collaborate with the gym extension's cost since the locals use the gym. And the next garage to be built will be heated.

Sarah Aloupa says that the school renovation was not very well done. She wants the locals to be well informed of things that are being done. She also says that it is very inconvenient when the gym is used by the locals and they break things when they use the gyms and don't look after them.

26. Night watchman during the Christmas Holidays (Akulivik)

Tania says that last Christmas break, 18 teacher housings were vandalized. They are requesting to have night watchmen and if they could be funded. The principals are also out of town and the night watchman could be using the vehicle that the principal uses. The holidays usually last 2 weeks. Anthony says that it is also an issue in other communities. He thinks that it would be less costly if the housing could have alarm systems be installed. Because the housings are broken into with the windows being broken. The schools have security systems with cameras installed. Similar system could maybe be installed. Robert says that in Kuujjuaq, the warehouse workers work throughout the holidays making sure that the housings are in good conditions.

Harriet says that we do have funding that could be used. In some communities, there are night time security monitoring the town. We need more support from the NV for the night time public security. She says that in some communities, we have maintenance workers that switch shifts, but some communities only have 1. We also have issues in finding employees that have valid driver's license. Sarah Beaulne says that the mayors can be contacted directly for this purpose. She can give all the mayors' e-mail list. Kativik Ilisarniliriniq needs support from the communities, we cannot be working alone without any support.

27. Data Strategy

Michael Culhane gives his report on statistics. The report is attached in the meeting kits.

Robert says that we were being audited, we also received the report. There was also a misunderstanding with the statistics and this will surely help understand better. Even the teacher training program is being re-evaluated.

Betsy Annahatak is grateful to see this, she will be able to get back to her community with clearer information.

Alicie is wondering if we will start to see why the classes close with what reason. Michael says that we will start to get better information with the statistics being worked on.

Martin is asking for more information at the next meeting to get even more detailed statistics. Michael can give more updated info in March or June meeting.

28. Qanuilirpita Update (Robert Watt)

Robert Watt gives this report as he is part of the committee. The report is attached in the meeting kits.

Sarah Aloupa asks if only the people invited will be examined or the whole population? Robert says that the people that have been examined have received their results. All the communities will get the information when they'll be ready.

Noah says that the examination results were to be confidential, what is it? Robert says that the individual examinations will not be given out publicly, they will be kept confidential.

Betsy Annahatak says that there are so many kinds of research, surveys, data, evaluation... as Inuit translators, we need to differentiate them to make sure that the Inuit will understand thoroughly.

29. Follow-up on the Youth Crisis Emergency Meeting

Harriet says that this was not going to be the sole responsibility of Kativik, but people have started asking us for an update. The information that was taken from that meeting are being summarized and will be sent to the participants to keep as information. The communities can start working without waiting for us to tell them what to do. The communities were to establish a procedure, a plan when crisis is happening in the community.

Robert says that it was apparent, we do not want the participants to wait for us. He encourages everyone to start working in their community.

Anthony appreciates the fact that this was started. We are a school board, not the health services. So, this needs to be taken by the locals in order to have plans set in case of crisis is happening. We have so many tools that we can use in our communities, we just need to start working locally. He would want the resources to be identified to the communities, so they'd know where to go when they need help.

Alicie says that in Inukjuak, they have started having meetings with different organizations and they're planning to meet again in January.

Tania says that the participants that went to the meeting had a meeting in Akulivik concerning this. The people were supposed to be given contact information that will be available for support.

Sarah Aloupa says that all mayors received the invitation letter including the KRPF, Health and Social Services amongst others. This was created to be in collaboration with all organizations.

30. Nunalituqait Ikajuqaitigiittut Report (Kangirsujuaq)

Jessica Arngaq says that this organization invites the mayors when there's going to be a meeting. The last meeting was held in Inukjuak. Mary Johanne was giving her workshop and it was appreciated. All mayors are usually invited but usually one mayor comes to that meeting. At these meetings, they are given workshops that will have something positive in the lives of people. There is funding available to that can be requested to be used by the locals for some activities that they would want to be using.

Anthony Ittoshat says that Pasha Arngaq was there to give a workshop and it was very helpful in having a better understanding. This organization is preceding as the body the drug use or alcohol use, but it is not the case. They can have a strong positive impact on the betterment of the lives. It is an organization that teaches on the effects that the drugs and alcohol use can have on the body.

Betsy says that she has not had a meeting with the Curriculum Review committee, there should be some information update at the next meeting. She encourages everyone to not go overboard on what we are consuming since we want to everyone to be healthy and have a healthy living and live longer.

Sarah Aloupa asks why the communities do not have employees anymore. Jessica says that she does not have the information as to why they are not present anymore.

Sarah Beaulne says that each community all have issues. But our children are our future, they will have to take care of us when we get older when we won't be able to take care of ourselves. The holidays are coming, we will need to keep in mind that we are not ourselves when we consume too much alcohol or drugs. Our children need us, they need us at a fully awake state in their lives. If we don't take care of our children, we will only have difficulties in the future. This has to do with everything such as education, health services and others. So, please keep the children in mind during the holidays when we are to consume alcohol or drugs.

Jessica says that when Qajaq is going to have meetings, they invite youths from each community.

Robert reminds everyone that we have a new Ministry and we want to meet with the ministry to working with them.

CLOSING OF THE MEETING

The meeting is adjourned at 11:41 since the agenda items are completed.
The closing of the meeting is closed by Sarah Aloupa seconded by Anthony Ittoshat.

Robert Watt
President

Harriet Keleutak
Director General

Eva Ilisituk
Secretary General