

REGULATION RESPECTING THE INDEMNIFICATION OF MEMBERS OF THE EXECUTIVE COMMITTEE AND OF THE OTHER COMMISSIONERS

Department responsible : General Administration	Approved by : _____ Director general
Effective date : February 16, 1994	Amended : December 13, 1994, June 11, 1998, June 15, 2004, June 14, 2005, December 14, 2021 and July 29, 2025
References : CC 93/94-71 CC 94/95-26 CC 97/98-65 CC 2001/2002-47 CC 2003/04-53 CC 2021-2022-38 CC 2025-2026-06	

1. SCOPE OF APPLICATION

The present regulation does not apply to the President nor to Kativik Regional Government's appointee on the Executive Committee of the board.

2. MAXIMUM ANNUAL INDEMNIFICATION

Subject to Section 3, the following maximum amounts of indemnifications shall be paid per year:

Position	Maximum Indemnification
Vice-President	Up to the equivalent of 2/3 of the remuneration paid to the President of the Board
Other Members of the Executive Committee	Up to the equivalent of 1/2 of the remuneration paid to the President of the Board
Other Commissioners	Up to \$14,412 per annum

(as amended by Resolution 2021/2022-38 dated December 14, 2021)

Indexation:

Indemnification is subject to annual indexation based on the rate applicable to management employees and senior executives under Decree 341-93, (1993) 125 G.O.Q. II, no 15, 244. However, indexation for Commissioners will only take effect once the annually adjusted amount exceeds \$9,192. Based on current projections, this will not



occur before March 31, 2028, as the indexed remuneration remains lower than the reference salary of \$6,994 established for 2015-2016.

(as amended by Resolution 2025/2026-06 dated July 29, 2025)

Special circumstances

Should special circumstances force the Council of Commissioners to hold a 5th meeting (special meeting) in the course of the year (adding to the 4 regular annual meetings), requiring that they travel in order to meet in person, the Commissioners shall then, exceptionally, be entitled to the same amount they receive at each of their four regular meetings in accordance with Section 1.2.2 of the Modalities of Application of the Regulation respecting the indemnification of members of the Executive Committee and the other Commissioners of the Kativik School Board.

(as amended by Resolution 2003/04-53 dated June 15, 2004)

3. SUBSTITUTION

In case of incapacity of the President to act and fulfill his or her regular full-time duties for reasons other than justified absence, illness, or disability:

- The Vice-President shall act in his or her place.
- For the period involved, the Vice-President shall receive the President's remuneration instead of his or her indemnification, but not in addition thereto.
- Conversely, during this period, the President shall receive no remuneration, subject to the Board's benefits policy.

In special circumstance:

- 1) *Where a Commissioner is mandated to attend a meeting in place of Executive Committee members who would normally attend same as part of their normal duties, but are unavailable,*
- 2) *Where a commissioner is mandated to attend a meeting or event at the regional level, other than Council of Commissioners meetings, to represent the Board,*

The commissioner attending the meeting shall be paid indemnification only if no other remuneration is paid at the rate of \$440 per days meeting or \$220 for half-day, the whole without any deduction of the normal Commissioner's indemnification otherwise payable to this Commissioner.



(as amended by a combination of Resolution 2003/04-53 dated June 15, 2004 and Resolution 2025/2026-06 dated July 29, 2025)

4. ELIGIBILITY REQUIREMENTS

To qualify for indemnification and receive any payment from the Board, the Vice-President, members of the Executive Committee, and Commissioners must maintain the following conditions during their term of office:

1. Be an employable person;
2. Not be remunerated for time spent attending board meetings or other duties;
3. Attend all meetings and functions of the board where their presence is expected or needed;
4. File quarterly with the Director General a declaration stating their status regarding the above qualifications.

5. ATTENDANCE AND INDEMNIFICATION ADJUSTMENTS

- The Director General shall keep count of attendances.
- The indemnification of those who fail to attend duly called meetings, without a reason deemed beyond their control by the Council or the Executive Committee, shall be proportionately reduced.
- Attendance includes participation in scheduled or special conference call meetings.

If an Executive Committee's absence or unavailability is deemed to be unjustified as per the present regulation and its modalities of application, his indemnification is reduced in accordance thereof for the duration of the unattended meeting.

(as amended by Resolution 2003/04-53 dated June 15, 2004)

Note: For more information, see the *Modalities of Application of the Regulation respecting the indemnification of members of the Executive Committee and the other commissioners of the Kativik School Board.*

6. INDEMNIFICATION ADJUSTMENTS FOR EMPLOYMENT INCOME

If the Vice-President or an Executive Committee member is gainfully employed during the time they are deemed at the Board's service:

- Their indemnification shall be reduced by the percentage of employment income maintained by their employer despite their absence.



7. TRADITIONAL PURSUITS EXCEPTION

Commissioners engaged in traditional pursuits or activities for their own account shall, subject to Section 3, receive the full amount of indemnification.

8. BENEFITS PROVIDED BY THE BOARD

The only benefits the Vice-President and members of the Executive Committee shall receive from the board are:

- Food cargo
- Northern allowance

These benefits are applied proportionally based on the ratio of their indemnification to the President's salary.

9. REIMBURSEMENT OF EXPENSES

No additional amounts or benefits of any kind may be paid, except:

- Reimbursement of direct expenses actually incurred to attend board meetings; and
- Reimbursement of pre-authorized expenses incurred on Board business.

10. GIFTS UPON DEPARTURE

Upon departure of the President, Vice-President, Executive Committee member, or Commissioner, the Board may:

- Remit a small gift or token of appreciation in recognition of past services rendered;
- Such gift or token must be symbolic in value and not in the form of money.

11. COMING INTO FORCE

This regulation comes into force on the date of its enactment.

