

**MODALITIES OF APPLICATION OF THE REGULATION RESPECTING THE INDEMNIFICATION
OF MEMBERS OF THE EXECUTIVE COMMITTEE AND THE OTHER COMMISSIONERS OF THE
KATIVIK SCHOOL BOARD**

Department responsible : General Administration	Approved by : _____ Director general
Effective date : March 20, 1997	Amended : June 11, 2001, October 29, 2003, June 15, 2004, June 14, 2005, December 14, 2021 and July 29, 2025
References : CC 96/97-83 CC 2000/2001-47 CC 2003/04-11 CC 2003/04-53 CC 2004/05-42 CC 2021-2022-38 CC 2025-2026-06	

1. PAYMENT OF THE ANNUAL HONORARIUM

1.1. Annual Honorarium

- 1.1.1.** The total annual honorarium of a commissioner who is not a member of the Executive Committee is **\$14,412**, as provided in the *Regulation respecting the indemnification of members of the Executive Committee and of the other commissioners*, enacted by the Council of Commissioners pursuant to Resolution CC 93/94-71 dated February 16, 1994, as subsequently amended.

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

1.2. Structure of the Honorarium

The honorarium of is **\$14,412** is composed of two (2) distinct parts:

1.2.1. Part A – Monthly Allowance

1. The monthly allowance is \$766.
2. This allowance recognizes the commissioner's ongoing responsibilities within their community and attendance at special meetings or events not foreseen in the annual calendar of the Council of Commissioners.
3. The maximum amount payable under this allowance is \$9,192 per year.



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, 2446. Indexation 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)

1.2.2. Part B- Per-Meeting Allowance

1. A commissioner is entitled to an allowance of \$1,305 for each of the four (4) regular annual meetings of the Council of Commissioners.

There shall be no indexation on the per-meeting allowance.

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

2. RULES GOVERNING PAYMENT

- 2.1.1. The monthly allowance is payable on the 15th of each month and covers the preceding 30 days.
- 2.1.2. If a commissioner resigns or is elected to the Executive Committee, the monthly allowance is pro-rated based on the number of days served during the preceding reference period
- 2.1.3. The period between the date of general elections and the election of the Executive Committee counts as a full reference period for the purposes of the monthly allowance.
- 2.1.4. The \$1,250 allowance for attendance at a Council meeting includes the meeting time and travel to and from the meeting site, regardless of duration.
- 2.1.5. These payment rules apply to both regular and special meetings of the Council of Commissioners.
- 2.1.6. These rules also apply to members of the Executive Committee, with the appropriate adaptations, except for the Kativik Regional Government representative.
- 2.1.7. No commissioner may receive an advance on their honorarium.

3. RULES GOVERNING ATTENDANCE AT MEETINGS



3.1. Obligation to Attend

3.1.1. In accordance with section 5.22 of KSB-04 *Code of Ethics and Conduct for Commissioners*, Commissioners must attend all board meetings relevant to their functions, including:

- Council of Commissioners' meetings
- Executive Committee meetings
- Education Committee meetings
- Any other meetings required by their role

3.1.2. In accordance with section 5.22 of KSB-04 *code of ethics and conduct for commissioners*, Commissioners must ensure that they arrive on time and remain present throughout the meeting, unless they have a justified reason for absence.

4. ABSENCE REEPORTING AND DECISION PROCESS

4.1. Notification of the President

4.1.1. Commissioners must immediately notify the President when they are unable to attend a meeting and must provide their reasons in writing following verbal communication.

4.1.2. If the President cannot be reached, the commissioner must contact the Director General or the Secretary General.

4.2. Council and Executive Committee's Role

4.2.1. The Council determines whether an absence of an Executive Committee member is justified or unjustified.

4.2.2. The Executive Committee determines whether an absence of a commissioner is justified or unjustified.

4.2.3. Each case is assessed individually on its merits.

5. JUSTIFIED ABSENCES

Note: the examples below serve only as general guidelines.



A commissioner's remuneration is maintained in the following situations:

Travel-related issues:

The commissioner is stranded due to bad weather.

The flight cannot depart due to weather, mechanical failure, urgent medevac, or other significant delays.

Authorized meetings:

The commissioner must attend another meeting as part of their functions and is authorized to do so.

Personal emergencies:

Illness, medical appointments, death of a relative, or other urgent matters, provided the commissioner informs the President as soon as possible.

6. UNJUSTIFIED ABSENCES

Note: the examples below serve only as general guidelines.

A commissioner's remuneration may be reduced in the following circumstances.

- The commissioner fails to board a plane despite confirmed travel arrangements.
- The commissioner misses a flight due to negligence.
- The commissioner skips a meeting or part of it for reasons unrelated to their functions.
- The commissioner misses part of a meeting after traveling to attend it.
- The commissioner sleeps in or leaves to handle unrelated matters during a meeting.

7. DEDUCTION FOR ABSENCES

7.1. A commissioner shall be deducted an amount of \$200 for each full day of absence from a Council meeting. An absence of less than a full day results in a proportional deduction (e.g., half-day absence = \$100).

7.2. A member of the Executive Committee shall have his indemnification reduced in accordance thereof for the duration of the unattended meeting.



7.3. These deductions apply to both regular and special meetings of the Council and the Executive Committee.

7.4. When a member of the Executive Committee or a commissioner misses part of a meeting to attend another meeting of another organization, and this absence is deemed justified, the deduction equals only the amount received from that other organization.

7.5. If the honorarium has already been paid in full, the deduction is automatically applied to the next payment.

8. WARNINGS, REPRIMANDS, AND TERMINATION

8.1. In accordance with section 14.2 of KSB-04 *Code of Ethics and Conduct for Commissioners*, the Executive Committee may issue warnings to a commissioner.

8.2. If the person involved is a member of the Executive Committee, the Council of Commissioners may instead issue warnings.

8.3. In accordance with section 14.3 of KSB-04 *Code of Ethics and Conduct for Commissioners*, a commissioner who, without valid reasons, misses more than one consecutive regular meeting may:

- Receive a reprimand from the Council of Commissioners.
- Be removed from the Executive Committee or other board committees.
- Be requested to resign.
- Face other measures the Council deems necessary to protect the board's integrity and reputation.

8.4. In accordance with section 17.0.52 c) of the *James Bay and Northern Québec Agreement* and paragraph 3 of section 652 of the *Education act for Cree, Inuit and Naskapi person* (CQLR, c. I-14), a commissioner's mandate terminates automatically if he fails to attend three (3) consecutive regular meetings.

