

# Employees' Newsletter

June 2016



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## MESSAGE FROM DIRECTOR GENERAL ANNIE POPERT

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In response to the social crisis that has affected Nunavik youth and the general public since the end of 2015, the school board joined other regional organizations in requesting additional funding from the Quebec government. More specifically, the school board asked for \$2 million to fund the positions of school therapists, psychologists, and counsellors. This request, submitted in March 2016, was approved. We are now in the process of hiring seven mental health professionals and healers with experience in counselling children and adolescents. These therapists will work with the school board's local student counsellors to provide support and counselling to our students.

At the management level, much effort has been devoted to the development of the school board's strategic plan. This includes defining the organization's vision based on our mission statement. A total of five priority areas were also defined, under which short- and long-term objectives as well as target results were determined. The strategic plan will be disseminated to all employees at the beginning of the next school year.

The summer holidays are just around the corner now. Enjoy this well-deserved rest with family, friends, and loved ones!



# HUMAN RESOURCES AND PAYROLL

## Safety and Security

Lots of efforts were made this year to support our schools and prepare them to respond to emergency situations.

As part of a project that is developed in close collaboration with the Iguarsivik School-Team, in Puvirnituq, an illustrated lockdown procedure was produced by human resources. The proposed illustrations were adapted for primary and secondary students. This initiative aims to facilitate understanding, integration and regular practice by all our students and staff members of the procedure to be followed in case of a security incident.

The illustrated procedure consists of posters that will be affixed on classroom walls. They will be distributed to all our schools at the beginning of the next school year.

This project was entered in the "Grands Prix Santé et sécurité au travail" of the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST). This is a first for the school board. This category aims to reward joint OHS prevention initiatives, thereby underlining the joint involvement of teachers, the school administration, the maintenance team and the human resources and communications departments that all pitched in!

## Calculating Food Cargo

The employee who benefits from a food cargo allowance is entitled, proportional to the duration of his/her assignment, to the following number of kilograms:

727 kilograms a year per adult and per child aged 12 or more;

364 kilograms a year per child under 12;

50% of the allocated weight can be shipped by air. The employee may choose his/her supply point. However, reimbursed fees should not exceed the equivalent costs of transportation between Montreal and the Nunavik community where the employee works.

Keep in mind that this advantage is used only to ship food by air cargo for your own supply.

## EDUCATION COUNCIL

The school board's Education Council met in Kangiqsualujjuaq from March 2-4, 2016. The Education Council meets every two-year, in a Nunavik community. The Council is composed of the President of each local Education Committee, one member of each local Education Committee and each school's Centre Director. At the Council meetings, participants discuss and advise on issues related to education, from the perspective of the Nunavik community they represent.

In Kangiqsualujjuaq, the council was briefed on the school board's strategic plan and the key priorities for the next five years. The school board's First and Second Language departments presented an overview of recent and current curriculum development work. Participants had the opportunity to learn more about the Compassionate Schools project. They were also informed about the Inuktitut language promotion campaign launched in September 2015 by the school board. A workshop was also organized, during which participants discussed language promotion strategies and the language of instruction policy. The participants' proposals were presented at a plenary session. They will be used to feed the school board's ongoing language promotion and development work.

The Education Council will be meeting again in 2018, in Kuujjuaraapik.



# COUNCIL OF COMMISSIONERS

## Highlights from the last Council of Commissioners meeting

The Council of Commissioners met in Kuujuaq from April 5 to 7, 2016. You will find below a summary of some key points discussed during this meeting.

### Update on Nunavik Sivunitsavut

The Nunavik Sivunitsavut project started in October 2015. Its goal is to create a one-year accredited college program, fully compliant with Quebec's college education requirements. The project is steered by an advisory committee composed of representatives from the school board, KRG, Makivik, the Avataq Cultural Institute, and John Abbott College.

In February 2016, funding requests were submitted to Canadian government agencies. Depending on the approval of these requests, the Nunavik Sivunitsavut program could be offered for the 2017–2018 school year.

The program will offer quality education to Inuit youth, centred on their own culture, identity, language, land, and people. It will include tools to successfully live and study in a non-Inuit, urban environment. The program will support students as they also explore other post-secondary programs they could pursue after completing Nunavik Sivunitsavut.

### Procedure that students and their parents can use to submit complaints to the school board's Student Ombudsperson

In December 2015, the Council of Commissioners approved changes to the job description of the school board's Student Ombudsperson. These changes emphasize the role of the Student Ombudsperson as the protector of students.

At their April meeting, the commissioners approved a procedure to be used by students or their parents to submit complaints related to

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year

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dissatisfaction with services offered by or received from the Kativik School Board. This procedure is important, as it will support Nunavimmiut's access to the Student Ombudsperson.

The school board hopes to have identified two suitable candidates for the positions of Student Ombudsperson and Student Ombudsperson's Substitute as early as possible during the next school year. Recruitment was initiated earlier this year. However, the school board was unable to fill these two positions. More information on the complaint procedure will be provided to parents once the Ombudsperson and his or her substitute have been recruited. In the meantime, the complaint procedure can be accessed on our website ([KBS-06](#)).

### **Relocation of the Montreal head office to Nunavik**

The Council of Commissioners expressed its commitment to relocating the Montreal head office to Nunavik. They requested that progress be made on this file. Concrete options on the way forward will be discussed at the next commissioners' meeting in June.

In March 2015, the Council of Commissioners adopted a resolution requiring that future plans on the relocation of the Montreal head office be developed on the basis of resolutions CC449-97/98-18 and 19. These two resolutions identify Kuujuaq and Kuujuarapik as host communities for the relocation of the school board.

### **Garages for school buses**

The commissioners requested garages for school buses so that buses do not remain outside during the winter. In November 2015, the Quebec Ministry of Education agreed to reimburse expenses incurred by the school board when renting garages in the communities that do not have a school bus garage.

Following two public requests for quotes for garage space rental (December and February), the school board was able to rent garage space in Kuujuaq only. Currently, there is no garage space available for rent in the other Nunavik communities.

### **The school board's response to social issues affecting our schools**

The commissioners were briefed on the school board's response to the tragic events that have affected Nunavik communities and youth since December 2015. Following the suicides that occurred in Kuujuaq, Kangiqsujuaq, Salluit, and more recently in Tasiujaq, the school board mobilized resources rapidly to meet the counselling and support needs of students.

Through close collaboration with the Board of Health, local CLSCs, and other Nunavik organizations, the school board was able to secure the funding for seven new positions of school counsellors, therapists, and psychologists. These professionals will be recruited in the coming weeks. They will provide services to schools in all Nunavik communities and will work directly with our students and student counsellors.

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# EMPLOYEES SERVICE AWARDS

Every year, the Kativik School Board recognizes the contributions of employees who have provided 10, 20, 30, or 40 years of services to our organization. Last year, the Council of Commissioners approved a thorough review of and amendments to the policy regarding the granting of the years of service awards as well as the presentation of retirement gifts to our employees ([ADM-05](#)).

The approved amendments have an impact on how the Human Resources department calculates an employee's number of years of service. The calculation is now comprehensive, allowing for the inclusion of years of service provided by employees who did not have regular permanent positions but who tracked their hours using timesheets. It also takes into account the overall time an employee served with the school board, regardless of whether there were breaks in the employee's employment.

While these changes are positive, they have, however, required the individual manual review of each employee's file by the Human Resources department. This time-consuming process has created some delays in the delivery of service awards for 2015 and 2016.

As of June 2016, we are therefore only able to release a partial list of eligible staff. Our objective is to complete the full review of all eligible staff by December 2016. We thank you for your understanding in this matter.

The Kativik School Board would like to thank and acknowledge the following employees for their ongoing dedication and their professional and personal contributions to education in Nunavik. Please note that the list includes some retirees and employees who have left the school board. Some of them have already received their awards, while others will be receiving them by mail.

## **The Evie Ikidluak Award (10 years of service)**

Evie Ikidluak, the first Inuk to graduate from McGill University, was the Kativik School Board's Director of Education Services and Assistant Director General when she passed away in 1982 at the age of 35. This award will be presented to:

Alice Eva Annanack, Johnny G. Angnatuk, Lorna Irons, Liliane Emudluk, Melanie Picard, Nathalie Ross, Daniel Emond, Sarah Nayome, Emma Etok, Eva Annahatak, Rhoda Aloupa, Papigatuk Qisiiq, Christina Kiatainak, Qipitaq Alaku, Richard Therrien, Sarah Aupaluk, Louisa Aupaluk, Maina Nastapoka, Pamela Epoo, Nathalie Mercier, Edua Jones, Oleepeka Metuq, Nancy Osbourne, Stephanie Pov, Daisy Fleming, Anna Angatookalook, Eva Ilisituk, Kaudjak Padlayat, Andrea Cooney, Nathasha MacDonald, and Pierre Lafrance.

## **The Mitiarjuk Napaaluk Award (20 years of service)**

The award is named in honour of the beloved elder from Kangiqsujaq who was one of the most respected teachers of traditional Inuit culture and language. Mitiarjuq worked fervently to ensure that the history, legends, traditions, and expressions of old were recorded before they

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# EMPLOYEES SERVICE AWARDS



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vanished entirely from people's memory and experience. This award will be presented to:

Christopher McPherson, Elizabeth Angnatuk, Lizzie Q. Jaaka, Eva Alaku, Sarah Iyaituk, Paulusie Angiyou, Kumarluk Kumarluk, Annie Kasudluak, Neillie Tookalook, Suzie D'Ambroise, and Nicole Rasmussen.

## **The Elisapee Tukkiapik Award (30 years of service)**

Elisapee Tukkiapik is a long-serving and inspiring teacher, school administrator, and pedagogical counsellor who worked with the school board for 42 years, in Kuujjuaq. She retired in June 2013. This award will be presented to:

Maggie Eetook-Kudluk, Daisy Tukkiapik, Kitty Ilisituk, Madeleine Kemp, Marcel Duplessis, and Wayne McElroy.

## **The Elashuk Paujungi award (40 years of service)**

Elashuk Paujungi was a renowned Nunavik elder and healer. She was knowledgeable about both Inuit culture and the modern world. Compassionate and generous, Elashuk was an excellent storyteller. The well-being of others, in particular children, was a constant priority for her. Elashuk used her job at the radio to advocate for Inuit rights and children's rights and to promote non-violent behaviour toward elders. She regularly initiated public discussions on important Nunavik issues, presenting complicated or delicate topics in a compelling and accessible manner. This award will be presented to:

Mary Elijassiapik and Betsy Tookalook.

# ADULT EDUCATION AND VOCATIONAL TRAINING

The Adult Education department congratulates all its 2015–2016 graduates. A total of 27 students proudly obtained the following diplomas and certifications this year.

At the Nunavimmi Pigiursavik Centre, Inukjuak: Sarah Nuktie, Umiujaq (Adult General Education), Paul Ikey, Salluit (Heavy Equipment Mechanics), Putulik Kulula, Quaqtq (Heavy Equipment Mechanics), Josie Nulukie, Kuujjuaq (Heavy Equipment Mechanics), and Miguel Drullard, Kuujjuaq (Electricity).

At the Kajusivik Centre, Kuujjuaq: Gus David (Auto Mechanics), David Gordon (Auto Mechanics), David Johannes (Auto Mechanics), Davidee Tooktoo (Auto Mechanics), George Junior Annanack (Light Vehicle Mechanics), Simon Berthe Gordon (Light Vehicle Mechanics), Joshua D. Sala, Umiujaq (Light Vehicle Mechanics), Daniel Senior Suppa (Light Vehicle Mechanics), Richard Yarar (Light Vehicle Mechanics), Jeannie Gordon (Accounting), Victoria Adams Gordon (Accounting), Daniel Meshier (Accounting), Lisa Nashak (Accounting), Jessica Gentes (Adult

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# ADULT EDUCATION AND VOCATIONAL TRAINING

General Education), John Makiuk (Adult General Education), Barrie Ford (Northern Heavy Equipment Operations), Sianna Gordon (Northern Heavy Equipment Operations), and Emma Saunders (Northern Heavy Equipment Operations).

At the Qaunnaq Centre, Salluit: Paul Okituk (Adult General Education), Butsy Kenuayuak (Adult General Education), and Eva Saviadjuk (Adult General Education). In addition, the family of the late Timmiaq Kadjulik was presented with his diploma. All these graduates received their diplomas during the official opening of the new Qaunnaq Centre building.

The Adult Education department is offering two courses during the summer this year. A welding course is offered in Kuujuaq from May 9 to August 16. A total of six students are currently enrolled in this 18-week training program. Students who successfully complete the training program will obtain an Attestation of Collegial Studies (ACS) with a specialization in semi-automatic welding GMAW – FCAW.

In Salluit, HEO training is offered from May 24 to October 13, to a total of 20 students. Participants will learn to operate dump trucks, excavators, graders, loaders, and bulldozers. Upon the successful completion of this program, students will obtain a DEP (vocational diploma) in Northern Heavy Equipment Operations. This training program is supported by the KRG Employment and Training department and the Qaqqalik Landholding Corporation of Salluit.

The Distance Education program enables adults to earn their high school diploma, while being employed full-time. The content of each course is sent by mail and students can complete it at their own pace. Next year, assistance from regular sector teachers will once again be available locally in Nunavik to students enrolled in this program. At the Montreal office, Nauya Vidhal, our receptionist, recently obtained her high school diploma through distance education. Congratulations!

## NEW EMPLOYEES AND NEW APPOINTMENTS

The school board would like to welcome all employees who recently joined our organization and congratulate those who were appointed to new positions.

**Keri MacDonald** joined the Post-Secondary Student Services team this spring. Keri was recruited as interim Counsellor in Academic Training, a position occupied by Jeannie Nayoumealuk, who is on maternity leave.

**Theresa Vassall** also joined the Post-Secondary Student Services team as interim Secretary, while Lorrie Kasudluak is on leave.

In May, **Mélodie Duplessis** was appointed to the position of Transport Technician, with the Material Resources department, at Transport Services. Mélodie is replacing Patricia Bujold, who retired after 36 years of service with the school board.

**Patrick Eetook** was appointed to the position of Office Agent Class 1, at Transport Services, in Montreal. Mélodie Duplessis previously occupied this position.

# RETIREMENTS AND DEPARTURES



As we reach the end of the school year, we must say farewell to many colleagues. Some are leaving the school board to take up new challenges, while others are retiring. To all of you, the school board expresses its deepest gratitude. We wish you all the best in your future endeavours!

- **Patricia Bujold** is retiring after 36 years of service at the school board, where she worked with the Material Resources department, at the Transport Services. Patricia was based in Montreal and facilitated the travel of all our employees. You will be missed!
- **Jani Philbert** is retiring after working at the school board for 29 years. Jani worked in the Human Resources department and was based in Montreal. Enjoy your retirement!
- **Emily Nivaxie** is a seasoned teacher who worked at Innalik School, Inukjuak. Emily retired this year after 29 years of service with the school board. All the best, Emily!
- **Kaudjak Alaku**, from Salluit, is retiring after working as a teacher with the school board for 25 years. She taught more than three generations of Salluimiut!
- **Alain Thibeault** has been teaching for five years at Ajagutak School, Tasiujaq. He is retiring this year.
- **Marie-Andree Delisle** has been with the school board since it was first established. She is retiring after 36 years of service, during which time she worked as a teacher at Pigiurvik School, Salluit.
- **Anne Lanteigne** is leaving Ulluriaq School, Kangiqsualujjuaq. Anne has been a teacher with the Kativik School Board for 29 years. She is retiring at the end of the school year.
- **Line De Chantal** worked with the school board for 36 years. Line has seen the organization grow since the beginning. After she retired, Line began working with the Adult Education department, in Montreal, as an administrative technician.
- **Amaly Novalinga** is retiring after 37 years with the school board. She has also witnessed the growth of the school board since it was first established. With extensive experience within the Nunavik school system, Amaly was working in Akulivik, as a pedagogical counselor.
- **Gordon Cobain** left the school board after 30 years of service, during which time he worked in various positions. Prior to his departure, Gordon was Director of School Operations at the school board's Education Services department, in Kuujjuaq.
- **Steve Lydiatt** recently left the school board as Director of Complementary Services. Steve joined us in the fall of 2014 and was based in Kuujjuaq.
- **Alicie Cruickshank** is retiring from teaching at Tukisiniarvik School, Akulivik. Alicie worked with the school board for 15 years.

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# RETIREMENTS AND DEPARTURES

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- **Betsy Matt**, a pedagogical counselor with the school board, is retiring after 35 years of service. Betsy worked out of Akulivik. Like some of the other retirees, she has been with us since the school board was first established.
- **Juanasie Kakutuk** is retiring after 36 years of service as a maintenance worker at Tukisiniarvik School, Akulivik. Thank you for your work throughout all these years, Juanasie, and enjoy your retirement!

## DATES TO KEEP IN MIND



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- **June 3, 2016:** End of the school year for the pilot schools implementing the culturally responsive school calendar (Akulivik, Kangiqsujuaq, Umiujaq, and Quaqtuaq)
- **June 8, 2016:** Kativik School Board ceremony for Nunavik students graduating from post-secondary institutions, Montreal
- **June 17, 2016:** End of the school year, for all other regular sector schools
- **June 20–24, 2016:** Council of Commissioners meeting, Montreal
- **August 1–5, 2016:** School administrators' meeting, Montreal
- **August 8–12, 2016:** New teachers' orientation week, Kuujjuaq
- **August 15, 2016:** Start of the school year, regular sector, all of Nunavik

**KATIVIK SCHOOL BOARD**

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**EDITORIAL TEAM**

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