

Employees' Newsletter

June 2015



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MESSAGE FROM DIRECTOR GENERAL ANNIE POPERT

The school year will end in just a few weeks. I would first like to thank the entire personnel in our schools for their hard work this year. You are playing a major role in our students' success. On behalf of the school board, I would like to thank you for all the energy and know-how you are investing in our classes, in the administration of our schools and adult education centres.

I would also like to congratulate all students who will obtain their diploma this year. Perseverance is bearing fruit and we are proud of your success.

To all employees in the school board, make the most of your vacation and come back to us in great shape to take up the challenges of the next school year!

HUMAN RESOURCES AND PAYROLL

New Payroll Feature on the KSB Website

For your convenience, a small Inukshuk icon has been added on the [KSB Website](#) , next to the webmail icon. You can click on it to access the employee's services page.

Why should you be excited about it? Because, if you are an employee, a post-secondary student or a commissioner...

- It's an easy and user-friendly tool to access your pay-stubs
- You can view them the day before payday
- You can access all your prior paystubs at any time
- Your tax slips are also available online
- You will not have to wait anymore!

Non-Teaching Staff 2015-2016 Working Calendar and Summer Hours

As a reminder, the Council of Commissioners approved this calendar in March. You will find it [here](#).

Also, summer hours will be in effect from June 22 to August 7 for certain support staff, professionals and managers, with the exception of temporary employees. Please refer to the [Directive on Summer Hours](#) to know if you are eligible.

Who to call at Human Resources (HR)?

With recent changes and additions to the HR team, the roles of our two HR counsellors will change, effective July 1st, 2015.

[Charles Morin](#) (ext. 382) will be responsible for all labour relations matters affecting teachers, support staff and professionals located in the following communities or offices. **Regular Sector Schools:** Kuujuaaraapik, Umiujaq, Inukjuak, Puvimituq, Akulivik and Ivujivik. **Adult Education Sector:** All Adult Education centres in Nunavik (including pre-college). **Head Offices:** all offices located in Montreal.

[Judith Michel](#) (ext. 398) will be responsible for all labour relations matters affecting teachers, support staff and professionals located in the following communities or offices. **Regular Sector Schools:** Salluit, Kangiqsujuaq, Quaqtaq, Kangirsuk, Aupaluk, Tasiujaq, Kuujuaq, and Kangiqsualujuaq. **Head Offices:** Education Services, Kuujuaq.

[Katryne Tessier](#) (ext. 303) for any matters affecting employees who are managers.

HR Coordinator (name to be confirmed - ext. 364) for all recruitment related matters.

Occupational Health and Safety Counsellor (name to be confirmed - ext. 362) for all occupational health and safety matters.

Any changes this summer?

Are you planning to move this summer or next school year? Remember to forward your new address to Human Resources! Also, did you know that you could be eligible for a paid one-day leave to help you move? For more information, feel free to contact the Human Resources department!

Employee and family assistance program (EFAP)

Take a few moments to consult the [EFAP section](#) of the Kativik School Board (KSB) Website and share this information with your family. You will be directed to [assistance services](#) that cover a variety of issues.

Your consultations will remain entirely confidential within the framework defined by the law. This program reflects the sustained commitment of KSB towards its employees' wellness and the protection of their personal data.

EFAP is a free program that integrates into social benefits. It is designed for all of our employees and their family members.

HUMAN RESOURCES AND PAYROLL

Employment insurance special benefits for parents of severely-ill children.

In our latest issue, we had looked into the steps to follow when you have to take a long-term leave in order to support or provide care to your severely-ill or injured child under 18.

Upon tabling the federal budget, the Minister had announced that the maximum period of 35 weeks for the employment insurance special benefits would be extended.

We checked with Service Canada and found out that these

modifications are not yet applied. We will keep you posted about any development in this file.

In the meantime, if you have to take a leave to support and provide care to your severely ill child, do not hesitate to consult the Employment Insurance [Website](#).

To apply for employment insurance special benefits for parents of severely ill children, you must submit an online request to Employment insurance as soon as you stop working. If you submit your application more than four weeks after your last working day, you could lose some benefits.

You can also be entitled to a Compassionate Leave for a maximum period of 12 weeks over a 12-month period when your presence with your child, spouse, spouse's child, father, mother, father's spouse or mother's spouse, brother, sister or one of your grandparents is required due to a serious illness or accident.

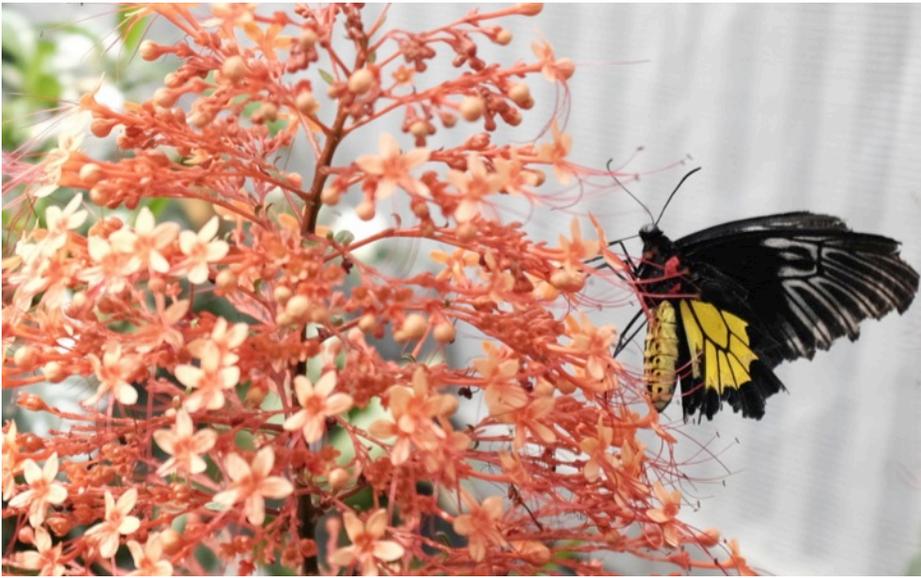
During the leave, you may also be eligible for employment insurance compassionate benefits if your absence meets certain conditions. For more information, please contact a Service Canada office or go to their [Website](#).

INUKTITUT LANGUAGE PROMOTION CAMPAIGN

The Kativik School Board is currently planning a Nunavik wide campaign on the promotion of the Inuktitut language, under the slogan ᐃᓄᓐᑲᑎᓐᑲ ᐃᓐᑲᐃᓐᑲᓐᑲᓐᑲ (Fellow Inuit let's not lose our language!).

This initiative is a direct response to the Pamasimautik consultations during which Nunavimmiut have consistently expressed concerns about the importance of ensuring the preservation of the Inuktitut language. Similarly, the Illirjavut report (Avataq, 2012) highlights areas where immediate steps are needed to protect and prevent further erosion of the Inuktitut language.

In this context, the school board plans to launch an Inuktitut language promotion campaign in September 2015. Our schools, NVs and local language committees will be key partners in this initiative, which targets Nunavimmiut of all ages and walks of life. Stay tuned for more information!



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THE GROUP DYNAMICS...

... Or how each stage marks a turn in the group's life. Similar to what human beings experience when they see themselves go through successive changes over the years.

What are the behaviours that influence the interactions between individuals and what are their impacts on the dynamics of a group, classroom or community?

In the natural course of their evolution, groups undergo transformation over 5 major stages: Formation, Turbulence, Normalization, Performance and Dissolution.

Passage from one stage to the other will be more or less easy depending on the composition of the group, the relationship between its members, the style of leadership, etc. The more a group experiences changes, major challenges and uncertainty, the more it will be likely to experience conflicts and the more it will need to be equipped to evolve correctly.

During the group's "Formation" stage, members want to know what is expected from them and what are the acceptable behaviours and rules. Like a child on his first school day, a human being needs to be supervised, led and reassured when joining a new group. Oftentimes, he does not feel safe enough to be his old self and his interactions are thus likely to be rather superficial. Likewise, he will often avoid expressing contrary views that could be a source of conflict.

The following so-called "Turbulence" stage can be compared to adolescence. It is the time when pre-established rules are viewed as obstacles to freedom. There is a high need for finding one's "own place", but without being sure how.

At this stage, the team has also difficulties finding ways to work together. Conflicts, disagreements or coalition-building could emerge, often tainted with power struggles. The "rumor mill" may emerge, often

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What are the behaviours that influence the interactions between individuals?

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affecting the integrity of certain members of the team and often going as far as isolating them from the group. Trust is fragile.

A group that successfully gets over this stage will gradually enter that of "Normalization" where cohesion shapes up as if the previously-experienced conflict was necessary for the lull. It is the beginning of "adult age" where people, just like the group, adopt ways of collaborating despite the differences. However, this stage involves the risk of some people refraining from expressing their ideas for fear of living again through a chaotic situation.

We then have the "Performance" stage where the team conducts their activities with effectiveness and confidence. Cohesion turns into synergy just like when we grow older, by learning and accepting our strengths and weaknesses.

Can all the groups achieve team synergy? Not necessarily, because for most groups, Turbulence seems to be the challenging stage to get over. Avoidance and confrontation are prevailing approaches at this stage, either out of fear that the conflict will degenerate, or because we do not know how to address the situation. Albeit legitimate, these approaches decrease the conflict resolution potential when they are inappropriate, thereby inciting suspicion, hostility or demotivation.

What can be done to help transition from Turbulence to Normalization and then to Performance?

Although the team leader plays a critical role in this transition, he cannot do it without the group.

Dialogue, honest listening and constructive feedback prove to be critical for this cohesion to grow.

The way we communicate is as important as the very content of our exchanges: Are we prone to criticize, blame or do we try and understand our reactions when our values or beliefs are at stake? Do we try to be right or to understand? Do we demand rather than ask?

Of all relational skills, listening is certainly the most powerful one to reduce the negative incidence of conflict. Sometimes, the feeling of being listened to suffices to allow each and every one to reflect on the situation and adopt a positive course for the future. It can change our perceptions: "Listening does not mean approving".

A raised awareness of the impact of behaviours on the group's dynamics constitutes an indisputable tool to better act and to react efficiently, and thus to help a team go through its life cycle.

By Nicole Charron and Marie Claude Picard
Kativik School Board Ombudsman's office

Can all the groups
achieve team
synergy?

QUESTIONS AND ANSWERS ABOUT THE RELOCATION OF THE MONTREAL OFFICES

What is the mandate of the project's coordinator?

In the past year, the issue of the relocation of the Kativik School Board (KSB) Montreal offices was put back in the agenda of the Council of Commissioners' meetings.

Last March 20, the Council of Commissioners adopted a resolution that confirms its intention to move to Nunavik the KSB's departments currently located in Montreal. It also gives the project coordinator a mandate that ends in June 2016.

Therefore, the mandate of this project's coordinator, Marcel Duplessis, consists in reactivating the file concerning the relocation in Nunavik of KSB's departments currently installed in Montreal. To do so, the Council of Commissioners' asked him to update the relocation plan that had partially been implemented from 2000 through 2008.

Let us recall that in 2008, as part of phases 1 and 2 of the relocation plan developed at the time, Education services, Complementary services, Curriculum development and Training and Research, had been installed in Kuujjuaq.

Which host communities were chosen?

The resolution adopted by Council of Commissioners on March 20, 2015 confirms the choice of **Kuujjuaq and Kuujjaraapik** as host communities. It also reaffirms the choice that had been made in 1997-1998 (resolutions CC449-97/98-18 and 19) and on the basis of which a 5-year relocation plan had been developed by the school board.

Why was the relocation of all of the school board's departments not completed as scheduled after 2008?

To answer this question, it is important to look back and recall a few facts. First off, KSB was created in 1975 by the James Bay and Northern Quebec Agreement.

Although its school territory is located north of the 55th parallel, financial constraints and a priority given to the construction of schools in Nunavik resulted in the establishment of KSB's head office in Montreal. At first provisional, this measure is still ongoing.

In the late 1990s, KSB finally started planning on moving its head office to Nunavik, in 5 phases, within a 5-year timeline (2000-2005).

This timeline was however interrupted in mid-process for financial reasons.

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On the political level, the possibility of a merger between the Makivik Corporation, the Kativik Regional Government and the KSB, in connection with Nunavik's Regional Government project, was also instrumental in interrupting the relocation project.

Despite these challenges, in 2008, the Kuujuaq offices were completed at the cost of \$7 million. They accommodate some fifty employees for Education services, Complementary services, Curriculum development and Training and Research.

The relocation of employees from these departments marks the end of the second phase of the relocation plan.

The following three phases have not been implemented. They envisaged the move of all other departments either to Kuujuaq or to Kuujuaapik (General Administration, Finance, Human Resources and Payroll, Transport, Information Technology and Printing).

What will the coordinator's priorities be in the next few months?

Partially implemented between 2000 and 2008, the relocation plan provided that General Administration, Adult Education and Education Services would be established in Kuujuaq while the other departments would be installed in Kuujuaapik.

In this context, the continuation of work will mostly focus on analyzing the required spaces and the costs related to the construction of offices and dwelling units.

Relocation is slated for when?

Lots of work remains to be carried out before a concrete relocation date can be confirmed.

First off, we have to identify the personnel replacement needs and the required equipment, to ensure the continued quality of the services offered, to determine the office space required, to identify the construction sites, and to proceed with the construction of the required offices and dwelling units... And above all, we will have to obtain adequate funding from the Quebec government, which seems to have been a delicate issue in the previous discussions.

Also, before moving partially or fully a department to Nunavik, the school board and the employees are subject to the terms and conditions and to the time limits prescribed in article 7-7.00 of the Support Staff's collective agreement (S9) and to section 6 of article 5-6.00 of the Professionals' collective agreement (P4).

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NEW EMPLOYEES

In March, **Kassandra Churcher**, was hired as Assistant Director of School Operations. Her position will be based at the Education Services office, in Kuujuaq. Kassandra previously held the position of Coordinator of School Support. Congratulations!

RETIREMENTS

With the end of the school, we are also saying farewell to some colleagues and friends who will be taking their retirement. Some of them have been with our organization for a few years only, others since its creation; others have even worked within the education system before the establishment of the Kativik School Board. No matter how long you have been with us, you have made some important contributions. We wish you all the best for this new chapter of your life. You will all be missed!

After 37 years of service for the school board, **Annie Sakiagak Teriluk** is taking her retirement. She was last working as Coordinator with the Teacher Training program at the Training and Research Department.

Thomas Benson is retiring after 39 years with the school board. Thomas worked in Kuujuaapik, where he taught more than three generations of students!

Jacques Laplante, Student Counsellor at the Cégep Marie-Victorin, is taking his retirement after 30 years of service.

Laly Nowrakudluk Nappatuk, Centre Director at Tukisiniarvik School, Akulivik, is taking her retirement after 32 years of service with the school board.

Jean Mary Sidon, who works with the Finance Department in Montreal, will be taking her retirement after having spent 34 years with the school board.

Rhoda Kritik, Secretary at Ajagutak School, Tasiujaq, has taken her retirement after 26 years of service.

Guy Lacasse, who has been working with the Material Resources Department out of Inukjuak, will be taking his retirement after 30 years of service.

Monique Chrétien, Teacher at Ikusik School, Salluit, will be taking her retirement after having spent 16 years with the school board.

Gaétanne Noël, Teacher at Ikusik School Salluit, will also be retiring this year. She worked for 3 years with the school board.

Claude Metayer, Behaviour Technician at Ikusik School, Salluit, takes his retirement after 1 year with the school board.

Thérèse Pelletier, Principal at Nuvviti School, Ivujivik, is taking her retirement after 7 years of service with the school board.



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WHAT'S COMING UP IN OUR SCHOOLS?

The end of the school year will be marked by festive activities in Nunavik's schools. Sports tournaments, Olympiads, excursions and picnics are some of the events in store for the students in the next few weeks.

The end-of-year exams will be held from late May to mid-June and will be followed by school proms.

For schools that will take part in the culturally responsive school calendar pilot project, the school year will end on June 5 (Quaqtaq, Kangiqsujuaq, Akulivik and Umiujaq). In all other schools, the last day of the school year will be June 19.

Finally, the school calendars for all Nunavik villages will be available on the school board's website as soon as they have been approved by the Council of Commissioners to be held from June 23 to June 27.

After the summer vacation, back to school day will be August 17, 2015 in all of Nunavik's schools.

DATES TO KEEP IN MIND

June 5, 2015: End of the school year for the culturally responsive school calendar pilot project schools (Umiujaq, Akulivik, Quaqtaq and Kangiqsujuaq).

June 19, 2015: End of the school year.

June 23 and June 25, 2015: Welcoming of the 2015-2016 new teachers by the Human Resources department, Montreal.

June 23-26, 2015: Council of Commissioners, Montreal.

June 26 to July 3, 2015: Summer courses for the teacher training program of the Kativik School Board, Kuujjuaraapik.

July 4, 2015: Graduation Ceremony, Teacher Training Program, Kuujjuaraapik.

August 3-7, 2015: School administrators' meeting (principals, vice-principals and center directors).

August 10-14, 2015: Orientation week for new teachers, Kuujjuaq.

August 17, 2015: Back to school day in all of Nunavik's school.

August 18-20, 2015: Pedagogical days for the teaching personnel and centre directors of Adult Education, Inukjuak.

KATIVIK SCHOOL BOARD

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EDITORIAL TEAM

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