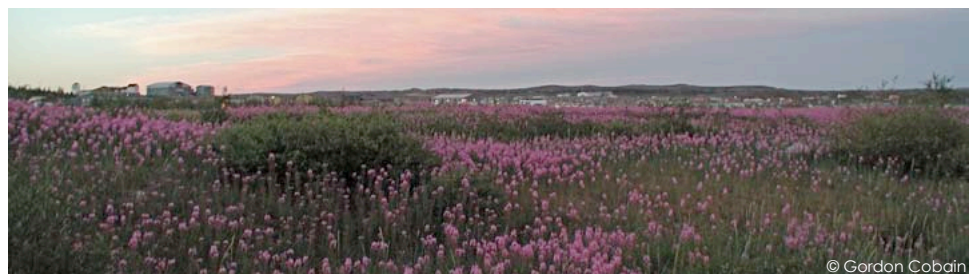


EMPLOYEES' NEWSLETTER

APRIL 2, 2013



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NEW EMPLOYEES. DATES TO KEEP IN MIND.

You have in your hands the first issue of our Employee's Newsletter, which you will be receiving every two months. This publication aims at keeping us all in touch and informed of new developments, events and on-going policy discussions within our organization.

It is with great interest that I read about the activities planned in our schools for the up coming months of April and May. This issue also includes Human Resources and Payroll matters, KSB policies and news from some of our departments. I am sure you will find useful information in there!

Enjoy the reading!

HUMAN RESOURCES & PAYROLL



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Have you eaten too much?

Your food allowance (727 kg/adult, 364kg/child) is determined based on the number of working days. It is calculated as follows:

For teaching personnel:

(Basic allowance) X (% work load)
X (working days/200) = Allowance

For all other personnel:

(Basic allowance) X (% work load)
X (working days/261) = Allowance

CAUTION: If you resign during the year and you have used up your entire allowance, you could receive an invoice for any exceeding amounts.

Absent? But for what reasons?

An employee may have to be absent from his/her work for several valid reasons (death, illness,

wedding, parental responsibility...). When you are back to work, it is important to submit the necessary documents to your immediate supervisor. An absence for a medical appointment requires a proof of appointment and/or a proof of visit. If the absence were to be extended, a medical certificate duly completed by a physician is required.

I declare my dependents!

At the start of the school year, it is up to the employee to fill out a new *Declaration of dependents* form. During the school year, the employee is also responsible, if applicable, for informing of any modification **within 30 days following any changes.**

Your children are full-time students? To take advantage of the premium with a dependent, you have to send us a proof of school attendance every school year or every semester for post-secondary studies.

Your spouse is leaving the village? Your premium must be adjusted accordingly. Contact Human Resources (RH).

For the form, visit the Intranet of the School Board's website, Human Resources (HR) tab under hiring form (or contact your immediate supervisor or Linda Wood at HR for teachers and managers, or Johnny Angatookalook for support staff and professionals).

Your declaration of dependents has a direct impact on the amount granted for the isolation premium, the food cargo allowance, and could have an impact on housing and the number of outings. Be alert!

The status of teachers from outside Quebec

Teachers who were qualified outside of Quebec have received or will receive a notice of eligibility conditional on the issuance of an authorization to teach in Quebec (our in-house term is a letter of admissibility).

These teachers have the non-legally qualified (NLQ) teaching status until they pass an exam on the language of instruction. It is compulsory to pass this exam in order to obtain an authorization to teach in Quebec.

This notice of eligibility gives them a two-year time frame to pass their exam from the date when the notice is issued. As a result, each of the notices has a different ending date. In collaboration with MELS, this year the Board is testing out the administration of the exam to be monitored by our principals in Nunavik.

For all **teachers considered NLQ**, it is important to mention that **your contract expires automatically and without prior notice on June 30, in accordance with clause 5-1.13.**



Policies & Administrative Directives

You blog? You are an active social media user?

Certain rules must be respected...

Social media are part of our daily lives. Although the line that separates private life from professional life is sometimes difficult to draw, there is a prevailing overall recommendation. On your blogs and on social media, act as you would do on the public scene in front of TV cameras and journalists.

To guide and supervise its employees, the School Board updated its Internet use policy in July 2012. Section 6 of this policy concerns the use of social media. It specifies among other things that:

- Employees are responsible for all that they post on social media sites.
- Employees should clearly identify themselves when they take part in discussions on subjects related to education issues or to social issues.
- It is prohibited for users to post private information about students, employees or elected members of KSB on pain of being disciplined or expelled.
- Employees should at all times protect the privacy of personal information on students and families, including during their online activities.

You can consult the complete text of the policy on the school board's Web site, under the following menu: policies and directives (SO-02 / Directive on the use of Internet, the network and the computers).

Look into it!

If you have any questions, please contact Nelson Lamoureux, IT Coordinator or Jade Duchesneau-Bernier, Public Relations.

Kativik School Board employees must protect private information of students and colleagues when using social media.

WHAT'S UP IN OUR SCHOOLS?



Kuujjuaraapik

In February, students of the Asimauttaq School worked hard to prepare and present scientific projects in Kuujjuaraapik.

The projects of the 1st, 2nd and 3rd place winners will be displayed at the school when parents come to receive their children's report cards at the end of the school year.

Given the success of this activity and the enthusiasm it generated amongst our students, a similar event will be organized next year. In addition to scientific projects, next year's exhibition will also include an artistic component.

Umiujaq

The cultural week started in March at the Kiluutaq School, with the passage of Ivakkak mushers in Umiujaq.

In April, Secondary students, English sector, will travel to Toronto as part of a student exchange organized in partnership with the YMCA. In May, they will be playing host to their Torontonians peers in Umiujaq.

Some of the students in the Kiluutaq School who distinguished themselves through their efforts and regular class attendance will participate in the interschool hockey tournament that will be held in Kuujjuaq in April.

Inukjuak

From April 9 to 12 the Innalik School will host the "Space contact" program. The program will allow students to talk to Canadian astronaut Chris Hadfield, currently on board the International Space Station. During radio contact with the astronaut, students will be asking him questions they have prepared in class.

Over these three days, students will also learn about the phenomenon of northern lights. Some of them will have the opportunity to participate in a

School activities
planned for April and
May 2013.

nighttime observation excursion.

For the past years, this special program was offered to Nunavik schools under the sponsorship of the Makivik Corporation, First Air and Inuit Air. The program is coordinated by the Amateur Radio on the International Space Station (ARISS), in collaboration with the National Aeronautics and Space Administration (NASA) and the Canadian Space Agency (CSA).

Akulivik

Judo project: Since the beginning of the school year, Mr. Luc Dionne, Phys. Ed. teacher, has been piloting a judo project in extracurricular activities. The project has gained in popularity and several students are participating in it.

With financial help from the Nunavik Regional Board of Health and Social Services (NRBHSS), the school was able to buy tatamis (mats for the practice of judo). Also, in mid-April, a professional judo instructor, Mr. Roger Beauchesne, will offer students a one-week judo camp.

Hip-Hop Club: Following the arrival of Blueprint for Life and the Hip-Hop week in Akulivik in mid-March, students and teachers have

expressed the desire to have a Hip-Hop club. The club is still in its early stages, but there is an obvious desire to produce a show for the secondary V student graduation ceremony next June.

Purchase of sneakers for physical education courses: Several students do not have a pair of sneakers suitable for physical education, which represents a risk of injury during physical education courses.

Thanks to financial help from NRBHSS, the school was able to purchase about a hundred pairs of sneakers with non-marking soles, which will facilitate the janitors' task. These sneakers will stay in the school and will be used specifically for the physical education courses.

Wi-Fi school: In early April, the Tukisiniarvik School will be one of KSB's pilot schools for the Wi-Fi school project (wireless Internet network). The school has some forty iPads that will be used in classrooms for many pedagogical applications. It stands to reason that setting up a wireless network in the school will open the door to new approaches and to the use of many educational applications.

Puvirnituaq

The Iguarsivik School carries on its "100% club" activity with the pizza parties. This activity aims at encouraging Primary student class attendance. Once a month, the students with the highest and most sustained class attendance rate are invited to enjoy a pizza over lunch.

Once a month, the school organizes a "Crazy Day" on a different topic. On April 17, teachers and students will bring a

touch of madness into their classes by wearing their clothes inside out. On May 8, they will all be invited to wear a flowery piece of clothing.

Salluit

The Ikusik School will participate in the interschool soccer tournament of Kuujuaq in April.

Kangiqsujaq

In February, the Arsaniq School's personnel took part in a two-day training session on the management of vicarious trauma (trauma caused by contact with persons who have a direct experience of traumatic events). The two-day training session enabled to undertake a process of team reflection on the approach proposed by the "Compassionate Schools" project.

The students in the IPL program continue to cook meals that are distributed to needy families. The families are identified and referred by the community's social worker. Furthermore, snacks are prepared and distributed free of charge to Primary students, and for a fee to Secondary students. These activities have received a positive welcome in the community.

Lastly, as part of their culture course, the school boys have undertaken the construction of a kayak that will be put on sale in order to fund an outing for pre-college students (visit to the teaching institutions offering training programs in Montreal).

Quaqtaq

Since March, the Isummasaqvik School recesses have been animated by elder students who are responsible for organizing games for the younger ones. This

The Tukisiniarvik School in Akulivik becomes Wi-Fi and brings more on-line pedagogical resources to its classrooms.

initiative seems to have a positive impact on the relations between students. The activity will carry on in April and May, in order to help reduce conflicts and bullying in school.

After the afternoon of Inuit games organized in March at the Isummasaqvik School, a cultural day is scheduled to be held in April. Prepared in collaboration with the Quaqtaq community, the event will include, among other things, some cultural activity workshops such as the tanning of skins, the creation of traditional clothing, and the preparation of traditional dishes.

Depending on weather mildness in May and April, the students in Primary and Secondary will take part in one-day field trip in the Quaqtaq region.

From April 28 to May 4, the Isummasaqvik School will host a training session in Inuktitut in connection with the development of programs in Education Services.

Aupaluk

In the Tarsakallak School, the "Active Noons" activity will carry on this spring. Every Friday noon, teachers and students will share a lunch and then take part in sporting activities.

A basketball camp is also

Two Nunavik students from Kangiqsualujaq will compete in the Grand Défi Pierre Lavoie, cycling 1000 km in 60 hours this June.

scheduled in the first week of April, during the spring break.

Kangiqsualujuaq

From April 4 to 7, Kangiqsualujuaq will host the Regional Bantam Hockey Tournament.

Le Grand Défi Pierre Lavoie: Two students from the Ulluriaq School, Julia St-Aubin and Andrea Brazeau, were selected to compete in the Grand Défi. The competition will take place from June 15 to 17. Participants will cycle 1000 km in 60 hours, departing from Saguenay-Lac-Saint-Jean and arriving in Montreal.

Julia and Andrea will join a team of former Olympic athletes: Clara Hughes, Joe Juneau, Gaetan Boucher and Benoit Lamarche. The team of cyclists will visit Kangiqsualujuaq from April 3 to 7.

During their stay, they will also run workshops for all students, in addition to spending time working with Julia and Andrea.

From April 26 to 28, Kangiqsualujuaq will host the Ungava Coastal Tryouts for the Arctic Winter Games (March 15-22, 2014).



ADULT EDUCATION & VOCATIONAL TRAINING

New building for the Adult Training Centre in Salluit

Dating back to 1954, the current building is the school board's oldest building. Repair work is scheduled to start in the summer of 2014. A needs assessment phase was completed last year, after a visit to Salluit by Patrice Beaumelle and representatives from the ministry. We are currently working with the Material Resources department and their architects to draw up blueprints that will be submitted to MELs this coming spring.

2013-2014 Cooking program

The Nunavimmi Pigiursavik Centre in Inukjuak will offer the Cooking program for the 2013-2014 school year. Offered in the 1990s, this program had been quite popular.

New employees

The Kativik School Board is proud to announce the appointment of **Jeannie Nayoumealuk** to the position of Residence Manager for the Nunavimmi Pigiursavik centre in Inukjuak. A native of Inukjuak, Jeannie will bring us her experience in management and administration and her excellent knowledge of this community. She will join the Adult Education and Vocational Training team.

The Student Services team is glad to welcome **James Van Denberg** as its new Counselor in training.

Stanley Juste joined the school board's IT team as IT technician. Stanley is replacing Vincent Renaud who is on parental leave until November. Stanley's IT experience is an asset to the school board's IT support services.

Dates to keep in mind

MAY 10, 2013: We remind you that the end date for the regular activities of the Adult Education and Vocational Training centres is **May 10, 2013**. The **Kajusivik Centre** in Kuujuaq and the **Kuujuaaraapik Centre** are an exception and will be closing in **June** due to the regular statute of their teachers.

MAY– JUNE, 2013: Customized training is offered during this period in **Inukjuak**:

- 1) Plastering and painting.
- 2) Nutrition.
- 3) Maintenance of Northern buildings.

MAY 15, 2013: Request for **teachers' professional development funding** for conferences and workshops held during June to September must be received by Human Resources by **May 15th**.

Anything you would like to read in the June 2013 issue?

Contact us at: publicrelations@kativik.qc.ca

Kativik School Board

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