

Employees' Newsletter

February 2014



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MESSAGE FROM THE DIRECTOR GENERAL ANNIE POPERT

IN THIS ISSUE

2

HUMAN RESOURCES & PAYROLL on electronic paystubs and deadlines for teachers and more.

3

EDUCATION COUNCIL: overview of conclusions

4

WHAT'S UP IN OUR SCHOOLS?

7

ADULT EDUCATION & VOCATIONAL TRAINING: projects highlights

8

NEW EMPLOYEES

9

DATES TO KEEP IN MIND

Let me begin by wishing you all a happy New Year 2014! I hope your Christmas holidays have been restful and re-energizing.

In February, we will celebrate the work of our teachers (Feb. 10-14). I would like to join my voice to that of the School Administrators in expressing my appreciation for the work our teachers perform.

Your role as teachers is of tremendous importance. Teaching is a rewarding profession, but we also know that your work in our classrooms and schools is very demanding. I want to thank you all for taking on this challenge and for remaining committed to education in Nunavik.

Our schools and offices would also not be able to operate without all our dedicated support staff. From March 10 to 14 the School board will celebrate the work they accomplish.

Here again, I join our School Administrators in thanking you all, janitors, maintenance workers, secretaries, drivers, special education technicians and others, for making sure our students make it everyday to a clean, welcoming and organized school.

Keep up the good work!

HUMAN RESOURCES & PAYROLL



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Collective agreement negotiations – Changes in personnel

The collective agreements that govern the working conditions of our unionized staff (Teachers, Professionals and Support) are currently in effect until April 2015.

The Management Negotiation Committee of the Kativik School Board (MNCKSB) has approved the nomination of Marcel Duplessis as negotiator for the upcoming round of negotiations.

Starting this January, and for the duration of the negotiation, Marcel will be on a leave of absence from his position.

As a result, the following changes are in effect:

Teachers' files: [Judith Michel](#)

Support Staff's and Professionals' files: [Taqralik Partridge](#)

Get your online paystub

You can access your paystub online. Take advantage of this easy and user-friendly tool, which is available to all employees, post-secondary students as well as the commissioners.

There are many benefits to obtaining your paystubs online:

- Paystubs can be viewed the day before payday;
- You can access all your prior paystubs online and view them at any time of the day;
- Online tax slips are also available;
- No more waiting or delivery delays!

To apply, go to: kps.kativik.qc.ca

For further information, contact [Payroll](#) or go to: kativik.qc.ca

Upcoming deadlines for teachers

Teachers Professional Improvement Funds

Funds for Professional Improvement are available to teachers who wish to upgrade their knowledge, skills and abilities as educators ([KSB Administrative Directive HR-14, Plan C](#)). Funding can be obtained to attend conferences or workshops.

If you are a teacher and wish to attend a conference or a

workshop between June 2014 and September 2014, make sure your request is received by Human Resources by May 15th, 2014.

Leave Without Pay for Teachers

Under certain conditions, teachers may be eligible to ask for a leave of absence without pay for the following school year. The request for a leave without pay must be submitted to Human Resources before April 1st (*Collective Agreement Reference: 5-15.07*).

Teachers' Transfers to Another Community

Teachers who wish to remain with the Kativik School Board, but would like to teach in another community within Nunavik for the next school year, can request a transfer to a different school. They must submit their transfer request to Human Resources before March 1st (*Collective Agreement Reference: 5-4.03*).

Resignation of Teachers

Teachers who plan to resign from the Kativik School Board must submit their resignation in writing, to Human Resources, before April 1st (*Collective Agreement Reference: 5-9.01*).



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Education Council Meeting: An Overview of Conclusions

Education Council: a Summary of Conclusions

Those of you working in our schools are familiar with the Education Committees. In each Nunavik community, these committees are formed of locally elected parents, who serve as advisory bodies to the Council of Commissioners.

Once a year, the Education Committee members from all over Nunavik hold a regional meeting, named the Education Council. This year, the Education Council met in Salluit, from January 21 to 23, 2014.

The main decisions and recommendations made by its members are summarized below:

- The Council decided to meet every two years, as of 2014. It was decided that the next meeting would take place in Kangiqsualujjuaq, in January 2016.
- In addition, the number of delegates attending the Education Council was also reduced to two per community: the Education Committee President and the school's Centre Director.
- The current proposals for a new culturally sensitive school calendar were presented to the Education Council. Its member recommended the implementation of a pilot project. The Council of Commissioners will make a decision on which school will participate in this pilot project.
- The Council also stressed the importance of finding sustainable solutions to the recurring issues of teachers' absenteeism and the lack of trained substitutes.
- Finally, the Council expressed its deep concern with the current state of the Inuktitut language. The Council wished to emphasize that, in order to ensure the preservation of the Inuktitut language, urgent changes are needed in the area of education.

Amongst the various issues discussed by the Education Council in Salluit (Jan. 21-23), recommendations were made on a new culturally sensitive school calendar.

What's up in our schools?



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Throughout the region: Nunavik Regional Science Fair in Salluit (Feb. 25-26), end of the school year's 2nd term and report card distribution, first half of March 2014.

Upcoming regional events

In the entire School Board, the **Teacher Appreciation Week** will be celebrated from **February 10 to 14, 2014**. Next month, the **Support Staff Appreciation Week will be celebrated from March 10 to 14, 2014**. From one community to the other, these dates will be adjusted in the calendar for the activities and vacations scheduled by the school.

Over the first weeks of February, students will be developing and finalizing scientific projects that they wish to present at the science fair of their school. Finalists in each community will have the chance to participate in the **Regional Science Fair of Nunavik, which will be held in Salluit on February 25 and 26, 2014**.

The big winners in this regional event will represent Nunavik at **the Quebec Aboriginal Science Fair (Wendake, March 25-26, 2014)**.

We have an opportunity to bring attention to the hard work of the teachers who coach students in the development of their projects and who make sure that a science fair is organized in their schools. Without their exciting energy, this event full of positive impacts could not take place. Thank you to all the people involved in this project!

Finally, the **2nd stage of the school year** ends in February. In our schools, **the report cards will therefore be handed over** during the first half of March 2014.

Kuujuaraapik

Asimauttaq School welcomes Brandon Atkinson, who will join Alexandre Truchon-Savard as Youth Fusion partners at the school.

Together, they will be co-ordinating supplementary extra-curricular activities at the school. Part of Brandon's responsibilities will be to organize a year-end talent show for students and staff. He will help students learn and combine music, dance, theatre, singing and circus

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skills into a set that will amaze themselves and others.

We ask parents and guardians to encourage their children, from Grade 1 to Secondary 5, to participate in extra-curricular games and arts, whether or not they want to perform in the talent show. Often, passionate engagement or success in creative or sporting activities lays the groundwork for accomplishment in academics.

The project for a combined youth-elder camping outing during the 2014 summer is progressing. This will be a major undertaking requiring the co-operation between the school, the municipal council and the Centre d'études nordiques (Laval University), with funding from the latter and Ungaluk.

During the outing, youths will learn traditional activities and acquire knowledge from their elders. Simultaneously, they will also learn to use modern devices and to interpret satellite images from professional researchers associated with the Centre d'études nordiques.

Finally, the administration would like to apologise for the inconvenience caused by the recent ruptured sprinkler pipes and associated flooding.

Umiujaq

To survive the cold and dark weather conditions of this month, a job exchange day will be organized early February at Kiluutaq School.

For a few hours, the principal will for example become a janitor, the secretary a teacher, etc. While creating a refreshing atmosphere, this special day will also contribute to raising the personnel's awareness of their peers' daily reality.

For a few years now, the Space Contact program has been offered to the schools in Nunavik. The Amateur Radio on the International Space Station (ARISS) coordinates the program in cooperation with NASA and the Canadian Space Agency (CSA), sponsored by the Makivik Corporation, First Air and Air Inuit.

As part of the program, the students will establish a radio contact with the International Space Station. The radio contact will take place in March or April.

In parallel, Kiluutaq School is seeking to host astronaut David St-Jacques, in March 2014.

On another front, the school is currently exploring partnership possibilities with the Youth Empowerment organization. The purpose served is to kick off, in March 2014, a project to support student life and extracurricular activities.

Finally, Kiluutaq School will decorate some of its common spaces, in cooperation with an artist from the community (Healthy School funding). The works produced will illustrate the sled dogs theme, which symbolizes the value at the core of the Compassionate Schools pilot project (positive reinforcement, support, persistence, team work, etc.).

Inukjuak

A career event will be held at Innalik School, on February 20 and 21, 2014. Students will have the opportunity to receive a wide variety of information on employment possibilities in the region. The YES Nunavik team, which coordinates the event, also offers various job search tips.

Akulivik

Tukisiniarvik School will continue to offer healthy snacks (various fresh fruits) to its students in February and March. This project enjoys the support of Air Inuit and of the Nunavik Regional Board of Health and Social Services.

Over the second half of February, Inuit games will be organized in Tukisiniarvik. Players will be awarded prizes for their participation and their sportsmanship.

Ivujivik

In February, teachers will organize a recycling activity in order to raise student awareness of waste sorting. Waste collection via seaway will be coordinated with Recyc-Quebec.

Cirqniq will visit Nuvviti School from March 5 to 18, 2014. The students will have the opportunity to deepen their knowledge of circus arts and to participate in the production of a show that will be presented to the community.

Finally, the three cameras generously donated to Nuvviti School by Laval Fortin Adams, are used by students for a photo project. In March, an exhibition of the photographs taken by the students will be organized.

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The "Space Contact" program will visit Kiluutaq School by April 2014!

Quaqtaq

The administrators of Quaqtaq, Kangirsuk and Aupaluk's schools jointly funded the visit of a group facilitator from the Red Cross. The latter visited the three schools over a ten-day period, to offer workshops on bullying prevention.

At Isummasaqvik School, the personnel and school administration intend to use the momentum created by this activity to schedule various follow-up activities with the students.

Kangirsuk

To resolve the boot-wearing issue in the school, the Sautjuik school administration secured a donation of material to make slippers. The slippers are made by the students in each of the classrooms, under the teachers' supervision. Early February, everybody should be proudly wearing the slippers! Thank you to the Northern Village of Kangirsuk for their support!

Late February, Sautjuik School will be receiving stakeholders from the Good Touch, Bad Touch program, offered by Healthy Schools.

The Photo Club is currently working on a fundraising activity for school's Breakfast Club. Portraits of students are taken and reproduced on bookmarks, which parents can buy.

The school Olympics will be held late February. They will be followed by a basketball camp early March and by a Literacy Week.

Aupaluk

On February 14, a workshop on the organization and planning of active recess will be offered to teachers, by Mélanie Picard (Consultant, Healthy School, KSB) and Catherine Boivin (Education Consultant in Physical Education and Health, KSB).

The workshop includes a theoretical component and a practical one. The latter will allow teachers to test the activities that they have developed, using the equipment available on the premises. The workshop is funded by the Healthy School program of the Nunavik Regional Board of Health and Social Services.

Cirqniq will also be visiting Tarsakallak from February 19 to 25, followed by a basket-ball camp that will take place from March 7 to 10, 2014.

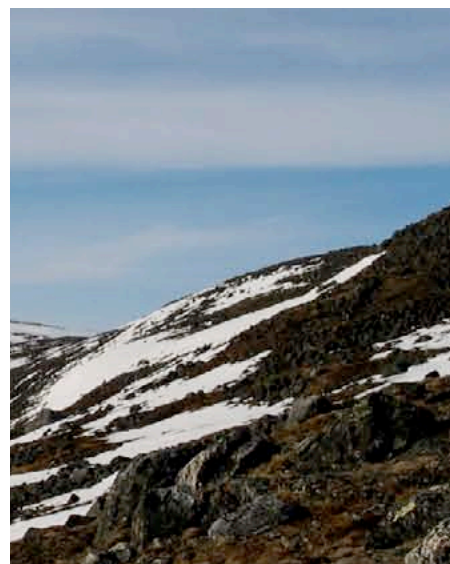
Kuujuaq

Announced in our previous edition, the series of workshops intended for the Secondary 4 and 5 students' Club has kicked off. It will carry on in February and March 2014.

Coordinated by Véronique Gilbert, a science and mathematics teacher in Secondary 4 and 5, French sector, the workshops are offered with the participation of external facilitators (KRG, YES Nunavik and KSB's Education Services).

After the Christmas break, the school's objective is to improve student on-time arrival, in particular for the first morning period and after the lunch break.

To do so, the school administration is working at raising parents' awareness in order to ensure their involvement in this file. The school's newsletter, the FM radio and soon the Jaanimmark Web site will all be used for that purpose. Classes now start at 9. This change in the schedule, which aims at creating conditions that are likely to reduce late arrivals in the morning, was carried out in consultation with parents in Kuujuaq.



© Daniel Latleur



© Sylvain Serre

ADULT EDUCATION AND VOCATIONAL TRAINING

Light Vehicle Mechanics

We are happy to report that our Light Vehicle Mechanics program started in January 2014, in Kuujjuaq. The training is offered to 12 students. It replaces the Auto Mechanics program, which 3 students successfully completed in December.

Parenting Activities

The Parenting Skills and Family Wellness Program continues to be popular and in demand. In particular, the Baby Book component of the program attracts growing interest.

Designed to introduce parenting themes, the Baby Book project uses a scrapbooking activity to attract parents and sustain their involvement in discussions on responsible parenting.

The Baby Book project has now started in nine communities (Kangiassualujjuaq, Kuujjuaq, Tasiujaq, Kangirsuk, Quaqtaq, Salluit, Ivujivik, Puvinituq and Inukjuak).

The communities have identified facilitators currently in training. They have also acquired their baby book equipment. Workshops for parents will start as soon as funding from Brighter Futures is available.

With the objective of sustaining the development of a strong facilitators' network on the Hudson coast, a regional training is currently offered to them. It started on January 27, in Puvinituq.

Community kitchen

A community kitchen project was launched in November 2013, in Salluit. Sponsored by "Québec en forme", the project is coordinated and implemented by a team of students and teachers from both the Qaunnaq Adult Education Centre and the Ikusik School IPL sector. It will be operating until May 2014.

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Learn more about
our parenting
program and our
community kitchen
project!

The project has a theoretical component and an applied knowledge component. It educates the students on all aspects of meal preparation, including planning, budgeting, the selection of ingredients and their preparation.

As the program progresses, the students develop their understanding of nutritional labels. Working with low or limited budgets, they also learn to make healthy food choices while identifying the dietary needs deriving from their current typical meals or eating habits.

In collaboration with our pedagogical counselors at the School Board's Head Office, the theoretical components of the project are carefully assessed for academic credits attribution.

Beyond the academic credit it earns them, the project has been an eye opener for participants. Through meal preparation for groups of community residents, our students have been astonished to realize how cost effective it was to buy healthy

food, which was then used for multiple meals in just one preparation.

The awareness this project has raised amongst the participants and within the broader community of Salluit is well worth all the work and efforts involved in transforming the limited kitchen facilities at the Qaunnaq Adult Education Centre into a community kitchen.

New Employees



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- The Human Resources Department (HR) is pleased to welcome **Taqralik Partridge** as Human Resources Counselor. She will be responsible for Support Staff and Professionals files.
- **Nina Segalowitz** also recently joined the HR department as Executive Secretary. She replaces **Joyce Ng**, who accepted a position of Administrative Technician with the finance department. Mother of three, Nina is known as an Inuit Throatsinger. Having worked for 20 years as a front line worker with the Aboriginal community, she remains actively involved with it.
- **Carson Tagoona** joined the General Administration as Webmaster, on November 12, 2014. He holds a College degree in Publication Design.
- **Marie Evaluardjuk** joined the Finance Department in December 2013, as Office Agent. Welcome Marie!
- On November 25, 2013, **Michèle Bertol** replaced Terry Benson as Director of Material Resources. Michèle brings with her 20 years of experience as Senior Planner with various organizations both in Nunavut and Nunavik.

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- **Daphne Lefebvre** was hired in November 2013 as a fulltime Pedagogical Counsellor within the Adult Education Department.
- On January 27, 2014, **Daniel Baril** was appointed to the position of Assistant Director of the Material Resources Department. He holds a Master's degree in building engineering from Concordia University.
- **Dave McMullen** also joined the Adult Education team in October 2013. Dave is a Pedagogical Counselor and he is working on customized training.

Dates to keep in mind

- **February 10-14, 2014:** Teacher Appreciation Week.
- **February 24-28, 2014:** School Administrators' meeting, Kuujjuaq.
- **March 11-13, 2014:** Council of Commissioners, Aupaluk.
- **March 10-14, 2014:** Support Staff Appreciation Week.

Anything you would like to read in our next issue?

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