

AGREEMENT ON HIRING FACULTY FOR Arts, Literature and Communication Inuit

Between:

**CEGEP John Abbott College ("The College") and
John Abbott College Faculty Association ("JACFA")**

Whereas:

- The College has granted authorization to offer the Arts, Literature and Communication Inuit (NA) program 500.C1;
- The success of the NA program depends on the ability of faculty to develop and evaluate competencies in culturally relevant ways that integrate the contributions of the College's partners;
- This program (NA) helps Nunavik students engage in *inuguiniq* (personal autonomy) at the post-secondary level through the study of their language, land claims and culture;
- NA courses will be offered in Nunavik using appropriate delivery modes to meet the needs of students; future courses may also be offered in Montreal.

the College and JACFA have agreed to the following conditions for hiring faculty for the NA courses, including courses in the following disciplines: Media Arts (530) and Visual arts (510):

1. The provisions of the Local Agreement on Selection Committee Composition for DEC Programs/Courses are modified by this agreement for NA teaching.
2. The order of hiring priority (5-4.17 of the current Collective Agreement) will be applied separately for NA teaching and all other College teaching, which will be reflected in the seniority list (5-3.01 of the current Collective Agreement) through parenthetical identification (NA), so that NA teaching will provide no priority for other College teaching and vice versa.
3. The above-noted separate treatment will be applied to other related elements of the Collective Agreement, as appropriate, so that NA teaching will provide no priority for other College teaching and vice versa.
4. The composition of the selection committee (4-4.02 of the Collective Agreement) will be waived and replaced by two (2) professors with experience teaching Indigenous students, if possible, chosen by the professors of the department, one (1) professor with experience teaching NS/NA courses and chosen by the professors currently teaching NS/NA courses, two (2) persons chosen by the College, and one (1) NA observer. In the case of any doubt, the College and JACFA will agree at CRT regarding which discipline(s) the two (2) professors noted above will be drawn from, such as in the case of there being no equivalent Day Division department.
5. The selection committee will have discretion to base its assessment of academic qualifications and background on the ability to develop and evaluate course competencies in a culturally relevant way, as reflected in the hiring postings.
6. Among candidates who it deems are able to develop and evaluate the relevant competencies, the selection committee will give preference to individuals having direct lived experience in, and knowledge of Nunavik communities and with experience teaching in Inuit classrooms, or as a secondary consideration, having experience with

Indigenous education and teaching Indigenous students. Furthermore, some proficiency in Inuktitut is considered an asset. Community based candidates such as elders possess unique knowledge and expertise that is vital to this program. To facilitate their access to the institutional selection process, such candidates can be recommended and represented by a KI or NS proxy during the selection interview.

In the case that a culturally adept and community-based candidate is selected with strong course content knowledge, the candidate may be assisted by an experienced instructor chosen by the NA selection committee to guide the candidate with the competency-based requirements of the course.

The assistant teacher is paid at the hourly rate provided for in article 6-1.03 of the collective agreement.

Should the competency consultant be required to travel to the course delivery location, funding will be provided for travel, accommodation and daily meal allowance.

7. In the case where no candidates are deemed by the selection committee to meet the above expectations but the College proceeds with hiring for that semester due to recruitment difficulties, a restriction may be indicated at the time of hiring to limit the accumulation of seniority for that NA teaching.

This agreement shall be implemented for the Winter 2023 semester, with the provisions regarding the seniority list taking effect as of the 2023-2024 Seniority List, and with no retroactive effect on previous NA teaching.

This agreement does not establish a precedent for any future agreements.

This agreement has been drawn up in English at the express wish of the parties.

This local agreement will automatically terminate upon the expiration of the Collective Agreement signed by FNEEQ and CPNC, or upon a six (6) month written notice by either party.


The present agreement has been reached between JACFA and the College, and was signed on February 22/ 2023.



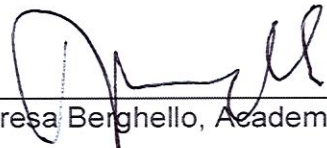
John Abbott College Faculty Association



Annie Tam, Director of Human Resources



John Abbott College Faculty Association



Teresa Berghello, Academic Dean