



DRAFT AGREEMENT ON HIRING FACULTY FOR SPRINGBOARD CREE NURSING PROGRAM

Between:

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

Whereas:

- The College has granted authorization to offer the Springboard Cree Nursing (CN) program 081.CN
- The success of the CN 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 (CN) helps potential Cree nursing students at the post-secondary level study courses that reflect relevant determinants of health and concepts of health and illness that are embedded in the Cree worldview.
- CN courses will be offered in Chisasibi using appropriate delivery modes to meet the needs of students; subsequent nursing program courses to be taken in Montreal.

The College and JACFA have agreed to the following conditions for hiring faculty for the CN courses:

1. The provisions of the Local Agreement on Selection Committee Composition for DEC Programs/Courses are modified by this agreement for CN teaching.
2. The order of hiring priority (5-4.17 of the current Collective Agreement) will be applied separately for CN 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 (CN), so that CN 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 CN 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, or the most appropriate discipline for courses with adapted content courses such as those with non-traditional course codes, one (1) professor with experience teaching IK or Crossroads courses and chosen by the professors currently teaching IK or Crossroads courses, two (2) persons chosen by the College, and one (1) IK, Crossroads, or community partner 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 Eeyou Istchee (Cree) communities and with experience teaching in Cree communities, or as a secondary consideration, having experience teaching other First Nation, Métis, or Inuit students. Furthermore, some proficiency in Cree 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 Cree School Board (CSB) or IK proxy during the selection interview.

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

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 on the accumulation of seniority may be indicated at the time of hiring to limit the accumulation of seniority for that CN teaching.


This agreement shall be implemented for the Fall 2024 semester, with the provisions regarding the seniority list taking effect as of the 2024-2025 Seniority List, and with no retroactive effect on previous CN 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 be valid for a period of one year.

The present agreement has been reached between JACFA and the College and was signed on June 12, 2024.




John Abbott College Faculty Association



Annie Tam, Director of Human Resources



John Abbott College Faculty Association



Teresa Berghello, Academic Dean