



To participate  
in the CTNAA  
election,  
[follow this link](https://aantc-elections-ctnaa.ca/)



<https://aantc-elections-ctnaa.ca/>

**Nominations:**  
**October 22, 2025 at 6:00 PM**  
**Vote**  
**December 3, 2025**  
**By Simply Voting**



**ONLINE**

All information about the nomination process  
and voting is available on this site.



**Pour participer  
aux élections  
au CTNAA, sui-  
vez ce lien**



**<https://aantc-elections-ctnaa.ca/>**

**Mise en nomination:  
22 OCTOBRE, 2025 À 18H**

**Vote**

**3 décembre 2025  
sur Simple Vote**



**EN LIGNE**

**Toutes les informations sur le processus de  
mise en nomination et sur le vote sur ce site**

## **\*\*NOTICE\*\*NEW DATE!!!**

**To: ALL SOPFEU FIREFIGHTERS**

### **Return of Overalls**

It's that time of year again to hang up the Firefighter overalls for another season!

Therefore, please return all (3 pairs) of your overalls to **Amy Morin, at the Forestry office, by Friday, October 31, 2025 by 12:00 p.m.**

If you have returned the Overalls to the SOPFEU warehouse, kindly let me know. Please note all overalls must be **SIGNED IN.**

After this date, anyone who does not return their overalls and shirt and pants will be charged **\$640.00** for the cost. An accounts receivable will be set up in your name for this amount.

**NEW DEADLINE FOR RETURN: FRIDAY, OCTOBER 31, 2025.**

**THANK YOU TO ALL FIREFIGHTERS FOR YOUR  
SERVICE FOR THE 2025 SEASON!!**



# Blood Work Clinic is canceled :

- October 23, 2025
- October 28-30, 2025
- November 6-18, 2025
- November 20, 2025
- December 4, 2025
- December 11, 2025

Nurses will be absent for training  
purposes and vaccination clinics

**We apologize for  
this inconvenience.**



# Vaccination campaigns



- October 23, 2025
- November 6, 2025
- November 20, 2025
- December 4, 2025



10:00 AM - 11:30 AM  
1:00 PM - 6:00 PM



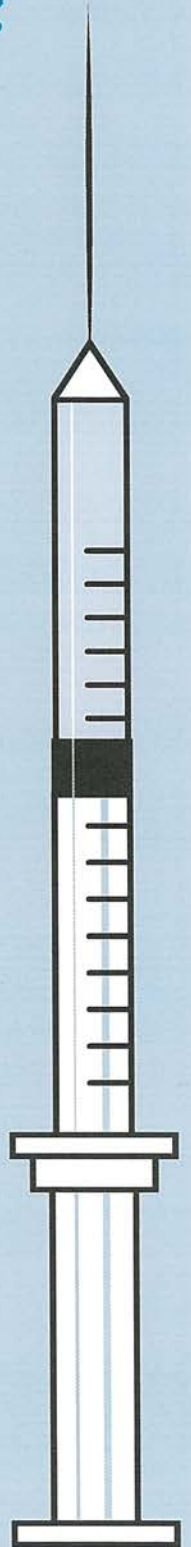
Community Hall (upstairs)

\*\* Except November 20, 2025: AT HEALTH CENTER\*\*



KZA members  
14 years and older

- Bring valid health card
- Walk-In (no appointment needed)
- A 15 minute wait time is mandatory after vaccination



# FLU VACCINATION CAMPAIGN FOR CHILDREN

Organized by KZHSS Nursing Team

**When :** DECEMBER 11, 2025  
10:00 AM - 11:30 AM  
1:00 PM - 6:00 PM



**Where :** COMMUNITY HALL (UPSTAIRS)

**Who :** CHILDREN BETWEEN THE AGES  
OF 6 MONTHS AND 17 YEARS

**How :** BRING A VALID HEALTH CARD  
WALK-IN (NO APPOINTMENT)

- Children under the age of 14 years old must be accompanied by an adult guardian
- Please dress accordingly to allow quick and easy access to arms (and thighs for infants)
- Remember to eat and hydrate before the shot
- A 15 minute wait time is mandatory after the shot

For inquiries :  
819-449-5593

# THE FLU SHOT:

Protect yourself, protect your community



The flu can spread easily and quickly to anyone, even before you know you are sick. Indigenous people with chronic health conditions or living in overcrowded homes are at a higher risk of hospitalization and serious health complications from the flu.

**Getting the flu shot can help keep you and your community healthy!**

## THE FLU SHOT CAN SAVE LIVES

- ▶ Young children, people over age 65, pregnant women, and those who are in poor health are more likely to become very sick from the flu.
- ▶ The flu shot can help protect you and your family from the flu.

## THE FLU SHOT WORKS

- ▶ There are many different types of flu viruses. Every year, the flu shot protects against the expected 3 or 4 most common types of the virus.
- ▶ Everyone responds differently to the flu shot. The shot can either prevent the flu entirely or reduce the severity of the sickness.
- ▶ It usually takes 2 to 4 weeks to build protection after you get the flu shot.
- ▶ The flu shot does not prevent colds because they are caused by different germs.

## THE FLU SHOT IS SAFE

- ▶ You cannot get the flu virus from the flu shot.
- ▶ Most people do not have significant side effects from the flu shot.
- ▶ Serious side effects are very rare.
- ▶ If you have concerns or questions about the flu shot, talk to your nurse or doctor.

## WHO SHOULD GET THE FLU SHOT

- ▶ **Everyone** 6 months of age and older.
- ▶ If you are pregnant or have an allergy to eggs, you can still safely get the flu shot.

Cat.: R5-743/2019E-PDF | ISBN: 978-0-660-32981-9

Visit your community health centre, nursing station,  
or local healthcare provider to get your flu shot!

To learn more about the flu shot and other  
ways to prevent the flu, visit: **Canada.ca/flu**



Indigenous Services  
Canada

Services aux  
Autochtones Canada

Canada

# RESPIRATORY INFECTIOUS DISEASES

(such as the flu or COVID-19)

## Decision tool

To protect your health  
and that of others

Respiratory infectious diseases spread very easily.  
They can circulate year round, but mainly from late  
fall to early spring.

The symptoms and their severity can vary  
depending on a person's age and health.

### The main symptoms are as follows:

- fever (for children, see [Quebec.ca/FluColdGastro](https://quebec.ca/FluColdGastro));
- sore throat;
- cough (new or worsened);
- stuffy nose.

### Protective and hygiene measures can also help prevent the spread of respiratory infectious diseases:

- do frequent hand hygiene;
- cough and sneeze into the bend of your elbow;
- clean and disinfect your immediate environment, such as  
furniture surfaces, countertops, door handles and light switches;
- do not hesitate to wear a well-fitting mask in crowded  
public places if you are vulnerable to respiratory infections  
(elderly individuals, pregnant women, people who are  
immunocompromised or have a chronic illness);
- Increase ventilation, for example by opening the windows for  
a few minutes.

When a vaccine is recommended against an infection  
or disease, get vaccinated. It's the best way to protect  
yourself and other people.

[Quebec.ca/VaccinationCampaign](https://quebec.ca/VaccinationCampaign)

[Quebec.ca/FluColdGastro](https://quebec.ca/FluColdGastro)

## IF YOU HAVE SYMPTOMS OF A RESPIRATORY INFECTION, consult this table to help you make the best decision for yourself and your loved ones.

### I don't have a fever, but I do have the following symptoms:

- stuffy nose;
- cough (new or worsened);
- sore throat.

### DECISION

I wear a mask and I keep a distance from other people.  
I avoid contact with vulnerable people and non-essential social  
events.  
I choose to do remote activities, when possible.  
I consult the Self-care guide for infectious respiratory disease at  
[Quebec.ca/FluColdGastro](https://quebec.ca/FluColdGastro).  
I consult a healthcare provider like a pharmacist, if necessary.

### I have a fever and the following symptoms:

- cough (new or worsened);
- sore throat;
- stuffy nose;
- muscle or joint pain;
- extreme fatigue;
- headache

### DECISION

In addition to the above recommendations, I **stay home**.  
Most people with an infection recover without special treatment.  
Consult [Quebec.ca/FluColdGastro](https://quebec.ca/FluColdGastro).  
If you are worried, call Info Santé 811, option 1.

### I have symptoms of respiratory infectious disease and I am at risk of complications (babies under 6 months of age, people aged 60 and over, pregnant women, people who are immunocompromised or have a chronic illness).

### DECISION

I call Info Santé 811, option 1. I follow the recommendations  
given to me based on the evaluation of my health or that of my  
loved one.  
When I am around other people, I wear a mask as much  
as possible.  
I make an appointment quickly to get tested:  
[Quebec.ca/LocalPointService](https://quebec.ca/LocalPointService).

### I have symptoms of respiratory infectious disease and I am in one of the following situations:

- persistent or increasing pain when I breathe;
- worsening or persistent fever (fever that is lasting 5 days or more);
- symptoms that are getting worse or that have not improved after  
7 days

### DECISION

I consult my doctor as soon as possible.  
If I don't have one, I visit [Quebec.ca/GuichetAccès](https://quebec.ca/GuichetAccès).  
When I am around other people, I wear a mask.  
If in doubt, I contact Info Santé 811, option 1.

### I am in one of the following situations:

- persistent or increasing difficulty breathing;
- blue lips;
- severe chest pain;
- persistent or worsening severe headache;
- drowsiness, difficulty staying awake;
- confusion, disorientation;
- seizures (the body stiffens and the muscles contract, causing  
involuntary jerky movements);
- no urine for 12 hours, intense thirst;
- fever in a child who seems very ill, lacks energy and refuses to play;
- fever in a baby who is less than 3 months old.

### DECISION

I go immediately to the emergency room.  
If I need immediate assistance or help, I call 911.

The information in this document does not replace the opinion of a healthcare professional.  
If you have any questions about your health, call Info Santé 811, option 1 or consult a healthcare professional.



## JOB OPPORTUNITY

Open until filled

October 16, 2025

POSITION: **Elementary Teacher**

LOCATION: Kitigan Zibi Kikinamadinan (KZ School)

WORK SCHEDULE: 35 hours a week. Monday to Friday

TERM: Indeterminate. Full time

SALARY: **\$52,799.00 to \$102, 857.00 Rates effective as of April 1, 2025**  
Salary to be based on experience according to the Quebec English School Salary Scale

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Under the supervision of the School Principal, the Teacher is responsible to deliver quality elementary school curriculum to students according to the approved Education Sector programs. Work includes the evaluation of students, the fostering of a learning environment, classroom management and the development of individualized education plans (IEPs).

### **PREAMBLE**

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of **Myra Dumont, Human Resources Advisor**, at the Health Center (**KZHSS**).

### **Contact information:**

Email: [myra.dumont@kza.qc.ca](mailto:myra.dumont@kza.qc.ca) or [hr.advisor@kza.qc.ca](mailto:hr.advisor@kza.qc.ca)  
Phone: **819-449-5593**  
Location: **KZ Health Centre** (8 Kikinamagie Mikan, Maniwaki, QC J9E 3B1)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members regarding the candidates who pass the interview process.



## KITIGAN ZIBI EDUCATION

### Elementary Teacher Job Description

#### GENERAL INFORMATION

**Job Title :** Elementary Teacher  
**Category :** Teacher  
**Sector :** Kitigan Zibi Education Sector  
**Location :** Kitigan Zibi Kikinamadinan  
 41 Kikinamage Mikan, Maniwaki, Quebec  
**Terms :** Indeterminate position (Standard Probationary period)  
**Hours :** 35 hours per week. Monday to Friday  
**Salary :** Salary to be based on experience according to the Quebec English School Salary Scale  
**Immediate Supervisor :** KZ School Principal  
**Date of Job Description :** October 2025

#### KZ KIKINAMADINAN MISSION STATEMENT

Kitigan Zibi and Pakinawatik School's mission in cooperation with the Kitigan Zibi community is to create challenging opportunities to educate students in an atmosphere of mutual trust and respect. It is our common mission to inspire students to achieve personal growth and cultural pride, to value lifelong learning, and to become responsible contributing citizens of their community, the Algonquin Nation and society at large

#### STUDENT LEARNING OUTCOMES

It is Kitigan Zibi and Pakinawatik School's goal to give hope and encouragement to each student to reach his/her full potential academically, emotionally, socially, physically, and spiritually. Kitigan Zibi and Pakinawatik School encourages each student to become a life long learner.

#### KEY DUTIES

- Responsible to ensure the delivery of quality instructional services
- Grading and conducting student assessments
- Curriculum delivery
- Lesson and unit planning
- Manage discipline in accordance with the school's procedures
- Encourage good practice regarding punctuality, behaviour, standards of schoolwork and homework.
- Planning, Teaching and Class Management
- Monitoring, Assessment, Recording and Reporting student progress in accordance to targeted learning
- Development of Individualized Education Plans (IEPS) to address student learning needs
- Contribute to extracurricular school activities
- Co-operate with other staff to ensure sharing and the effective use of resources

|                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>▪ Participates in weekly or bi-weekly staff meetings</li> <li>▪ Plan, organize and deliver online learning via the Google Classroom platform when required</li> </ul>                                                                                                                                                                                                                               |
| <b>ESSENTIAL TEACHING SKILLS</b>                                                                                                                                                                                                                                                                                                                                                                                                           |
| <ul style="list-style-type: none"> <li>• Classroom Management;</li> <li>• Excellent English communication skills both written and oral;</li> <li>• Ability to lead and role model for students;</li> <li>• Ability to set objectives, determine goals and focus on the common goals of student learning;</li> <li>• Time Management;</li> <li>• Ability to prepare lesson plans and units appropriate to the level of students.</li> </ul> |

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ACCOUNTABLE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <ul style="list-style-type: none"> <li>• Accountable to provide quality education within the framework of the KZ education system;</li> <li>• Accountable to ensure students are given the opportunities to achieve their highest potential;</li> <li>• Accountable to ensure that the mission and vision of the school and education system is followed;</li> <li>• Accountable to abide by: the Teacher Code of Ethics, Oath of Confidentiality, General Education Policies and Guidelines and Human Resources Policy.</li> </ul> |

| MANAGERIAL/SUPERVISORY |                                                                                                                                                       |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Resources:       | Will be responsible to provide guidance to classroom assistants or support staff assigned to classroom if applicable.                                 |
| Material Resources:    | Oversees and maintains management of classroom materials and textbooks;<br>Ensures adequate materials and equipment are available to deliver program. |

| ENVIRONMENTAL FACTORS              |                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Psychological and Physical Effort: | <ul style="list-style-type: none"><li>▪ Required to meet concurrent demands and deadlines;</li><li>▪ May be required to deal with difficult situations;</li><li>▪ Required to keep all student information highly confidential and may become aware of highly sensitive information regarding students;</li><li>▪ Must be able to work in the English Language</li></ul> |
| Working Conditions:                | <ul style="list-style-type: none"><li>▪ The incumbent is required to stay on-site for the lunch period during assigned supervision days;</li><li>▪ Outdoors during supervision.</li></ul>                                                                                                                                                                                |

| INCUMBENT QUALIFICATIONS |                                                                                                                                                                                                                                                                           |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Education and Experience | <ul style="list-style-type: none"><li>• Currently in a Bachelor's Degree in Education program. Completion of degree preferred.</li><li>or</li><li>• Bachelor's or Master's Degree (B.A./M.A.) from a recognized University with one or more teachable subjects.</li></ul> |

|                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                       | <p>or</p> <ul style="list-style-type: none"> <li>Currently in an Indigenous Teacher Education program (ITEP). Completion of degree preferred.</li> </ul>                                                                                                                                                                                                                                                                                                                     |
| <b>INCUMBENT COMPETENCIES</b>                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Knowledge:</b>                                                     | <ul style="list-style-type: none"> <li>Knowledge and awareness and the KZA culture and community;</li> <li>Knowledge of the Quebec Curriculum;</li> <li>Classroom management;</li> <li>Ability to prepare lesson plans and have a working knowledge of teachers' professional duties and legal liabilities;</li> <li>Knowledge of school policies and procedures;</li> <li>Knowledge of subject(s) or specialization(s) to enable effective teaching.</li> </ul>             |
| <b>Abilities:</b>                                                     | <ul style="list-style-type: none"> <li>To model good personal and professional conduct;</li> <li>Concentration through periods of frequent interruptions;</li> <li>Good time management;</li> <li>Strong communication and ability to converse with parents, colleagues and students in a professional manner;</li> <li>Problem-solving skills;</li> <li>Planning, organization and multi-tasking skills;</li> <li>Team-player who works in a coordinated effort.</li> </ul> |
| <b>Personal Suitability:</b>                                          | <ul style="list-style-type: none"> <li>Discretion and diplomacy;</li> <li>Reliable;</li> <li>Mental calibre to withstand challenging or emotionally charged situations;</li> <li>Ability to maintain healthy professionalism and respect for staff, colleagues and students;</li> <li>Ability to establish and maintain effective working relations with colleagues.</li> </ul>                                                                                              |
| <b>Certification/Licenses to maintain for duration of employment:</b> | <ul style="list-style-type: none"> <li>Acquire an Enhanced criminal verification for vulnerable populations. Incumbent must not possess any criminal record (s) related to working in the profession;</li> <li>Must undertake the responsibility of maintaining professional development as required;</li> <li>Legally able to work in Canada.</li> </ul>                                                                                                                    |
| <b>Assets:</b>                                                        | <ul style="list-style-type: none"> <li>Knowledge of Kitigan Zibi Algonquin Language and Cultural Values.</li> </ul>                                                                                                                                                                                                                                                                                                                                                          |



## **JOB OPPORTUNITY (AMENDED)**

Open until filled

**October 16, 2025**

**POSITION:** Elementary French Teacher (1 position)

**LOCATION:** Kitigan Zibi Kikinamadinan. (KZ School)

**WORK SCHEDULE:** 35 hours a week. Monday to Friday

**TERM:** Indeterminate. Full time.

**SALARY:** **\$52,799.00 to \$102, 857.00**  
Salary to be based on experience according to the Quebec English School Salary Scale.

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Under the supervision of the School Principal, the Teacher is responsible to deliver quality elementary school curriculum to students according to the approved Education Sector programs. Work includes the evaluation of students, the fostering of a learning environment, classroom management and the development of individualized education plans (IEPs).

### **PREAMBLE:**

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of **Myra Dumont, Human Resources Advisor**, at the Health Center (KZHSS).

### **Contact information:**

Email: [Myra.Dumont@kza.qc.ca](mailto:Myra.Dumont@kza.qc.ca) or [hr.advisor@kza.qc.ca](mailto:hr.advisor@kza.qc.ca)

Phone: **819-449-5593** FAX: **819-449-7411**

Location: **KZHSS (Health Center)** - 8 Kikinamag Mikan, Maniwaki, QC J9E 3B4.

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members regarding the candidates who pass the interview process.



## KITIGAN ZIBI EDUCATION

### Elementary Teacher

#### Job Description

#### GENERAL INFORMATION

**Job Title :** Elementary Teacher  
**Category :** Teacher  
**Sector :** Kitigan Zibi Education Sector  
**Location :** Kitigan Zibi Kikinamadinan  
 41 Kikinamage Mikan, Maniwaki, Quebec  
**Terms :** Indeterminate position (Standard Probationary period)  
**Hours :** 35 hours per week. Monday to Friday  
**Salary :** Salary to be based on experience according to the Quebec English School Salary Scale  
**Immediate Supervisor :** KZ School Principal  
**Date of Job Description :** October 2025

#### KZ KIKINAMADINAN MISSION STATEMENT

Kitigan Zibi and Pakinawatik School's mission in cooperation with the Kitigan Zibi community is to create challenging opportunities to educate students in an atmosphere of mutual trust and respect. It is our common mission to inspire students to achieve personal growth and cultural pride, to value lifelong learning, and to become responsible contributing citizens of their community, the Algonquin Nation and society at large

#### STUDENT LEARNING OUTCOMES

It is Kitigan Zibi and Pakinawatik School's goal to give hope and encouragement to each student to reach his/her full potential academically, emotionally, socially, physically, and spiritually. Kitigan Zibi and Pakinawatik School encourages each student to become a life long learner.

#### KEY DUTIES

- Responsible to ensure the delivery of quality instructional services
- Grading and conducting student assessments
- Curriculum delivery
- Lesson and unit planning
- Manage discipline in accordance with the school's procedures
- Encourage good practice regarding punctuality, behaviour, standards of schoolwork and homework.
- Planning, Teaching and Class Management
- Monitoring, Assessment, Recording and Reporting student progress in accordance to targeted learning
- Development of Individualized Education Plans (IEPS) to address student learning needs
- Contribute to extracurricular school activities

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>▪ Co-operate with other staff to ensure sharing and the effective use of resources</li> <li>▪ Participates in weekly or bi-weekly staff meetings</li> <li>▪ Plan, organize and deliver online learning via the Google Classroom platform when required.</li> </ul>                                                                                                                                  |
| <b>ESSENTIAL TEACHING SKILLS</b>                                                                                                                                                                                                                                                                                                                                                                                                           |
| <ul style="list-style-type: none"> <li>• Classroom Management;</li> <li>• Excellent English communication skills both written and oral;</li> <li>• Ability to lead and role model for students;</li> <li>• Ability to set objectives, determine goals and focus on the common goals of student learning;</li> <li>• Time Management;</li> <li>• Ability to prepare lesson plans and units appropriate to the level of students.</li> </ul> |

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| <b>ACCOUNTABLE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <ul style="list-style-type: none"> <li>• Accountable to provide quality education within the framework of the KZ education system;</li> <li>• Accountable to ensure students are given the opportunities to achieve their highest potential;</li> <li>• Accountable to ensure that the mission and vision of the school and education system is followed;</li> <li>• Accountable to abide by: the Teacher Code of Ethics, Oath of Confidentiality, General Education Policies and Guidelines and Human Resources Policy.</li> </ul> |

| MANAGERIAL/SUPERVISORY |                                                                                                                                                       |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Resources:       | Will be responsible to provide guidance to classroom assistants or support staff assigned to classroom if applicable.                                 |
| Material Resources:    | Oversees and maintains management of classroom materials and textbooks;<br>Ensures adequate materials and equipment are available to deliver program. |

| ENVIRONMENTAL FACTORS              |                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Psychological and Physical Effort: | <ul style="list-style-type: none"><li>▪ Required to meet concurrent demands and deadlines;</li><li>▪ May be required to deal with difficult situations;</li><li>▪ Required to keep all student information highly confidential and may become aware of highly sensitive information regarding students;</li><li>▪ Must be able to work in the English Language</li></ul> |
| Working Conditions:                | <ul style="list-style-type: none"><li>▪ The incumbent is required to stay on-site for the lunch period during assigned supervision days;</li><li>▪ Outdoors during supervision.</li></ul>                                                                                                                                                                                |

| INCUMBENT QUALIFICATIONS |                                                                                                                                                                                                                                                                        |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Education and Experience | <ul style="list-style-type: none"><li>• Currently in a Bachelor's Degree in Education program. Completion of degree preferred.</li><li>or</li><li>• Bachelor or Masters Degree (B.A./M.A.) from a recognized University with one or more teachable subjects.</li></ul> |

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|-----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                       | <p>or</p> <ul style="list-style-type: none"> <li>Currently in an Indigenous Teacher Education program (ITEP). Completion of degree preferred.</li> </ul>                                                                                                                                                                                                                                                                                                                     |
| <b>INCUMBENT COMPETENCIES</b>                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Knowledge:</b>                                                     | <ul style="list-style-type: none"> <li>Knowledge and awareness and the KZA culture and community;</li> <li>Knowledge of the Quebec Curriculum;</li> <li>Classroom management;</li> <li>Ability to prepare lesson plans and have a working knowledge of teachers' professional duties and legal liabilities;</li> <li>Knowledge of school policies and procedures;</li> <li>Knowledge of subject(s) or specialization(s) to enable effective teaching.</li> </ul>             |
| <b>Abilities:</b>                                                     | <ul style="list-style-type: none"> <li>To model good personal and professional conduct;</li> <li>Concentration through periods of frequent interruptions;</li> <li>Good time management;</li> <li>Strong communication and ability to converse with parents, colleagues and students in a professional manner;</li> <li>Problem-solving skills;</li> <li>Planning, organization and multi-tasking skills;</li> <li>Team-player who works in a coordinated effort.</li> </ul> |
| <b>Personal Suitability:</b>                                          | <ul style="list-style-type: none"> <li>Discretion and diplomacy;</li> <li>Reliable;</li> <li>Mental calibre to withstand challenging or emotionally charged situations;</li> <li>Ability to maintain healthy professionalism and respect for staff, colleagues and students;</li> <li>Ability to establish and maintain effective working relations with colleagues.</li> </ul>                                                                                              |
| <b>Certification/Licenses to maintain for duration of employment:</b> | <ul style="list-style-type: none"> <li>Acquire an Enhanced criminal verification for vulnerable populations. Incumbent must not possess any criminal record (s) related to working in the profession;</li> <li>Must undertake the responsibility of maintaining professional development as required;</li> <li>Legally able to work in Canada.</li> </ul>                                                                                                                    |
| <b>Assets:</b>                                                        | <ul style="list-style-type: none"> <li>Knowledge of Kitigan Zibi Algonquin Language and Cultural Values.</li> </ul>                                                                                                                                                                                                                                                                                                                                                          |



## **JOB OPPORTUNITY – 3<sup>rd</sup> Posting**

October 2, 2025

|                |                                                                                    |
|----------------|------------------------------------------------------------------------------------|
| POSITION:      | <b>Wazoson Educator</b>                                                            |
| LOCATION:      | Wazoson Daycare, 38 Paganakomin Mikan                                              |
| WORK SCHEDULE: | 37.5 hours a week. Monday to Friday                                                |
| TERM:          | Indeterminate. Full time Standard probationary period                              |
| SALARY:        | \$23.73-\$32.99 an hour (ECE Certified)<br>\$20.34-\$30.51 an hour (non-certified) |
| DUE DATE:      | October 17, 2025, at 11:00 a.m.                                                    |

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Under the Supervision of the Wazoson Coordinator, the Wazoson Educator is responsible to deliver a quality early childhood education program to all children attending Wazoson.

### **PREAMBLE**

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the (KZHSS) Health Center by **Friday October 17, 2025, at 11:00 A.M. (EST)**.

### **Contact information:**

Email: [Myra.Dumont@kza.qc.ca](mailto:Myra.Dumont@kza.qc.ca) or [hr.advisor@kza.qc.ca](mailto:hr.advisor@kza.qc.ca)  
Phone: **819-449-5593 ext. 2015**  
Location: **KZ Health Centre** (8 Kikinamag Mikan, Maniwaki, QC J9E 3B4)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members regarding the candidates who pass the interview process.



## KITIGAN ZIBI EDUCATION SECTOR

### Wazoson Educator Job Description

| GENERAL INFORMATION                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job Title</b>                                                                                                                           | Wazoson Educator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Category</b>                                                                                                                            | Technical                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Sector</b>                                                                                                                              | Kitigan Zibi Education Sector (KZES)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Location</b>                                                                                                                            | Wazoson                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Terms</b>                                                                                                                               | Indeterminate. Standard probationary period                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Hours</b>                                                                                                                               | 37.5 hours per week. Monday-Friday                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Salary</b>                                                                                                                              | As per Kitigan Zibi Salary Scale                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Immediate supervisor</b>                                                                                                                | Wazoson Coordinator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Date of job description</b>                                                                                                             | March 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| JOB SUMMARY                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Under the Supervision of the Wazoson Coordinator, the Wazoson Educator provides a quality early childhood program to all Wazoson Children. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| RESPONSIBILITIES                                                                                                                           | KEY DUTIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Child Intake, Placement and Referral</b>                                                                                                | <ul style="list-style-type: none"> <li>• Educates parents/guardians about rules of the centre, realm of services and operational matters affecting service delivery.</li> <li>• Assists in the integration of new children.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Develops and implements a culturally based early childhood education program</b>                                                        | <ul style="list-style-type: none"> <li>• Implements quality instructional services that allow for the growth and development of the children in the program.</li> <li>• Ensures weekly, monthly and annual programming is implemented, reviewed and maintained consistently; that is age appropriate and culturally relevant.</li> <li>• Communicates daily with parents on their child's development, programming, upcoming events, changes.</li> <li>• Maintains a safe environment in assigned rooms that are organized and adheres to safety standards.</li> <li>• Creates learning centres that aid in child development and fosters learning and follows rotation schedules.</li> <li>• Develops and implements age-appropriate early childhood education programming that address the physical, emotional and mental capacity of each child.</li> <li>• Fosters a learning environment that positive, nurturing, and age appropriate to meet the needs of each child.</li> <li>• Adheres to established Wazoson policies and procedures for behaviour management.</li> <li>• Prepares material resources required for programming.</li> </ul> |

|                                        |                                                                                                                                                                                                                                                                                               |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Child assessment and evaluation</b> | <ul style="list-style-type: none"> <li>Creates and maintains charts and files on each child registered in group that include health issues/concerns, allergies, attendance.</li> <li>Communicates with Coordinator, parents and or legal guardians in child's progress at Wazoson.</li> </ul> |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| <b>ACCOUNTABILITY</b>                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Abides by all KZA/KZES/Wazoson Policies including, KZES Policies and Procedures Manual, KZA Human Resource Manual, KZA Employee Work Code of Ethics, KZA Oath of Confidentiality and KZA Harassment and Violence Policy.</li> </ul> |

| <b>WORKING RELATIONSHIPS</b>       |                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Interpersonal Relationships</b> | <ul style="list-style-type: none"> <li>Establishes and maintains positive and respectful working relationships with coworkers, clients, community members and partners.</li> <li>Excellent communication with all staff, parents and families using excellent written and verbal skills.</li> <li>Strong interpersonal skills and service oriented.</li> </ul> |
| <b>Team Work</b>                   | <ul style="list-style-type: none"> <li>Works collaboratively as a team and independently as required.</li> <li>Participates in Wazoson staff meetings.</li> <li>Understands personal limitations and seeks advice when necessary.</li> </ul>                                                                                                                   |
| <b>Negotiations</b>                | <ul style="list-style-type: none"> <li>Not applicable</li> </ul>                                                                                                                                                                                                                                                                                               |
| <b>Training</b>                    | <ul style="list-style-type: none"> <li>Attends professional development workshops as required.</li> <li>Attends workplace safety training and exercises as required. (WHMIS, CPR/First Aid for children, Food Handling).</li> <li>Available and willing to travel for training purposes if necessary.</li> </ul>                                               |

| <b>ENVIRONMENTAL FACTORS</b>      |                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Deadlines</b>                  | <ul style="list-style-type: none"> <li>Meets work objectives within established time frames.</li> <li>Manages time effectively.</li> <li>Ensures reporting and programming requirements are met within required timeframes and in accordance to regulations and standards set out by the Kitigan Zibi Education Sector and funding agencies.</li> </ul> |
| <b>Mental and Physical Effort</b> | <ul style="list-style-type: none"> <li>Manages medium level stress and multi-tasks daily.</li> <li>Uses proper techniques to carry or lift heavy objects and children.</li> </ul>                                                                                                                                                                       |

|                            |                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | <ul style="list-style-type: none"> <li>• Mental alertness to changing situations.</li> <li>• Strong cognitive ability for childcare and ensuring minimal needs.</li> <li>• Strong interpersonal mental health.</li> <li>• Mental caliber to withstand or support possible emotionally charged situations.</li> </ul>                                                                        |
| <b>Working Conditions</b>  | <ul style="list-style-type: none"> <li>• Mainly Indoors and Centre based. The employee will go on walks with children and do outdoor activities weather permitting.</li> <li>• The employee may be placed with groups and changed dependant upon need.</li> <li>• Employees must be able to maintain the training and security clearances required under the funding agreements.</li> </ul> |
| <b>Cultural competency</b> | <ul style="list-style-type: none"> <li>• Knowledge and awareness of Kitigan Zibi language, culture and community.</li> </ul>                                                                                                                                                                                                                                                                |

| <b>QUALIFICATIONS REQUIRED</b>                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Education and Experience</b>                                                                                       | <ul style="list-style-type: none"> <li>• Completion of Early Childhood Education program from a recognized post secondary institution or vocational program.</li> </ul>                                                                                                                                                                                                                                                                                                                                              |
| <b>Skills and Knowledge</b>                                                                                           | <ul style="list-style-type: none"> <li>• Oral fluency in reading and writing in English mandatory.</li> <li>• Willing and able to work flexible hours as required.</li> <li>• Ability to be objective towards child assessments.</li> <li>• Trustworthy, discreet and able to maintain confidentiality.</li> <li>• Punctual and reliable with low absenteeism.</li> <li>• Ability to work independently without close supervision.</li> <li>• Computer literate and ability to operate office machinery.</li> </ul>  |
| <b>Conditions of employment require the candidate to maintain these licences/certifications throughout employment</b> | <ul style="list-style-type: none"> <li>• No criminal conviction related to the field of work and maintain throughout employment.</li> <li>• Must provide medical certificate of good health if required for the position.</li> <li>• Valid First Aid and CPR Training Certification for child and infants or ability to acquire training within three months of hired and maintain certification.</li> <li>• Must follow all safety precautions and protocols.</li> <li>• Legally able to work in Canada.</li> </ul> |
| <b>Assets</b>                                                                                                         | <ul style="list-style-type: none"> <li>• Ability to communicate in Algonquin and/or French an asset.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                      |

## **Indigenous Teacher Training Program**

Are you interested in becoming a teacher? It's not too late to join the KZA cohort of the UQAT Indigenous Teacher Training Program! While the first semester is currently underway, new students are welcome to join in January.

**Winter 2026 Application Deadline: December 10th, 2025**

### **About the program:**

- Obtain a Bachelor of Education within an Indigenous context.
- Offered part-time, on-reserve in KZA, and in a condensed format.
  - 2 courses per semester taking place over 6 weekends.
  - 2-week intensive sessions each July to complete 2 courses.
- Possibly complete your practicum hours at Pakinawatik or KZ School.
- Open to all registered First Nations people in the KZA / Maniwaki region.
  - Please note that students must still apply for post-secondary sponsorship with their respective communities.

**To ask questions or request an application, feel free to reach out to the Post-Secondary Program Officer, Kristen Tenascon.**

Email: [kristen.tenascon@kza.qc.ca](mailto:kristen.tenascon@kza.qc.ca)  
Telephone: 819-441-1581 ext. 3003





ODEKAN HEADSTART PRESENTS:  
**HALLOWEEN  
SCAVENGER HUNT**

**WHEN: SATURDAY OCTOBER 25TH**  
**TIME: 1:00-3:30**  
**\*\* FOR CHILDREN 0-6YRS OLD \*\***

**How it works/rules:**

- 6 Halloween items will be hidden in the KZPD community
- Take a picture with all 6 items (children need to be in the photos)
- Once done, come meet us and Laurie at the Odekan Headstart 67 Paganakomin Mikan to present your photos
- Goodies for all who participate
- Names will be entered into a Draw to WIN tickets to Jurassic World at the EY Centre in November and other prizes. (Draw to be done on CKWE Monday October 20th) \*Extra entries if you come dressed up\*



Any questions please call 819-449-2702 or email [katrina.whiteduck@kza.qc.ca](mailto:katrina.whiteduck@kza.qc.ca)



**POSTPONED  
UNTIL  
OCTOBER 25TH**

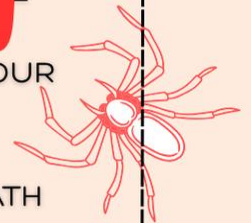
**HIDDEN FIGURES**

-SKELTON  
-PUMPKIN  
-CAT  
-CAULDRON  
-WITCH BROOM  
-GHOST



**POSSIBLE LOCATIONS**

-HEALTH CENTRE  
-WAZOSON  
-CKWE  
-FORESTRY BUILDING  
-SCHOOL BUILDING  
-CULTURAL CENTRE/ARBOUR  
-KIWEDA  
-KZPD  
-WALKING PATH  
-ODE  
-YOUTH CENTRE  
-MULTI PURPOSE BUILDING



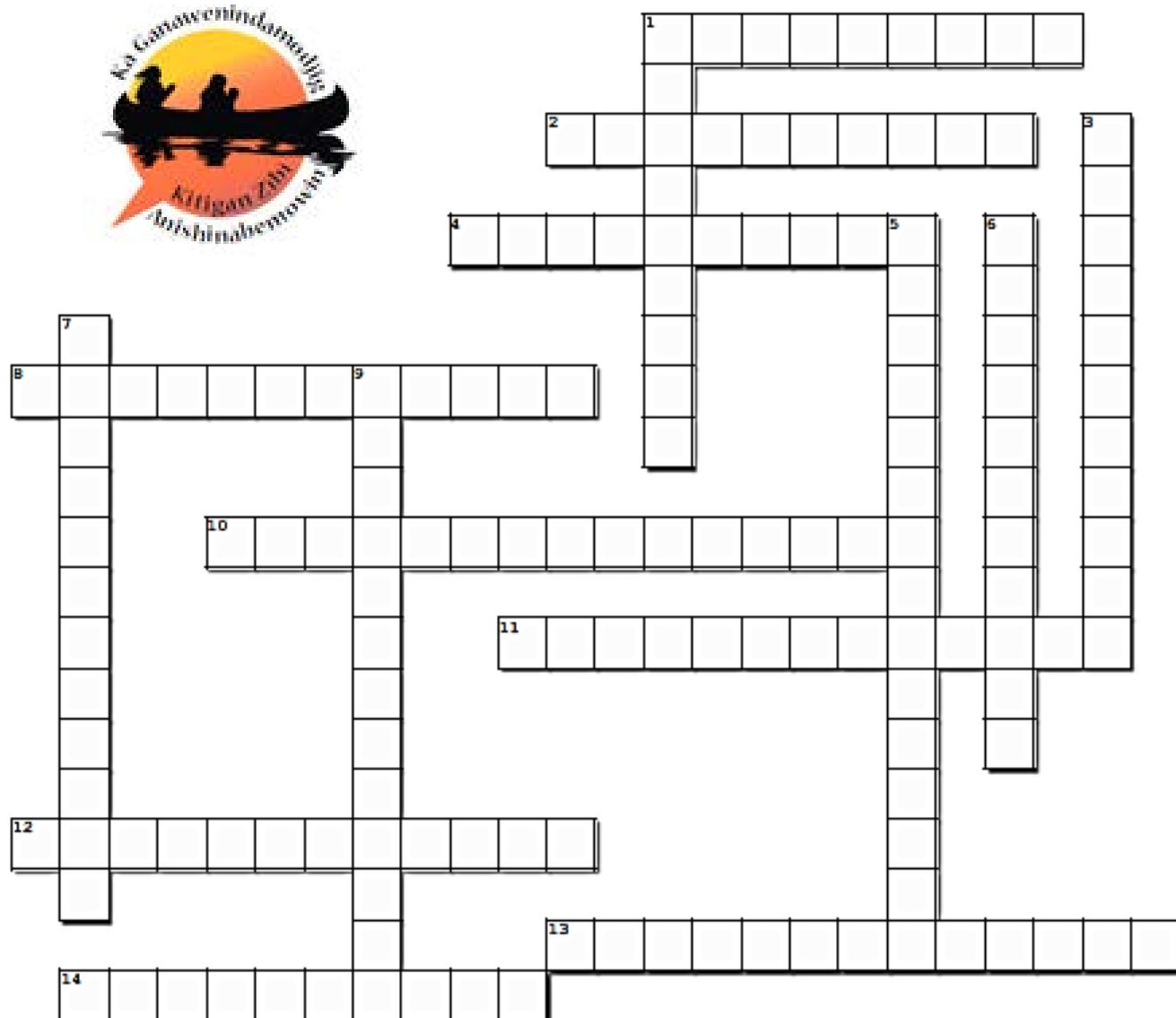
**\*\*ALL ARE WELCOME TO KZA ACTIVITIES (WE ARE INCLUSIVE OF BLENDED FAMILIES.)**

**TO WIN PRIZES, YOU MUST BE A KZA BAND MEMBER**

**THIS EVENT IS FOR CHILDREN 0-6YRS OLD, ALL FIRST NATIONS CHILDREN WOULD BE ELIGIBLE\*\***

# October Grammar Contest

Fill in the Crossword and drop it off at the Cultural Center or email it to [odaminowin2021@gmail.com](mailto:odaminowin2021@gmail.com) for your chance to win one of \$100 gift cards before October 28<sup>th</sup>.



Created using the Crossword Maker on [TheTeachersCorner.net](http://TheTeachersCorner.net)

nigì dayekoze   nigì dàkoz   nigì dijà   nigì chibàkwe   nigì podawe   nigì tashkihise   nigì dōdāmin  
nigì dōdamitā   nigì nibà   nigì nigam   nigì namadab   nigì wìsin   nigì pimose   nigì minikwe   nigì-  
wewebinābi

## Across

1. I was going
2. I was singing
4. I was eating
8. I was drinking
10. I was splitting wood
11. I was tired
12. I was sitting
13. I was cooking
14. I was sick

## Down

1. I was sleeping
3. I was making fire
5. I was fishing
6. I was walking
7. I was playing
9. I was working

## GRAMMAR NOTE

These sentences are all in First person – Past.

The grammar frame is:

Nigì \_\_\_\_\_ (verb) \_\_\_\_\_.

# **HOLY ROSARY**

## **OCT.19 /25**

**11: 00 AM**



**Mass for: Maurice Tenascon 3<sup>rd</sup> Anniversary from the family.**

**Larry Bruyere from family & friends.**

**Deceased Relatives of Louise & Alyre.**

**Deceased relatives of Claire.**

# ONE LAST SCREAM BEFORE THE DREAM



## ADAM & SHAN'S STAG AND DOE HALLOWEEN BASH

**DARE** to join the Bride & Groom  
for a night to remember — or regret...

**DATE: OCTOBER 25**

**TIME** 9:00 PM TILL  
THE WITCHING HOUR

**EERIE GAME and  
COSTUME CONTEST  
with WICKED PRIZES!**

**Come for the love.. stay for the chaos.**

*the Game the  
Dance the  
Drama the  
Drama the*

**LOCATION: AT THE HALL**

**Tickets \$10.00 | Contact Shan or Adam on Messenger**

**EMT: e.gorman90@outlook.com**