

Indian Community School Board of Directors  
Open Session  
April 6, 2016

Present: Carmen Flores, Jone Stromberg, Diane Amour, Justin Thundercloud, Sommer Drake, Carrie McGhee Gleba (added as a new member)

Also present: Tom Oechler, Bonnie Thielecke, Amy Tromp, Jason Dropik, Debbie Martindale

Guest: Carrie McGhee Gleba, Carol Amour

The meeting was called to order at 5:30 p.m.

Amy Tromp led the group in prayer followed by a moment of silence.

Jason Dropik read the Mission Statement

The March 13 and March 16, 2016 meeting minutes were tabled until the April 20, 2016 Executive Session.

Introductions were made of the Board and staff to Carrie McGhee Gleba. Ms. Gleba introduced herself.

Tom Oechler reviewed the March Facilities Report. He reported that there is a person who is interested in purchasing the remaining vacant Highland property. He also reported that the Facilities Manager has moved to another job and that one of the Security personnel is resigning from full time, but will continue to work part-time.

Tom Oechler reviewed the Finance Department Report and Financial Dashboard. He reported that the final draft of the 990s will be ready the first week of May for Board review. The filing date is May 15.

Mr. Oechler distributed a form to the Board to disclose average hours per week. He will check with Debbie Martindale to see if she already has the disclosures for 2015.

He reported that Jim Marsala, the Communications Specialist started and will be at the next Community Relations meeting. He also distributed a list of needed equipment and software. He will move ahead this budget year to purchase a computer and software.

Discussion was held regarding maintaining personnel in some of the positions currently available. It was noted that these positions are generally the lowest paying of all the positions in the school. Because ICS is not on a direct bus line, affordable transportation to and from the school is difficult. These are major factors when recruiting and maintaining employees at the school.

Mr. Oechler reported that a fuse went out on the refrigerator in the Board kitchen. When it was discovered all the contents of the refrigerator were warm. All perishable items were discarded. Facilities will get the fuse replaced. He further reported that there is money in the Facilities budget to run a fiber optic wire to the gate. It is believed that there is more money in the budget than what will be needed, so he would like to have security cameras installed in the parking lots.

**It was the consensus of the Board that the Security Cameras should be installed in the parking lots provided the cost does not exceed the amount allocated for the fiber optic wire project.**

Carrie McGhee Gleba, Tom Oechler, Bonnie Thielecke, Amy Tromp and Jason Dropik departed the meeting at 6:00 p.m.

The meeting convened to Executive Session at 6:00 p.m.

The meeting reconvened to Open Session at 6:18 p.m.

Carrie McGhee Gleba, Tom Oechler, Bonnie Thielecke, Amy Tromp and Jason Dropik rejoined the Open Meeting at 6:18 p.m.

Diane Amour reported that a resolution was passed to activate a dormant Board member position and to seat Carrie McGhee Gleba as a Board member. Her term begins on this date and expires at the 2016 Annual Meeting on September 21, 2016. At that time she will be up for re-elections. Ms. Gleba was welcomed to the Board.

Amy Tromp reviewed her Principal's Report. Items of note:

- All but eleven students have returned their forms to continue next academic year. There are six students whose families are relocating and will not return. Eight applications have been received for K4 to date. Currently, there are spots open in all grades.
- Firepixel informed the School that they are not able to work on our website project. However, the new Communication Specialist does have expertise in this area and will be taking over the project.
- Runninghorse Livingston will be attending the May 25<sup>th</sup> Open Meeting to report on his work with the ICS staff.
- Mr. Dropik learned that NWEA is still correlating their tests to 2012 WKCE tests. Until the state changes things, Academic Administration will not be utilizing the NWEA MAP Projected Proficiency Summary Report. We also will continue to watch the new State Assessment administration and will not make recommendations to the Board about administering this tool to ICS students until they have worked out the issues and fully committed to use it for the future.
- Planning and budget meetings for the Project Lead the Way Curriculum continue.
- The new Middle School Language teacher has started and is introducing himself to staff and students alike.

Carol Amour joined the meeting at 6:53 p.m.

Since Ms. Gleba was not familiar with the Tribal Listening project, Carol Amour explained her role in the Listening to Tribal Voices project and what the project hopes to accomplish. She reported that thus far:

- The project has been welcomed by all who have been invited to participate.
- ICS is receiving much praise for implementing this project.
- Have met with over 600 tribal members ranging from students to elders from all demographics.
- The importance of teaching language is a common theme and many suggestions have been made on ways to incorporate the language into everyday use.
- Many tribes are eagerly awaiting the results of the project work and are thinking of how things can be applied in their own community.
- ICS students have taken a lot of pride in being included in the project and are eager to have their voices heard.

Carol Amour explained the details of her final report and when it will be available to the Board, staff and groups who participated in the project. She also provided the dates of the last three tribal visits that have been scheduled.

The Board thanked Carol Amour for her work on this project and voiced their eagerness to see her final report.

Ms. Carol Amour departed the meeting at 7:38 p.m.

The meeting convened to Executive Session at 7:39 p.m.

The meeting reconvened to Open Session at 8:29 p.m.

Academic Committee – Justin Thundercloud reported on the policies that were reviewed by the Academic Committee at the March 23<sup>rd</sup> meeting. Committee approved policies will be brought to the Board at the April 20, 2016 Executive Session.

Community Relations – Diane Amour reported that the Committee met on March 30, 2016. Progress continues to be made on the April 24, 2016 Staff Appreciation Event and the May 11, 2016 8<sup>th</sup> Grade Graduation Luncheon. The Committee discussed the Special Events Budget and will be requesting \$50,000 for the History Consultant salary and project equipment, a 3% increase in the 8<sup>th</sup> Grade Luncheon budget and an increase in the Staff Appreciation Budget. Debbie Martindale will be providing an estimate of cost for the Appreciation event. In addition, the Committee has scheduled a meeting with the new Communications Specialist for Wednesday, April 13, 2016. The Committee expressed the urgency of interviewing those people who were involved in the School in the early days. A list of names was generated of potential contacts. She further reported that she spoke with Patty Loew at WIEA. Ms. Loew is willing to give advice on the project and introduced Board members to possible consultants for the project.

Board Governance – Diane Amour reported that the Committee met on March 30, 2016 and reviewed the Orientation Manual to be given to Ms. Gleba at the April 6, 2016 Board Orientation meeting. The Committee also reviewed the budget for Board traveling, meals and meetings.

Ms. Amour stated the Committee would plan some Board Training, she suggested that all Board members with an interest in a topic, or an idea for a training program work with Ms. Martindale to make the arrangement for that training. Everyone should provide their topics to her and the Committee will create a training schedule.

Ms. Flores requested that all the committees review their Board budget for potential increases.

WIEA – Sommer Drake and Diane Amour reported that some people at WIEA have indicated a willingness to come to ICS to do teachings:

Greg Johnson – tanning deer hide, traditional cooking of fish in the ground, processing deer,

Greg Johnson – provided Ms. Drake with seven (7) ancient squash seeds for planting at the school.

Wayne Valliere – volunteered to help build a birch bark canoe and the teachings that go with it.

Wayne Valliere – Come to school to teach winter traditional games.

Leah Denning – Was recommended by Ms. Amour to come to the school to do a training on Historical Trauma for the Board and staff. Ms. Flores suggested viewing her presentation in Canada first.

The Board also wants to bring Eddie Benton here to do teachings for our students and staff. Six of the seven core values are written about in Benton's *The Mishomis Book*.

Ms. Amour suggested having podcasts of our students interviewing the elders.

Ms. Flores suggested that in the future the Board and/or School consider making a donation to the Red Shawl event. This topic was assigned to the Community Relations Committee for review.

Teaching Lodge – Ms. Amour reported that the Teaching Lodge will be constructed on the School grounds on May 16 – 18, 2016. All the saplings are being donated and delivered by Menominee Tribal Enterprises. She explained the events that will take place each day of the Lodge being constructed.

She also requested permission from the Board to allow the group to have an overnight campout in June. Each participant will provide their own tents. The dates for the campout have not been finalized.

**It was the consensus of the Board to allow the group to have a campout in June and request that they work out the details with the School staff.**

The group is bringing a female taxidermist to the Teaching Lodge in July who will talk about the animals and the Clans. There will also be an evening program that would include a discussion about the stars. Ms. Tromp asked if the program could be held on a Tuesday, Wednesday or Thursday to coincide with the days of the summer programs.

It was also told to Ms. Amour that there are problems with the current Sweat Lodge. She has received an offer from a volunteer to rebuild the Sweat Lodge this month and use it as a teaching experience for the students. Ms. Amour will speak with the volunteer regarding School policies and procedures.

Discussion regarding the Forest County Potawatomi was tabled until the April 20, 2016 meeting.

Ms. Tromp reported that she is still working with Mr. Wendall Waukau to schedule a visit to the School.

Ms. Drake reported that she has finally been contacted by Kamehameha and was able to again explain her purpose for contacting them. She will keep us informed of their discussions.

The meeting adjourned at 9:31 p.m.

Respectfully submitted,



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Diane Amour Secretary

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4-20-16  
Date Approved