



Oneida Nation School Board Meeting Minutes DRAFT

Date: March 04, 2024

Time: 5:00 p.m. **Location:** Elementary School Library

Disclaimer: All participants, virtual and or in-person, please be advised that this meeting will be recorded for documentation purposes.

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Sacheen Lawrence, Katsi Danforth, Vicki L. Cornelius, Barbara Cornelius, Teresa Schuman, Candace House, Kathe Cornelius, Melissa Skenandore

Excused: None

Unexcused: None

Others: Sheri Mousseau, Artley Skenandore, Tracy Christensen, Jackie House, Fay LeMense, Linda Jenkins, Tony Romandine, Gina Madueno, Kanani Nunies, Lois Strong, Vicky Shier, Lois Stevens, Merissa Bloedorn, Marlon Skenandore, Jameson Wilson, Paxton Wilson, Jessie Lawe, Debra Valentino, Robert Bloedorn, Jolene Hensberger (recorder)

I. Call to Order by: Sacheen Lawrence **Time:** 5:00 p.m.

II. Agenda

Motion by Barb Cornelius to approve the agenda. Seconded by Katsi Danforth. Motion carries.

III. Special Event *(none)*

No action needed.

IV. Open Forum

A. Lois Strong: Bullying

Summary: Bullying can develop adverse childhood experiences and affects, such as mental health issues, negative interactions with other people, body image issues, anxiety, PTSD, self-worth deterioration, and many other issues. Bullying needs to be addressed and the student needs to know that it is being resolved. Reporting and follow up needs to consistently be done. Anti-bullying regulations and policies should contain a certain time frame, documentation of the event, and follow up action within a certain timeframe. Attention should be given to both the person bullying as well as the person who was bullied. Parents/Guardians need to be informed of the circumstances being investigated. Is cyber bullying and or bullying that occurs outside of the school addressed [by the school]?

V. Minutes

A. February 05, 2024

Motion by Katsi Danforth approve the February 5, 2024 Minutes. Seconded by Candace House. Abstention by Barb Cornelius. Motion carries.

B. February 26, 2024

Motion by Barb Cornelius to approve the February 26, 2024 Minutes. Seconded by Vicki L. Cornelius. Abstention by Katsi Danforth and Melissa Skenandore. Motion carries.

VI. E-polls

A. Approve Families And Children Education (FACE) Staff Travel

Motion by Katsi Danforth to enter Epoll into record. Seconded by Kathe Cornelius. Motion carries.

VII. Tabled Business (none)

No action needed.

VIII. New Business

A. Support Stricter Policy Changes to Address Bullying in the Elementary School

Submitted by Merissa Bloedorn

Motion by Katsi Danforth to support Merissa Bloedoern's Bullying submission. Seconded by Teresa Schuman. Motion carries.

Motion by Katsi Danforth to move item under New Business into executive session and to provide an update to Merissa Bloedorn within 30 days.

Motion by Katsi Danforth to have the School Board review school system's current antibullying policy and the clan system [that Kanani Nunies will forward to School Board Administrative Assistant] within 30 days. Seconded Melissa Skenandore. Motion carries.

Motion by Katsi Danforth to request that the Principals, Guidance Counselors and Student Success Coordinator collaborate to create anti bullying measures and bring back within 30 days. Seconded by Kathe Cornelius.

Motion by Teresa Schuman to create a task force to include administration, parents, and school board members. Seconded by Kathe Cornelius. Motion carries.

Motion by Teresa Schuman to have the Principals create or update an Incident Report form for bullying and unkind acts and to submit with monthly reports. Seconded by Katsi Danforth. Abstention by Vicki L. Cornelius. Motion carries.

Discussion: Gina Madueno – If there are bullying incidents, are the incidents reported to the state?

*Sacheen Lawrence requested Gina's question to remain on record as a follow up.

Kanani Nunies: would the Board adopt a clan system to make all areas accountable? She has a model that is half drafted and is willing to submit to the School Board. Second question is if the school would consider a state of emergency for the school system if bullying or sexual behavior is being reported?

*Sacheen Lawrence: ...'So, I would consider this an emergency because you are not the only parent who's pulled your child out of this school due to bullying and it not being addressed, just for the record.'

Safe At School: BIE model to consider reviewing for anti-bullying policy.

Artley: recommendation for the School Board: Look at the policy, review it along with the clan system, and come back within 30 days.

IX. Superintendent Items

A. Approve Superintendent Report

Motion by Katsi Danforth to approve the Superintendent report. Seconded by Kathe Cornelius. Motion carries.

Discussion: to have Superintendent follow up to resend communication to Kanani Nunies.

[excerpt from February 05, 2024 Minutes: Motion by Katsi Danforth to approve the Superintendent report. Seconded by Candace House. Motion carries.

Secondary motion by Katsi Danforth to have the Superintendent review past minutes for any follow up requests needing to be done yet regarding the Language Department, and to respond to Kanani Nunies' questions and submit that follow up to the Board at the next meeting. Seconded by Kathe Cornelius. Oppose: Barb Cornelius. Abstention: Teresa Schuman. Motion carries.

Discussion: Board request to have acting Language Department Director attend Board meetings.]

[excerpt of Discussion from January 23, 2024 Meeting: Regarding Language Department, Immersion Program(s): Request for Superintendent to find out how next year student acceptance for enrollment will be determined.]

1. Approve the 2024 – 2025 School Calendar

Motion by Katsi Danforth to approve the 2024 – 2025 School Calendar making note that this calendar was voted on by the staff. Seconded by Candace House. Motion carries.

B. Standing Items / Follow Up

1. Accept JOM Budget Update

Motion by Kathe Cornelius to accept the JOM budget report. Seconded by Teresa Schuman. Abstention by Katsi Danforth; for the record: *I am on the JOM Committee*. Motion carries.

Discussion: Revenue for carry over funds in upper left hand corner of report is not accurate. It will be updated.

2. ONSS Staff Pension Plan Committee Update

Motion by Katsi Danforth to accept the verbal update. Seconded by Candace House. Motion carries.

Verbal update: The Business Committee supported developing a team with CEO, School Liaison, and Board members to explore the fiscal impact and options to fund the plan. Recording Clerk will send out meeting

minutes when finalized. The pension plan must be sustainable once it's started. The Team will pursue contacting the Governor when information is ready. The Pension Team will be led by Artley Skenandore.

Artley: The funding piece is critical to finalize before going to the Governor.

C. Administrative Staff Reports

1. Accept Business Manager

Motion by Katsi Danforth to accept the Business Manager report. Seconded by Kathe Cornelius. Motion carries.

2. Accept Ramah Navajo Settlement Budget Update

Motion by Katsi Danforth to accept the Ramah Navajo Settlement budget update. Seconded by Barb Cornelius. Motion carries.

3. Accept Elementary / Middle School Principal

Motion by Katsi Danforth to accept the Elementary and Middle School's Principal report. Seconded by Candace House. Motion carries.

Motion by Kathe Cornelius to have Administration investigate the ability to hire a Curriculum Coordinator / Program Coordinator and to bring back to the April meeting. Seconded by Teresa. Motion carries.

Discussion: Increase in the reported number of incidents.

4. Accept High School Principal

Motion by Katsi Danforth to accept the High School Principal report. Seconded by Kathe Cornelius. Motion carries.

Requesting Artley to forward clan system to Board Administrative Assistant to forward to the School Board for review once completed.

There will be a follow up discussion regarding the new high school building plan on March 20, 2024, at 6 p.m., in the HS cafeteria.

5. Accept Oneida Language Department

Motion by Katsi Danforth to accept the Oneida Language Department report and for the Superintendent to follow up on questions brought forward by Lois Stevens and that the School Board Chair is cc'd on the response. Seconded by Teresa Schuman. Motion carries.

Motion by Kathe Cornelius to have the number of staff, types of services, locations of services, frequency of services, and staff activities to be included in the language department's monthly report. Seconded by Vicki L. Cornelius. Motion carries.

[excerpt from February 5, 2024 Minutes: Discussion: Kanani Nunies asked for the office hours of the Language Department. Their Face Book page may need to be updated.

School Board requested the plan and measuring tools of whether students in the programs can successfully transition into a public school, and the curriculum plan for students after third grade.]

6. Accept Special Education Coordinator

Motion by Katsi Danforth to accept the Special Education Coordinator report and to include the numbers by grade and classroom on the monthly reports. Seconded by Kathe Cornelius. Motion carries.

Motion by Katsi Danforth to have the Superintendent to investigate the concerns that were mentioned regarding the two evaluation referrals sitting out there for three years regardless of not receiving a signed consent form, and to reach out to Vicky Shier to obtain further information. Seconded by Vicki L. Cornelius. Motion carries.

Discussion: Recommendation to explore different options of what else can be done to get more support in the classrooms for students.

7. Accept K-12 Technology Coordinator

Motion by Katsi Danforth to accept the K-12 Technology report. Seconded by Teresa Schuman. Motion carries.

8. Accept Families And Children Education (FACE)

Motion by Katsi Danforth to accept the FACE report noting that it was provided as part of the Superintendent's report. Seconded by Barb Cornelius. Motion carries.

X. Executive Session

Motion by Vicki L. Cornelius to go into Executive Session at 8:37 p.m. Seconded by Katsi Danforth. Motion carries.

Present: Sacheen Lawrence, Katsi Danforth, Vicki L. Cornelius, Barbara Cornelius, Teresa Schuman, Candace House, Kathe Cornelius, Melissa Skenandore

Excused: None

Unexcused: None

Others: Sheri Mousseau, Jolene Hensberger (recorder)

Motion by Kathe Cornelius to come out of executive session at 9:02 p.m. Seconded by Barb Cornelius. Motion carries.

A. Review and Discussion of Internal Audit re: Language Department (no documentation)

Motion by Katsi Danforth to request Superintendent to obtain a recommendation on an assessment company and the estimated cost to have the Language Department assessed, and to bring information back to the first meeting in April, executive session. Seconded by Barb Cornelius. Motion carries.

[excerpt from February 5, 2024 Minutes: Motion by Teresa Schuman to defer to Executive Session meeting in second meeting of February, and to direct Superintendent to contact the Auditing Department for results if unable to obtain it, to ask them if the School Board needs to directly request it, and to bring back the original formal response from Auditing. Seconded by Kathe Cornelius. Motion carries.]

[excerpt from January 23, 2024 Minutes]: Motion by Vicki L. Cornelius to defer to review until next meeting and to request the presence of the Language Program Director. Seconded by Kathe Cornelius. Motion carries.]

[excerpt from December 04, 2023 Minutes: Motion by Katsi Danforth to approve the Superintendent's report. Seconded by Kathe Cornelius. Motion carries.]

Secondary motion by Melinda K. Danforth to have Superintendent to put the Internal Audit on the next School

Board Agenda under executive session and to request the presence of the Language Department Director. Seconded by Kathe Cornelius. Motion carries.

Discussion: The Restorative Justice program is a school-wide program. There are more people working with students, which helps with the overall success rates. The referral process is generated through data generated from the EduClimber program and staff. The Restorative Justice program started in September 2023; data is still being obtained to further develop the program and services.]

B. Memorandum: Grammatical Changes in ONSS Employment Contracts

Motion by Katsi Danforth to accept the memorandum about the verbiage in the employment contracts. Seconded by Barb Cornelius. Motion carries.

C. Approve 2024 – 2025 Superintendent Contract form

Motion by Katsi Danforth to approve the 2024 – 2025 Superintendent contract form. Seconded by Candace House. Motion carries.

[excerpt from February 5, 2024 Minutes: Motion by Candace House to defer items X.D – G. to the first meeting of March to allow time to add verbiage of *may be eligible of cost-of-living adjustment* to the contract forms and the Contract Renewal Letter and to send to Attorney Van Gheem for review, and to bring back to the first meeting of March. Seconded by Vicki L. Cornelius. Motion carries.]

D. Approve 2024 – 2025 Administrator Contract form

Motion by Katsi Danforth to approve the 2024 – 2025 Administrator contract form. Seconded by Vicki L. Cornelius. Motion carries.

[excerpt from February 5, 2024 Minutes: Motion by Candace House to defer items X.D – G. to the first meeting of March to allow time to add verbiage of *may be eligible of cost-of-living adjustment* to the contract forms and the Contract Renewal Letter and to send to Attorney Van Gheem for review, and to bring back to the first meeting of March. Seconded by Vicki L. Cornelius. Motion carries.]

E. Approve 2024 – 2025 Employee Contract form

Motion by Katsi Danforth to approve the 2024 – 2025 Employee contract form. Seconded by Vicki L. Cornelius. Motion carries.

[excerpt from February 5, 2024 Minutes: Motion by Candace House to defer items X.D – G. to the first meeting of March to allow time to add verbiage of *may be eligible of cost-of-living adjustment* to the contract forms and the Contract Renewal Letter and to send to Attorney Van Gheem for review, and to bring back to the first meeting of March. Seconded by Vicki L. Cornelius. Motion carries.]

F. Approve 2024 2025 Food Service Worker Contract form

Motion by Katsi Danforth to approve the 2024 – 2025 Food Service Worker contract form. Seconded by Vicki L. Cornelius. Motion carries.

[excerpt from February 5, 2024 Minutes: Motion by Candace House to defer items X.D – G. to the first meeting of March to allow time to add verbiage of *may be eligible of cost-of-living adjustment* to the contract forms and the Contract Renewal Letter and to send to Attorney Van Gheem for review, and to bring back to the first meeting of March. Seconded by Vicki L. Cornelius. Motion carries.]

G. Approve 2024 – 2025 the Notice of Intent to Renew Contract Letter

Motion by Katsi Danforth to approve the 2024 – 2025 Notice of Intent to Renew Contract letter. Seconded by Candace House. Motion carries.

[excerpt from February 5, 2024 Minutes: Motion by Candace House to defer items X.D – G. to the first meeting of March to allow time to add verbiage of *may be eligible of cost-of-living adjustment* to the contract forms and the Contract Renewal Letter and to send to Attorney Van Gheem for review, and to bring back to the first meeting of March. Seconded by Vicki L. Cornelius. Motion carries.]

Item VIII.A. is addressed next.

Support Stricter Policy Changes to Address Bullying in the Elementary School

Motion by Katsi Danforth to assign the bullying investigation to the Superintendent and to bring back to executive session at the first meeting in April. Seconded by Candace House. Motion carries.

XI. Adjournment

Motion by Barb Cornelius to adjourn at 9:15 p.m. Seconded by Candace House. Motion carries.