



Oneida Nation School Board Meeting Minutes

Date: April 1, 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

Excused: Melissa Skenandore, Kathe Cornelius

Unexcused: None

Others: Sheri Mousseau, Artley Skenandore, Tracy Christensen, Linda Jenkins, Fay LeMense, Jackie House, Corinna Charles, Kanani Nunies, Kim Reiter-Summers, Jennifer Tenor, Alicia Summers, Lois Stevens, Vicky Shier, Jolene Hensberger (recorder)

I. Call to Order by: Sacheen Lawrence **Time:** 5:08 p.m.

II. Agenda

Motion by Katsi Danforth to adopt the agenda with a 3-minute speaker time limit and a hard stop time of 7 p.m. Seconded by Candace House. Barb Cornelius opposes. Motion carries.

III. Special Event *(none)*

No action needed.

IV. Open Forum

A. Corinna Charles: Initiating and creating various programs and services

Ideas that could benefit students and staff in ONSS. Some ideas are things that were done in the past that seemed to work.

Allow parents/guardians/grandparents/elders to come in the building and be involved. Allow them to eat with students. Elders are important in our culture and having them and grandparents/parents, can help deter negative student behaviors.

Recess Duty: Recess duties, lunch, bus riders, etc. are covered by part time employees in other public-school districts. Payment can be in gift cards.

Can students receive and have Oneida Naming Ceremonies done at the school? The location is at the Long House and not sure if that's were it should or needs to be done, but could this be a possibility?

Oneida Language in the school system should be spoken more and our students should be able to speak and know more than what they are learning here now.

Can sports and other extracurricular academics be offered at a younger age? Not having it implemented at an earlier age can deter them from joining at an older age because they didn't learn it early enough. We need camps for student involvement, so they get introduced to various activities, especially when they get older.

Music: We are talented people. Music calms our souls and spirits. We could do things like plays and re-enactments. Our students don't have anything since Mr. Roger Roznowski left. There are instrument lessons, and our students need it.

Oneida Language: We have it and it's being revamped. No disrespect to our teachers, but we need a change. Our students learn about ceremonies, so they know what happens. I am appreciative of what they teach but there are different and newer views that can help our students grow.

V. Minutes

A. March 4, 2024

Motion by Katsi Danforth to approve the March 4, 2024 Minutes. Seconded by Vicki L. Cornelius. Motion carries.

B. March 18, 2024

Motion by Katsi Danforth to approve the March 18, 2024 Minutes. Seconded by Teresa Schuman. Motion carries.

VI. E-polls (none)

No action needed.

VII. Tabled Business (none)

No action needed.

VIII. New Business (none)

No action needed.

IX. Superintendent Items

A. Approve Superintendent Report

Motion by Teresa Schuman to approve the Superintendent report. Seconded by Vicki L. Cornelius. Motion carries.

Motion by Katsi Danforth to have Superintendent contact the BIE Trainers to add Special Education to the three-day School Board training. Seconded by Candace House. Motion carries.

Motion by Katsi Danforth to have Superintendent coordinate a work meeting with the School Board and all Oneida Nation School System Special Education Staff, prior to the May School Board BIE training, and to include any current staff that may have worked in Special Education Department, to provide the process of referrals, deferral, denials, and differences between State and BIE. Seconded by Teresa Schuman. Motion carries.

[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.]

B. Standing Items / Follow Up

1. Accept JOM Budget Update

Motion by Barb Cornelius to accept the JOM Budget update. Seconded by Vicki L. Cornelius. Katsi Danforth abstains. Motion carries.

2. ONSS Staff Pension Plan Committee Update *(in-progress)*

Motion by Katsi Danforth to accept the Staff Pension Plan Committee update. Seconded by Teresa Schuman. Motion carries.

Motion by Vicki L. Cornelius to appoint Barb Cornelius and Katsi Danforth to be on the Pension Plan Committee. Seconded by Teresa Schuman. Motion carries.

C. Administrative Staff Reports

1. Accept Business Manager Report

Motion by Katsi Danforth to accept the Business Manager report. Seconded by Candace House. Motion carries.

2. Accept Ramah Navajo Settlement Budget Update

Motion by Katsi Danforth to accept the Ramah Navajo Settlement Budget update. Seconded by Vicki L. Cornelius. Motion carries.

3. Accept Elementary / Middle School Principal Report

Motion by Katsi Danforth to accept the K-8 Principal report. Seconded by Barb Cornelius. Motion carries.

Discussion: Electives for middle school need to be created for students. Staff are reporting that they are short-staffed. More staff need to be hired.

[excerpt from March 04, 2024 Meeting: 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.]

4. Accept High School Principal Report

Motion by Katsi Danforth to accept the 9-12 Principal report. Seconded by Candace House. Motion carries.

5. Accept Oneida Language Department Report

Motion by Teresa Schuman to defer report until first meeting in April and to correct the date and writer's name of the report. Seconded by Candace House. Motion carries.

Discussion: Since a parent spoke-up about issues in the NEST Program, the parent and children have been being treated 'differently'.

[excerpt from March 04, 2024 Meeting: 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: 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 Report

Motion by Candace House to accept the Special Education Coordinator report. Seconded by Katsi Danforth. Motion carries.

[excerpt from March 04, 2024 Minutes: 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 Report

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

8. Accept Families And Children Education (FACE) Report

Motion by Teresa Schuman to accept the FACE report. Seconded by Katsi Danforth. Motion carries.

X. Executive Session

Motion by Vicki L. Cornelius to go into Executive Session at 6:31 p.m. Seconded by Katsi Danforth. Motion carries.

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

Excused: Melissa Skenandore

Others: Sheri Mousseau, Linda Jenkins, Jolene Hensberger (recorder)

Motion by Katsi Danforth to come out of executive session at 7:14 p.m. Seconded by Barb Cornelius. Motion carries.

A. Oneida Nation School System (ONSS) Salary Scales

1. FYI: Article Regarding Green Bay Public School District Approving a 4.12% Cost of Living Increase for staff in 2024 - 2025

Motion by Katsi Danforth to request the Business Manager to bring back adjusted salary scales [first meeting in May] to be in closer in alignment with the Green Bay School District and with a draft of one extending to 30 years. Seconded by Vicki L. Cornelius. Motion carries.

2. Food Service 2 Salary Scales

Motion by Katsi Danforth to request the Business Manager to bring back adjusted salary scales [first meeting in May] to be in closer in alignment with the Green Bay School District and with a draft of one extending to 30 years. Seconded by Vicki L. Cornelius. Motion carries.

3. Food Service 1 Salary Scales

Motion by Katsi Danforth to request the Business Manager to bring back adjusted salary scales [first meeting in May] to be in closer in alignment with the Green Bay School District and with a draft of one extending to 30 years. Seconded by Vicki L. Cornelius. Motion carries.

4. Co-Teacher Salary Scales

Motion by Katsi Danforth to request the Business Manager to bring back adjusted salary scales [first meeting in May] to be in closer in alignment with the Green Bay School District and with a draft of one extending to 30 years. Seconded by Vicki L. Cornelius. Motion carries.

5. Teacher Salary Scales

Motion by Katsi Danforth to request the Business Manager to bring back adjusted salary scales [first meeting in May] to be in closer in alignment with the Green Bay School District and with a draft of one extending to 30 years. Seconded by Vicki L. Cornelius. Motion carries.

6. Administration Salary Scales

Motion by Katsi Danforth to request the Business Manager to bring back adjusted salary scales [first meeting in May] to be in closer in alignment with the Green Bay School District and with a draft of one extending to 30 years. Seconded by Vicki L. Cornelius. Motion carries.

[excerpt from March 18, 2024 Minutes: Motion by Katsi Danforth to have Superintendent and Business Manager to review Governor Evers' teacher salary increase information and provide four salary scale options with one of the options to have no less than a minimum starting salary of \$40,000 by the next meeting. Seconded by Vicki L. Cornelius. Motion carries.]

[excerpt from February 26, 2024 Minutes: Motion by Vicki L. Cornelius to defer to second meeting in March. Seconded by Barb Cornelius. Motion carries.]

[excerpt from December 18, 2023 Minutes: Motion by Katsi Danforth to request the Superintendent to obtain the pay scales used from the BIE and to confirm whether funding is available for a wage scale study, and to put item on the second meeting agenda in January 2024. Seconded by Barb Cornelius. Motion carries.]

[excerpt from December 4, 2023 Minutes Notes: Add item to December 21, 2023 meeting agenda (instead of 12/18/2023)]

[excerpt from November 29, 2023 Minutes: Add to December 18, 2023, meeting agenda.]

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

1. Superintendent's Follow-up regarding Bullying

No action taken.

2. Safe at School: Addressing the School Environment and LGBT Safety through Policy and Legislation

No action needed.

3. Bureau of Indian Affairs: Bullying in Schools

No action needed.

4. Wisconsin Department of Instruction: Bullying Prevention Kit
No action needed.

5. DP Board Policy 5517.01: Student Bullying
No action needed.

6. K-8 Principal Follow-up on Student Bullying
Motion by Katsi Danforth to accept the K-8 Principal's follow up on the student bullying situation and to request the Administrative Assistant to schedule a meeting with the student's parents for the next meeting and to be in executive session. Seconded by Vicki L. Cornelius. Motion carries.

[excerpt from March 04, 2024 Minutes: 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.

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 carries.

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.

Discussions:

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.]

C. WLUK News Article: Green Bay man indicted for distributing child pornography
Motion by Katsi Danforth to accept the verbal update from the Superintendent and to forward Attorney Van Gheem's response to the School Board and to include the response in this Board's meeting packet. Seconded by Candace House. Motion carries.

Motion by Katsi Danforth to create a policy on when current and former employees/volunteers/coaches of the Oneida Nation School System are charged with a criminal act involving children. Seconded by Vicki L. Cornelius. Motion carries.

[excerpt from March 18, 2024 Minutes: Motion by Katsi Danforth to have Superintendent work with Attorney Van Gheem to develop a communication piece addressed to school parents and to determine best method to notify parents, and to approve an Epoll to approve the letter. Seconded by Barb Cornelius. Motion carries.]

D. Review and Discussion of Internal Audits

Motion by Vicki L. Cornelius to defer items X.D and E. until the results are received. Seconded by Katsi Danforth. Motion carries.

[excerpt from March 18, 2024 Minutes: Motion by Katsi Danforth to defer until the Internal Audit department completes the audit. Seconded by Barb Cornelius. Motion carries.]

[excerpt from March 04, 2024 Minutes: 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.]

E. Review and Discussion of Memorandum from the Audit Committee Chair regarding Audit Request follow up – Comprehensive Review of K-12 School System

Motion by Vicki L. Cornelius to defer items X.D and E. until the results are received. Seconded by Katsi Danforth. Motion carries.

[excerpt from March 18, 2024 Minutes: Motion by Katsi Danforth to defer the Language Department and Programs assessment until the Superintendent analyzes the reporting structure. Seconded by Teresa Schuman. Motion carries.

Motion by Katsi Danforth to have Superintendent communicate with the language and culture teachers in the Language Department and School System to review, evaluate, and work towards a curriculum plan for the 2024 – 2025 school year. Seconded by Teresa Schuman. Motion carries.]

[excerpt from February 26, 2024 Minutes: Motion by Teresa Schuman to request School Board Chair to contact Jo Ann House for a list of outside auditors and to bring back information to the second meeting in March. Seconded by Candace House. Motion carries.]

F. Schedule Second School Board Meeting Date

Motion by Teresa Schuman to schedule April 16, 2024 for the second meeting date. Seconded by Candace House. Motion carries.

G. Restorative Justice Team

Motion by Teresa Schuman to have the Superintendent include the Restorative Justice team in the meeting with the School Board and Special Education staff. Seconded by Vicki L. Cornelius. Motion carries.

XI. Adjournment

Motion by Katsi Danforth to adjourn at 7:38 p.m. Seconded by Candace House. Motion carries.

Respectfully,



Vicki L. Cornelius, School Board Secretary

Approved on: 5/06/2024