



# Oneida Nation School Board Meeting Minutes

**Date:** March 3, 2025

**Time:** 5:00 p.m.      **Location:** ONES 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: Katsi Danforth, Teresa Schuman (via Teams), Kathe Cornelius, Candace House, Tracy L. Metoxen, Sacheen Lawrence

Excused: Melissa Skenandore

Unexcused: None

Others: Sheri Mousseau, Artley Skenandore, Tracy Christensen, Linda Jenkins, Tony Romandine, Fay LeMense, Jackie House, Jessica Powless (via Teams), Vicky Shier, Heather Kolodziej, Kanani Nunies, Gina Madueno, Jolene Hensberger (recorder)

**I. Call to Order / Roll Call by:** Katsi Danforth      **Time:** 5:02 p.m.

## **II. Adopt Agenda**

Motion by Sacheen Lawrence to adopt the agenda with the change of deleting item VII. A. 6. from the agenda: Approve Oneida Language Immersion Teacher #03027 job description and post position. Seconded by Candace House. Motion carried.

**III. Open Forum** (*none*)  
No action taken.

## **IV. Minutes**

### **A. Approve February 3, 2025 Minutes**

Motion by Sacheen Lawrence to approve the February 3, 2025, Minutes. Seconded by Kathe Cornelius. Motion carried.

## **V. Epoll**

### **A. Approve to enter February 27, 2025 Epoll results into record**

Motion by Teresa Schuman to approve to enter the February 27, 2025, results into record. Seconded by Sacheen Lawrence. Motion carried.

## **VI. New Business (none)**

No action taken.

## **VII. Superintendent**

### **A. Approve Superintendent Report**

Motion by Sacheen Lawrence to approve the Superintendent's report. Seconded by Candace House. Motion carried.

*[excerpt from February 3, 2025 Minutes:*

*Request for incoming kindergarten screening program, such as the DIAL Assessment, and whether our kindergarten teachers have any input on the screening instrument?]*

*[excerpt from February 3, 2025 Minutes:*

*Requesting the Superintendent to ensure that the Special Education Coordinator be present for her report.*

*Requesting the number of pending referrals needing consent forms to be on next report.*

*Is there a wait list for Special Education and if so, how many? There are students attending the Recreation Center needing assistance with their schoolwork.]*

#### **1. Approve the Oneida School System: Immigration Safety Guidelines**

Motion by Sacheen Lawrence to approve the Oneida School System: Immigration Safety Guidelines. Seconded by Candace House. Motion carried.

#### **2. Approve Oneida Nation Schools 2025 – 2026 Calendar [draft 1]**

Motion by Sacheen Lawrence to approve the Oneida Nation Schools [draft 1] 2025 – 2026 Calendar. Seconded by Tracy L. Metoxen. Motion carried.

Motion by Candace House to direct Superintendent or Designee to meet with Lamer's regarding the school calendar prior to the new school year and whenever there are changes to the calendar. Seconded by Teresa Schuman. Motion carried.

#### **3. Accept February Expectations Update**

Motion by Sacheen Lawrence to accept the February Expectations update. Seconded by Teresa Schuman. Motion carried.

#### **4. Accept Special Education Referral Status and Progress Updates**

Motion by Sacheen Lawrence to accept the Special Education Referral Status and Progress Updates. Seconded by Kathe Cornelius. Motion carried.

*[excerpt from February 3, 2025, Minutes:*

*Discussion:*

*How many of the total students on the reported list are receiving only speech and language services vs academic services? Requesting further clarification on the reported numbers.*

*Are the intervention models being used the most effective intervention practices, according to research?*

*Is our staffing adequate to meet our student needs?*

*Has there been clear communication [between the Special Education and General Education] of identifying what intensive interventions are?] end of excerpt.*



*[excerpt from January 14, 2025:*

*Motion by Kathe Cornelius to request to schedule a work meeting with the Superintendent, Instructional Coach, and both Building Principals to further discuss the academic data and strategies. Seconded by Katsi Danforth. Motion carried.]*

*Requesting to have a report of how many students have been continuously in red/below grade level and by grade, and reason(s) for continuously remaining in red.]*

*[excerpt from December 3, 2024, Minutes: Motion by Katsi Danforth to include in monthly report or in Special Education Coordinator's report a list of pending referrals, status, and progress of each referral. Second by Teresa Schuman. Motion carried.]*

**5. Approve Trainee-Language/Cultural #05049 job description and post position**

Motion by Sacheen Lawrence to approve the Trainee – Language / Cultural job description, #05049, and to post the position. Seconded by Candace House. Motion carried.

**6. Approve Oneida Language Immersion Teacher #03027 job description and post position**

*[Item had been deleted from agenda during the adoption of the agenda]*

**B. Standing Items / Follow Up**

**1. Accept JOM Budget update**

Motion by Teresa Schuman to accept the JOM Budget update. Seconded by Candace House. Motion carried.

Motion by Candace House to request the Superintendent to follow up with the Self Governance Department to seek clarification of drastic reduction in JOM budget, and to provide justification for full funding. Seconded by Sacheen Lawrence. Motion carried.

**2. Accept [verbal] ONSS Staff Pension Plan Committee update (in-progress)**

Motion by Sacheen Lawrence to accept verbal update. Seconded by Kathe Cornelius. Motion carried.

*[excerpt from January 14, 2025:*

*Motion by Katsi Danforth to defer the ONSS Staff Pension Plan Committee update to the next meeting. Seconded by Candace House. Motion carried.]*

*[excerpt from December 3, 2024, Minutes:*

*Motion by Katsi Danforth to defer to next scheduled meeting. Seconded by Teresa Schuman. Motion carried.]*

**C. Administrative Staff Reports**

**1. Accept Business Manager Report**

Motion by Candace House to accept the Business Manager report. Seconded by Sacheen Lawrence. Motion carried.

Discussion: When will the Board receive the follow up request of any impact from the staff increases?

Business Manager: will work with someone to find the most accurate response and will provide update at next month's Board meeting.

**2. Accept Ramah Navajo Settlement Budget update**

Motion by Candace House to accept the Ramah Navajo Settlement Budget update. Seconded by Kathe Cornelius. Motion carried.

**3. Accept K-8 School Principal Report**

Motion by Candace House to accept the K-8 School Principal report. Seconded by Tracy L. Metoxen. Motion carried.

**4. Accept High School Principal Report**

Motion by Teresa Schuman to accept the High School Principal report. Seconded by Candace House. Motion carried.

**5. Accept Oneida Language Department Report**

Motion by Candace House to accept the Oneida Language Department report. Seconded by Tracy L. Metoxen. Motion carried.

Discussion: A bigger event may occur in April to recruit students and promote program.

*[excerpt from January 14, 2025, Minutes:*

*Request: The financial report to the Business Committee is due February 10, 2025. Send to School Board.*

*Submit a current breakdown on the number of trainees, how many people attend classes, and how many showed up at the Open House event.]*

**A. Accept Language and Culture Curriculum update**

Motion by Kathe Cornelius to accept the Language and Culture Curriculum update. Seconded by Sacheen Lawrence. Motion carried.

*[excerpt from February 3, 2025, Minutes:*

*Motion by Katsi Danforth to add the Language and Culture Curriculum Update item under the Oneida Language and Culture Department report [starting with March agenda]. Seconded by Teresa Schuman. Motion carried.]*

**6. Accept K-12 Special Education Coordinator Report**

Motion by Kathe Cornelius to accept the K-12 Special Coordinator report. Seconded by Candace House. Motion carried.

Discussion:

Request to receive the breakdown of the numbers in the next report.

Request to have new staff receive the Oneida Nation Language and Culture on-boarding training.

Requested to receive the assessment update report done by the Instructional Coach and to be emailed to the School\_Board email.

**7. Accept K-12 Technology Coordinator Report**

Motion by Candace House to accept the K-12 Technology Coordinator report. Seconded by Sacheen Lawrence. Motion carried.



## **8. Accept FACE Report**

Motion by Kathe Cornelius to accept the FACE Report. Seconded by Teresa Schuman. Motion carried.

*Motion by Sacheen Lawrence to go into Executive Session at 7:07 p.m. Seconded by Candace House.  
Motion carried.*

Present: Katsi Danforth, Teresa Schuman (via Teams), Kathe Cornelius, Candace House, Tracy L. Metoxen, Sacheen Lawrence  
Excused: Melissa Skenandore  
Unexcused: None  
Others: Sheri Mousseau, Jolene Hensberger (recorder)

*Motion by Teresa Schuman to come out of Executive Session at 7:47 p.m. Seconded by Tracy L. Metoxen.  
Motion carried.*

## **VIII. Executive Session**

### **A. Approve Notice of Intent to Renew [Employment] Contract dated March 14, 2025**

Motion by Sacheen Lawrence to have the Superintendent change the verbiage on the Notice of Intent Renewal Contract letter [and all Contracts] to show that the Supervisor is the approver of the tuition reimbursement cost and that the Superintendent is the budget fiduciary approver. Seconded by Kathe Cornelius. Motion carried.

Motion by Sacheen Lawrence to schedule March 17, 2025, at 5 p.m. via Teams, as the second March meeting. Seconded by Teresa Schuman. Motion carried.

Motion by Sacheen Lawrence to schedule March 7, 2025, at noon via Teams, to discuss the Superintendent's suggested changes to job description and the 2025 – 2026 Contracts. Seconded by Kathe Cornelius. Motion carried.

Motion by Sacheen Lawrence to have Chair email School Board Attorney to obtain process to have Superintendent review and amend job descriptions of those who report to her. Seconded by Candace House. Motion carried.

### **B. Approve Food Service Employee Contract Form**

Motion by Sacheen Lawrence to schedule March 7, 2025, at noon via Teams, to discuss the Superintendent's suggested changes to job description and the 2025 – 2026 Contracts. Seconded by Kathe Cornelius. Motion carried.

### **C. Approve Employee Contract Form**

Motion by Sacheen Lawrence to schedule March 7, 2025, at noon via Teams, to discuss the Superintendent's suggested changes to job description and the 2025 – 2026 Contracts. Seconded by Kathe Cornelius. Motion carried.

**D. Approve Administrator Contract Form**

Motion by Sacheen Lawrence to schedule March 7, 2025, at noon via Teams, to discuss the Superintendent's suggested changes to job description and the 2025 – 2026 Contracts. Seconded by Kathe Cornelius. Motion carried.

**E. Approve Superintendent Contract Form**

Motion by Sacheen Lawrence to schedule March 7, 2025, at noon via Teams, to discuss the Superintendent's suggested changes to job description and the 2025 – 2026 Contracts. Seconded by Kathe Cornelius. Motion carried.

**F. Determine next steps regarding OSBC1-2024**

Motion by Sacheen Lawrence to defer item VIII. A. F. regarding OSBC1-2024 to the March 17<sup>th</sup> meeting. Seconded by Candace House. Motion carried.

1. Memo dated August 5, 2024, re: OSBC1-2024 Follow-Up Response
2. Memo with response from Attorney Van Gheem dated September 18, 2024
3. FYI: Memorandum of Agreement, March 21, 1988
4. FYI: ONSS SOP re: Disciplinary Process and Panel

*[excerpt from February 3, 2025 Minutes: Motion by Teresa Schuman to defer item B to the next meeting. Seconded by Candace House. Motion carried.]*

*[excerpt from January 14, 2025 Minutes: Motion by Katsi Danforth to defer all executive session items to a second January meeting. Seconded by Tracy Metoxen. Motion carried.]*

***[excerpt from October 7, 2024, Minutes]***

**D. Determine Final Steps of OSBC1-2024 and to Dissolve Complaint and Hearing Panel**

*[Motion by Teresa Schuman to accept the information from the report and move to dissolve the OSBC-1 Complaint, the Complaint Panel, and the Hearing Panel. Second by Kathe Cornelius. Motion carries.]*

1. Accept Memorandum dated September 18, 2024, from Attorney Van Gheem

*[Motion by Teresa Schuman to accept the Memorandum dated September 18, 2024, from Attorney Van Gheem. Second by Katsi Danforth. Motion carries.]*

*[excerpt from August 19, 2024, Minutes: Motion by Teresa Schuman to accept information as FYI, and for Chair to send existing SOPs to school's liaison attorney inquiring about the response from the complaint panel. Second by Kathe Cornelius.]*

*[excerpt from August 5, 2024, Minutes: Motion by Teresa Schuman to accept the OSBC1-2024 Follow-up Response and to bring back recommended actions to August 19, 2024, meeting to determine next steps to close-out complaint. Second by Vicki L. Cornelius. Abstention by Katsi Danforth and Barb Cornelius. Motion carries.]*

*[excerpt from May 20, 2024, Minutes: Motion by Vicki L. Cornelius to accept the verbal update as information, and to have panel bring back final to the second meeting in June. Second by Teresa Schuman. Abstentions by Katsi Danforth, Barb Cornelius, and Melissa Skenandore. Motion carries.]*

*[excerpt from April 16, 2024, Minutes:*

**Motion** by Vicki L. Cornelius to approve Melissa Skenandore, Katsi Danforth, and Barb Cornelius to be on the complaint panel. Seconded by Candace House. Abstentions by Melissa Skenandore, Katsi Danforth, and Barb



Cornelius. Motion carries.

**Motion** by Vicki L. Cornelius to have the complaint panel investigate OSBC1-2024 and to bring back recommendation to the hearing panel within 30-days. Seconded by Teresa Schuman. Motion carries.

**Motion** by Katsi Danforth to approve Teresa Schuman, Vicki L. Cornelius, and Candace House to the hearing panel. Seconded by Barb Cornelius. Abstentions by Vicki L. Cornelius, Teresa Schuman, and Candace House. Motion carries.] end of motion.

**[excerpt from August 19, 2024, Minutes:**

Determine Next Steps of OSBC1-2024

[Motion by Teresa Schuman to accept information as FYI, and for Chair to send existing SOPs to school's liaison attorney inquiring about the response from the complaint panel. Second by Kathe Cornelius.]

**[excerpt from August 5, 2024, Minutes:**

Sub-committee Complaint Follow-up Response to OSBC1-2024

[Motion by Teresa Schuman to accept the OSBC1-2024 Follow-up Response and to bring back recommended actions to August 19, 2024, meeting to determine next steps to close-out complaint. Second by Vicki L. Cornelius. Abstention by Katsi Danforth and Barb Cornelius. Motion carries.]

**IX. Adjournment**

Motion by Sacheen Lawrence to adjourn at 7:49 p.m. Seconded by Candace House. Motion carried.

  
Kathe Cornelius, School Board Secretary

Approved on: 4/07/2025