

FY-2025 4th (Jul - Sep) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Nation School Board

Approved by official entity action on: October 30, 2025

Submitted by: Katsi Danforth, Chair

OBC Liaison: Marlon Skenandore

OBC Liaison: Lisa Liggins

PURPOSE

The Board was established to coordinate existing and future education programs of the Oneida Nation; per directive of the Oneida General Tribal Council, to be an autonomous administrator of the Oneida Nation School System ("System") under a Memorandum of Agreement with the Oneida Business Committee; and to administer the Oneida Nation School System Endowment in accordance with the Nation's Endowments law as authorized under resolution BC-02-27-19-B.

AUTHORITY

In accordance with the Oneida General Tribal Council's directive, on March 21, 1988, the Board entered into a Memorandum of Agreement ("MOA") with the Oneida Business Committee, delegating certain powers and duties to the Board, which, subject to amendment from time-to-time hereafter, include, but are not limited to personnel actions, grievances and approval of all contracts, grants and proposals related to the operation or planning of the school.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Katsi Danforth
Chair
osb-kdan@oneidanation.org
July 31, 2026

Sharell Hill
Member
osb-shil@oneidanation.org
July 31, 2026

Teresa Schuman
Vice-Chair
osb-tsch@oneidanation.org
July 31, 2027

Candace House
Member
osb-chou@oneidanation.org
July 31, 2026

Tracy L. Metoxen
Member
osb-tmet@oneidanation.org
July 31, 2027

Joseph Torres
Member
osb-jtor@oneidanation.org
July 31, 2028

Kimberly Skenandore
Member
osb-kske@oneidanation.org
July 31, 2028

Cary Waubanasum Hawpetoss
Member
Enter Email
July 31, 2028

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Shannon Davis

TITLE: Recording Clerk

PHONE NUMBER: (920) 869-4324

E-MAIL: school_board@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Nation-School-Board>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

1st Monday of each month.

5:00 p.m.

Oneida Nation Elementary School Library N7125 Seminary Rd., Oneida, WI. 54155

Emergency Meetings: 1

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

The Board approved the following items, parent staff handbooks and Otsistakta Family Learning Program. These are aligned with processes and procedures of the Oneida Nation School System Mission, Values and Goals.

Impact:

Aligning school system handbooks will help create consistencies for students and parents within the school system. The Otsistakta prprogram provides families with tools, resources, and opportunities to build language use in the home while deepening cultural knowledge

ACCOMPLISHMENT #2

Summary:

The School Board supported and approved resolution #2024-06-002 that allowed for procurement and project management of the ADA compliant playground structure, through the Oneida Nation Engineering and Planning Department. Tribally owned contractors were used for the construction. the Oneida language department staff advised planners in the integration of the Oneida language that is displayed throughout the playground structure.

Impact:

Children and families utilizing the playground structures will feel a sense of pride and representation seeing Oneida language normalized and used within the community. The ADA complaint playground structure is safe and accessible to all.

ACCOMPLISHMENT #3

Summary:

The board supported and approved the hiring of needed staff positions within the Oneida Nation School System.

Impact:

Students are taught by highly qualified, certified teaching staff. Including teachers to teach CORE subjects of reading, math, science and social studies, and also allows for small group instruction. School counselors work with whole classes as well as small groups to address specific social and emotional needs. The student staff ratio is one teacher for every 10 students, which allows for differentiation with various software programs to meet student's needs. Oneida Language/Culture integration is included daily with classes taught by State of Wisconsin certified Oneida Language/Culture teachers.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

Continue to increase student academic achievement levels, particularly in reading, beyond the previously met 4%.

This goal aligns ONSS with surrounding school districts' initiatives of increasing proficiencies in academics. Students' academic levels will continue to increase

Update on Goal:

The school system changed assessments to utilizing the Measures of Academic Progress (MAP) this fall for our base line data. K-12th grade students measured 29% proficient in reading with third graders measuring 35% of students at or above grade level

LONG-TERM GOAL #2

The Oneida Nation School Board does want to continue working on a retirement system for school employees with the Business Committee, to promote employee morale and provide for an incentive to stay with the school system.

As a BIE Public Law 100-297 grant school and accredited through Cognia, ONSS is committed to hiring and retaining highly qualified, certified teachers. Public schools do have a retirement benefit that ONSS does not have, so an extra incentive would encourage more teachers to stay.

Update on Goal:

This item is a standing item on the monthly Board reports, although with the current cost containment, there has been minimal progress.

LONG-TERM GOAL #3

The Oneida Nation School Board will hire a full-time Athletic Director.

With the increase of students, a full-time Athletic Director will add intramural activities for younger students as well as grow current teams.

Update on Goal:

A job description will need to be updated. The funding for the full-time position will need to be budgeted for the next fiscal year.

LONG-TERM GOAL #4

Succession planning for key positions within the school system, needs to be completed within the school year.

A plan needs to be in place to provide continuity within school programs.

Update on Goal:

The former superintendent was rehired, due to no Oneida applicants being qualified to fill the position. Succession plans need to be developed for transitions of administrators.

QUARTERLY GOAL #1

Increase parental involvement through bi-monthly family engagement activities and events.

As stated in the mission, the Oneida Nation School System is a community school with a purpose to teach each and every child to their highest potential. Parents are the first teachers of their children. Together, we are educating the leaders of tomorrow.

Update on Goal:

The 2025 – 2026 school year started with an OPEN HOUSE with 260 parents and 140 students attending. Parent/Teacher conferences were held October 6th with 166 parents signing in K – 12. Parents along with community members support and attend many athletic events. A literacy night is being planned for Dec. 10th with a STEM/STEAM evening for parents scheduled for Feb. 18th. There are also concerts and Tobacco burnings during the school year for families to attend. Since last year each evening event also has raffles and food to encourage family participation.

QUARTERLY GOAL #2

The Oneida Nation School Board will work with school administrative staff on updating safety protocols for the school system.

As the student population grows, additional precautions must be made to keep students and staff safe. Additional safety equipment is being priced for purchase with grant funds.

Update on Goal:

Metal detectors are being priced and compared. The formal purchasing process will be followed for those as well as some vape sensors for the schools.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2025 BUDGET: \$64,952

FY-2025 EXPENDITURES AS OF END OF REPORTING PERIOD: \$1,525

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

The School Board's budget and projected budgetary uses for the next quarter will involve meetings and trainings to address Board policies and procedures. ONSS standard operating procedures, and BIE School Board trainings.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
July 2025	\$1,125	0	1	9
August 2025	\$0	0	0	0
September 2025	\$400	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

The School Board would like to continue to collaborate and plan for a future ONSS retirement plan.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

PROCEDURAL EXCEPTION TO THE HIRING POLICY: July 2025 screenings for positions with HRD only had two School Board members instead of the MOU required three Board members: July 2nd, 9th, 10th, 11th, 14th, 16th, 18th, 24th and 28th. At times three members were scheduled but due to conflicts with applicants or other issues, only two were available. The school system needed these positions in place to begin the school year in August. A procedural exception needs to be noted for hiring of these positions. The positions included Elementary Co-teacher, Fourth grade Teachers (2), Education Technology Assistant, Food Service Worker, K-12 Counselor, and Superintendent.