

ICS Board of Directors  
Open Session Meeting Minutes  
November 7, 2018

Present: Carmen Flores, Diane Amour, Sommer Drake, Carrie McGhee Gleba, Justin Thundercloud

Also present: Tom Oechler, Jason Dropik, Bonnie Scharber, Siobhan Marks, Dr. Mark Powless, Debbie Martindale

Jason Dropik smudged the group.

The meeting was called to order at 5:49 p.m.

Diane Amour led the group in prayer.

Tom Oechler read the Mission Statement.

**It was moved by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the Executive Session minutes of August 25, 2018. The motion carried. (5-0-0)**

**It was moved by Sommer Drake and seconded by Carrie McGhee Gleba approve the Executive Session minutes of October 17, 2018. The motion carried. (5-0-0)**

Chief Financial Officer Report: Tom Oechler

Mr. Oechler reviewed the CFO report with the group. Major items of note were:

- A proposal for the engineering study from Faith Technologies was received and will be reviewed at the November 14, 2018 Building & Grounds Committee meeting.
- The CFO and H.R. Director have been reviewing Health Insurance proposals with the intent to keep the benefit level the same and stay within the range of the budgeted 10% rate increase. It was noted that a decision will need to be made before the November 28, 2018 Board meeting.
- Work continues on the 401(k) plan change targeted to be completed by the December blackout date. All plan participants have been notified of the impending change.
- The Board Compensation Study has been given to Atty. Roge for review.

**It was the consensus of the Board that Mr. Oechler and Ms. Scharber share, via email, their recommendation regarding the Health Insurance Benefit plan with members of the Board prior to finalizing the benefit plan with the health insurance carrier.**

Mr. Oechler reviewed the financial statements with the group.

Head of School Report: Jason Dropik

Mr. Dropik reviewed the Head of School report with the group. Major items of note were:

- The school is experiencing behavior issues with the younger students. An explanation was provided regarding what the problems are, immediate steps taken and follow up action to be done, if needed.
- Youth Mental Health First Aid program is scheduled for faculty to attend.
- The High School fair was well attended.

Mr. Dropik was requested to provide a report on the Student and Parent assistance program. Siobhan Marks asked if the program should be promoted in the newsletter and was requested to include

information on the program in an upcoming school newsletter. Mr. Dropik will ask the vendor if there is a report or information that can be provided on the satisfaction level of families receiving services.

Discussion was held regarding using another vehicle to capture correct email addresses for our parents. It was suggested that the collection process should be to get family name, email and phone. Mr. Thundercloud suggested that text messages be sent making them aware that an email has been sent. Mr. Dropik will work with Ms. Marks about getting the email information updated.

#### Communication and Marketing Report: Siobhan Marks

Ms. Marks reviewed the Communication and Marketing Report with the group. Major items of note were:

- There were many events to attend, take photos and be a part of. ICS Exclusive News Team is becoming more involved.
- Students are creating a summer/fall newsletter and plan to publish it in November.
- November events include the Ancestral Women play, Veterans Day program, the Ho-Chunk Experience, Rock Your Mocs, Friday Night movie at ICS and the mini powwow.

It was noted that we do not have much participation in our after school programs. It was determined that this could be attributed to the number of parents who do not read our weekly school newsletter, or that parents are not promoting these activities to the students. Another possible reason is the lack of after school transportation. Sommer Drake stated that the Academic Committee is discussing after school activity busing for our students.

#### Our Ways Director Report – Dr. Mark Powless

Dr. Powless reviewed the Our Ways Report with the group. Major items of note were:

- Working to make sure that all staff attend the Professional Development Days.
- Will be meeting with teachers to discuss the Our Ways framework.
- An all staff Talking Circle is scheduled for the December PD Day.
- Weekly meetings with Dr. Deutsch and Mr. Dropik as a team will begin.
- Our Ways is becoming familiar with FAST and plans to eventually incorporate more cultural items into the program.
- Meeting with Mark Denning and Ronnie Preston to emphasize songs to be sung at powwows.
- Discussion is being held with the Language teachers to invite bus drivers to participate in the “Word of the Week” program.
- Guests from Onondaga Nation and the leader of the Iroquois came to school for a tour and would like to bring their Education Committee here to see the school. The visit will possibly be in the spring.

A break was taken at 7:39 p.m.

The meeting convened to Executive Session at 7:44 p.m.

The meeting reconvened to Open Session at 8:13 p.m.

Community Relations – Diane Amour reported that the meeting was held regarding possible activities/ideas for the 50<sup>th</sup> Anniversary Celebration to be held during 2019-2010. She advised the group to read the minutes and contact her with any questions. If anyone has any additional ideas for the celebration they should contact Debbie Martindale who will share them with the committee.

Additional items discussed included:

- Theo Van Alst will be here on November 28 (filmmaker)

- Creation of an ICS School song. Please give any recommendations for song ideas/writers/etc. to Mr. Dropik.

Ms. Marks reported that Dr. Margaret Noodin has sent a request to 10 people for a call for papers for the history book and that she has thus far received four responses. She shared her timeline with the committee.

Culture Committee – Ms. Amour reported the committee:

- Reviewed and revised the 7 Sacred Gifts document and it was asked that all who have not seen it review the document and send their thoughts/concerns to Dr. Powless by Monday, November 12. It is anticipated that this information would be included in Orientation, Employee and Parent/Teacher handbooks. The goal is to share the final document during the November Professional Development Day program.
- The committee learned the purpose of an opening and closing of a meeting and shared that information with the rest of the group.

Ms. Drake suggested that Openings and Closings should be a part of the Our Ways Framework and provide the teachers the opportunity to provide it each day or each week as they choose.

It was suggested that when the Sacred Gifts document is finalized and approved, posters should be created and hung in each room.

Academic Committee – Ms. Drake reported the committee:

- Will begin reviewing policies at the next meeting.
- An updated action plan will be distributed to the Board prior to the November 28<sup>th</sup> meeting.
- Details of the Literacy Framework were explained to the group.
- More detailed information on MAP results will be provided at the next meeting.

It was requested that Native Dance be included as part of the curriculum.

It was also requested that Mr. Dropik include RTI information in his future reports.

Breakfast with Santa – Ms. Martindale reported that Ms. Janechek is interested in knowing if the Board will participate in Breakfast with Santa, and if so, to please provide Ms. Martindale with the time they are available.

New Business -

Audit Report – Mr. Oechler reviewed the final issued reports from the auditors for the review. He reported that the stated concerns raised by the auditors are the same as issued last year and have been addressed.

**It was moved by Diane Amour and seconded by Sommer Drake to accept the 2018 Audit Report of Baker Tilly Financial statements for ICS as of the year ending June 30, 2018. The motion carried. (5-0-0)**

After School Transportation Survey – Mr. Dropik distributed a survey to be sent to parents regarding after school activities. The purpose is to try to find out more information on why people have and have not participated. It would be given to the family members in an envelope, it would not be mailed. He would like to get information back before the Thanksgiving break. A revision was made to the document.

**It was the consensus of the Board that Mr. Dropik move forward with the distribution of the revised after school activity survey.**

Hunting Policy – Mr. Oechler reviewed the proposed Hunting Policy with the Board. The Board requested a revision to the policy.

**It was moved by Justin Thundercloud and seconded by Diane Amour to approve Policy 6300 – Hunting Policy as revised. The motion carried. (5-0-0)**

Calendar – Mr. Oechler was requested to provide dates for Budget retreats at the next meeting. Ms. Amour and Dr. Powless will discuss when the Board should have a Culture Retreat.

Mr. Dropik explained an opportunity that was presented for our 8<sup>th</sup> grade students to join another school on a 10 day trip to Costa Rica. The trip would be held after school is dismissed for the summer. There would be no cost to the school and parents would be expected to pay for the trip.

**It was the consensus of the Board that Mr. Dropik extend the invitation to the 8<sup>th</sup> grade families being very clear that the school will not cover any cost of the trip.**

The meeting was adjourned at 9:33 p.m.

Respectfully submitted,



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Diane Amour, Secretary

11/28/2018  
Date Approved