

ICS Board of Directors Open Session
Meeting Minutes
September 19, 2018

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

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

The meeting was called to order at 5:41 p.m.

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

The minutes of the August 25, 2018 Executive Session were tabled until the October 3, 2018 Open Session meeting.

Chief Financial Officer Report – Tom Oechler reported:

- We applied for and were awarded by the state of Wisconsin a Safety Grant for the amount of \$20,000. A seconded grant application has been submitted.
- The grounds crew are monitoring the sugar maples. Thirteen identified trees will need to be replaced. These trees are covered under warranty. It was asked when the trees will be replanted. Mr. Oechler will research and inform the group of the timeframe.
- The Building & Grounds Committee met earlier and discussed the recommendation received that we replace at least 50 feet of the underground piping on each end, and use a different material. It is thought that the committee will recommend replacing all the piping to ensure that we do not face the same problem again. It will take approximately two months to replace the identified piping area.
- Glulam beam work has been completed.
- The roadway and parking lighting has been replaced with LED lighting.
- Work continues on the control system for the heated sidewalk.

IT - Mr. Oechler reported that the IT department has accomplished a great deal of work in August in getting the classrooms ready with the new computer systems. Jason Dropik will work with the IT team to remove any remaining equipment from the Community Meeting Room.

Accounting - It was reported that the audit is almost complete and the auditors will provide their report at the Finance Committee meeting in October.

Mr. Oechler reviewed the financials with the group.

Mr. Oechler reported that the Plan Establishment Kit provided by Vanguard for the school's retirement plan has been reviewed by the Direct Reports and all that this is the correct plan for the school's employees.

It was moved by Diane Amour and seconded by Carrie McGhee Gleba to approve the following resolution:

Resolved, to authorize Thomas Oechler, or in his absence Bonnie Thielecke, to execute the Plan Establishment Kit as reviewed, and to execute any documents necessary for the establishment of the Indian Community School, Inc. Retirement Plan with Vanguard, Inc. and its affiliate Ascensus, Inc. consistent with the terms and plan design described in the Plan Establishment Kit.

The motion carried. (5-0-0)

Head of School – Jason Dropik reviewed his report with the group and reported:

- There has been an uptick in behavioral problems with students. Meetings have been held with staff to discuss how to move forward.
- A campaign has begun which highlights and accentuates the positive, good news which recognizes Eagle students who are soaring. Nominations are submitted by teachers and staff.
- New standards will be rolled out to teachers on September 24th.
- The new math program is engaging students to work together. More training for teachers will be held in the near future. There are some teachers who are struggling with the new math program.

A break taken at 7:09 p.m.

Meeting reconvened to Open Session at 7:17 p.m.

Our Ways – Dr. Mark Powless reviewed his report with the group and reported:

- Approximately 16 staff members attended the first Our Ways Team meeting. A summary of topics was discussed.
- Dr. Noodin sent out the call for papers for the history book. The deadline is Oct. 1.
- Work continues on the Our Ways guest calendar.
- Work on the language program continues.
- It was suggested that the language program do a presentation at the 2020 World Indigenous Peoples Conference on Education.
- The "Word of the Week" program will be modified and initiated again.

Sommer Drake stated she was very pleased with welcoming the students back by smudging on first day of school and recommended that the practice continue every year. Siobhan Marks suggested that we welcome students back similarly when students return from Winter Break.

Communications & Marketing - Siobhan Marks reviewed her report with the group and reported:

- A great deal was learned from the Indian Summer experience and this knowledge will be used for future programming.
- She will be meeting with a representative from the organization who took the annual school photos to discuss problems and concerns.
- Reviewed the suggested giveaway items for conferences.

Building & Grounds Committee – Mr. Oechler stated that much of the committee business was mentioned in his Chief Financial Officer report. Further, he reported that Chris Cornelius indicated that he has ideas for designs for the Our Ways space, and that he will be at the September 27 Forest County Potawatomi meeting.

Culture Committee – There were no questions. Diane Amour noted that the Employee Orientation Handbook should be given to all employees when it is finalized.

Board Governance – Carmen Flores reviewed the minutes of the meeting with the group and reported:

- Bonnie Thielecke was asked if her assistant could help support Siobhan Marks. Ms. Thielecke will speak to her assistant about assisting Ms. Marks and changing to a full-time employee.
- A Leadership Retreat will be scheduled for January/February to include H.R. training for both Board and staff. Ms. Thielecke was requested to recommend training topics.
- It was requested that all areas begin developing succession planning strategies.
- Dr. Powless was requested to recommend a plan for Board training on the cultural competencies.

Service Award Program – Ms. Thielecke reviewed the Service Award program to be held on September 24th with the group. Board details were finalized.

Community Relations Committee – Diane Amour reviewed the minutes of the meeting with the group and reported:

- 8th grade students will receive etiquette training before the graduation luncheon.
- An unofficial Indian Community School Facebook page was discovered and reported to Facebook. They responded with the steps to be taken to shut down the page.
- A reminder that the Forest County Potawatomi Executive leadership team will be visiting the school on September 27th. All Board members and Direct Reports were requested to be at the meeting if possible.
- The following dates have been selected for events:
 - 8th Grade Luncheon – May 15, 2019
 - Staff Appreciation Event – April 7, 2019 (11:30 a.m. to 2:30 p.m.)
 - Staff Welcome Back Event – August 17, 2019 (11:30 a.m. to 3:00 p.m.)

Scholarship Committee – Justin Thundercloud reviewed the minutes of the meeting with the group. There were no questions.

Support Organization Update – Diane Amour reported that during the meeting D.J. Klauser began a discussion regarding donations to the school. This discussion resulted in a conversation between Mr. Klauser and the representative from Marquette Associates who indicated they would consider giving a donation to the school and would facilitate a fundraising letter to investment clients. Ms. Amour suggested using this strategy as a means to raise money for the renewable energy project. She also reported:

- Jane Stromwall and Joseph Quinn were elected to an another four-year term.
- Officer positions remain the same.
- A minor change was made to the Articles of Incorporation.
- The group met with Marquette Associates regarding the investment portfolio.

Safety Report – Tom Oechler reviewed the Safety Report provided to the group. He stated that though there are many good things being done, there are areas that need improvement, including professional development of the staff. He reviewed the goals developed for the Safety Committee and stated that they will revisit the need for a Safety Coordinator. The committee will be meeting next month.

Faith Technologies – No update.

NIEA Update – Dr. Powless and Mr. Dropik will give a abbreviated version of their NIEA presentation at the next Board meeting.

The meeting adjourned at 9:28 pm.

Respectfully submitted,



Diane Amour, Secretary

10-3-18
Date Submitted