

ICS Board of Directors Open Session  
Meeting Minutes  
June 2, 2021

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

Reporting: Jason Dropik, Dr. Mark Powless, Siobhan Marks

Also present: Brian Leibl, LaVetta Buckley-Hunter, Debbie Martindale  
Also present via Zoom: Dr. Melissa Deutsch

Dr. Powless smudged the group.

Carmen Flores called the meeting to order at 5:15 p.m.

Justin Thundercloud led the group in prayer and a moment of reflection.

Brian Leibl recited the Mission Statement.

Public Comment: There were two requests made for this portion of the Board meeting.

1. Ms. Flores shared an email sent by Sarah Gordon regarding the use of the Sweat Lodge. The Board will send a written response to Ms. Gordon.
2. A request was made by an employee to have a personal email shared with the Board of Directors for its consideration. However, the email content was deemed to be a personnel matter. Therefore, it was determined that this item be addressed in the Executive Session of the Board meeting.

**Motion by Justin Thundercloud and seconded by Sommer Drake to approve the May 19, 2021 ICS/SO Joint Board Executive Session minutes. The motion carried. (5-0-0) Voice vote received by Ms. McGhee Gleba.**

Ms. McGhee Gleba requested that approval of the May 19, 2021 Board Executive Session minutes be moved to Executive Session for discussion. The request was approved.

**Motion by Justin Thundercloud and seconded by Sommer Drake to approve the May 27, 2021, Board Executive Session minutes. The motion carried. (5-0-0) Voice vote received by Ms. McGhee Gleba.**

**Motion by Sommer Drake and seconded by Justin Thundercloud to approve the June 1, 2021 Board Executive Session minutes. The motion carried. (5-0-0) Voice vote received by Ms. McGhee Gleba.**

Head of School Report – Jason Dropik reported that attendance for the 2020-2021 Academic Year has been a challenge. He stated daily average attendance was 91% and expects it will improve next year. He reported that interviews were held for the School Psychologist position, but no candidate has been offered the position and the search will continue. The job posting has been revised to assist with the recruitment of this position.

It was questioned when the raw data from the Climate Surveys will be shared with the Board. Mr. Dropik stated that two of the surveys are closed and the third remains open for another week. He will send the data as soon as it is available.

Our Ways Director Report – Dr. Mark Powless commented that a number of staff and students are wearing orange shirts in recognition of the students of the Kamloops Indian Residential School. He stated he received an updated MOU from the Ho-Chunk Nation regarding the teaching positions at ICS. This will be discussed at the Culture Committee meeting. It was noted that the HR Department will be posting for the Language & Culture Teacher and Apprentice positions.

Communications & Marketing Director - Siobhan Marks displayed the sash that will be given to the 8th-grade graduates. She updated the board about the yearbook and shared a draft copy that the Direct Reports are reviewing. She stated she was impressed by the amount of outdoor learning in the yearbook and doesn't feel it should be separated in its own category. The yearbook will not be available to distribute on the last day of school for the 8th-grade class but is hoping to include in the packet given on graduation night. She reported she was able to include still shots from the film crew. She reported that the Water Walk that was done today for the remote students went very well and that many of the students opted to wear ribbon skirts and shirts. Some parents also asked to wear one of the garments. The Exclusive News Team Frugie campaign has been a great success. The kids have truly embraced the program and the prize stock is running low but should make it to the end of the year.

Dr. Melissa Deutsch joined the meeting at 5:55 p.m.

Carrie McGhee Gleba joined the meeting at 5:59 p.m.

Ms. Marks reported that we have received 608 responses for the Community Feast and more volunteers are needed to assist with the event.

Ms. Marks was requested to order lawn signs for the graduating students and to have them placed at the entrance to the campus. Everyone thought the 8<sup>th</sup> Grade Luncheon went very well, except for the steaks. Ms. Martindale will discuss that with the venue should the event be held there in 2022.

#### Committee reports –

Ad Hoc Construction Committee – No questions.

Ad Hoc Master Planning Committee – No questions.

Community Relations Committee – No questions. Dr. Powless reported that the arborist from the Ho-Chunk Nation will be touring the school grounds tomorrow and to discuss the White Cedars.

Ms. Amour requested that they be asked if they can do an inventory of the plants and trees on the campus. She said there is another person who has offered to volunteer their time for that task.

Research Committee - Sommer Drake reported that both an acceptance letter that provides guidelines and a parent letter has been drafted and will be sent to Ms. Huggens to proceed with her project. She explained how the research project will be conducted.

A break was taken at 6:33 p.m.

The meeting reconvened to Open Session at 6:42 p.m.

Budget – Brian Leibl reviewed the budget adjustments that have occurred since the May 19<sup>th</sup> meeting. He projected that ICS will have a small positive surplus at the end of the fiscal year 2021-2022. He stated that ICS will need a long-term capital plan and will also need to stabilize our staffing footprint.

**Motion by Diane Amour and seconded by Carrie McGhee Gleba to approve the Indian Community School 2021-2022 Fiscal Year budget as presented on June 2, 2021. The motion carried. (5-0-0)**

Spring Purge – Ms. Flores stated that all areas be purged of unnecessary material prior to the beginning of the construction projects scheduled to start on June 14. Direct Reports were tasked to ensure their departments abide by this request.

COVID-19 Restrictions - Mr. Leibl provided the following proposal by the Direct Reports –

*Beginning Monday, June 14<sup>th</sup> the ICS returns to normal, pre-Covid operations for fully vaccinated individuals. This will roll-back protocols requiring masks in common areas, completion of daily health questionnaires and social distancing. Building signage will be taken down and stored for future use. Vaccinated staff may choose to continue following covid protocols for health or other reasons. Non-vaccinated individuals will still need to wear a mask and social distance. Anyone requiring an accommodation due to religion or disability will be reviewed on a case-by-case basis.*

*Direct reports will continue to actively monitor Covid statistics in our communities and among staff as well as guidelines from the CDC, State of Wisconsin and City of Franklin. If the current situation deteriorates, Covid protocols can be reinstated quickly and with little effort.*

*Some covid protocols may be reinstated during summer school.*

**Motion by Sommer Drake and seconded by Carrie McGhee Gleba to accept the recommendation to replace the existing COVID-19 restrictions and replace them with the protocols listed in the proposal presented. The motion carried. (5-0-0)**

Mr. Leibl reported that sanitizer, masks and thermometers will continue to be available. Ms. Buckley-Hunter will document the protocols, etc. This information will be included in the Safety Manual with the heading “Public Health Emergency”. The Board stated the communication must be written as to not have an adverse effect on those employees who have not been vaccinated or chose to continue following the original protocols.

A discussion was held regarding the option for departments to offer their employees the opportunity to work different hours during the summer beginning June 14, 2021 for 10 weeks.

**It was the consensus of the Board to allow the Direct Reports to provide summer hours to their staff beginning June 14 for approximately 10 weeks.**

Oneida Apprenticeship to Teacher Proposal – Dr. Powless shared the formal justification for the position with the Board as requested.

Carmen Flores adjourned the Open Session meeting at 7:41 p.m.

Respectfully submitted,



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Diane Amour, Board Secretary

6/16/2021

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Date Approved