

Pemayetv Emahakv, Inc.  
Board of Trustees Meeting  
April 12, 2018

Brighton Reservation Tribal Administration Building  
Brighton Seminole Indian Reservation

Present: Marcellus W. Osceola, Jr., Manuel Tiger, Andrew J. Bowers, Jr., Christopher Osceola, Jim Shore, Elrod Bowers, Lee Zepeda, Brian Greseth, Michele Thomas, Marcus Briggs-Cloud, Jennie Shore, Jade Osceola, Helene Buster, Dixie Houston, Carla Rodriguez, Alice Billie.

Chairman, Marcellus Osceola called the meeting to order. Marcus Briggs-Cloud gave the invocation. Michele Thomas conducted roll call. Michele Thomas reported Vice Chairman Mitchell Cypress informed her he would not be present for today's meeting due to a meeting conflict. He has a STOF, Inc. Board meeting today. Chairman Osceola welcomed all in attendance and stated we would try this new meeting time of coming in before the Tribal Council Meeting. This would allow more time for discussions without feeling rushed. Mr. Greseth then introduced the PECS Employees of the Year; Vickie Stewart, Non-Instructional Employee of the Year, Ginger Jones, Culture Employee of the Year, Mindy Wells, Middle School Teacher of the Year (not present), and Joy Prescott, Elementary Teacher of the Year / Glades County District Teacher of the Year. Mr. Greseth then introduced Vicki Paige. He stated Mrs. Paige has a Masters Degree in Education Leadership. She has worked in Okeechobee County, Florida Department of Education, and now serves as our Elementary Instructional Coach. Mr. Greseth stated instead of adding a new position Mrs. Paige will be taking on extra duties and serving as Assistant Principal. Mr. Greseth also introduced PECS teachers recognized by the State as Super High Performing Teachers. Mr. Greseth read the letter sent from State Education Commissioner, Pam Stewart. Those teachers are – Mindy Wells, Angie Snyder, Amy Carr, and Kendra Murphy. Congratulations were given to all.

Chairman Osceola asked board members to review minutes from the December 14, 2017 meeting. Marcellus Osceola asked for questions or comments regarding the minutes. No questions or comments. Marcellus Osceola asked for a motion to approve resolution. Motion made by Christopher Osceola, seconded by Andrew J. Bowers, Jr. and was approved by unanimous vote.

Chairman Osceola introduced item number six, resolution to approve the 2018 – 2019 School Calendar. Mr. Greseth was asked to present the resolution. Mr. Greseth reported once again this year Glades and Okeechobee Counties have different Spring Breaks. This requires PECS to take both county calendars into consideration and attempt to accommodate all families. PECS will rotate Spring Breaks each year: one year having the same Spring Break as Glades, the next year the same as Okeechobee County. Chairman Osceola stated some parents were not happy with the different Spring Breaks last year. Michele Thomas stated each year we will have families that are not happy. Chairman Osceola called for a motion to approve. Motion made by Andrew J. Bowers, Jr., seconded by Christopher Osceola and the resolution was passed by a unanimous vote.

Chairman Osceola introduced item number seven, resolution to approve the 2018 – 2019 Student Handbook. Mr. Greseth reported the only change to the Student Handbook was to add the Creek I and II Accreditation and Creek I and II Exemptions sections. Under the Creek I and II Accreditation section it states a student must earn a grade of 60% or higher at the end of each semester in the Creek I and II courses, respectively, in order to receive a foreign language credit. Under the Creek I and II Exemptions section it states because Creek I and Creek II are high school courses, PECS will follow the Okeechobee High School's exemption policy. If a student earns an A in one 9-weeks period and an A the second 9-weeks period, and has fewer than 9 unexcused absences for the semester, they will be exempt from the written component of the semester exam. Chairman Osceola asked if Creek I and II could be offered to students not attending PECS. Mr. Greseth replied currently PECS does not offer classes due to the low number of Creek teachers. We simply do not have the resources to do so. Chairman Osceola asked if students are currently able to take Creek I and II on-line for citizens residing out of state. Mr. Greseth responded classes are not currently offered on-line. Chairman Osceola stated he would like to explore that possibility. Chairman Osceola called for a motion to approve. Motion made by Andrew J. Bowers, Jr., seconded by Christopher Osceola and the resolution was passed by a unanimous vote.

Discussion Item –

#### **Coach Aaron Feis Guardian Program**

Governor Scott signed Senate Bill 7026, Marjory Stoneman Douglas High School Public Safety Act, which includes the Coach Aaron Feis Guardian Program. Mr. Greseth handed out information pertaining to the new law. Police departments and school can decide to arm staff members. Staff members working directly with students are not included so teachers and teacher aides are not permitted. Staff that would be included are the Principal, Assistant Principal, Dean, Administrative Assistant, Bookkeeper, and Day Porters. In order to do this program the School Board would have to approve it. If we decide to do the program there would be many hours of training required. Many school districts are opting out. Broward, Palm Beach, Glades, and Leon are all opting out. Okeechobee School District has approved the program in their district. Mr. Greseth stated PECS is very fortunate to have a full time School Resource Office (SRO) on campus. After much discussion the decision is to opt out. Mr. Greseth reported there are several safety improvements currently in the process; new fencing behind gym, outside intercom system, and door lock system. Staying on the issue of safety Michele Thomas brought up the issue of the SRO no longer being permitted to escort school field trips and away athletic games. She stated this was due to budget restrictions, but felt with the world getting crazier the need for the service is greater now. Christopher Osceola and Manuel Tiger feel this should be reassessed for consideration.

#### **Random Drug Testing**

Mr. Greseth stated random drug testing for athletes was discussed at an early meeting and he was to research the topic and come back with information. PECS falls under the Florida High School Athletic Association (FHSA) and they have a policy for drug testing athletes with parent consent. Their policy is to test 5% of your athletic team using

a random selection process. Mr. Greseth discussed this topic with Mike Strader and he suggested PECS adopt a policy, with legal review, for board approval. Christopher Osceola asked if this was consistent with STOF Recreation Policy. All present agree it was. Christopher Osceola stated he recalled PECS wanting to drug test all students to which he would not be agreeable with. He sees no issue drug testing athletes as long as parents are made aware of the FHSAA Drug Testing Policy and give consent. Michele Thomas asked Jim Shore if a resolution would be required. Mr. Shore answered no if PECS used the existing FHSAA Drug Testing Policy. If PECS developed or added new language to the FHSAA Drug Testing Policy we may need approval from FHSAA and the Board of Trustees. It was decided PECS would use the existing FHSAA Drug Testing Policy and no resolution would be required because the PECS Athletic Program falls under FHSAA.

### **Culture / Immersion Portables**

Lee Zepeda reported his office is working with the Planning and Development Department to determine portable size and site location. He reported they are looking at a one-year lease, but will check for any cost savings with a two-year lease. Mr. Greseth stated there is a possibility we may be receiving \$115,000.00 in Capital Program Funding and may be able to use that money to pay the portable lease fee. We may need the lease to be under STOF and PECS sub-lease from the Tribe. Manuel Tiger suggested to Mr. Zepeda to look into modular buildings instead of portable buildings. He feels this may cut down on mold issues and can be reused. Helene Buster reminded everyone present the portable would be temporary until a new building can be constructed. Mr. Greseth asked if there was anything he needed to do for the new building. Mr. Zepeda responded Planning and Development have been made aware of the new building.

### **2018 – 2019 Pre-K Family Handbook**

Mr. Greseth stated we are having an issue with a few Pre-K students missing school. He spoke to Thommy Doud regarding the STOF Preschool Policy and Mr. Doud stated their policy used to be if a student missed 10 consecutive days the student would be removed from the program. They have since changed their policy to missing 10 collective days would result in being removed from the program. Mr. Greseth stated we are not looking to remove any students from the program. We want to encourage parents to make sure their child is attending school on a regular basis, that they are reading with their child daily, and supporting their child's education. Should we change the policy that we remove a student for the semester after 10 missed days? Manuel Tiger responded it's not the kids fault. Mr. Tiger stated he is dealing with a situation now with a child, with asthma, who was removed from school. He is working with the Center for Behavioral Health (CBH) and the grandmother to get the child caught up. He does not recommend removing a child. Chairman Osceola asked if there is a wait list for this program. Mr. Greseth responded no.

Christopher Osceola stated he doesn't support removing a child from school either.

### **Budget**

Mr. Greseth stated he would like to ask for a 3% salary increase this budget year. He stated the last several years he has asked for a 1.5 to 2 % increase and what he is finding is

that our neighboring county start salary is now the same as ours. Increasing by 3% would make put our start salary at \$42,000.00, about \$1,500.00 more than the neighboring county. Chairman Osceola asked if he PECS pays mileage. Mr. Greseth answered no. Manuel Tiger stated he feels we need to be able to compete to keep quality teachers. Mr. Greseth reported if he could find the right person he would like to add a music teacher. He stated he would also like to add an ESE teacher due to our high volume of students with Individual Education Plans (IEP) and 504 Plans. Other budgeted items would be replacing carpet, new smart boards, new fencing, repair camera system, and close in the front open area for the SRO.

### **Traditional Leave for Tribal Member Employees**

Mr. Greseth asked if the Board would like PECS to follow the Tribe's Traditional Leave Policy when a tribal staff member has a death in the family. Chairman Osceola responded to follow whatever the school policy states. Chairman Osceola stated PECS can adopt that policy. Dixie Houston stated currently we do not have any traditional leave so members are required to use their leave for Corn Dance. Chairman Osceola recommended the Immersion Program closing down the week of Corn Dance. Michele Thomas stated a death in the family is the bigger issue.

### **12:00 Noon – Break for Lunch**

### **School Update**

Mr. Greseth reported current school enrollment is 296. He stated Florida State Assessment (FSA) testing began this week with third grade students. He informed the Board if third grade students do not pass the reading FSA testing they must be retained. In the pass six years PECS has had only two students not pass the reading FSA. He stated the third grade teachers do an excellent job preparing our students for the test.

### **Traditional Language and History Program**

Jade Osceola reported on Culture events on campus.

- Culture Camp for Pre K – 3<sup>rd</sup> Grade
- Culture Camp for Middle School will be May 17 and 18
- Literacy Week – Eighth grade students taught centers for the Immersion Class
- Egmont Key Presentation
- Student Council – Attend Council Meeting tomorrow
- St. Augustine Trip for 6<sup>th</sup> and 7<sup>th</sup> Grade will be May 23<sup>rd</sup> and 24<sup>th</sup>. Manuel Tiger asked if they would be taking medicine on the trip. Jade Osceola answered yes. Marcus Briggs-Cloud added they cleanse the Immersion students each year.

Marcus Briggs-Cloud reported there are currently two open positions in the Immersion Program. If you know any interested, please have them apply. The positions are open until May 21. He reported they continue to hold Thursday language classes with the elders. Elders include Onnie Osceola, Mable Tichenor, Connie Whidden, and Stanlo Johns.

- Build-A-Bear field trip. Students helped create a bear and the elders helped record messages in the Creek language so the bear speaks Creek.
- The next scheduled field trip is to Lion Country Safari.
- The Brighton Boys & Girls Club staff comes over on Tuesday for language class so they are better able to assist children with their homework after school.
- Visitors from Canada came to learn more about the Immersion Program.
- Immersion Program will run throughout the summer, since we cannot afford to take extended breaks with the language.

Marcus Briggs-Cloud stated the Immersion Program has very strict rules. They include –

- Parents must attend weekly language class.
- Students must visit an elder for a minimum of one hour each week and log their hours.
- Parent must upload a video each week to prove language usage in the home.

If a parent misses three of these requirements in the first semester, they are fined. If a parent misses an additional three requirements in the second semester the student is dropped from the program. He stated we are dealing with the extinction of a language and they only want families that are very serious about the program.

The Immersion Program will be one of six programs featured in the Peabody Museum of Natural History, Year of the Indigenous Languages Exhibit. Marcus Briggs-Cloud closed by extending an invitation to visit the program. Chairman Osceola stated the Tribe's appreciation for everything Mr. Briggs-Cloud and the staff are doing for the program and language.

Michele Thomas wanted to thank Jim Shore and staff for their assistance with planning the 4-H Day At The Capital Trip. She also expressed gratitude and appreciation to Andrew J. Bowers, Jr. for the new school sign.

Motion made by Manuel Tiger to adjourn, seconded by Andrew J. Bowers, Jr. All approved.