

Pemayetv Emahakv, Inc.
Board of Trustees Meeting
August 17, 2018

Sheraton Tampa Brandon Hotel
Tampa, Florida

Present: Marcellus W. Osceola, Jr., Manuel Tiger, Andrew J. Bowers, Jr., Christopher Osceola, Jim Shore, Lee Zepeda, Suresh Geer, Shawn Ray, Brian Greseth, Peter Hahn, Tom Ryan, Tony Bullington, Michele Thomas, Joy Prescott.

Chairman Marcellus Osceola called the meeting to order. Michele Thomas conducted roll call. Chairman Osceola asked board members to review minutes from April 12, 2018. Chairman Osceola asked for an update on the modular project. Mr. Greseth reported the modulars have been delivered and Glades Electric Coop electrical engineers are currently working on a new service plan. Christopher Osceola asked for clarification regarding what a 504 Plan covers. Mr. Greseth responded a 504 Plan is a special program for students that are not necessarily ESE students but may have special circumstances. Family traumas like a parent passing away or being removed from their home would be an example. The 504 Plan would provide some of the same accommodations as an Individual Education Plan (IEP), for example, extended test time or one on one testing. Chairman Osceola asked for questions or comments regarding the minutes. Chairman Osceola asked for a motion to approve minutes. Motion made by Andrew J. Bowers, Jr., seconded by Christopher Osceola, and was approved by unanimous vote.

Chairman Osceola introduced item number five, resolution to approve 2018 – 2019 Staff Roster. Mr. Greseth was asked to present the resolution. Mr. Greseth reported the staff roster has not changed much from the previous school year. Mr. Greseth reported Suraiya Smith transferred from Middle School to the Culture Department. Andy Brewer has been hired to teach middle school language arts and Derek Stewart to replace Joy Prescott as the fourth grade Math Teacher. Joy Prescott has been named Florida State Teacher of the Year and will travel the State this school year serving as an Educational Ambassador for the Department of Education (DOE). Chairman Osceola asked if the State will pay her salary this school year or PECS. Mr. Greseth replied the State would be paying her. Mr. Greseth reported this is the first time a Charter School Teacher has been selected Florida State Teacher of the Year, he then introduced Joy Prescott and invited her to address the Board. In return the Board Members expressed their congratulatory comments on being named Florida State Teacher of the Year. Mr. Greseth stated now Joy is in the running for National Teacher of the Year. Chairman Osceola asked for questions or comments regarding the minutes. Chairman 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 2018 – 2019 Mental Health Assistance Allocation Plan. Mr. Greseth was asked to present the resolution. Mr.

Greseth reported the State has earmarked funding specifically for Mental Health after the tragedy at Marjory Stoneman Douglas High School. PECS will receive \$22,000.00 to assist with providing Mental Health Service Resources. This funding is calculated by student enrollment and will go directly to PECS. Chairman Osceola asked who would be providing the mental health services. Mr. Greseth responded Seminole Tribe of Florida Center for Behavioral Health would be providing the services, if the students are tribal members. If a student is a non-tribal member, step child, or staff member child, the County would be required to provide services. Michele Thomas reported services from Glades County are very limited and all but non-existent. We learned this while attempting to get services for a student that was very much in need and the County was unable to provide any services at the time. Chairman Osceola asked if The Center for Behavior Health (CBH) could provide services to the school as a business and bill the school. Michele Thomas replied CBH providing services to all students would be the best set up, with the understanding the school would be billed for services provided to non-tribal students. Chairman Osceola asked if school staff are trained to recognize signs of mental illness. Mr. Greseth replied in the past, if a staff member suspected a mental illness issue, protocol would be for that staff member to report this to the Guidance Counselor. The State is now providing training for all staff members to recognize and respond to mental health issues. Dr. Tom Ryan, CBH Director, joined the meeting. Chairman Osceola stated to Dr. Ryan he understands the current agreement between CHB and PECS provides mental health services to tribal member students only. Chairman Osceola asked the possibility of expanding services to include all PECS students. Dr. Ryan responded currently CBH staff will respond immediately to make a threat assessment to any mental health crisis if requested. He also stated the current policy in fact, only covers tribal students, but could explore the possibility of expanding the service to all students as a billable service. PECS and CBH agreed to set up a meeting to discuss the necessary steps to establish a service agreement for expanded services. Manuel Tiger stated to Dr. Ryan at Ahfachkee School they only provide services to tribal students because they are funded by gaming funds. If an expanded service agreement was developed to provide services to non-tribal students at PECS, would this open a can of worms for Ahfachkee School. Dr. Ryan responded because PECS is a public school, it would not create any issues for Ahfachkee School. Chairman Osceola asked if there were any further questions or comments, then asked for a motion to approve resolution. Motion made by Andrew J. Bowers, Jr., seconded by Christopher Osceola, and was approved by unanimous vote.

Chairman Osceola introduced item number seven, resolution to approve 2018 – 2019 All Hazard Plan. Mr. Greseth was asked to present the resolution. Mr. Greseth explained each year he works with the Tribal Emergency Management Department to develop an All Hazard Plan. This plan covers anything from a gas leak to a tornado. It also covers what steps to take should we need to relocate students off campus, how to inform parents should a situation arise, and who will communicate with law enforcement and emergency management. We each develop a plan, the only difference this year, is we have included it in our the 2018 – 2019 Faculty Handbook. Chairman Osceola asked if trainings are conducted to help prepare staff.

Mr. Greseth responded a monthly fire drill is conducted and periodic active shooter trainings, all with the help of the Seminole Police Department and Fire Rescue. He stated to prevent students from being scared and nervous, active shooter trainings are referred to as a tornado drill. Active shooter training is conducted annually. Seminole Fire Rescue will conduct Stop the Bleed Training with all staff next week. Chairman Osceola asked if there were any further questions or comments, then asked for a motion to approve resolution. Motion made by Christopher Osceola, seconded by Andrew J. Bowers, Jr., and was approved by unanimous vote.

Discussion Item –

Budget

Mr. Greseth reported in the past he would begin meeting and working on the budget in March and have the final draft ready for review in June. This year he understands the Tribe is using the Zero-Base Budgeting Concept with a 3 % increase. He will submit the school budget to Mr. Zepeda as soon as possible for review. Mr. Greseth stated he understands the Board tries to plan for large expenditures. He reminded the Board the Okeechobee School District will be discussing moving the daily school start time to later in the morning. If that is approved this school year, it would effect the Brighton Bus Schedule and an additional bus would need to be purchased. Christopher Osceola stated if we need to purchase a new bus we would need to plan 10 to 12 weeks prior.

Construction Update

Waiting on electricity.

School Update

Mr. Greseth reported 114 elementary and middle school students attended the PECS Summer Enrichment Program, sixteen middle school students attended for credit retrieval. He reported all third-grade students passed the Reading Florida State Assessment (FSA). PECS Elementary is a C school, ranked in the top 10 elementary schools in the Heartland Consortium. PECS Middle School is an A school being ranked top middle school in the Heartland Consortium. Joy Prescott was name Florida State Teacher of the Year in July. Mr. Greseth reported he was asked to speak at the Native American Journalist Association Conference. He shared with the Board the PECS Este-Cate Em’Ponkvk Cuko, aka Immersion Program, was highlighted in an article titled Creating Culturally Based Language Programs. Michele Thomas provided copies of the article to Board Members. The NIEA reported at their conference PECS has the only total immersion language program in the continuous United States.

Traditional Language and History Program Update

Marcus Briggs-Cloud was not able to attend todays meeting due to being short staffed. Mr. Greseth reported Marcus provided an update to be shared. Student Council Elections will be held on September 21st. The new Student Code of Conduct will be enforced following this years’ elections. Inauguration Ceremony and Clothing Contest will be held September 27th. All

Board Members are welcome to attend. Chairman Osceola reported that is the day they will be returning from Japan. Mr. Greseth finished with Marcus' report with the Este-Cate Em'Ponkv Cuko, aka Immersion Program Staff are anxiously waiting to move into the new modulars.

Introduction Florida State Teacher of the Year

Introduced earlier in the meeting.

Andrew J. Bowers, Jr. said a question came up earlier in the Council meeting regarding teachers tutoring students they have in their class after school in the Tutoring Program. Michele Thomas explained there are two programs; Homework Help and One on One Tutoring. She explained many of the teachers and teacher aides choose to tutor their grade level in the Homework Help Program. Many times, a One on One tutor would be a different teacher, but not by rule. Andrew asked for clarification giving the example, if a teacher has Little Johnny in class, she wouldn't tutor Little Johnny in math after school. Manuel Tiger followed up with if Little Johnny didn't get the concept in class with the teacher why would the teacher want to tutor him after school. Chairman Osceola reported his comments in the early meeting was it didn't make sense for a teacher to tutor a student if he/she couldn't get the concept through to the student during class. Essentially the teacher was getting paid twice. They didn't achieve teaching the concept to the student during work hours, but now they want to get paid again for the same thing. Could this be looked at as double dipping. Manuel Tiger interjected he felt this was not the case. He felt it very well could be the student struggling to learn the concept. Michele Thomas agreed. Joy Prescott added when a teacher is sitting along with a student it is a totally different environment for the student; they may be more relaxed, with less distractions. Chairman Osceola commented he understands, but struggles with if the teacher couldn't get through to the student during class time why they would think they could during a tutoring session. Manuel Tiger disagree. Michele Thomas stated she felt any situation could be abused, but disagreed that a teacher tutoring his/her student was unethical. She feels a teacher tutoring a student an extra hour may be what the student needs to stay on track. Mr. Greseth also stated its not always easier to tutor.

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