

Pemayetv Emahakv, Inc.
Board of Trustees Meeting

November 22, 2019

Chairman's Conference Room
Hollywood, Florida

Present: Marcellus W. Osceola, Jr., Mitchell Cypress, David R. Cypress, Larry L. Howard, Christopher Osceola, Jim Shore, Lee Zepeda, Tracy Downing, Michael Strader, Brian Greseth, Marcus Briggs-Cloud, Michele Thomas, Jade Osceola, Suraiya Smith, Matthew Galvin

Chairman Marcellus Osceola called the meeting to order. Michele Thomas conducted roll call. Chairman Osceola asked board members to review minutes from the August 23, 2019 meeting. Chairman Osceola asked for comments or questions, then asked for a motion to approve. Motion was made by Larry L. Howard, seconded by Christopher Osceola, and was approved by unanimous vote.

Chairman Osceola introduced item number five, resolution to approve the Mental Health Assistance Allocation Plan 2019 – 2020. Ms. Downing then presented said resolution. Chairman Osceola asked if this was the same State allocated funds previously discussed in regard to School Resource Officers. Michele Thomas replied, no, this fund is strictly to be used for Mental Health Services. Mrs. Thomas explained the funds are used to pay Seminole Tribe of Florida Center for Behavioral Health Staff Members who provide mental health counseling to PECS students. Chairman Osceola asked if the service is utilized by many students and the reply was yes, many. Councilman Christopher Osceola asked what the biggest mental health issues the staff is seeing and dealing with. Mrs. Thomas replied children are dealing with many issues today, but she felt like broken homes, children being raised by grandparents, anxiety, bullying, and social media are all prevalent issues with students. Mr. Shore asked if these funds were being used to pay for the non-tribal students. He explained STOF Health Department was out of compliance with Indian Health Service (IHS), but it didn't seem to be an issue. Chairman Osceola recalled it being an accounting issue, therefore services had to be temporarily interrupted to resolve the issue. Michele Thomas expressed frustration due to no communication with PECS regarding any issues, services just stopped, then causing PECS to be non-compliant. Councilman Howard expressed communication should be coming from the EAO. Chairman Osceola asked Mr. Zepeda to set a meeting with STOF Health and Accounting to establish new procedures to resolve this issue. Motion made by Christopher Osceola, seconded by Larry L. Howard, and was approved by unanimous vote.

Chairman Osceola moved to item number six, resolution to Amendment No. Seven to the Management/Oversight Agreement Between Pemayetv Emahakv, Inc. and Charter School Associates, Inc. Ms. Downing then presented said resolution.

Michele Thomas explained Charter School Associates (CSA) processes accounts payable, payroll, and benefits for PECS. Jim Shore added CSA has been with the school since its inception and works well with the school. Mr. Shore explained the previous agreement expired and this new agreement was put in place, so this resolution is to ratify the agreement. Mr. Shore also explained things are forever changing on the state level so Mr. Strader's group helps to keep PECS informed and compliant. Councilman Howard asked if the agreement could be a three-year agreement in the future instead of a two-year agreement. There were no objections expressed. Chairman Osceola asked for questions or comments, he then asked for a motion to approve the resolution. Motion made by Larry L. Howard, seconded by David R. Cypress and was approved by unanimous vote.

Discussion Items

School Update –

Ms. Downing began by congratulating the 2019 – 2020 Employees of the Year. They are –
Teacher of the Year - Melodie Smith, Middle School ESE Inclusion Teacher
Culture Employee of the Year – Marilee Johns Ringer, Lead Arts & Crafts Instructor
Non-Instructional Employee of the Year - Timothy Thomas, Day Porter, Bus Driver, Girls' Basketball Coach

School enrollment is 303; 223 tribal members, 55 tribal descendants, 25 others (stepchildren/staff children). Eighth grade students recently visited Florida Gulf Coast University. Students were able to participate in sessions in robotics, agriculture, and crime scenes. Students were also treated to a FGCU volleyball game. Mr. Howard was also in attendance. PECS Safety Patrol and Crime Watch members were invited to participate in the Seminole Tribe of Florida Veterans' Program. PECS also hosted their annual Veterans' Program which included the Safety Patrol and Crime Watch members pinning ceremony. Local tribal veterans were in attendance and honored. Chairman Osceola recently visited PECS and gave some recommendations. You asked about water fountains, we had 5 water fountains ordered and delivered and we're working with Ron Pain from STOF Public Works for installation. Shading; we are currently seeking bids to install shading over all playground areas. Chairman Osceola reported his impromptu site visit was triggered by a mother whose child had a heat triggered seizure. After visiting he observed no shading or water fountains in the playground areas. Chairman Osceola felt Tribal Council, or the Board of Trustees would not have any issues with the improvements for the safety of the children. Ms. Downing has been in communication with Andrew Jordan Bowers regarding funding the playground shading/water fountain project. PECS will fund, but should we fall short Mr. Bowers will assist with the expenses. Chairman Osceola asked about the breezeway flooring project expenditure. Ms. Downing reported that project would be funded by PECS. The last item discussed during Chairman Osceola's visit was the landscaping and lawn maintenance. It was recommended to research the cost of adding an employee or contracting with a vendor. Ms. Downing reported she is in the process of researching both avenues. Councilman Osceola mentioned the STOF

Tribal Historic Preservation Office (THPO) and Ahfachkee School students collaborate with GIF research field trips in the community. He was very impressed with the collaboration and highly recommends this for PECS students. Mrs. Thomas reported PECS students and STOF THPO also collaborate with the same type of research field trips. Ms. Downing then thanked Chairman Osceola for the donated golf cart. It definitely boosted Officer Ramsey's moral. Ms. Downing gave a brief update regarding technology. She reported for several weeks there were multiple classrooms offline due to equipment failure. STOF Information Technology (IT) and the PECS Technology staffer worked tirelessly to resolve the issue. The big issue is that the equipment is thirteen years old and now outdated. It has been very difficult to find replacement parts. The way to resolve these issues would be to rewire the entire school campus. Ms. Downing reported she met with STOF IT Director, Michael Lockett, to discuss updating the current server to ensure all technology needs are met. Mr. Lockett and Ms. Downing also discussed security issues. Chairman Osceola stated STOF IT would need to install additional Fire Walls for protection. Mrs. Thomas stated she has been told PECS would no longer receive IT support from STOF. She expressed her concern and feels PECS needs the continued support from STOF IT. Chairman Osceola agreed. Ms. Downing followed up that next school year she would like to create a full time Information Technology position and PECS. She explained currently one staff person handles data entry and information technology and the workload is too much for one employee. She would also like to create a full-time position for the receptionist and payroll duties, currently being handled by the receptionist. Chairman Osceola asked if there were any grant monies available. Ms. Downing stated she was aware of any but would definitely check with the Grants Office.

Traditional Language and History Program -

Ms. Downing reminded Chairman Osceola and Councilman Howard about a meeting held a few months prior regarding a plan of action for the Immersion Program once Marcus Briggs-Cloud departs. Ms. Downing presented each Board member with a binder with a plan of action for the program. It includes a long-term plan, a draft Immersion Program Handbook, and lesson plans. Mrs. Thomas reported the plan is for Jennie Shore and Jade Osceola to co-manage the program after Mr. Briggs-Cloud's departure. Mr. Briggs-Cloud expressed his gratitude for the two new modulars currently being used by the Immersion Program. He referred to the presented binder and discussed the presented long-term plan. He stated ultimately the stake holders are the guiding force. He has been a staunch advocate for 'No English' but the parents were concerned about their children not learning the alphabet and how to read. The parents are still debating how much time should be dedicated to the English language. He supports the least amount the parents will agree to and Ms. Downing advocates for more. Currently kindergarten Immersion students are receiving an hour and a half of English instruction each day. Students PreK and younger are Creek only. The School Within A School model is being considered. This would allow students to bypass state standardized testing. Some parents are concerned about their child being retained in third grade due to not passing the state test. The best model to ensure success would be four hours of English instruction. Parents are struggling

with how much time to dedicate to English at this point. Mrs. Thomas thanked Mr. Briggs-Cloud for his five

years of dedicated service to the Immersion Program and wished him much success with his new venture. Mr. Briggs-Cloud expressed it was a very emotional decision to leave the program. He also expressed his concerns for all native languages survival in the world we live in today. Jade Osceola added only 26 indigenous languages are predicated to survive beyond the year 2050. Suraiya Smith added her daughter is an Immersion Program student and she has great hopes she will be able to carry the Creek language forward. Mr. Briggs-Cloud emotionally discussed the health of our elders and expressed his concerns for promoting healthy lifestyles. Jade Osceola stated if we do not have our elders, we do not have a program. Chairman Osceola expressed his gratitude to Mr. Briggs-Cloud.

Budget

Mrs. Thomas directed Board Members to the audit reports for Pemayetv Emahakv Elementary School and Pemayetv Emahakv Middle School.

Training with Charter School Associates, EAO, PECS

Mrs. Thomas informed Board members a meeting/workshop would be scheduled to ensure an efficient workflow.

The meeting closed with discussion regarding the Board of Directors meeting schedule and Board training.

Meeting adjourns.