



Oshki Ogimaag Community School

The mission of Oshki Ogimaag Community School is to create a learning environment of excellence based upon traditional teachings. Rooted in Anishinaabe language and culture we will prepare students through hands-on, community-based projects to be lifelong learners that reach their personal and academic potential; preserve the Anishinaabe language and culture; and contribute to the wellness of future generations.

OOCS Board Meeting Minutes

Meeting Date: Wednesday, March 19, 2025

- 1.0 **Call Meeting to Order, Roll Call of Board Members, Quorum Declaration:**
 - 1.1 Call to Order: 4:45pm
 - 1.2 **Board Members Present:** Agatha Armstrong, Tesha Dickenson, Tina Gatzke, Kristen Lindenmuth, John Morrin, Jeana Van Dyne, Patty Winchell-Dahl, ex-officio Cherie James
Board Members Absent: Joanne Czeswik (excused)
Community Members Present: Pam Zahn (OOCS Business Manager), Peter James (OOCS Strategic Planning Consultant), River Spry, Yanne Spry
- 2.0 **Reading of the Mission Statement by:** Tesha Dickenson
- 3.0 **Declaration of Conflict of Interest:** No conflicts declared.
- 4.0 **Community Comment:** Board Chair Dickenson advised that Community Comment will be limited to three minutes per person, should include no personal attacks or disclosure of personal data and if repetitive, community comment will be cut-off. Ms. Spry proposed changes to the agenda and additions to the agenda, and was advised that proposing changes to the Board agenda falls within the role of Board members. Ms. Spry submitted a letter to the OOCS Board, regarding her termination, and requested that the Board vote to accept her resignation rather than approve her March 04, 2025 termination. Ms. Spry requested that documents be removed from her personnel file including her letter of termination and Memorandum of Understanding and to be paid unused PTO hours.
- 5.0 **Ms. Winchell-Dahl moved to approve the agenda.** Motion seconded by Ms. Van Dyne. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).
- 6.0 **Ms. Winchell-Dahl moved to approve minutes from February 19, 2025 Regular Board Meeting with the correction of typo on item 9.4 to read "March Meeting" instead of "Match Meeting."** Motion seconded by Ms. Armstrong. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).
- 7.0 Discussion on if proper policy and procedures were followed in the termination of Ms. Spry, Director James affirmed they were and OOCS also sought the advice of legal counsel to ensure proper protocol. **Ms. Winchell-Dahl moved to approve the termination of Yanne Spry.** Motion seconded by Ms. Gatzke. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).

8.0 Discussion of February Financial Reports: Business Manager Pam Zahn presented February Financial Reports, discussing details of each report. Discussion of background checks costs, cost was attributed to addition of new Board members. Discussion of the weight of benefits costs to the budget. Discussion of Impact Aid, it is unknown when next payment will be disbursed. Discussion of federal government changes and potential impacts to the budget. Discussion that budget planning for the future will be part of Strategic Planning conversations and Board workshops. Discussion of adding Contingency and Future Planning check-in to next month's agenda.

8.1 Approval of February Financial Reports. Mr. Morrin moved to approve February Financial Reports. Motion seconded by Ms. Gatzke. Motion passed unanimously (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).

8.2 Ms. Van Dyne moved to approve FY24 990. Motion seconded by Ms. Gatzke. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).

9.0 Discussion of Student Discipline Policy. Policy is based on Seven Grandfather Teachings, Code of Conduct and Responsive Classroom framework. The approach of the policy is aimed at engaging and supporting the unmet needs that student behavior communicates versus punitive disciplinary practices. Discussion of goals for Responsive Classroom training and Trauma-Informed Care training for all OOCS staff.

Discussion of Employee Attendance Policy. policy was reviewed by OOCS legal counsel.

Discussion of Employee Drug and Alcohol Policy, policy provided by OOCS legal counsel.

9.1 Ms. Winchell-Dahl moved to approve Student Discipline Policy. Motion seconded by Mr. Morrin. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).

9.2 Ms. Winchell-Dahl moved to approve Employee Attendance Policy. Motion seconded by Ms. Van Dyne. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).

9.3 Ms. Winchell-Dahl moved to approve Employee Drug and Alcohol Policy. Motion seconded by Ms. Armstrong. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).

10.0 Discussion of Staff Reports.

10.1 Discussion of Director's Report. Discussion of enrollment. Current enrollment is at 18 students. Discussion of Parent Committee. Discussion of meeting with representative from the Lloyd K. Johnson Foundation regarding grant funding. Discussion of connecting with GP Head Start for Reading Buddies, Step-Up Days and inviting Head Start to OOCS End of Year Celebration. Discussion of having

the Parent Committee coordinate listening sessions. Discussion of Ojibwe language program and ideas for the future, such as Cultural Day, Ojibwe Knowledge Bowl, pen-pals writing in Ojibwe.

- 10.2 Discussion of Staff Reports.** Discussion that at the last Board meeting on February 19, 2025, the Board went into closed session pursuant to Minn. Stat. 13D.05, Subd. 2 (b) for preliminary consideration of allegations against an individual subject to the Board's authority. Following the closed session, the Board approved a resolution directing OOCS legal counsel, James Martin, from Martin Law Firm PLLC, to conduct an investigation. Mr. Martin has completed the investigation and submitted a report to the OOCS Board. Based on that report, the file on this matter will be closed. This is the only public data available related to this matter.

Discussion of the Child Find process, pre-referral intervention process, and Evaluation process to determine eligibility for special education supports and services. Discussion of responsiveness and support from the contracted Special Education Director. Discussion of contracted Indigo Education services and if OOCS seeks other bids prior to contract renewal.

Discussion of academic test score reports. Discussion of K-1 classroom challenges, needs for support, and need for following protocols and plans put in place.

Discussion of staffing challenges, absenteeism and tardiness. Discussion of sub options.

Discussion of Environmental Education. Discussion at the last Osprey Wilds Board observation, OOCS Board received a "0" on meaningful discussion regarding EE goals. Discussion that the meeting minutes reflected that Ms. Van Dyne presented current progress on EE goals, there was discussion of an amendment of an EE goal, there were questions asked regarding specific projects, and questions asked about previous projects and if they are still ongoing. Discussion that the OOCS Board asked our Osprey Wilds representative what more is being looked for to meet this criteria and at the time of question, he did not have his notes available.

Discussion of nature journaling and Forest Fridays. Discussion of wabooz snaring. Grand Portage Agricultural Coordinator, Emily Derke, assisted OOCS students with wabooz processing, and students enjoyed wabooz stew. Discussion of preparations for Sugar Bush, with support from Community members; Erik Carlson, Robert James and Ruth Vogel. Discussion on if students of all age groups participate in Environmental Education projects. Discussion of plans for a full school day at Sugar Bush camp for boil day. Discussion that Ms. Van Dyne

will be presenting to staff on the next Professional Development Day, on the Recycling EE goal. Discussion of collaborating with Community resource experts to support EE goals. Discussion of Migiziwag upcoming Invasive Species research work.

11.0 Board Development: Discussion of *Sounding Board: Ensuring Transparent and Effective Communication Outside of Board Meetings.*

11.1 Review of Osprey Wilds Governance Performance Overview. Discussion of items to focus on as OOCS approaches its contract renewal year. Discussion of Osprey Wilds site visit. Discussion of Osprey Wilds observation feedback, including positive comments on classroom environments and classroom management. Discussion on if the school administration feels supported by Osprey Wilds. Discussion that a representative from the MN Association of Charter Schools will be doing a site visit and bringing a plaque in honor of OOCS being open for 15 years. Discussion of the exceptional cultural programming that OOCS offers.

11.2 Discussion of Board Observation feedback from the February Board meeting. Discussion of further inquiring about the "0" the rating regarding EE goal discussion.

11.3 Discussion of Exhibit S: Planning for 0.2.3 Management Accountability. Discussion of updating Executive Director Job Description to include qualifications, develop a professional development plan, and evaluation. Ms. Winchell-Dahl and Mr. Morrin will work on updating job description and qualifications to submit to the Board for the April meeting. Peter James will support in developing a professional development plan.

12.0 Adjournment: Motion to adjourn made by Ms. Van Dyne at 6:42pm. Motion seconded by Mr. Morrin. Motion passed unanimously. (Voting aye: Ms. Armstrong, Ms. Dickenson, Ms. Gatzke, Ms. Lindenmuth, Mr. Morrin, Ms. Van Dyne, Ms. Winchell-Dahl).


OOCS Board Secretary Signature

4/16/25
Date