

Red Cliff Education Division Newsletter



Gitchi-Manidoo Giizis (Great Spirit Moon)
January, 2012

January Family Night!!

Inside this issue:

Classroom Updates
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CDL Q & A
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Creative Design Contest

Special points of interest:

- Jan. 25th Family Night
- ECC CLOSED Monday, Jan. 16th
- Miigwetch to Stephanie Brette for her donation of hats and scarves to the ECC!!!!!!!!!!!!!!
- Artists Needed!
(See flyer inside)

The ECC will host it's annual Family Storytelling Night on Wednesday, January 25th beginning at 5:00pm. The evening will include Traditional Ojibwe stories with special storytellers Mary and Leonard Moose!

This year we will be doing things a little differently and having the children in a separate room to hear stories from Mr. Reggie and complete a special project with

the Home Base teachers! This will allow for the adults to engage in active listening and learning of traditional teachings through storytelling. We hope that parents will prepare their children in advance for this separation and see it as an opportunity to fully participate in this event.

We will begin the evening with dinner at 5:00pm and attempt to begin the main events at 5:30pm.

We will also have a variety of door prizes for those that stay throughout the evening!!

Please bring the whole family, this event is open to the community and welcomes those that would like to share a story too!

Any questions, please call Nicole (ext 253) at 779-5030.



ECC: Smoke-Free Campus!

The ECC has recently changed to a smoke-free campus. Staff and visitors will not be permitted to smoke anywhere on the campus including in their vehicles. Individuals that would like to smoke will

now have to go beyond the Stop sign located at the end of Tiny Tot road. We are setting the stage for a safer, healthier environment for all children attending the ECC and all visitors as well. Please also

be aware that staff that work with children and smoke during their breaks are required to wear a provided smoker's top during their puff and wash their hands upon returning to the classroom.



Gichi-Manido Giizis (Great Spirit Moon) January 2012



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1 Happy New Year!	2 ECC/Tribe Closed	3	4	5 Breastfeeding Support Group 10-12 @ Clinic	6	7 EHS Swimming
8	9	10	11 10:45 Puppet Show Ojib. Lang Table 4-6 @ ECC	12 10:30 Pow wow Program Governance Training 9-12 @ ECC	13	14 Home Base Swimming
15	16 ECC CLOSED: Martin Luther King Day	17 Policy Council Meeting 12:00 Tribal Council Meeting 4:30	18 10:45 Puppet Show <u>**3:00 CDL Q & A @ ECC</u> Ojib. Lang Table 4-6 @ ECC	19 10:30 Pow wow Breastfeeding Support Group 10-12 @ Clinic	20 2:00 Ojibwe Entrepreneur Mtg @ LW Casino	21 Head Start Swimming
22	23	24	25 10:45 Puppet Show 5:00 Family NIGHT	26 10:30 Pow wow	27	28 K-3 Swimming
29	30	31	Feb 1 10:45 Puppet Show Ojib. Lang Table 4-6 @ ECC *JOM mtg 4:30	Feb 2 10:30 Pow wow Breastfeeding Support Group 10-12 @ Clinic	Feb 3	Feb 4 EHS Swimming
Feb 5	Feb 6 Tribal Council meeting 6:30	Feb 7	Feb 8 10:45 Puppet Show Ojib. Lang Table 4-6 @ ECC	Feb 9 10:30 Pow wow	Feb 10	Feb 11 Home Base Swimming

Agongos News

Gichi-Manidoo Gizis (January)

Welcome back! We hope that all of your holidays were great! Miigwech to the Youth Center for letting us throw our holiday party there!

ECC HOLIDAYS

The ECC will be closed Monday, January 16th in observance of Martin Luther King day.

*HAPPY BIRTHDAY TO
YOU!*

*We would like to wish a
happy birthday to:*

Adrian Antiel- Jan 8th

Rowan Holcomb- Jan 20th

COME ONE, COME ALL!

Homebase Socializations:

****Saturday, January 14th** - Come join us at the Bayfield Rec Center for a free swim day. Bag lunch will be included. You must sign up ahead of time as there are only 30 slots available.

****Wednesday, January 25th** - Family night at the ECC will include Storytelling for parents and children. It will begin at 5 pm. Homebase will be offering a cultural activity for homebase families.

Waabooz Room

Welcome back from Christmas vacation! Your child has grown so much! Parents please remember that we try to go outside on a daily basis so please dress your child appropriately for the weather.

This month we are going to be doing some activities with your child. So please beware that your child may get a little dirty. Please send your child in clothes that they can wear to explore their environment

Parents: Please remember that you are your child's first teacher and you know your child best and if at any time you have questions or concerns please feel free to contact us by coming in or calling us at 779-5030 ext. 224.

~Jamie, Wendy & Fred



Just a reminder that the first Saturday of the month will be swimming for Early Head Start families. If you want to attend you need to call and let the teachers or your Family Service provider know that you will be coming and how many will be with you to make sure that there will be enough lunch provided.

Gichi Manidoo Giizis



Amik Abiwin

Boozhoo Amik-wag!

We are so happy to see all of you back from the break. We would like to welcome Jeannie Balber into our classroom. She has been subbing for us for the last few months and sometime this month she will fill in for Katy's maternity leave.

What we did:

We had lots of fun getting ready for the Holidays. We spent much of our time painting, cutting, coloring and gluing. We talked a

lot about the winter and the clothes we wear when we go outside.

What we are doing now:

We will spend the first week back getting used to our routine again and seeing how much we have grown.

Thank you to all of the families who continue to participate in the weekly Language Table; Ojibwemotaadidaa! Language table will resume January 11-keep an eye out for our calendar.

What is next:

We will be working on our senses this month. This will incorporate lots of touch, smell and sight activities, mostly centered around art.

It is beginning to get very cold and so we will have to spend much of our time indoors.

Weather allowing we WILL try to get outside as much as possible, so please send appropriate clothing every day so your child can participate.

Special points of interest:

- Ariana is walking her babies.
- Braun is learning how to get dressed and undressed his self.
- Brody has good listening ears.
- Elliott taking care of the babies in the classroom getting ready to be a big sister.
- Koda loves to be outside.
- Nakita really loves to help her friends.
- Preston is talking up a storm and says all his friends names.
- Shane is lifting, pushing, and pulling things at school.

Makwaa

Newsletter-Teresa –Karen

Welcome back from our break,
Hope everyone enjoyed family and
friends, and stayed healthy!

We want to wish Deacon Pratt a Mino
Dibishkaa 1/16/12, and Victoria Poch
1/23/12. a big niswi.

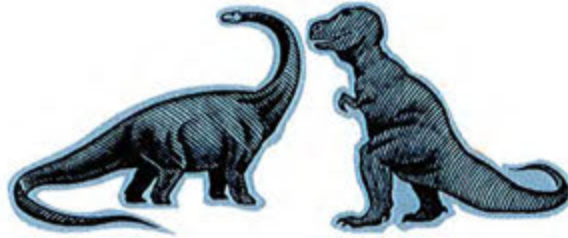
Our Ojibwe words for January are Push
– guan-di-nan,

Pull-wii-ko-bi-doon

And don't gego.

We are excited to be back and teach
your children, the excitement on their
faces when they come threw the door,
makes coming to work fun ,learning
easy, our families work so hard.

ESIBAN NEWS



Hope everyone had a great holiday break. Just a reminder that Nadine is out until April and that Shenna and Mike Andrews are subbing in the classroom during that time.

We are trying something new in our room this month. We are going to be doing a dinosaur theme for the month. We will make dino food and sing new songs about dinosaurs. Here is a song that we will be learning and singing:

Dinosaurs lived on the earth, on the earth, on the earth.

Dinosaurs lived on the earth a long time ago.

Little foot he was so cute (repeat).

Tyrannosaurus Rex he was the king (repeat).

Terodactyl he could fly (repeat).

Brontosaurus had a long neck (repeat).

Amber, Shenna



Ma'iingan Room

BIIBOON!!

BIIBOON IS HERE !!!

HAPPY NEW YEAR!

HOPE EVERYONE HAD A SAFE AND HAPPY HOLIDAY BREAK. NOW WE ARE FULL SWING BACK TO SCHOOL, AND LEARNING LOTS OF NEW THINGS IN SCHOOL. WE HAVE BEEN LEARNING ABOUT: COUNTING NUMBERS, LETTER RECOGNITION, NUMBER RECOGNITION, COLORS, SHAPES, PATTERNS, SHARING, FRIENDSHIPS, AND TAKING TURNS. THIS MONTH WE NEED TO TALK TO THE CHILDREN ABOUT SAFETY IN THE CLASSROOM AND OUTSIDE THE CLASSROOM. WE CANNOT STRESS ENOUGH TO PARENTS, CAREGIVERS ABOUT SAFETY, HAVING LITTLE REMINDERS TO OUR CHILDREN **HOW IMPORTANT IT IS TO KEEP OUR BODIES SAFE AND HEALTHY CAN MAKE A HUGE DIFFERENCE IN OUR CHILDRENS CHOICES.** RE-

MINDER TO ALL OF OUR FAMILIES ON AN UPCOMING EVENT: JANUARY 25TH @ 5PM TO 8:00 IS ANOTHER FABULOUS FAMILY NIGHT! YAY!

BIRTHDAYS:

LOGAN ANTIEL—JAN 20TH

IF YOU SEE LOGAN WISH HIM A BIG HAPPY 5TH BIRTHDAY!



The dancing snowman!!!!

WE EXTEND AN INVITATION TO ALL THE FAMILIES TO COME AND BE A PART OF OUR CLASSROOM AND TO PARTICIPATE WITH US IN OUR EVERYDAY ROUTINE, EAT BREAKFAST, READ A STORY, EAT LUNCH, VOLUNTEER ON FIELD TRIPS, OR JUST COME AND VISIT OUR ROOM! WE WOULD LOVE TO SEE PARENTS AND FAMILIES JOIN US. WE ARE VERY BUSY IN OUR CLASSROOM AND LEARN A LOT DURING OUR DAY WE BEGIN CLASS AT 8AM AND THEN WE GO RIGHT INTO MORNING CIRCLE WHERE WE DO MOST OF OUR LEARNING, COUNTING, READING, AND SHAPE RECOGNITION. THEN TABLE TIME AT 9AM TO 945AM AND THEN WE GO OUTSIDE FOR RECESS TIME. **SO PLEASE LET US KNOW IF YOUR CHILD OR CHILDREN WILL NOT BE ATENDING FOR THE DAY WE ARE VERY UNDERSTANDING.**

OJIBWE COLORS:

- BLUE — O-ZHAA-WASH-KWA
- BROWN—O-ZAA-WAA=MA-GAD
- BLACK-MA-KA-DE-WAA
- GREEN—O-SHKI-BAG-ONG-IN-AAN-DE
- PURPLE —ZHOO-MIN-AAN-DE
- PINK —O-GI-NII-WAAN-DE
- YELLOW—O-ZAA-WI-MIN-AAAN-DE

What our children like to do cont...

Zarianna = likes to play dolls.

Giizhik = enjoys drawing.

Logan A. = likes to play with cars.

Harmony= enjoys art projects .

Cody-Enjoys playing cars.

Chi-Miigwetch!

Ms. Beth, Ms.Linda, and Ms. Alicia! Happy Holidays and BE SAFE!

What Our CHILDREN LIKE TO DO !

James— Loves to go fishing in the ocean

Zoe- Enjoys playing house.

Luke - Enjoys playing cars and building.

Miley— Enjoys playing with play

dough

Ira— Loves playing dress up

Logan G.-Enjoys playing outdoors

Jasmine— Enjoys playing house

Christopher-Loves riding bikes

outside.

Maliyah-Enjoys playing dress up

Pahachhapour— Enjoys Art projects

Chloe - Enjoys playing house.

Welcome Back!

We hope everyone's holiday was wonderful! The children seemed happy to be back at school and playing with their familiar toys here. We heard many stories about the toys and excitement they had during their vacations.



**Things we will
be doing
this month!**

We will continue to learn our numbers, alphabets, and Ojibwe daily. We will also learn about dinosaurs and where they came from and the size of them and what they ate for food. We will also be learning about maps and what their purpose is for and how do we use them.

**Remember it is the
Blboon season:**

These are needed everyday!



Thanks!



Diann
Tracy
Patsy



Mashkodebizihi Room

Boozhoo. The weather is getting colder and the snow is finally falling. Yippee!! We plan on going outside everyday to explore what the earth has to share with us. Please continue to send winter gear so everyone can enjoy the time outside.

We want to say a very happy, belated birthday to Madelyn and Connie in the month of December. Also, a happy birthday to Davis and Kierrya in January. It is so hard to believe how fast they grow up!



This month we are doing storytelling using nursery rhymes and fairy tales. These types of stories are good for the kids to learn rhyming and alliteration (the repeating of the same beginning sound in each word). It also encourages them to retell stories. All of these things are great beginning reading skills and are very easy to practice at



home. Ask your child to tell you about the three bears, the billy goats gruff or the gingerbread boy. You can also encourage rhyming words in the car, at the table or in the bath. You might be surprised what they can do!!



We are getting ready to see where everyone is at with letter and number identification. This is just so that we have a baseline to see what they grasped between now and the end of the summer.

At the end of the Month we are planning a field trip to the Great Lakes Visitor's Center. More information will be coming soon so watch your child's backpack.

A few reminders for upcoming events...

*We will be closed on January 16th for Martin Luther King Jr. Day.

*Saturday, January 21st is Head Start swimming day. Watch for the flyer for more information!



*Wednesday, January 25th at 5 o'clock is Family night—Storytelling.

Ms. J, Ms. Virginia and Ms. Jenn



ECC 2011 Holiday Party

RED CLIFF EARLY CHILDHOOD CENTER PARENTS AND COMMUNITY MEMBERS!!

What should I expect
on the written and
driving tests?

How Can I become a
Head Start Bus
Driver?

How do I get a
CDL?

CDL's
How do I get a

January 18, 2012
3:00 p.m. @ ECC

Informational Session:

~How to attain a Commercial Drivers License.~

Our Head Start Bus Driver will be available to answer any questions you may have and give an overview of the test requirements

If you have any questions,
please call 779-5030 ext 243



January 20, 2012

2:00 p.m.



Legendary Waters Resort & Casino
Red Cliff, Wisconsin

Ojibwe Entrepreneur

LaPointe Financial Incorporated - Great Lakes Inter-Tribal Council - First American Capital Corporation



Hosted by:
LaPointe Financial Incorporated
Great Lakes Inter-Tribal Council
First American Capital Corporation

For more information contact:
LaPointe Financial
Telephone: (715) 913-0200
E-mail: Star@LaPointeFinancial.org

This is a round table discussion on opportunities for entrepreneurs and small business owners who are tribal members of the Red Cliff, Bad River, and Lac Courte Oreilles tribes.

We will discuss:

- Artists loans
- Small business loans
- Business loans
- Small business assistance & resources
- Opportunities and resources available to you

This meeting is for those looking for information on starting or growing a small business in the Lake Superior region. No previous experience necessary, just a real interest in developing your own business idea is needed. See you there!

DAGA AMBE!

2ND ANNUAL

HAVE YOU HAD ENOUGH?

ALCOHOL ABUSE REDUCTION COMMUNITY TASK FORCE

****CREATIVE DESIGN CONTEST****



WINNER TAKES HOME \$100 BUCKS

Anyone may compete! (All ages welcome.)

Bayfield County has been experiencing unnecessary tragedies involving our youth and high risk users due to alcohol abuse. Bayfield County Health Department is looking for a theme, picture, phrase or idea that brings awareness to the residents of Bayfield County in regards to the alcohol problem.

The winning entry will be displayed on small signs for residents and businesses to place in their yards throughout Bayfield County. Entries may be submitted starting January 1st and the deadline for submission is February 13th, 2012.

Entries can be mailed or dropped off at the Bayfield County Health Department located at 117 E. Sixth Street/P.O. Box 403 Washburn, WI 54891. Entries may also be faxed to (715) 373-6307. Please limit one entry per person. The artwork may be done in any choice of medium (including pencil, pastels, watercolors, acrylic or oil-based paints). All submissions will become property of Bayfield County to be used at their discretion.

- ✘ Youth who start drinking before age 15 years are five times more likely to develop alcohol dependence or abuse later in life than those who begin drinking at or after age 21 years.
- ✘ Alcohol is by far the most used and abused drug among America's teenagers. According to a national survey, nearly one third (31.5%) of all high school students reported hazardous drinking (5+ drinks in one setting) during the 30 days preceding the survey.
- ✘ According to the Community Health Improvement Opinion Survey conducted by Bayfield County Health Department in spring 2010, addressing alcohol use is a top priority for our region.

RED CLIFF & BAYFIELD AREA

CALL FOR ARTISTS

WE ARE LOOKING FOR ARTISTS OF ALL KINDS

TO HELP LAUNCH A NEW ART PROGRAM IN THIS AREA

ART TRACKS

DESIGNED TO TEACH young artists in our community

All accomplished artists from the area are encouraged to showcase their art forms. If you are interested in teaching one class between January and June to demonstrate a technique, you may find a following!

Classes will be offered at the **St, Francis Catholic Church School** in Red Cliff beginning **January 2012** until **June**. Middle school age students can register for this after school program once a week. **Transportation, materials, safe space,** and **tutors** are provided. Parents and grandparents are encouraged to attend, as well. We **need artists** who can **teach one** specialized class to students eager to learn from them.

For more information please call:

Steven Nesheim @ 715-779-9869 or Stephanie Bresette @ 715-779-7023

Parenting well with food

Children depend on regular meals. Meals let them know they will be fed and that adults will take good care of them.

Children grow up to eat well:

- when adults offer them a variety of food
- when adults matter-of-factly eat and share regular, pleasant meals with them.

To do a good job with feeding, remember this division of responsibility*

- The parent is responsible for what, when and where to feed.
- The child is responsible for how much and whether to eat.

Do your jobs, let your children do theirs

You maintain the structure of meals and snacks and decide what goes on the table. Your child decides whether to eat and how much of it to eat.

Parents' jobs with feeding:

- Serve and share with your children family meals and scheduled snacks.
- Select and prepare the food.
- Offer a variety of safe, stage-appropriate, good-tasting food.
- Allow eating methods your child can master.
- Make conversation but don't make your child the center of attention.
- Teach your child to behave at the table.
- Don't allow food or beverages (except

**Ellyn Satter, MS, RD, CICSW, BCD*



Watch over us,
The sea is so wide
and our boat is so small.

water) between meals and planned snacks.

- Trust your children to do their jobs with eating.

Childrens' jobs with feeding:

- Decide how much to eat.
- Decide whether or not to eat.
- Grow in the way nature intended.

Plan Meals

Children *want* to eat and *will* do well with meals if they can. Help them eat well:

- plan meals to help your child be successful.
- don't limit foods to only those that your child can readily eat.
- put a variety of food on the table so children, as well as other people, can find something they can eat.
- It's a good idea to "pair" foods: familiar and unfamiliar, favorite and not-so-favorite.
- Always have bread. Children can generally eat bread if all else fails.

Here's what to put on the table:

- A protein source: Meat, poultry, fish, cooked dry beans, eggs or nuts. If you have cereal and milk for breakfast, milk can count as the protein. Cheese is a dairy product, but it gives protein, too.
- Two starchy foods: Rice, potatoes, corn, noodles, etc.
- Bread, tortillas, chapatis, or whatever you use for bread
- Fruit or vegetable or both
- Milk (whole for children under age 2 years)
- Butter, margarine, salad dressing, vegetable dip, gravy

Don't make substitutes, and don't expect your child to eat some of everything. Children are more likely to eat 2 or 3 foods and ignore the rest.

Maintain a positive feeding relationship

If feeding goes well, you will enjoy family meals and your child will feel relaxed and comfortable with eating. If you do a good job with feeding, children will learn to like a variety of foods and grow in the way that nature intended.

Children know how much they need to eat to grow properly. They go by their own signs of hunger and fullness to eat the amount they need.

Some days children eat a lot; others not so much. Forcing children to eat *more* than they want turns them off to food. In the long run they eat less, not more.

Forcing children to eat *less* than they want makes them afraid they'll have to go hungry. In the long run, they overeat and gain too much weight. Keep in mind that children get slimmer as they get older, unless adults restrict their food.

Children will learn to like new food, but it takes time. They need 10 to 20 chances with each new food, with no pressure. They sneak up on new food. They look but don't touch; touch but don't taste; taste but take it back out again. Finally, they swallow – and like it! Even if they like it, they don't eat it every time. They eat differently from one day to the next. Allow for this behavior. It does add up to good nutrition over a couple of weeks, if not day to day.

Preventing overweight children

You don't have to try to restrict your child's food intake or make him[†] be more active than is natural for him. But you can make all the difference in your child's size and shape, for life, by feeding and parenting in the best way at each stage of development.

Do an excellent job of feeding

Infancy:

Feed on demand. Go by your baby's signals to guide the feeding.

Older baby:

Start solid foods based on what your baby can do, not based on age.

Toddler:

Teach your child to participate in family meals and structured snacks.

Preschooler:

Eat with your child. Don't force, reward or shame with food.

Give your child chances to be active, but don't force. Provide safe places to run and play. Give options and let your child choose. Respect your child's activity level. Not being active is an okay option. Limit TV to 2 hours or less per day.

A few more feeding tips

- Give food and beverages only at meals and at

planned snacks. Allow only water in between.

- Be in charge of meal times. Don't make your child ask to be fed.
- Trust your child to eat as much as he needs to grow in the way that is right for him.
- Sit down at the table to eat. Teach children to behave nicely at the table.
- Turn off the TV at mealtime so you can talk and pay attention to your children. Children get distracted and don't eat well without your help.
- Don't let children raid the refrigerator or cupboard at mealtimes or between meals.
- Don't keep peanut butter, cereal or other foods on the table in case children don't eat what you have prepared. Teach them to eat what you have offered them.
- Don't worry if children just eat bread. At the next meal they will eat something different.
- It's okay to use food occasionally to celebrate, but don't make it the only way to celebrate.
- Don't offer food or withhold food to get your child to do other things.
- Pay attention to your own food and enjoy it. Your child will learn from your example to do the same.
- Don't diet and don't be critical about your body or your children will diet and dislike their bodies.
- Your children learn to eat the way you do. If that fills you with dread, you have work to do!

When to get help

Ask for an appointment with a dietitian or other professional who understands feeding if:

- You are making no progress toward having enjoyable, relaxed mealtimes.
- You worry a lot about your child's eating or growth.
- You and your child have prolonged or continuous struggles about eating.

[†] All tips apply to both boys and girls.

*Written with Ellyn Satter, MS, RD, CICSW, BCD.
Ellyn Satter is author of

Child of Mine: Feeding with Love and Good Sense
and *Secrets of Feeding a Healthy Family*

For more information, log onto the website:
www.ellynsatter.com

Preventing overweight children

Obesity is a problem among today's children. When more calories are consumed than are used up, a child becomes overweight.

Is my child too fat?

- Someone is considered obese if they weigh 20% more than other people of their same sex, age and build. However, children go through periods of looking chubby, and should slim down naturally as they grow.
- It's important to watch your children's growth and weight progression over a period of years to know what is "normal" for them.
- At your children's regular health check-ups, their height and weight are recorded on "percentile" charts. Have your health professional explain the charts to you and review your child's progress.

Common reasons for being overweight

Obesity can be a family disorder. Both children and parents may need to change certain habits.

- For instance, if parents have bad eating habits or do not exercise, their kids will copy them.
- Busy parents and busy children may overlook the value of *talking* to each other. Children who don't learn to express their feelings may turn to food to comfort themselves instead.

Also, our modern life leads to bad habits:

- We have less time and more conveniences.
- Instead of walking to the store, we drive.
- Instead of eating a well balanced meal, we

More on back



Watch over us
The sea is so wide
and our boat is so small.

microwave macaroni and cheese or have fast food.

- Instead of actively playing outside, children play video games and watch TV.
- we have more and more "junk foods," fast foods, sweets and soda, all adding up to obesity.

The best way to keep your children from being too fat is to keep them naturally active and feed them as best as possible, right from a very young age.

Follow these food rules

The parent's job is to:

- choose and prepare a variety of foods
- serve meals and healthy snacks at set times
- not handout food in between the set times
- have pleasant and friendly family meals

Children's job is to:

- decide how much to eat and whether to eat

Never force your children to eat nor give free access to the refrigerator. Never use food as a bribe or a reward.

Don't let your children eat where and when they want.

Don't make special foods other than what you've served as a meal.

Helpful tips for healthy weight

Putting kids on diets doesn't really work. It is better to not bring junk foods into your house at all than telling them they can't have it. And, try these tips instead:

- Stay active. Don't force it on your children, but provide them with plenty of chances to run and play, swim, bicycle, rollerskate and be involved in after school activities. Make it fun, and be involved in your child's activity.
- Cut down on the amount of time you let them watch TV or play video games.
- Greatly limit how much soda pop your child drinks.
- Talk to your children. Let them express their feelings so they don't have to use food as a substitute.
- Don't try to control your child's natural body. Put your efforts into feeling good about your child, helping them develop good self-esteem, dealing with their feelings and getting along with others.
- Overweight children can be picked on for their weight, so help them with their self-esteem. Don't be too pushy or focussed on their weight. Instead, remember to praise and work on building their self-image. Increased feelings of self-worth helps kids lose weight as well as to stay away from substance abuse and depression.

What You Can Do to Help Your Toddler Begin Developing Self-Control from 12-24 Months:

- **Offer choices.** Giving a child choices is important for helping her feel in control—that she has some say in the matter. When possible, offer your child two acceptable alternatives and let her decide. *Do you want to brush your teeth first, or put on your pajamas? Do you want a cheese stick or a bagel for snack?* It doesn't matter what the choice is about, it just matters that choices exist. But if a decision is really yours, don't pretend to give your child a choice. Say, *It's time to go to bed now*, not *Are you ready for bed?*
- **Look for patterns.** Watch how your child responds in different situations to better understand his temperament. How does he handle changes and challenges? What kinds of people and situations does he enjoy or avoid? Identifying patterns can help you begin to anticipate how your child will respond in certain situations. You can start to identify people, places, and experiences that may be challenging for him and help him prepare for how to handle them. You can also learn what comforts him and helps him cope in stressful situations.
- **Empathize with your child's feelings.** When your child is upset—perhaps a car has lost a wheel or her block tower has fallen down—let her know you understand how sad and disappointed she is. Don't rush to cheer her up. *It'll be okay, We'll fix it, or Let's build it again* may be valid responses. But the most important first step is to let her know it's okay to feel what she's feeling. *You are so disappointed the tower fell. That is so frustrating. You worked so hard.* Rub her back and soothe her. Then together you can figure out what to do. Letting her know you understand and accept her feelings—also known as *empathy*—helps her work through those difficult feelings and learn how to cope with them. Experiencing empathy also helps her show empathy to others, a very important factor in developing healthy relationships.
- **Don't just do something, stand there!** When you are in a stressful situation with your child, it's important to stop for a moment and think about what's happening. What is your child telling you about what he is feeling and what he may need to cope? What are you feeling and reacting to? This "waiting time"—even if only a few seconds long—gives you the chance to figure out what may be the best approach for our individual child.
- **Be a role model for coping with strong feelings and regaining control.** *I just spilled the milk all over the floor! And we are late for story time at the library! I am feeling so mad right now. I think I am just going to close my eyes and count to five before I clean up.* Through your words and actions, you can show your child how it is possible to manage and recover from a difficult situation.

- **Stop the behavior.** For example, take your child's hand-- firmly but not roughly-- and tell him, "No hitting. Hitting hurts" in a serious, calm voice.
- **Validate your child's feelings.** *You are so angry that Paolo took your toy. It's okay to feel angry. But you cannot hit. Hitting hurts...*
- **Model appropriate ways to express feelings.** Show him what *he* can do to express his angry feelings, like jump up and down, stomp his feet, or hit the sofa cushions.
- **Help your child solve the problem.** For example, go over to Paolo together to ask for the toy back. Suggest they use a timer to take turns.
- **Create a safe space in your home with comfort objects such as pillows, stuffed animals and books.** Some families call this their "cozy corner". Let your toddler help create the space. Explain to your toddler that this is the special place where people go in your family when they need a break.
- **Help your child learn to regulate his own feelings and behavior by letting him know that he can end his break when he has pulled himself together and is ready to interact again.**
- **Model taking a break.** When you are having a hard time, feeling frustrated or angry, go to the safe space, too. This is a powerful way to model self-control and shows that you need a break too, sometimes. It also shows your child that taking a break in the cozy corner is not punishment, but a safe retreat.

To deal with tantrums:

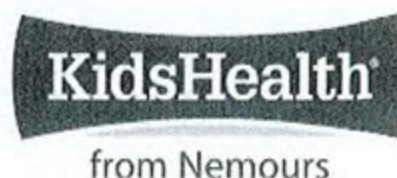
- **Stay calm.** The calmer you are, the calmer your child will feel. If you get out of control, it is likely to increase your child's distress.
- **Recognize his feelings, but do not tolerate unacceptable behavior.** Until children feel understood, they tend to "up the ante" by intensifying their reaction until they are "heard". When your child misbehaves, acknowledge her feelings, but let her know that the behavior-- *what she did with her feelings-- was unacceptable. I know you are really angry, but you can not throw the blocks.* While your child may not understand these words right now, she understands your serious tone and the actions that accompany your words. This helps her understand the word's meaning as she grows.
- **Help your child learn to soothe herself.** Offer your child a lovey or blankie to hold during the tantrum. Turn on soft music. Offer your child a special space all his own to "cool down." This might be a cozy corner of the room that has pillows and stuffed animals or even a soft blanket placed under a

table where he can curl up. Speak in a calming voice. Show your child how to stamp his feet, crunch up paper, hit the sofa cushions, or use another acceptable way to express his anger. *These strategies are not giving in to or spoiling your child.* (Giving him the cookie he had the tantrum over would be.) These are ways to help him cope when he has experienced one of life's frustrations or disappointments.

- **Reconnect.** Look for ways to re-connect with your child after a tantrum. Lay out several of your child's favorite books that you might read together. Offer hugs, back rubs, or a hand to hold. Remember that your role is not to punish your child for the tantrum (the tantrum was the result of a disappointment already), but to help him recover from it. This is how he will learn self-control.
- **Use logical consequences.** Help your child understand that an unacceptable behavior has a logical consequence. If your child continues to throw blocks you might say: *The blocks had to be put away because you were throwing them. We can try them again later today. Would you like to do a puzzle instead?"*
- **Recognize that sometimes nothing works.** We all have those moments when our child is hysterical and rolling around the floor of the supermarket with everyone staring. This doesn't mean your child is "bad" or the techniques above don't work. It just means that parenting is difficult work and there are no easy answers. Sometimes the best you can do is just be by your child's side until he calms himself down so he knows that you are there for him. (And remind yourself that this, too, shall pass.)

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Nine Steps to More Effective Parenting

Raising kids is one of the toughest and most fulfilling jobs in the world — and the one for which you might feel the least prepared.

Here are nine child-rearing tips that can help you feel more fulfilled as a parent — and enjoy your kids more, too.



Nurture Your Child's Self-Esteem

Kids start developing their sense of self as babies when they see themselves through their parents' eyes. Your tone of voice, your body language, and your every expression are absorbed by your kids. Your words and actions as a parent affect their developing self-esteem more than anything else.

Praising accomplishments, however small, will make them feel proud; letting kids do things independently will make them feel capable and strong. By contrast, belittling comments or comparing a child unfavorably with another will make kids feel worthless.

Avoid making loaded statements or using words as weapons. Comments like "What a stupid thing to do!" or "You act more like a baby than your little brother!" cause damage just as physical blows do.

Choose your words carefully and be compassionate. Let your kids know that everyone makes mistakes and that you still love them, even when you don't love their behavior.



Catch Kids Being Good

Have you ever stopped to think about how many times you react negatively to your kids in a given day? You may find yourself criticizing far more often than complimenting. How would you feel about a boss who treated you with that much negative guidance, even if it was well intentioned?

The more effective approach is to catch kids doing something right: "You made your bed without being asked — that's terrific!" or "I was watching you play with your sister and you were very patient." These statements will do more to encourage good behavior over the long run than repeated scoldings.

Make a point of finding something to praise every day. Be generous with rewards — your love, hugs, and compliments can work wonders and are often reward enough. Soon you will find you are "growing" more of the behavior you would like to see.



Set Limits and Be Consistent With Your Discipline

Discipline is necessary in every household. The goal of discipline is to help kids choose acceptable behaviors and learn self-control. They may test the limits you establish for them, but they need those limits to grow into responsible adults.

Establishing house rules helps kids understand your expectations and develop self-control. Some rules might include: no TV until homework is done, and no hitting, name-calling, or hurtful teasing allowed.

You might want to have a system in place: one warning, followed by consequences such as a "time out" or loss of privileges. A common mistake parents make is failure to follow through with the consequences. You can't discipline kids for talking back one day and ignore it the next. Being consistent teaches what you expect.



Make Time for Your Kids

It's often difficult for parents and kids to get together for a family meal, let alone spend quality time together. But there is probably nothing kids would like more. Get up 10 minutes earlier in the morning so you can eat breakfast with your child or leave the dishes in the sink and take a walk after dinner. Kids who aren't getting the attention they want from their parents often act out or misbehave because they're sure to be noticed that way.

Many parents find it rewarding to schedule together time with their kids. Create a "special night" each week to be together and let your kids help decide how to spend the time. Look for other ways to connect — put a note or something special in your kid's lunchbox.

Adolescents seem to need less undivided attention from their parents than younger kids. Because there are fewer windows of opportunity for parents and teens to get together, parents should do their best to be available when their teen does express a desire to talk or participate in family activities. Attending concerts, games, and other events with your teen communicates caring and lets you get to know more about your child and his or her friends in important ways.

Don't feel guilty if you're a working parent. It is the many little things you do — making popcorn, playing cards, window shopping — that kids will remember.



Be a Good Role Model

Young kids learn a lot about how to act by watching their parents. The younger they are, the more cues they take from you. Before you lash out or blow your top in front of your child, think about this: is that how you want your child to behave when angry? Be aware that you're constantly being observed by your kids. Studies have shown that children who hit usually have a role model for aggression at home.

Model the traits you wish to cultivate in your kids: respect, friendliness, honesty, kindness, tolerance. Exhibit unselfish behavior. Do things for other people without expecting a reward. Express thanks and offer compliments. Above all, treat your kids the way you expect other people to treat you.



Make Communication a Priority

You can't expect kids to do everything simply because you, as a parent, "say so." They want and deserve explanations as much as adults do. If we don't take time to explain, kids will begin to wonder about our values and motives and whether they have any basis. Parents who reason with their kids allow them to understand and learn in a nonjudgmental way.

Make your expectations clear. If there is a problem, describe it, express your feelings, and invite your child to work on a solution with you. Be sure to include consequences. Make suggestions and offer choices. Be open to your child's suggestions as well. Negotiate. Kids who participate in decisions are more motivated to carry them out.



Be Flexible and Willing to Adjust Your Parenting Style

If you frequently feel "let down" by your child's behavior, perhaps you have unrealistic expectations. Parents who think in "shoulds" (for example, "My kid **should** be potty-trained by now") might find it helpful to read up on the matter or to talk to other parents or child development specialists.

Kids' environments have an impact on their behavior, so you may be able to modify that behavior by changing the environment. If you find yourself constantly saying "no" to your 2-year-old, look for ways to restructure your surroundings so that fewer things are off-limits. This will cause less frustration for both of you.

As your child changes, you'll gradually have to change your parenting style. Chances are, what works with your child now won't work as well in a year or two.

Teens tend to look less to their parents and more to their peers for role models. But continue to provide guidance, encouragement, and appropriate discipline while allowing your teen to earn more independence. And seize every available moment to make a connection!



Show That Your Love Is Unconditional

As a parent, you're responsible for correcting and guiding your kids. But how you express your corrective guidance makes all the difference in how a child receives it.

When you have to confront your child, avoid blaming, criticizing, or fault-finding, which undermine self-esteem and can lead to resentment. Instead, strive to nurture and encourage, even when disciplining your kids. Make sure they know that although you want and expect better next time, your love is there no matter what.



Know Your Own Needs and Limitations as a Parent

Face it — you are an imperfect parent. You have strengths and weaknesses as a family leader. Recognize your abilities — "I am loving and dedicated." Vow to work on your weaknesses — "I need to be more consistent with discipline." Try to have realistic expectations for yourself, your spouse, and your kids. You don't have to have all the answers — be forgiving of yourself.

And try to make parenting a manageable job. Focus on the areas that need the most attention rather than trying to address everything all at once. Admit it when you're burned out. Take time out from parenting to do things that will make you happy as a person (or as a couple).

Focusing on your needs does not make you selfish. It simply means you care about your own well-being, which is another important value to model for your children.

Reviewed by: Steven Dowshen, MD

Date reviewed: June 2011



Note: All information on KidsHealth® is for educational purposes only. For specific medical advice, diagnoses, and treatment, consult your doctor.

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Bedtime BASICS

Kids need plenty of sleep to rest their growing bodies and minds. But for many kids, bedtime is no fun, and for many parents, getting kids to go to bed – and stay there – can be frustrating.

Quick Tips!

- Keep a consistent bedtime and soothing routine for getting to bed.
- Turn off the TV, video games, and computer at least 30 minutes before bedtime.
- Praise your child for staying in bed.

Heading Off Bedtime Troubles

Make sure your child has everything he or she needs to get a good night's sleep, including:

- a regular bedtime
- a reminder to start winding down, about 30 minutes ahead of bedtime
- a trip to the bathroom to use the toilet, wash up, and brush teeth
- a consistent bedtime routine that includes soothing activities, such as storytime
- a place to sleep with comfortable temperature, ventilation, and a nightlight
- a bedroom without a TV or video games
- a reminder to stay quiet and in bed, and a final goodnight from you
- praise the next morning for staying in bed



When your child won't stay in bed

- Return your child to bed right away.
- Find out what your child is afraid of – nightlights and monster checks can make kids feel safer.
- If your child cries or protests, wait a few minutes, then go back to check on him or her.
- If your child continues to cry or call for you, wait a little longer each time before you go to check.
- Remind your child that it's time to go to sleep, and if your child stays quiet, you'll come back to check on him or her in a few minutes.

Note: All information is for educational purposes only. For specific medical advice, diagnoses, and treatment, consult a doctor. Review this with a doctor prior to use.

Reviewed by: W. Douglas Tynan, PhD
Date Reviewed: January 2011

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from Nemours

What Happens after the Holidays!

By Mauryeen O'Brien, O.P.
Hamden, Connecticut

"I spent a lot of energy anticipating and dreading the holidays," Chris told me over the phone one evening last week. "I pushed myself to be with people, even though I didn't want to be. I even shopped for presents and decorated the house as I had always done before Jim died. I guess it wasn't as bad as I thought it would be — though I have to tell you it wasn't great. But now I'm wondering, what happens after Christmas? What happens to me now that there aren't a lot of people visiting me, there are fewer distractions and there is much less running around? What happens now that I've worn myself out physically and emotionally trying to cope with the pain of my first Christmas without Jim? How can I get through these next few months?"

Chris's questions are very familiar to those going through "separation pain" due to the death of a loved one. There are many "Chris's" who have kept themselves overly busy, running from store-to-store or house-to-house, stuffing down old memories, traditions and expectations. They find that once the holidays are over, they are tired, nervous, distraught and fearful of the long winter months ahead of them.

We certainly can't change the

nature of the winter that is upon us. No matter what we do, there will be days with fewer hours of sunlight. It will be cold, and snow and ice may well keep us inside more than we would like. Though none of that can be changed, what we can have complete control over is "slowing down" in mind and in body and giving ourselves some time to heal from the pain of loss.

Winter is, in itself, a "slow" time. Life seems to come to a halt for awhile; trees are bare and new life is dormant under snow-covered earth. There is a quiet that hangs on the air. It can be in the quietness, in this slow-paced expectancy of a spring that will eventually come, that we can begin to open ourselves to the gentle prodding of beginning a new life. But in order to do that, we must indeed "slow down."

We can truly do something with these days after Christmas. They can be quiet times in which we can work at our healing and growth. The healing will never be perfect, and there will always be scars, because love has the capacity to leave scars. But the scars can produce a growth beyond just survival.

The growing may be difficult. Indeed, the grieving was and is. But as nature survives the winter and moves into the freshness of a new spring, we, too, can use this time before us to begin to nurture ourselves,



listen to our inner yearnings, and realize that this time can be put to growth.

What happens after Christmas? We take the time to pay attention to ourselves and to the possibility of using the cold and dreary months, as nature does, to begin to heal and grow. Spring always follows winter no matter how harsh that winter has been. So, too, can strength follow suffering, if we try to work through the suffering to new life.



NOTICE

The Red Cliff Tribal Council is seeking individuals to serve
on the Constitution Committee.

For Further Information Contact Jeanne Gordon or Julie Gordon at 715-779-3700

If you are interested in serving on this committee, please pick up an application at
the front desk, upper level of the administration building.

Please return your application to the receptionist at the upper level of the
administration building.

DEADLINE: Open Till Filled

NOTICE

The Red Cliff Tribal Council is seeking individuals to serve
on the Membership Committee.

For Further Information Contact Jeanne Gordon or Julie Gordon at 715-779-3700

If you are interested in serving on this committee, please pick up an application at
the front desk, upper level of the administration building.

Please return your application to the receptionist at the upper level of the
administration building.

DEADLINE: Open Till Filled

JOB DESCRIPTION

POSITION: Senior Accountant

NON-EXEMPT POSITION

LOCATION: Red Cliff Finance Office

REPORTS TO: Chief Financial Officer

SCHEDULE: Permanent, Full-time

WAGE: Negotiable

GENERAL:

This position is responsible for general daily General Ledger activities and cash flow management. This position will perform reoccurring accounting functions per the direction of the Financial Manager.

DUTIES AND RESPONSIBILITIES:

1. Maintain the General Ledger using MIP/NPS/ Accounting software.
2. Will be assigned to and responsible for financial oversight of programs designated as "Tribal" by the Finance Manager.
3. Responsible for review and posting of prepared Journal Entries.
4. Responsible for monitoring Tribal bank accounts and daily cash management activities.
5. Track to ensure that all financial reporting is completed as required. Follow up with programs and/or financial staff as necessary.
6. Responsible for monitoring the Tribe's indirect cost program to ensure proper charges and recoveries.
7. Responsible for management of Tribal Internal Service Funds to include: Facilities Management, Fringe Cost Pool etc.
8. Assist Financial Manager as needed.
9. Attend staff and other meetings, in-services, and events as directed by supervisor.
10. Participate in training activities to enhance knowledge of team skills, systems functionality etc.
11. Perform other duties as assigned.

SUPERVISORY AUTHORITY: Daily supervision of finance staff.

KNOWLEDGE/QUALIFICATIONS:

1. B.S. degree – Accounting or Business Major
2. Minimum two years comprehensive experience in governmental accounting (preferably Tribal government).
3. Experience in computerized accounting systems, prefer MIP accounting software exposure.
4. Must possess strong analytical, numerical, reasoning and decision making abilities.
5. Must be able to work well in a team setting and possess problem and conflict resolution skills.
6. Must have valid driver's license and at least liability insurance. If no insurance must get after three weeks of employment.
7. Native American preference will be applied in the event of equally qualified applicants.
8. Knowledge of and sensitivity to Ojibwe culture and traditions.

PERSONNAL CONTACTS:

Daily contact with funding agencies, tribal programs, customers etc.

WORK ENVIRONMENT:

Work setting must be maintained as a clean, nonsmoking, well-ventilated area in compliance with all applicable safety regulations.

PHYSICAL REQUIREMENTS:

The duties assigned to this position involve bending, stooping, lifting, and carrying. Items may be placed on overhead storage. Weights to be carried are usually less than 50 pounds.

TRAVEL REQUIREMENTS:

Must have valid WI driver's license, vehicle, and at least liability insurance. If no insurance, must get within three weeks. Must also be eligible for the Tribe's vehicle insurance. May require overnight travel to attend meetings or training.

POSTED: July 22, 2011

DEADLINE: OPEN UNTIL FILLED

FOR FURTHER INFORMATION CONTACT:

Red Cliff Human Resources Office
88385 Pike Road, Highway 13
Bayfield, WI 54814
(715) 779-3700 ext. 267

The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.

All applicants for employment with the Red Cliff Tribe will be subject to the background investigation and other requirements of RCCL Chapter 43, and are under a continuing obligation to supplement this application for employment with information concerning any convictions that occur after commencement of employment with the Tribe.

JOB DESCRIPTION

POSITION: Chief Financial Officer

LOCATION: Red Cliff Tribal Office

SALARY: Negotiable

THIS IS A REGULAR FULL-TIME EXEMPT POSITION

JOB SUMMARY, DUTIES AND RESPONSIBILITIES:

This position is responsible for:

- Directing and managing the Tribal government's accounting practices.
- Financial planning and advisement.
- Reporting in coordination with the Tribal Treasurer and Director of Tribal Operations to the Tribal Council.
- Enforcement of and compliance with all applicable internal and external policies, laws and regulations.
- Ensuring that work is performed in accordance with the Government Accounting Standards Board (GASB) and Office of Management and Budget (OMB) regulations, laws and policies applicable to Tribal governments.
- Monitoring the financial management and accounting practices of Tribal entities operating within the Tribal government structure.
- Planning, coordinating, and preparing for year end audits; developing responses to audit recommendations in a timely manner.
- Developing and fostering relationships with government agencies, banking and lending institutions, investment managers, other Tribes, insurers, the financial community by performing the above stated duties personally or through subordinates.
- Performing related work pursuant to the duties and responsibilities stated above in conjunction with the philosophy, mission and goals of the Red Cliff Band of Lake Superior Chippewa.

SUPERVISORY AUTHORITY: Finance Departmental Staff

KNOWLEDGE AND QUALIFICATIONS:

- Requires a minimum of a Bachelor's Degree in Accounting, Finance, Business Administration or a closely related field. (CPA, Master's Degree preferred).
- Requires a minimum of five (5) years or progressively more responsible financial, accounting and supervisory experience with last three years at the executive management level.
- Requires advanced knowledge of governmental and business accounting and auditing standards and practices.
- Minimum of 5 years experience in governmental accounting and experience with Tribal government and funding agencies required.
- Requires independent decision making skills supported by excellent analytical skills and professional judgment.
- Must have the ability to direct and supervise multiple projects simultaneously as well as the finance department staff.
- Must have excellent interpersonal skills.
- Must have excellent written and verbal communication skills.
- Must be familiar with accounting, management and office software systems. Familiarity with MIP accounting software preferred.
- Knowledge of Native American culture, Tribal Governmental operations.
- Familiarity with Federal and State appropriation processes so timely recommendations can be made.
- Knowledge of indirect cost allocations, proposal submission and negotiations with appropriate agency representatives.
- Valid driver's license, adequate transportation and must be eligible for Tribe's vehicle insurance.
- Native American preference will be observed in the hiring process.
- Position subject to pre-employment drug testing and criminal history background check.

PERSONAL CONTACTS: Contacts on daily basis with Tribal Administration, Tribal Program Administrators / Directors, various governmental agencies and funding sources as needed.

PHYSICAL REQUIREMENTS: Primarily office position that may require bending, lifting and reaching. May need to lift up to 25 pounds.

WORK ENVIRONMENT: Upper level of the Tribal Office. Smoke free environment.

TRAVEL REQUIREMENTS: Will be required to attend training and meetings locally and nationally.

POSTING DATE: September 26, 2011

DEADLINE: Open till filled

FOR FURTHER INFORMATION:

Human Resources Department
88385 Pike Road
Hwy 13
Bayfield, WI 54814

rwyonik@redcliff-nsn.gov
Susie.bear@redcliff-nsn.gov

JOB DESCRIPTION

POSITION: Educational Outreach Coordinator/Water Resources Assistant

LOCATION: Red Cliff Environmental Office

SALARY: \$12.00 to \$14.00/hr, 40 hours per week (wage will be determined based on qualifications and experience).

THIS IS A FULL TIME PERMANENT NON-EXEMPT POSITION THAT IS CONTINGENT UPON FUTURE FUNDING.

SUPERVISOR(S): Environmental Director

JOB SUMMARY: Educational Outreach/Field Technician type work. The person will assist in field work, facilitate meetings, develop and distribute educational materials through various media's. This position will facilitate educational outreach to the public on environmental issues through various media outlets (flyers, brochures, educational forums, school presentations, T.V., radio). This person will also assist the Red Cliff Environmental staff with field work, general staff support on development of watershed management plan, grant writing and reporting. Participate in Lake Superior Lakewide Management Plan (LaMP) meetings, conferences, workshops and conference calls and/or webinars. Perform pre-construction site evaluations and land use projects. Participate in discussions and provide public outreach and education on specific tribal and local issues. Other duties as assigned.

SUPERVISORY AUTHORITY: None

KNOWLEDGE: Must have basic understanding of natural resource issues that affect the Tribe. Knowledge of Non-Point Source water pollution issues and watershed planning, development and management is preferred.

QUALIFICATIONS: High School Diploma or equivalent required. Good communication skills, both oral and written. Technical degree or Bachelors degree in Natural Resources preferred. Must demonstrate interest in the field of Natural Resources. Must have good computer skills and knowledge of multimedia programs. Must be able to work in various weather conditions. Valid driver's license and at least liability insurance. If no insurance, you must get within 3 weeks of hire date. Native American preference will be applied in the case of equally qualified applicants but all qualified applicants will be considered.

PERSONAL CONTACTS: Tribal staff, community members and Division Chief.

PHYSICAL REQUIREMENTS: Be able to walk through uneven terrain in various weather conditions, bend and lift up to 50 lbs.

WORK ENVIRONMENT: Office and outdoors setting with a willingness to work outside the normal 8 – 5 hours (potential for meetings to be after 4:30 p.m.). All tribal offices are smoke-free.

TRAVEL REQUIREMENTS: May be required to travel to and from various project sites. Be required to attend training and meetings both in state and out of state. Attend Tribal Council meetings as directed by supervisor.

JOB DESCRIPTION

POSITION: Associate Judge

LOCATION: Judicial Branch, Red Cliff Tribal Court

SALARY: Contractual

THIS IS A REGULAR PART-TIME EXEMPT POSITION

APPLICANTS MUST ATTACH A LETTER EXPLAINING WHY THEY WISH TO BE AN ASSOCIATE JUDGE.

SUPERVISOR(S): Chief Judge

JOB SUMMARY:

DUTIES AND RESPONSIBILITIES:

- A. Serve as an Associate Judge. To promulgate and enforce ordinances governing the conduct of persons subject to the jurisdiction of the Tribe, and providing for the maintenance of law and order and the administration of justice by establishing a reservation court and defining its duties and powers.
- B. Prepare and issue written orders, judgments, search arrest warrants.
- C. Assist and provide legal research and writing when necessary for the decision in a case in a timely manner.
- D. Assist in the development and implementation of policy and procedures that are complimentary to current court policies and where the court has not determined standards of policy, consistent with the Tribe's needs and Tribal Law.
- E. Keep accurate records of cases and hearings, communicate needs of courts, and provide quarterly and annually reporting to the Chief Judge.
- F. Assist in facilitating development of Tribal Case Law and alternative dispute resolution.
- G. Must maintain confidentiality due to nature of certain cases such as ICW matters.

SUPERVISORY AUTHORITY:

KNOWLEDGE: Must be familiar with courtroom procedures, constitution and laws of the Red Cliff Band of Lake Superior Chippewas.

QUALIFICATIONS:

1. Must be of legal age; never convicted of a felony, unless pardoned.
2. Must be a Red Cliff Tribal Member.
3. Must be of good character and reputation.
4. Must provide three (3) letters of reference.
5. Must be able to travel to attend training, and meetings as required.
6. A background investigation will be performed.
7. Must complete a writing sample.
8. Must be thoroughly familiar with the Constitution and laws of the Red Cliff Band of Lake Superior Chippewas; must be familiar with the Indian Civil Rights Act; courtroom procedures; trust responsibilities of the Federal Government; civil and criminal law concepts; and the cultures, traditions and values of the Red Cliff Reservation. Must pass the Red Cliff Bar exam.

PERSONAL CONTACTS: Tribal court personnel, ICW, Law Enforcement and community members.

PHYSICAL REQUIREMENTS None

WORK ENVIRONMENT: Mainly sedentary position but may require bending, lifting, and reaching.

TRAVEL REQUIREMENTS: Attend training in and out of state as required. May do weddings at various locations.

POSTING: JULY 8, 2011

DEADLINE: AUGUST 5, 2011 AT 4:00 PM or UNTIL FILLED

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Personnel Office
88385 Pike Road
Hwy 13
Bayfield, WI 54814
rwygonik@redcliff-nsn.gov
(715) 779-3700 ext. 267 or 268

The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.

ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.

JOB DESCRIPTION**POSITION:** COMPLIANCE OFFICER**LOCATION:** RED CLIFF TRIBAL OFFICE AND CASINO**SALARY:** \$10.00**THIS IS A REGULAR FULL-TIME NON EXEMPT POSITION****SUPERVISOR(S):** DIRECTOR OF COMPLIANCE

POSITION SUMMARY: The Compliance Officer reports to the Director of Compliance and provides support in all compliance and related activities. The Compliance Officer organizes and maintains compliance records, audits and reports. In addition, relate and communicate positively to casino management, staff, and customers.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Protect the assets of the Tribe by ensuring adherence to all applicable policies and procedures, laws, and regulations.
- Develop and maintain a high degree of knowledge of regulatory requirements in casino control and operation.
- Conduct and/or coordinate investigations and take appropriate enforcement and corrective action as necessary while keeping constant communication with the Director of Compliance, Casino Management and Gaming Commission.
- Thorough understanding of sound and effective internal control procedures, and investigational procedures and techniques.
- Provide ongoing compliance reporting to Director of Compliance and Casino management and share opinions on areas to improve efficiency in casino operation.
- Ability to review operational areas, identify key internal controls, and draft sound, effective, and operationally efficient internal control procedures that comply with all applicable laws, regulations and Tribal Minimum Internal Control standards.
- Develop and maintain knowledge of conducting background license procedures.
- Develop and maintain knowledge of Internal Audit procedures.
- Ability to apply commonsense understanding to carry out detailed but uninvolved written or oral instructions. Also able to define problems, collect data, establish facts, draw valid conclusions and devise effective solutions.
- Assist the Director of Compliance in managing and overseeing the review of Casino management reports; Financial, Internal Compliance Reviews, patron incidents/complaints, etc., and other irregularities.
- Adhere to the Red Cliff Tribal Policies and Procedures.
- Must possess excellent communication (both written and oral) skills.
- Must possess strong organizational skills and attention to detail.
- Must possess problem-solving skills
- Must be able to work independently.
- Must be able to read, interpret and understand laws, governmental regulations, procedures and other governmental communications and documents.
- Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals.

- Must be able to manage a number of priorities simultaneously, establish and meet deadlines.
- Must be able to make reasonable, professional and sound judgments regarding compliance violations and to take appropriate and necessary corrective actions to achieve compliance.
- Performs other job-related duties as assigned to maintain and enhance program and agency operations.

SUPERVISORY AUTHORITY: Will have supervisory authority in the absents of the Director of Compliance.

QUALIFICATIONS:

- Knowledge in Business Administration, Criminal Justice, Accounting.
- Familiar with gaming compliance, licensing, surveillance, accounting, and all other areas of the casino industry.
- Knowledge of all applicable Tribal, Federal, and State gaming regulations.
- Valid driver's license, adequate transportation and must be eligible for Tribe's vehicle insurance.
- Pass an extensive background check.
- Pass a pre-employment drug test.
- Knowledge of Native American culture, Tribal Governmental operations.
- Native American preference will be observed in the hiring process.
- Must have a working knowledge of MS Word, Excel, Power Point and Outlook. also the ability to set up databases and a tracking system for compliance records.
- Must have the ability to read, analyze, and interpret software manuals, operating procedures, technical procedures and government regulations.
- Ability to maintain organization, meet deadlines, possesses integrity, confidentiality and discretion in handling confidential information.
- Required to compose detailed, concise and accurate documents, such as reports, policies and procedures and other correspondence.
- Must be able to work weekends and holidays as needed.

PERSONAL CONTACTS: Contact on a daily basis with the Director of Compliance, Gaming Commissioners, Casino Management and Employees, Surveillance, Legal as needed.

PHYSICAL REQUIREMENTS: The physical demands described here are representative of those requirements employees must meet to perform the essential functions of this job with or without reasonable accommodations. While performing job functions the employee is regularly required to sit, and stand, write, review and type reports, compile data, operate a pc, communicate, listen, and assess information. The employee may move about the office complex, may travel to other office locations and may lift, push, pull or move up to 25 pounds.

WORK ENVIRONMENT: Must be able to tolerate area's containing secondary smoke, varying noise and temperature levels, illumination, vibration and crowds.

TRAVEL REQUIREMENTS: Travel is required to attend special meetings, training, and conferences and seminars as required.

POSTING: AUGUST 31, 2011

DEADLINE: SEPTEMBER 15, 2011 AT 4:00 PM OR UNTIL FILLED

FOR FURTHER INFORMATION:

**Red Cliff Tribal Administration Building
Human Resources Department**

JOB DESCRIPTION

POSITION: PROGRAM PLANNER

LOCATION: Red Cliff Tribal Office

SALARY: Negotiable

THIS IS A REGULAR FULL-TIME NON EXEMPT POSITION

SUPERVISOR(S): Tribal Planner

JOB SUMMARY: The Red Cliff Reservation is seeking a full time person to act as the program planner. This person will assist and support the divisions and department of the Tribe in planning, development, funding and administrative support of the various programs and initiatives within those divisions and departments.

DUTIES AND RESPONSIBILITIES:

1. Provide planning support including grant writing to the various divisions and departments of the Tribe.
2. Provide and maintain regular contact and support of the divisions and departments of the Tribe.
3. Provide the divisions and departments of the Tribe with notices and opportunities for funding and technical notices associated with that funding.
4. Reviews compliance and adherence to funding agency and Tribal policies, procedures and regulations in the conduct of contract and grant administration.
5. Assist with data entry in federal grant management systems.
6. Monitor local, state and federal notices of hearing, rule changes and funding opportunities
7. Provide and maintain regular communication with all Tribal planning and integrate their duties and responsibilities with Tribal planning.
8. Attend Tribal division directors meetings
9. Other duties as assigned.
10. Divisions of the Tribe are:
 - Family Services
 - Education
 - Health Services
 - Human Services
 - Public Works
 - Protective Services
 - Treaty/Natural Resources

SUPERVISORY AUTHORITY: None

KNOWLEDGE: Knowledge of and experience in planning, developing and funding programs and initiatives for the Tribe in all areas listed above. Excellent writing skills required including demonstrated experience in writing and securing funding of programs and initiatives.

QUALIFICATIONS:

A combination of education and work experience in the areas of interest and influence of the above listed divisions and departments of the Tribe. Bachelor's degree preferred with additional experience in researching, planning and writing funding proposals. Demonstrated knowledge in planning, budgeting, contract preparation and management and project coordination. If no degree, must have extensive work experience in the above areas. Superior skills in integrating and coordinating competing and divergent program needs. Must have valid driver's license, vehicle and at least liability insurance. If no insurance must get after 3 weeks of beginning work. Knowledge of Native American Tribes and/or previous work experience preferred. Native American preference will be applied in the event of equally qualified applicants, but all qualified applicants will be considered.

PERSONAL CONTACTS: Daily contact with Tribal Planner and the planning division staff, division directors and Tribal administrative staff.

PHYSICAL REQUIREMENTS: Primarily an office position that may require bending, lifting and reaching. May need to lift up to 25 pounds.

WORK ENVIRONMENT: Person will be required to work both within a office environment and outside in working with individual projects.

TRAVEL REQUIREMENTS: May be required to attend meetings and trainings both in state and out of state. Attend Tribal Council meetings as directed.

POSTED: NOVEMBER 22, 2011

DEADLINE: OPEN TILL FILLED

FOR FURTHER INFORMATION:

**Red Cliff Tribal Administration Building
Personnel Office
88385 Pike Road
Hwy 13
Bayfield, WI 54814
(715) 779-3706 ext. 267 or 268**

rwygonik@redcliff-nsn.gov
susie.gurnoe@redcliff-nsn.gov

The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.

ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUEING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.

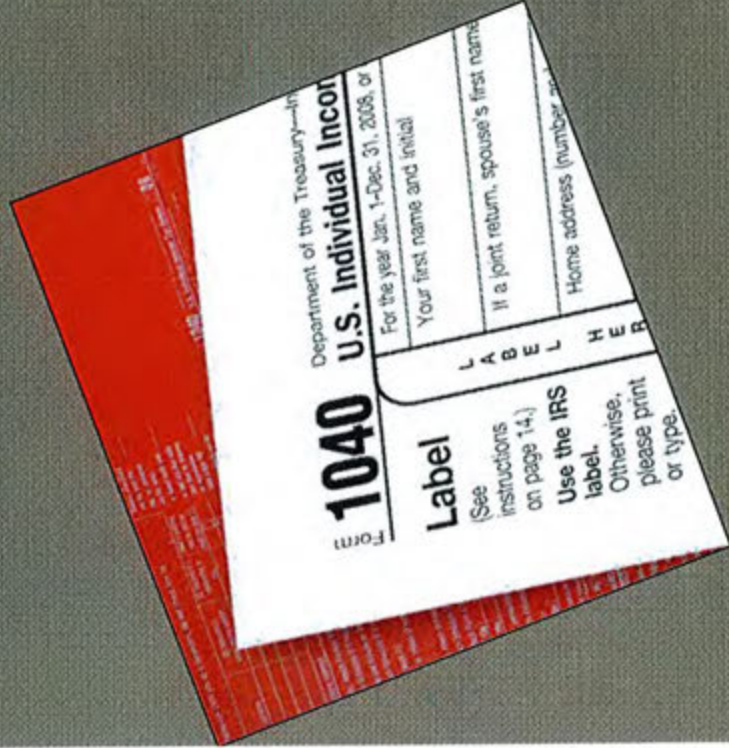
2011 Tax Preparation

~Red Cliff Housing Authority~

The Red Cliff Housing will once again be offering FREE 2011 income tax return preparation to community members.

Appointments will begin late January.

Please call 779-3744 for more information or to make an appointment.



Red Cliff Band of Lake Superior Chippewas

SPECIAL COUNCIL MEETING

November 22, 2011

Legendary Waters Buffalo Bay Grand Ballroom

4:30 p.m.

Meeting called to order at 4:30 by Rose Soulier, Tribal Chairperson.

ROLL CALL:

Rose Soulier, Present
Marvin Defoe, Present
Laura J. Gordon, Present
Jim Pete, Absent
Jeanne Gordon, Present

Mike Gurnoe, Present
Joanne Peterson, Present
Bryan Bainbridge, Present
Robert Bear, Present
Quorum

In attendance: Mark Montano, Director Tribal Operations, David Ujke, Tribal Attorney and community members.

OPENING CEREMONY

Opening ceremony performed by Frank Montano.

AGENDA

Marvin Defoe moved to approve agenda with changes under Casino Report a. Approval of LW's Resort and Casino Financing & Tribal Council Oversight, b. Red Cliff Loan. Take off #12 and add Brown Plumbing and Heating Contract. Combine #13 and #15. And under Other add ECC Resolution to become an "Active Early 2.0 Pilot Site" to prevent Childhood Obesity. Seconded by Bryan Bainbridge. Motion carried.

COMMUNITY INPUT/ANNOUNCEMENTS

Thanksgiving Dinner meal will be held on Thursday November 24, 2011 at 1:00 p.m. at the Elderly Center, for all Community.

Mark Montano had introduced Jim Meyer the new MIS Director.

Rose Soulier read a letter from Jim Pete, resigning as the Tribal Treasurer. Marvin Defoe moved to accept the resignation letter and to appoint Dennis Soulier. Seconded by Joanne Peterson. Motion carried. The next highest vote getter is Dennis Soulier and Dennis accepts the position as Tribal Treasurer.

Marvin Defoe moved to approve Dennis Soulier as the Tribal Treasurer. Seconded by Mike Gurnoe. Motion carried. Marvin Defoe will set up the swearin' ceremony tomorrow 11/23/11.

Dee Gokee-Rindal mentioned that there is a Community Listening Session and input Night for the Ginanda Gikendaamin "We seek to Learn" facility next Tuesday November 29, 2011 from 4 to 6 p.m. at the Legendary Waters Grand Ballroom.

TRIBAL PRIORITIES PRESENTATION

Mark Montano and Division Administrators were present. Mark gave an overview on the 1st version of the Strategic Plan for Tribal Priorities. Mark Montano stated that after the Strategic Plan for Tribal Priorities is all done it will get out to the Community.

Mark Montano took the Council through the Final Version of the Strategic Plan for Tribal Priorities; there are 12 objectives and 26 tasks in the final version. Mark Montano will give an update as to the progress at the January's Council mini Retreat.

CASINO REPORT

Jeanne Gordon moved to table the October Casino Report until the December 5, 2011 Council meeting. Seconded by Bryan Bainbridge. Motion carried.

APPROVAL OF LW'S RESORT & CASINO FINANCING & TRIBAL COUNCIL OVERSIGHT

Randy Hella and Mark Montano gave the presentation on the LW's Resort and Casino Financing and Tribal Council Oversight there was discussion on the recommendations. Laura J. Gordon moved to approve the LW's Resort and Casino Financing and Tribal Council Oversight to reflect the changes. Seconded by Jeanne Gordon. Motion carried.

RED CLIFF LOAN

Marvin Defoe moved to approve the General Government Budget of \$277,257.00 with changes. Seconded by Joanne Peterson. Motion carried.

Joanne Peterson moved to transfer (not to exceed) \$30,000.00 out of the Segregated Restricted account and put into the Secured Obligations account to pay the interest. Seconded by Bryan Bainbridge. Motion carried.

Marvin Defoe moved to transfer \$52,577.89 out of the Segregated Restricted account and put into the Construction account to fully pay the original draw request #17. Seconded by Mike Gurnoe. Motion carried.

COMPLIANCE REPORT

Tom Jeffords went through the Compliance report for Council. Tom mentioned that there are two items left to be worked on from the Audit. Question was asked about the Progressives that were set wrong. Tom replied that the stand alone Progressives he had to get back up and set it to the right percent. The Progressives are all set and back up and running.

There was discussion on the Gaming Commission board, not enough to make quorum. Jeanne Gordon will post this out right away in the community.

Jeanne Gordon moved to approve the Compliance Report. Seconded by Laura J. Gordon. Motion carried.

GAMING COMMISSION REPORT

Joanne Peterson moved to table the Gaming Commission report until next month. Seconded by Mike Gurnoe. Motion carried.

LEGENDARY WATERS CONSTRUCTION REPORT

Ron Jack, Doug Niesen and Joe Gordon were there to present the report. The remaining balance if the loan is \$7,814.80. There are some bills that will be coming in and \$4,000.00 of this will go to signage.

Doug and Joe explained the punch list to Council and right now there are 10 to 12 items that are left to do. This will be an ongoing process. The punch list will be done in about two weeks. On 8/1/12 they will do a one year walk through.

There was some discussion on the pool area (an inadequate door way) they informed Council wasn't a warranty issue. It is an architect issue. The structure has a 10 year warranty on it.

OLD BUSINESS

RED CLIFF FINANCE COMMITTEE REQUEST FOR APPROVAL (tabled from 11/7/11)

There still needs to be work done on this. Mike Gurnoe moves to table this until the next Special Council meeting (12/20/11). Seconded by Bryan Bainbridge. Motion carried.

UPDATE ON FEMA TRAILERS (tabled from 11/7/11)

Laura J. Gordon moved to approve Option three to go ahead and charge fees and give remaining balance back to purchasers. "Option three states Charge the Budgeted amount of \$100 per trailer as Administration fee and give balance back to purchasers FY 09 \$1,879.24 – 1,500.00 (15 trailers) = \$379.24, 379.24 / 15 = \$25.29 to each purchaser. FY 11 10,594.48 – 1,400.00 (14 trailers) = 9,194.48, 9,194.48 / 14 = 656.75 to each purchaser". Seconded by Jeanne Gordon. Motion carried.

NEW BUSINESS

LEASES

Joanne Peterson moved to approve the Resolution **11/22/11A** for Lisa M. Newago for a short term residential lease. Seconded by Jeanne Gordon. Motion carried. It is Council consensus that Lisa can relocate immediately.

APPROVAL OF THE REVISIONS TO THE JOM BY-LAWS

Carmen Vander Venter explained the changes to the revised JOM By-Laws. Carmen received an award in October 2011 for a national level of exemplary work. Red Cliff JOM was one of nine

tribes that received the award! Marvin Defoe moved to approve the JOM By-Laws. Seconded by Jeanne Gordon, Motion carried.

BROWN PLUMBING & HEATING

Jeanne Gordon moved to approve the waiver with Brown Plumbing & Heating; the waiver is for the sealed bid process for existing contracts to include additional work based on the prices the Tribes MOA for Project BE-G47. Seconded by Laura J. Gordon, Motion carried.

APPLICATION FOR POND CONSTRUCTION

Present for discussion Greg Fischer, Jeff Benton, Chad Abel & Jacob Maas. Greg Fisher explained the ponds intent would be for experimental research for data. There is no intention to sell fish. Sometimes they do sell fish only to replace costs for feeding. Raising walleyes on formula feed. No competition for sales of fish. That facility is the leading facility in the MIDWEST for technology. If Greg waits for water study by next fall he might have to cancel the project.

Discussion re: Aquifer & its hazards.

Water management funds have been received. There is no suitable spawning habitat here in Red Cliff for brook trout? Chad Abel & Jacob Maas mentioned that there is a need to waiting till ground water study is done. Study will tell us how much water available for people of Red Cliff, how much is flowing, and how much it can store. There is a recharge. Climate change affects recharge. It is possible that we will never run out of water. The study may or may not give any indication.

Greg Fischer mentioned that these ponds are meant to be small, experimental ponds that may not be used every year, may not be filled full all the time and may only be used for specific projects to help with pond fish rearing research to benefit other hatcheries.

Marvin Defoe moved to not grant the permit until we receive the study for ground water/aquifer. Seconded by Bryan Bainbridge. 2 Contrary (Mike Gurnoe and Jeanne Gordon), 0 Abstentions. Motion carried.

FISHING COMMITTEE RECOMMENDATIONS

Chad Abel mentioned that in the RCCL Section 19: Michigan Fishing Regulation-add 7.19.16 to maintain the current code with no changes. Marvin Defoe moved to approve the Fishing Committee recommendations. Seconded by Mike Gurnoe. Motion carried.

Marvin Defoe moved to approve all the Big Boat/Small Boat Applications along with the late licenses application of Gilmore and Chris Peterson. 2 Abstentions (Joanne Peterson and Brian Bainbridge), Motion carried.

Number 5-Dock Fees. Discussion. If any code changes to be made would first need to be taken to Legal Department and then back to fishing committee, and then back to Red Cliff Tribal Council. No Motion.

TENANT ASSOCIATION

Laura J. Gordon read an e-mail received from Pauline Gordon stating that no Tenant Association members will be attending, as to there were no new updates. Tenant Association continues to meet once a month and continue to be an active group.

CONSTITUTION COMMITTEE

Update by Dave Wagner. Currently working on the first five articles of the constitution and seeking community input. No Motion.

RESIGNATION OF RC GAMING COMMISSIONER

Bryan Bainbridge moves to approve the Resignation of the Red Cliff Gaming Commission of Tom Jeffords. Seconded by Jeanne Gordon, Motion carried.

GAMING COMMISSION

Council will not be appointing the chairman tonight. Gaming Commission recommends that Larry Deragon be reappointed. We need people interested in Gaming Commission. We need three new members. Jeanne Gordon will re-post as soon as possible. No Motion.

CONSTITUTION COMMITTEE

Joanne Peterson moved to approve Rob Goslin to the Constitution Committee. Seconded by Bryan Bainbridge. Motion carried.

POWWOW COMMITTEE

Marvin Defoe moved to refer this application back to Pow-wow Committee for recommendation. Seconded by Mike Gurnoe. Motion carried.

JOM COMMITTEE MEMBER

Jeanne Gordon moved to approve Sierra Christensen to the JOM Committee. Seconded by Joanne Peterson, Motion carried.

WAIVER FOR ECC

Joanne Peterson moved to approve the waiver for ECC on the three bid process for Jason Schlender for Ojibwe Language & Consulting. Seconded by Laura J. Gordon. Motion carried.

OTHER

ECC RESOLUTION

Jeanne Gordon moved to approve the resolution **11/22/11B** to Prevent Childhood Obesity and to strike out "BE IT FURTHER RESOLVED". Discussion. Seconded by Laura J. Gordon. Motion carried.

Jeanne Gordon moved to go into Executive Session. Seconded by Bryan Bainbridge. Motion carried.

Robert Bear moved to go back into Regular Session. Seconded by Jeanne Gordon. Motion carried.

Jeanne Gordon moved to approve the Resolution **11/22/11C** for Rehabilitation of Guy Defoe. Seconded by Robert Bear. Motion carried.

Robert Bear moved to Re-post the Director of Compliance position. Seconded by Mike Gurnoe, Motion carried.

Joanne Peterson moved to hire Mike Andrews for the Part Time Assistant Child Care Teacher with Clarissa Gokee as the Alternate. Seconded by Marvin Defoe. Motion carried.

Joanne Peterson moved to hire Melonee Montano as Environmental Department Director with Eric David as Alternate. Seconded by Jeanne Gordon. Motion carried.

Marvin Defoe moved to begin lawsuit with First American Prevention Center. Seconded by Robert Bear. Motion carried.

Mike Gurnoe moved to adjourn. Seconded by Jeanne Gordon. Motion carried.

Adjourned: 9:20 p.m.

Respectfully Submitted:



Jeannie Balber
Recording Secretary

ATTEST:



Laura J. Gordon, Secretary
Red Cliff Trial Council

JANUARY 2012

GICHI-MANIDOO-GIIZIS

MON	TUE	WED	THU	FRI
2	<p>3B PANCAKES, BLUE-BERRIES, TRK BACON</p> <p>L TACOS, FIXINGS, M ORANGES, CC, VEG/DIP</p> <p>S SMOOTHIE/CRACKERS</p> <p>ECC</p> <p>CLOSED</p>	<p>4B KIX, YOGURT, APPLES, TOAST</p> <p>L BK CHIX, CORN, CRANBERRIES, M POT, BUN</p> <p>S HAM-CHZ SAND/JUICE</p>	<p>5B CORNFLAKES, BERRIES, CC, BFK BAR</p> <p>L CRABBY PATTIES, FRIES, SALAD, GR BEAN, STRAWBERRIES</p> <p>S YOGURT PARFAIT</p>	
9B WAFFLE HAM CHEEZ, PEACHES, CC	<p>10B HB OATS, MANGO, YOGURT</p> <p>L LASAGNA HD, GR SALAD, TROP FRUIT</p> <p>S CINN.TOAST/MILK</p>	<p>11B RICE CRISPIES, BANGEL, BERRIES, CC</p> <p>L CHIX W RICE SOUP, CHEEZ SAN, SALAD, CRANBERRIES</p> <p>S SALSA-CHZ/CHIPS</p>	<p>12B CORN CHEX, ENG MUFFIN, ORANGE</p> <p>L BEEF STIR FRY, FRUIT COCKTAIL, CC, STIR FRY VEG</p> <p>SPBJ.SAND/MILK</p>	
16	<p>17B FR TOAST STIX, BERRIES, YOGURT</p> <p>L HAM, MAC/CHEEZ, TROP FRUIT, PEAS</p> <p>S RICECRISPY/MILK</p> <p>ECC</p> <p>CLOSED</p> <p>MARTIN LUTHERN KING DAY</p>	<p>18B CHEERIOS, FRUIT COCKTAIL, CC, TOAST</p> <p>L BBQ'S, FRIES, CARROTS, SALAD, PEARS</p> <p>S VEG.PIZZA/JUICE</p>	<p>19B RICE CHEX, BLUE-BERRIES, MUFFIN</p> <p>L CHIX BROCC HD, VEG/DIP, MANGOS, CC</p> <p>S PUDDING/NILLA WAFFER</p>	
23B OATMEAL, CINN TOAST, PEACHES	<p>24B KIX, MUFFIN, M ORANGES, YOGURT</p> <p>L CHIX FINGERS, RICE, M BERRIES, CORN</p> <p>S ORANGES/CRACKERS</p>	<p>25B BRAN FLAKES, BANANA, TOAST</p> <p>L HAMB, FRY, APPLES, YOGURT, SALAD</p> <p>S SCHEEZE SAND/JUICE</p>	<p>26B RICE CRISPIES STRAWBERRIES, BKF BAR</p> <p>L HAM, POTATO, CARROTS, PINEAPPLE</p> <p>S STRAIL MIX/MILK</p>	
30B WR PANCAKES, MANGO, CC	<p>L PIZZA, GR BEANS, PINEAPPLE, SALAD</p> <p>S GRAHAM/PB/JUICE</p>	<p>31B CHEERIOS, TOAST, PEACHES</p> <p>L KIELBASA, KRAUT, B REDS, PEAS, APPLES</p> <p>S SNUTRIGRAIN/MILK</p>		



**The ECC is a
SMOKE-FREE CAMPUS.**

**Individuals will have to go beyond
the stop sign located at the end
of Tiny Tot Road to smoke.**

**Please, no smoking anywhere on campus,
including in your vehicles.**