Waabigwanii-Giizis (Flower Moon)

Red Cliff Education Division Newsletter

Sugar Bush Season was Great!!!

Sugar bush season is all wrapped up, coming to a complete end on Sunday, April 28th. We are so blessed with the amount of product and the fact that we got to give every ECC family their own jar to share with their family; if you do not have a need for the jars they can be returned to the ECC. The children had an amazing time and are still asking if there is sap to be collected! The ECC would like to give a special Miigwetch to the outstanding people that helped this season: Torch, Laura, Bob, Betty, John, Ed, Diane, Jay, Gloria, Mary, S., Maureen, Katy, Julie, Amber, Jenny, Gary, Patty, Carol, Sam L., Reggie, the bus drivers Keith and Terry, all the staff that assisted with the children and making sure we had all the much needed supplies. We would also like to thank Donny Sullivan for his extremely generous donations of wood!! It has been an amazing season with over 800 gallons of sap collected and boiled to produce nearly 20.5 gallons of syrup and candy!! The ECC held a feast with a mixture of plain, blueberry and wild rice-cranberry pancakes at our annual Health Fair Friday, April 26th and it was delicious; a special Miigwetch goes to the kitchen staff!!

Again we would just like to thank everyone who made this season so enjoyable and rewarding! If you have any suggestions for next year please let us know any time.

CHII-MIIGWECTH!!

Family Fishing Day

The ECC will host its annual family fishing day at the Red Cliff Fish Hatchery ponds on Friday, May 17th from 10am-12. Please bring a fishing pole if you have one, a lawn chair, mud boots and sun block. The ECC will provide lunch for the day. This event is open to all ECC families, including those on the waiting list. Hope to see you there and can't wait to join families for this much loved event!!

May 2013

Things to Remember:

- ECC Closed Monday, May 13th and Monday, May 27th
- Policy Council Meeting May 14th 12:30pm
- Language table with Rosie May 4th & May 11th 9am-12
- Food Sharing Project May 18th 10-1 @ Youth Center

Inside this issue:

Classroom Updates

Events Calendar

WIC Calendar

Literacy Resources

Teach Kids-Ride a Bike

No Tobacco Day

Safe & Sober Graduation

Waabigwanii-Giizis (Flower Moon)
May 2013 Events Calendar

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Pow wow is held every Wednesday at 10:45am			1	2	3 *10-1 Parenting Class @ ECC *Tribal Primary Elections 8-8 @ LW	4 Annual Library Rummage Sale at Pavilion 8-1 Language Table w/ Rosie 9-12
5	6 WIC Pick Up Tribal Council Mtg 4:30	7 WIC Pick Up	8 Blood Drive @ BHS 8-2	9 K-Bound Field Trip 10:30	10 Early Release for BHS	11 Language Table w/ Rosie 9-12
12 Mother's Day	13 ECC CLOSED Indian Day	14 WIC Pick Up 12:30 Policy Council Mtg	15	16 5-7 Language Table	17 Family Fishing Day 10-12	18 Food Sharing Project 10-1 @ Youth Center
19	20 JOM Senior Banquet	21 Tribal Council Mtg 4:30	22	23 5-7 Language Table	24	25
26	27 ECC CLOSED Memorial Day	28	29	30 5-7 Language Table	31	June 1

June 4th: Special Needs Training for Parents 5:30 @ ECC

Agongos News

MAY BIRTHDAYS!

Myles 5/14

Jeremy M. 5/15

Kenneth 5/27

We would like to say a chi miigwech to everyone who worked hard to make our AWESOME sugarbush happen this year!!!

MAY SOCIALIZATIONS

May 9th (Thursday)- Come join us for some planting fun from 5-7 p.m. at the ECC. Dinner will be .provided!!

May 17th (Friday)- Family Fishing day at the Red Cliff Fishery from 10-12. Lunch will be provided!

If you have any questions or concerns, feel free to contact us!

715-779-5039

Amber –ext. 235

Cindy-ext. 238

Gena-ext. 236

ECC CLOSINGS:

Monday, May 13th- Indian Day

Monday, May 27th- Memorial Day

SPRING HAS SPRUNG!

MAY 1, 2013

Waabooz Abiwin

Karen, Teresa and Fred

WAABOOZ ABINOOJIIYAN GIZHIGIIN (GROW FAST)

SPECIAL POINTS OF INTEREST:

- **Sunscreen forms**
- **Children WILL get dirty now that we are outside daily—be sure extra clothes and shoes/boots are here**
- **Sign in your child daily!**

This school year is going by so fast. The children have grown by leaps and bounds. They have learned so much and as each new day comes more achievements are made. Children love to be read to, group time, puppets and playing on the playground.

Children know many Ojibwe words too. Daga, keep using these words we send home daily.

We have individual lesson and group plans. For last month for group plans we focused on sensory. May we will work on large motor skills outside.

Gaweshimon:

LayDown

Apagidoon:

Throw it

OJIBWE WORDS

Henry follows two step directions in Ojibwe.
Tim likes to bang on the drum.
Loyalty is crawling.
Silas dumps his food in the bin.
Clayton can put the coins in the bank.
Maycee can drink from an open cup.
Warren is taking steps.
Adena gets her jacket to go outside.

We *love* having your child here with us!

Amik Room News
Waabigwanii-Giizis
(Flower Moon)

We are so excited that the weather is warming up and will be spending lots of time outdoors, learning new Ojibwemowen, exploring and trying new things!

The Amik students have been doing a fabulous job sharing with their friends, welcoming different adults into the classroom and speaking Ojibwemowen.

As always we ask that you give us a call when your child will be absent or late. You can even call and leave a message the night before!

Language tables will continue in May through July on Thursdays at 5 unless it is a week that Rosie is here.

~Wendy and Shenna

779-5030 ext 225

Reminders:
***ECC Closed**
May 13th & 27th
***Family Fishing Day**
May 17th 10am

WAABIGWAANI-GIIZIS

Makwa Abiwin **2013**

Awegonen ezhichigeyaang?

Boozhoo gakina awiiya! Ziigwan noongom. It has started to get so beautiful outside and we are excited to explore the beginnings of spring. Remember, it is going to be muddy outside. We will need plenty of extra clothes that can GET DIRTY. Baseball caps are also a good idea to protect us from sun and bugs. Please remember to update the medical forms in the classroom so we can keep using sunscreen, lotions and other medicines to keep our skin healthy.

Ziigwan

This month we will be learning about how plants grow, the connections between plants and the animals and our place here with the earth. We will be outside every day exploring the woods, the dirt and our surroundings.

Transitions!

We only have two more months until we become Head Start kids! We are so excited about moving into the next room. Bus transitions will begin in May. Please be sure to fill out your emergency contacts and learn your transition schedule. This month we will be PICK UP only, ONCE a week.

Room assignments will come in the next month. We will be working closely with your child's head start teacher to make the transition as smooth as possible. Let us know if there is anything YOU need to make the move easier on you and your family. We will be working hard on some of the expectations for head start. These in clude circle time, classroom rules and potty training. Let us know if you have

Ikidowinan

- **Miinaande (it is purple)**
- **Miinaanzo (s/he is purple)**
- **Moose (worm)**
- **Memengwaa(butterfly)**
- **Waabigwan (flower)**
- **Aki (earth/dirt)**
- **Aaniin enwed? (What sound does the animal make?**

Boozhoo Esiban Classroom,

For the month of may we will be talking about ziigwan. Your children are growing so fast and we are learning so many things. We have been working real hard on self help skills such as: getting dress and cleaning up after themselves.

We just want to say chi-miigwetch for sharing them with us.

Ojibwemowin: izhadaa agwajiing (let's go outside)

Giminochige (you're doing good)

Gidaa-izhichige (try it again)

Happy May day!!!!

Mike, Maddie and Julie

ozhigaabawig

Ma'iingan News!

What's happening...

We would like to say a special....

WELCOME BACK!! To Miss Linda! We sure missed her when she was gone and we are happy to have her back.. It is great to see her smiling face and all of the new ideas she is bringing into our classroom.

We said farewell for now to Miss Bernice who was an amazing sub in our classroom. We will miss her fun ideas and look forward to seeing her again when she comes into our classroom as a sub.

The children were busy again this month working on the kindergarten readiness skills. This past month we focused on concepts such as letter recognition, primary and secondary colors and taking care of our own needs. The children always enjoy the feelings of pride when they master these concepts. What a bunch of smarties we have in our classroom! !!

Spring has sprung!!

What's New.....

This month we will be talking about the things we see in spring! We will focus on bugs, gardening and life cycles. Spring has definitely sprung in our neck of the woods. We plan to get outside as often as possible to not only explore the signs of spring, but enjoy them as well.

PLEASE SEND SPARE SOCKS, PANTS AND OTHER CLOTHES TO SCHOOL!!!!

'Ma'iingan Room

Miss Alicia, Miss Linda and Miss Beth

(715) 779-5030 ext 245

Special points of interest:

☺ PLEASE remember to send jackets each day with your child! While warmer weather has finally arrived, it is still chilly in the morning when we go outside.

Miigwech!

Ojibwemowin:

SPRING:

ZIIGWAN

GARDEN/FARM:

GITIGAAN

Mashkodebizhiki

Yippie!! Spring is finally here. Hopefully we are in for a lot of warm, sunny weather. Unfortunately, the warm weather means a muddy playground for a little while. Please be sure to send your child to school with mud boots or other footwear that can get wet and muddy. We have to have shoes on our feet throughout the day and it is no fun wearing wet socks and shoes. The temperatures are also hit and miss this month so layers are a great idea. A light jacket with a sweatshirt is the best way to help ensure your child stays warm in the morning without getting too hot later in the day. Extra clothes are also a big thing right now. Many of the kids have clothes from the fall that they have grown out of and some have heavy winter clothes. Please give us a call or stop in to see what they have and what they may need. We appreciate all of your help.

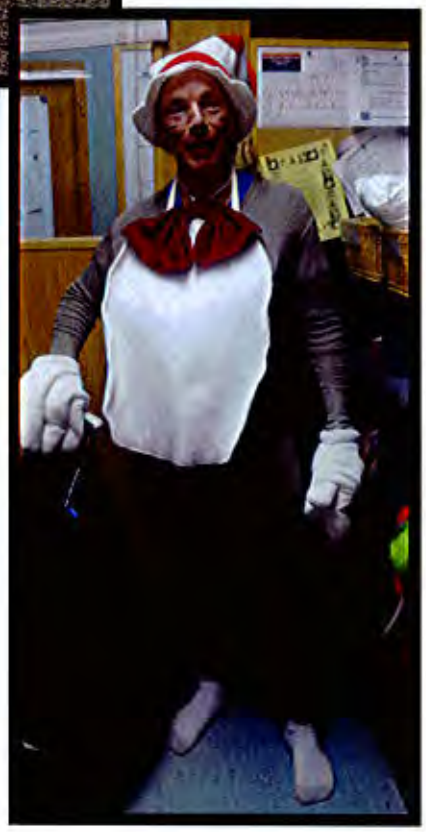
We want to say goodbye to Ms. Linda and thank her for everything that she did with us while she was here. We had a lot of fun and learned a lot of new things. We had a very busy but fun Cat in the Hat unit that wrapped up with The Cat in the Hat giving all the kids hats that were made with love by Ms. Bernice.

Another bit of news is that Ms. J is back!! The kids were really excited to see her back in the room. They missed her a lot and couldn't talk fast enough to catch her totally up on all the things that happened in their lives since she left. Welcome back Ms. J!

The month of May will bring some planting, worm digging, mud exploration and lots of walks down the road to find adventure. Just stopping to listen to the sounds in the woods can spark a fifteen minute conversation with your child that can spinoff in many different directions. Take the time to listen and you just might hear something amazing. Enjoy the warm weather and all the joys that Spring brings!

Ms. Virginia, Ms. J and Ms. Jenn

The Cat in the Hat comes for a visit to the Mashkode Room



MIGIZI

May 2013

Waabigwanii-Giizis

"Flower Moon Month"

Boozhoo!

The Children are excited that the snow is finally melting and the sunny warm weather is coming. This month the children in the migizi classroom will be to working on skills that will help increase memory, regconiation of what is a number, v's alphabet, identify the upper and lowercase alphabets, Science, cooking , ojibwemowin numbers, and helping K-Bound children prepare for the big lunch room skills.

*Second Step– Personal Touch, Giving and getting safe touches and Accidents "I didn't mean it and are you ok.

*Planting flowers for Mother's Day.

*Hatching chicken and duck eggs

Ms. Diann, Ms. Tracy and Ms. Patsy

VOLUME 3, ISSUE 2

SPRING 2013

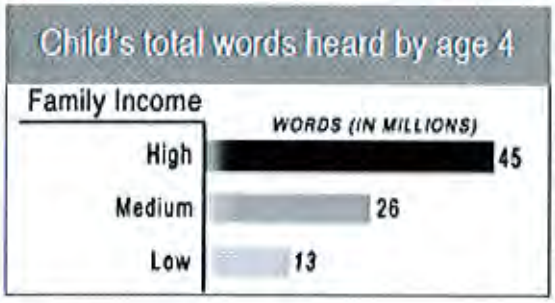
NEWS! from the office in the little hall

ECC Education and Abilities Quarterly Newsletter

Mark Your Calendars

- *April 16 and 17 ~ Kindergarten Enrollment & Experience Days*
- *May 9 ~ Kindergarten Field Trip to the Bayfield School*
- *May 17 ~ Family Fishing Day*

The Importance of Vocabulary



Meaningful Differences Hart & Risley

In *The Read-Aloud Handbook* (2006), Jim Trelease makes powerful arguments for reading aloud to children. Old news for us, right? One of the main benefits in reading aloud to children is the expansive vocabulary presented in books. The graph on the left shows the number of words in millions that children hear by age four. The difference between low income and high income children is over 30 million words.

Reading to children helps provide them with a vital component of vocabulary — "rare words." Adults all have about ten thousand words that we use in every day conversation but it is the "rare words," those big, fat, juicy words that play a critical role in reading comprehension. If we don't normally use "rare words" in conversation, how do we give them to children? Books.

Effective Techniques that Build Vocabulary

Targeting specific words during *repeated* read-alouds gives children multiple opportunities to hear and understand words in context. Planning for intentional vocabulary building is just good practice. Planning for read-alouds means that teachers don't only plan <u>which</u> books to read but <u>how</u> those books will be read.

The table on the next page, taken from *Repeated Interactive Read-Alouds in Preschool and Kindergarten* (McGee & Schickedanz, 2007) illustrates how this looks in classroom practice. Reading the same book across three days provides children with opportunities to interact with the story and engage with the reading experience. Each day builds increasing awareness and understanding of vocabulary.

This read aloud technique is very different from what we are currently doing. I am not suggesting that if a child requests a specific book that the request is turned down because that book is not planned for that week. On the contrary; following a child's lead is also important. You can read another book <u>and</u> your planned read-aloud.

TABLE 1
Components of repeated interactive read-aloud

	First read-aloud	Second read-aloud	Third read-aloud: Guided reconstruction
Book introduction	Give a few sentences introducing the main character and central problem. Use illustrations on the book cover, back, and title page as needed.	Remind children that they know the characters and some things the character does. Ask questions about the characters and problem.	Invite children to identify the problem and describe the solution. Have children recall the title of the book.
Book reading	Insert vocabulary enhancements for 5-10 vocabulary words by pointing to illustrations, gesturing dramatically, or inserting a few definitions. Make comments that reveal what the main character is thinking or feeling. Ask a few follow-up analytical questions based on your comments.	Insert vocabulary enhancements for the same vocabulary, including more verbal definitions. Make comments that reveal what other characters are thinking or feeling. Ask more analytical follow-up questions.	Before reading a double page, show the illustration and ask, "What is happening here?" Follow up children's comments by extending comments or asking for clarification. Read some of the pages of text. When appropriate, before turning to the next page, ask, "Who remembers what will happen next?" Call attention to some vocabulary in different contexts.
After-reading discussion	Ask a "why" question that calls for explanation. Use follow-up questions to prompt answers. Demonstrate how to answer the question by saying, "I'm thinking...."	Ask another "why" question or ask, "What would have happened if...?" Use follow-up questions to prompt children's thinking.	Ask another "why" question or ask, "What would have happened if...?"

While you are planning your weekly read-aloud, please remember non-fiction books. Our children will encounter many more non-fiction books in kindergarten. In fact, the Common Core has a whole component devoted to informational text. Any early experiences and exposure we can provide now, will help our children in the future.

Want to know more?

McGee, L.M. & Schickedanz, J.A. (2007)*Repeated interactive read-alouds in preschool and kindergarten.* Available from: http://interactivereadalouds.pbworks.com/f/Repeated+Interactive+Read-Alouds+in+Pre-School+and+Kindergarten.pdf

Trelease, J. (2006) The Read-Aloud Handbook. Available in Marianne's office.

***Stop by my office and I will be happy to copy additional research and journal articles about interactive book reading and focused vocabulary instruction.

Parent Empowerment Training

An invitation is extended to all parents of K-12 children, staff and community members that may work with or have children with **special educational needs;** this may be related to an IEP, IFSP or other needs.

DATE: Tuesday, June 4th, 2013

TIME: 5:30pm

LOCATION: Red Cliff Early Childhood Center

Special Presenters:

Don & Jerianne Rosin

Special Education

Child Care will be provided, however it is extremely important that you call and RSVP to ensure child care. Please contact Nicole Boyd at 779-5030 ext 253 to reserve for child care.

Dinner will be served from 5:00-5:30pm

ECC Family Fishing Day

FRIDAY, May 17th 2013

10:00 a.m. at the Red Cliff Fish Hatchery on Hwy 13 N. (past Casino about 2 miles)

Bring fishing poles, lawn chair and mud boots if you have them.

All ECC families invited (center and home based)!!
Families on the waiting list too!!!!

COOKOUT: LUNCH PROVIDED!!!

April 25, 2013

DEAR ECC FAMILY:

I accepted the position of Health/Mental Health Manager in late March and am very excited about my new role here at the Center. I am looking forward to connect and/or assist with your family throughout your child's school years here. One of my tasks is to have the medical and dental records updated before the end of the school. The 2012-2013 End of the School Year is fast approaching.

SCHOOL ENDS JULY 18TH.

So I am sending this quick QUESTION/REMINDER:

Are the Medical/Dental records up to date for your child(ren)?

Maybe; you have questions, want an update of your child's health record, or would like some assistance regarding health information give us a call at the ECC. The **phone Number is: 712-779-5030**

Patt Kenote-DePerry, Health/Mental Health Manager ext. 256 or Judy Ludwig Health Assistant ext. 255

Chi Miigwech

2013 Recommended Immunizations for Children from Birth Through 6 Years Old

Birth	1 month	2 months	4 months	6 months	12 months	15 months	18 months	19–23 months	2–3 years	4–6 years
HepB	HepB			HepB						
		RV	RV	RV						
		DTaP	DTaP	DTaP		DTaP				DTaP
		Hib	Hib	Hib	Hib					
		PCV	PCV	PCV	PCV					
		IPV	IPV	IPV						IPV
				Influenza (Yearly)*						
					MMR					MMR
					Varicella					Varicella
					HepA§					

Is your family growing? To protect your new baby and yourself against whooping cough, get a Tdap vaccine towards the end of each pregnancy. Talk to your doctor for more details.

Shaded boxes indicate the vaccine can be given during shown age range.

NOTE: If your child misses a shot, you don't need to start over, just go back to your child's doctor for the next shot. Talk with your child's doctor if you have questions about vaccines.

FOOTNOTES:

* Two doses given at least four weeks apart are recommended for children aged 6 months through 8 years of age who are getting a flu vaccine for the first time and for some other children in this age group.

§ Two doses of HepA vaccine are needed for lasting protection. The first dose of HepA vaccine should be given between 12 months and 23 months of age. The second dose should be given 6 to 18 months later. HepA vaccination may be given to any child 12 months and older to protect against HepA. Children and adolescents who did not receive the HepA vaccine and are at high-risk, should be vaccinated against HepA.

If your child has any medical conditions that put him at risk for infection or is traveling outside the United States, talk to your child's doctor about additional vaccines that he may need.

For more information, call toll free **1-800-CDC-INFO** (1-800-232-4636) or visit **http://www.cdc.gov/vaccines**

CDC

U.S. Department of Health and Human Services
Centers for Disease Control and Prevention

AMERICAN ACADEMY OF FAMILY PHYSICIANS
STRONG MEDICINE FOR AMERICA

American Academy of Pediatrics
DEDICATED TO THE HEALTH OF ALL CHILDREN™

Vaccine-Preventable Diseases and the Vaccines that Prevent Them

Disease	Vaccine	Disease spread by	Disease symptoms	Disease complications
Chickenpox	Varicella vaccine protects against chickenpox.	Air, direct contact	Rash, tiredness, headache, fever	Infected blisters, bleeding disorders, encephalitis (brain swelling), pneumonia (infection in the lungs)
Diphtheria	DTaP* vaccine protects against diphtheria.	Air, direct contact	Sore throat, mild fever, weakness, swollen glands in neck	Swelling of the heart muscle, heart failure, coma, paralysis, death
Hib	Hib vaccine protects against *Haemophilus influenzae* type b.	Air, direct contact	May be no symptoms unless bacteria enter the blood	Meningitis (infection of the covering around the brain and spinal cord), intellectual disability, epiglottitis (life-threatening infection that can block the windpipe and lead to serious breathing problems), pneumonia (infection in the lungs), death
Hepatitis A	HepA vaccine protects against hepatitis A.	Direct contact, contaminated food or water	May be no symptoms, fever, stomach pain, loss of appetite, fatigue, vomiting, jaundice (yellowing of skin and eyes), dark urine	Liver failure, arthralgia (joint pain), kidney, pancreatic, and blood disorders
Hepatitis B	HepB vaccine protects against hepatitis B.	Contact with blood or body fluids	May be no symptoms, fever, headache, weakness, vomiting, jaundice (yellowing of skin and eyes), joint pain	Chronic liver infection, liver failure, liver cancer
Flu	Flu vaccine protects against influenza.	Air, direct contact	Fever, muscle pain, sore throat, cough, extreme fatigue	Pneumonia (infection in the lungs)
Measles	MMR** vaccine protects against measles.	Air, direct contact	Rash, fever, cough, runny nose, pinkeye	Encephalitis (brain swelling), pneumonia (infection in the lungs), death
Mumps	MMR**vaccine protects against mumps.	Air, direct contact	Swollen salivary glands (under the jaw), fever, headache, tiredness, muscle pain	Meningitis (infection of the covering around the brain and spinal cord) , encephalitis (brain swelling), inflammation of testicles or ovaries, deafness
Pertussis	DTaP* vaccine protects against pertussis (whooping cough).	Air, direct contact	Severe cough, runny nose, apnea (a pause in breathing in infants)	Pneumonia (infection in the lungs), death
Polio	IPV vaccine protects against polio.	Air, direct contact, through the mouth	May be no symptoms, sore throat, fever, nausea, headache	Paralysis, death
Pneumococcal	PCV vaccine protects against pneumococcus.	Air, direct contact	May be no symptoms, pneumonia (infection in the lungs)	Bacteremia (blood infection), meningitis (infection of the covering around the brain and spinal cord), death
Rotavirus	RV vaccine protects against rotavirus.	Through the mouth	Diarrhea, fever, vomiting	Severe diarrhea, dehydration
Rubella	MMR** vaccine protects against rubella.	Air, direct contact	Children infected with rubella virus sometimes have a rash, fever, swollen lymph nodes	Very serious in pregnant women—can lead to miscarriage, stillbirth, premature delivery, birth defects
Tetanus	DTaP* vaccine protects against tetanus.	Exposure through cuts in skin	Stiffness in neck and abdominal muscles, difficulty swallowing, muscle spasms, fever	Broken bones, breathing difficulty, death

Last updated on 03/20/2013 • CS239274-A

* DTaP combines protection against diphtheria, tetanus, and pertussis.
** MMR combines protection against measles, mumps, and rubella.

WISCONSIN WIC HERE FOR YOU

As a courtesy to all WIC participants, here is a list and calendar of pick up days for the year of 2013
Please feel free to share any comments or concerns, all input is helpful in making this program successful.

WIC Pick up days 1st and 2nd Mondays and Tuesdays of the month.

Jan. 7,8,14&15

Feb. 4,5,11&12

March 4,5,11&12

April 1,2,8&9

May 6,7,13&14

June 3,4,10&11

July 1,2,8&9

Aug. 5,6,12&13

Sep. 2,3,9&10

Oct. 7,8,14&15

Nov. 4,5,11&12

Dec. 2,3,9&10

2013

January

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March

S	M	T	W	T	F	S
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	5	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Food Shelf Temporarily Closed

May 1 to May 25th, 2013 We will be closed for distributing food at the New Housing Rd. location.

We ask for your patience and understanding while we are starting the Food Shelf Commercial Kitchen

We have notified the surrounding food pantries

Bayfield Food Shelf and Cornucopia Food Pantries will be available for you as well as the BRICK.

For more information contact 715-779-3706

The Red Cliff Band of Lake Superior Chippewa

cordially invite you to attend the

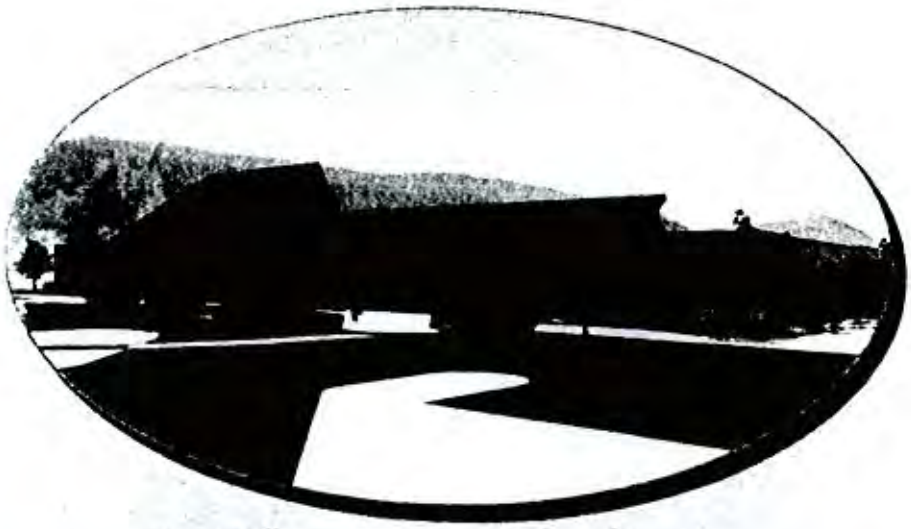
Ground Breaking

for the

New Red Cliff Community Health Center

May 8, 2013 at 10:00 a.m.

The Celebration will begin at 10:00 a.m. on the grounds of the new Health Center with the opening prayer beginning at 10:00 a.m. and continue with keynote speakers, ground breaking, honor song and a traditional feast provided by Legendary Water's Resort & Casino



For more information and directions to the ground breaking celebration contact: Jeanne Gordon at 715-779-3700 ext. 243 or email: jean.gordon@redcliff-nsn.gov

UW Extension
Cooperative Extension

Ashland/Bayfield Counties ■ University of Wisconsin-Extension

Basic Budgeting Workshop

Basic Budgeting is a free workshop offering tools to help people meet monthly household expenses, organize finances and build savings. Participants will create a monthly spending plan, explore saving strategies, discuss financial goals and identify community resources that can help.

Basic Budgeting is offered monthly at alternating locations in Ashland and Bayfield Counties. The next workshop will be held:

Tuesday, May 14
3:00-5:00 p.m.
Bayfield Carnegie Library
Lower Level
Free & Open to the Public

REGISTRATION IS REQUIRED FOR THIS FREE WORKSHOP

To register or learn about upcoming workshops call:

Bayfield County UW-Extension ■ 715-373-6104 ext. 252

or

Ashland County UW-Extension ■ 715-682-7017

An EEO/Affirmative Action employer, University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements. Requests for reasonable accommodations for disabilities or limitations should be made prior to the date of the program or activity for which it is needed. Requests will be kept confidential.

CHEQUAMEGON HUMANE ASSOCIATION

FUN RAISER

CHA SAT., MAY 11

at Legendary Waters Casino in Red Cliff

3 miles north of Bayfield on Lucky Hwy 13

Spaghetti Feed

11 - 2 pm
$6/plate

includes spaghetti, salad & dessert

Family Fun

11 - 2 pm

- **kids' games**
- **face painting**
- **balloon twisting**
- **hair braiding**
- **fortune telling**

Talent Show

2 - 4 pm
High school & Grade School Kids

LIVE in Concert

$10 admission **8 pm**
Must be 21 • Cash Bar

- Warren **NELSON**
- Corey **CARLSON**
- Danny **GORDON**
- Kevin **SOULIER**

Not necessarily in order of appearance.

BUCKET & LARGE RAFFLES ALL DAY

For more information contact Sue @715-779-9771 or Carol @715-209-2190.

2013

Attention Bayfield High Seniors

"Ink Your Voice"

Writing Contest

Topic: "Why I Chose a Safe & Sober Graduation Celebration"

Format: Essay, Short Story, Poem, Lyrics
if you can write it, you can enter it!

In Order to Enter You Must:

- ✓ Be a 2013 Bayfield High School graduating senior
- ✓ Sign the 2013 Safe & Sober Graduation Pledge
- ✓ Turn Your Completed Entry Form and Writing Entry in to a class advisor by May 15, 2013 – You can pick up an entry form from your class advisor

Prizes: Two (2) $500 scholarships for the top two entries

Sponsored By the Red Cliff AODA Reduction Coalition & the Bayfield School's Safe & Supportive Schools Team

Red Cliff

Red Cliff Community Health Center + Bayfield County Health Department + Red Cliff Tribal Court + Bayfield County Court + Red Cliff AODA + Bayfield AODA + Red Cliff Early Childhood Center + Bayfield School + Red Cliff Law Enforcement + Bayfield County Sheriff's Department + City of Bayfield Police Department + Red Cliff Family Services + Red Cliff Human Services

AODA Reduction Team

May 2013

Dear Parents/Guardians and Community Members:

It's that time of year again! Congratulations to the graduating Class of 2013 and every person who helped them along the way! Graduation is an important milestone; the closing of one chapter and the beginning of another. It is also a time to celebrate and honor the accomplishments of our young people. It is our hope that all celebrations will be remembered forever as a very positive experience for everyone.

The purpose of this letter is to remind you that when alcohol is introduced as refreshment at graduation parties or any party, a variety of negative consequences can result.

Under Wisconsin law, unless accompanied by a parent, legal guardian or spouse who has attained the legal drinking age, no person under the age of 21 may possess or consume alcohol.

Buying a keg of beer or otherwise providing alcohol for teens at a high school graduation party is illegal and invites young people to drink illegally. If adults provide alcohol to persons under the age of 21, they are subjecting themselves to the potential for very serious civil and criminal liability:

⇒ A civil forfeiture of up to $500.00 may be imposed for simply providing alcohol to a person under the age of 21.

⇒ If anyone provides alcohol to a person under the age of 18 and the underage person dies or suffers great bodily harm as a result of consuming the alcohol provided, the person who provided it may be charged with a felony criminal offense.

⇒ If anyone knowingly provides alcohol to a person under the age of 21, and the alcohol provided is a substantial factor in causing injury to a 3rd party, the person providing the alcohol is subject to civil liability for damages to the injured 3rd party.

It is important to keep in mind these consequences are over and above the unnecessary pain and suffering which occurs whenever someone is injured – or worse, as a result of underage drinking.

We care about the welfare of you and your teens. We want all of you to enjoy your graduation celebrations. The negative consequences outlined above are easily avoidable. We encourage all parents and party hosts to NOT make alcoholic beverages available to teens at graduation parties or any parties. For more information please visit the Drug Free Action Alliance website and view the Parents Who Host Lose the Most campaign:

http://drugfreeactionalliance.org/parents-who-host

Respectfully,

Red Cliff AODA Reduction Team Members

Love Yourself, Honor Your Success, Respect Your Future

Welcome aboard the Miskwaabekong Transit

The Red Cliff area transit service is a public transportation service offering rides to anyone needing transportation within the Red Cliff area. We also can get you to the BART bus stop if you have to travel to other Chequamegon Bay Communities.

To get a ride simply call

682-9664

And a bus will be dispatched for you.

Or Call 715-209-7200 for direct line

While You are riding

Please observe the following rules and suggestions to ensure a safe and pleasant trip.

1. Save the front seats for senior citizens and people with disabilities.
2. Do not have distracting conversations with the bus operator.
3. The use of improper language, boisterous behavior or fighting may result in a rider being prohibited from riding the bus.
4. No personal errand stops are allowed, once you leave the bus you pay a new fare.
5. No Smoking on the bus.

Miskwaabekong Transit

Operation Hours:

Monday-Friday: 6:00 AM-8:30 PM

Saturday: 6:00 AM-6:30 PM

Bus Service will not be available on Federal and Tribal Holidays. Please call dispatch for more information.

715-682-9664

MISKWAABEKONG
-TRANSIT-

88385 Pike Rd, Hwy 13
Bayfield, WI 54814
Office Phone: 715-779-3700
Jeff Benton: ext. 234
Kathy Barri: ext. 287
Bus direct line: 715-209-7200
Dispatch: 715-682-9664
Email: rctransit@redcliff-nsn.gov

Rev: 04/2013

Up to 50% of the operating deficit of this project is expected to be covered by federal funding provided by the Federal Transit Administration under 49 USC § 5311 (CFDA 20.509).

MISKWAABEKONG

-TRANSIT-

A Public Transportation Service

Red Cliff Area Schedule

DOOR-TO-DOOR SERVICE
with transfers to BART Buses to other communities

715-682-9664

To get your ride

Miskwaabekong Transit is open to the public and an independent part of the regional system that connects to the BART system.

Miskwaabekong Transit is available to meet your everyday transportation needs. Whether it's for shopping, employment, medical, personal, social, or recreational purposes we have you covered.

Usually a 15 minute notice is all we need, but to avoid any scheduling problems or for connections with the BART bus try to call as far in advance as possible.

Miskwaabekong Transit runs:

Monday-Friday: 6:00 AM-8:30 PM

Saturday: 6:00 AM-6:30 PM

Dispatch services are handled through the BART Bus Service so call for your ride!

ALL RIDERS CALL

715-682-9664

TO SCHEDULE YOUR RIDE!

Specialized Services

Senior Citizen Riders are important to Miskwaabekong Transit. If you need assistance understanding the bus service, call 682-9664. Some people are nervous about using buses. Call and ask for our bus training assistant for help until you understand how to ride.

Disability Assistance- The Miskwaabekong Transit and all BART buses are equipped with a wheelchair lift. Riders needing special help are encouraged to call 682-9664 within 24 hours of your trip so we may assist with your special needs. (an eligibility card is required for additional ADA assistance. Call 682-9664 to receive an application).

Youth Riders- Ages 6 through 17 may ride unattended and must pay the appropriate fare found on the cash fare table. Children below 6 years of age must be accompanied by an adult and ride free.

While you are riding you must be courteous to others using the bus. The bus driver is responsible for a safe and pleasant trip for everyone. Absolutely no *foul* language will be tolerated. ***Follow the drivers instructions*** implicitly.

Cash Fare Table- Exact cash must be placed in the fare box upon boarding the bus. The driver does not give change, but may require a passenger to show the fare before entering it into the fare box.

Red Cliff Transit	Adult	Elder	Youth
Red Cliff/Bayfield Area			
Per Ride	**$1.00**	**$1.00**	**$1.00**

An additional fare is required to travel to other Bay Area Communities on the BART bus. Ask for a bus schedule from your driver.

Volume Passes offer the rider a discount for buying the pass in advance for use on Miskwaabekong Transit. This pass does not expire. Volume passes may be purchased by check or exact cash at Petersen Foods or LW Casino.

Volume Pass Rate

Volume Pass	Rate	Price
Based on rider fares	$20.00	$18.00

Passes for use on the BART busses sold separately.

How Much SUGAR are YOU Drinking?

Grams of Sugar Per Container

12 oz. can soda =	40 grams of sugar
20 oz. bottle soda =	68 grams of sugar
24 oz. bottle soda =	80 grams of sugar
1 liter (32 ounces) =	108 grams of sugar

Pop/Sugar Consumption for One (1) Week

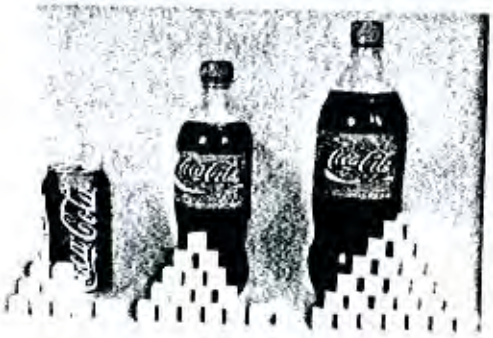
_____ # Drank per week

× _____ Grams per drink consumed

= _____ Total grams

÷ 4 (because 4 grams = a teaspoon)

= _____ Total teaspoons per week



Extension

WNEP education is supported by the USDA Food Stamp Program, UW-Extension, FoodShare Wisconsin plus Ashland and Bayfield County partners. In Wisconsin, FoodShare can help provide a healthy diet. To find out more about FoodShare call Ashland County Health and Human Services Department (715) 682-7004, Bayfield County Department of Human Services (715) 373-6144 or the FoodShare office at Odanah (715) 682-7127 or Red Cliff (715) 779-3706.

How Much MONEY are YOU Drinking?

	Cost Per Container
12 oz. can soda =	$1.19
20 oz. bottle soda =	$1.39
24 oz. bottle soda =	$1.79
1 bottle sports drink =	$1.99
1 can energy drink =	$2.39
Add your own_____=	$_____

My Drink of Choice _____

_____ # consumed per week

x _____ Cost per container

x 4 Weeks per month

= _____ Total cost per month

x 12 Months per year

= _____ **Total cost per year**

Extension

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Be a Healthy Role Model for Children

10 Tips for Setting Good Examples

You are the most important influence on your child. You can do many things to help your children develop healthy eating habits for life. Offering a variety of foods helps children get the nutrients they need from every food group. They will also be more likely to try new foods and to like more foods. When children develop a taste for many types of foods, it's easier to plan family meals. Cook together, eat together, talk together, and make mealtime a family time!

1 show by example

Eat vegetables, fruits, and whole grains with meals or as snacks. Let your child see that you like to munch on raw vegetables.

2 go food shopping together

Grocery shopping can teach your child about food and nutrition. Discuss where vegetables, fruits, grains, dairy, and protein foods come from. Let your children make healthy choices.

3 get creative in the kitchen

Cut food into fun and easy shapes with cookie cutters. Name a food your child helps make. Serve "Janie's Salad" or "Jackie's Sweet Potatoes" for dinner. Encourage your child to invent new snacks. Make your own trail mixes from dry whole-grain, low-sugar cereal and dried fruit.

4 offer the same foods for everyone

Stop being a "short-order cook" by making different dishes to please children. It's easier to plan family meals when everyone eats the same foods.

5 reward with attention, not food

Show your love with hugs and kisses. Comfort with hugs and talks. Choose not to offer sweets as rewards. It lets your child think sweets or dessert foods are better than other foods. When meals are not eaten, kids do not need "extras"—such as candy or cookies—as replacement foods.

6 focus on each other at the table

Talk about fun and happy things at mealtime. Turn off the television. Take phone calls later. Try to make eating meals a stress-free time.

7 listen to your child

If your child says he or she is hungry, offer a small, healthy snack—even if it is not a scheduled time to eat. Offer choices. Ask "Which would you like for dinner: broccoli or cauliflower?" instead of "Do you want broccoli for dinner?"

8 limit screen time

Allow no more than 2 hours a day of screen time like TV and computer games. Get up and move during commercials to get some physical activity.

9 encourage physical activity

Make physical activity fun for the whole family. Involve your children in the planning. Walk, run, and play with your child—instead of sitting on the sidelines. Set an example by being physically active and using safety gear, like bike helmets.

10 be a good food role model

Try new foods yourself. Describe its taste, texture, and smell. Offer one new food at a time. Serve something your child likes along with the new food. Offer new foods at the beginning of a meal, when your child is very hungry. Avoid lecturing or forcing your child to eat.

UW Extension

Source: USDA Center for Nutrition Policy and Promotion. Go to MyPyramid.gov for more information.

WNEP education is supported by the USDA Food Stamp Program, UW-Extension, FoodShare Wisconsin plus Ashland and Bayfield County partners. In Wisconsin, FoodShare can help provide a healthy diet. To find out more about FoodShare call Ashland County Health and Human Services Department (715) 682-7004 or Bayfield County Department of Human Services (715)373-6144.

► Put Limits on Juice

If your child likes juice, be sure to serve 100% juice. Also follow these recommended limits:

- → Up to 6 months old: no juice
- → 6-12 months olds: no more than 2-4 ounces per day, always served in a cup
- → 1-6 years old: 4-6 ounces of juice per day
- → 7-18 years old: 8-12 ounces of juice per day

Say No to Soda

Soft drinks are commonly served to kids, but these carbonated beverages have no nutritional value and are high in sugar. Drinking soda and other sugared drinks is associated with tooth decay. Colas and other sodas often contain caffeine, which kids don't need. In addition, soft drinks may be taking the place of calcium-rich milk.

If soda habits start when kids are little, chances are they will drink increasing amounts as they get older. In older kids and adolescents, drinking soda has been linked to excessive weight gain and other problems.

That said, many kids like soda and will request it. As a rule, don't serve it to babies, toddlers, or preschoolers. With older kids, let them know it's a once-in-a-while beverage. Don't ban it entirely if your kids like it now and then - that's likely to make it more alluring and them more inclined to overdo it when they get the chance!

Source: KidsHealth

SERVE WATER AND MILK

For kids of all ages, water and milk are the best choices, so let them flow. Not only is water calorie-free, but drinking it teaches kids to accept a low-flavor, no-sugar beverage as a thirst-quencher. Because a cup of milk has 300 milligrams of calcium, it can a big contributor to your child's daily needs.

Current dietary guidelines recommend that children ages 2-8 consume 2 cups of low-fat milk everyday. Children 9 and older should have 3 cups per day.

Fruity Spritzer

8 oz. (1 cup) sparkling water
1 heaping teaspoon 100% frozen fruit juice con centrate (try orange, grape etc..)
Ice

Mix sparkling water and juice concentrate together.
Add more juice if you want a stronger or sweeter taste.
Try different combinations of juice.
Add slivers of orange, lemon or lime.
Relax and Enjoy!

UW-EXTENSION

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UW-EXTENSION

Healthy Drinks for Kids

► There's a lot of talk about getting kids to eat healthy, but what about getting them to drink healthy?

Wisconsin Nutrition Education Program

The Child Development Project is the only infant and early childhood mental health clinic in Northern Wisconsin. The Project offers clinical services for children birth to eight years of age. Services available include:

Infant Mental Health
Early Childhood Mental Health
Preschool Behavior Problems
Child Counseling
Maternal Mental Health

All children are served regardless of income, race, color or creed.

The Child Development Project is approved by the University of Wisconsin-Superior Institutional Review Board.

CHILD DEVELOPMENT PROJECT

1500 N. 34th Street
Superior, WI 54880

or

301 13th Street
Ashland, WI 54806

Ph: 218.310.1693

Fax: 888.724.4599

MARK BOLEN
906-364-2578

CHILD DEVELOPMENT PROJECT

Northern Wisconsin's only Infant and Early Childhood Mental Health Clinic

218-310-1693

With clinics in Ashland and Superior, WI

The Child Development Project was started by Dr. Jim Geidner, Ph.D. and grew out of the need for high quality clinical services for infants, young children and families in Northern Wisconsin. Dr. Geidner has held several faculty positions and affiliations, including University of Chicago, Rush Medical School, University of Illinois School of Nursing and Southern New Hampshire University. He is an expert in Infant Mental Health and Early Childhood Mental Health. Dr. Geidner has over twenty years experience working with children. He is currently an Associate Professor at University of Wisconsin, Superior and Director of the Child Development Project.

Call today:

218.310.1693

CHILD DEVELOPMENT PROJECT

The Child Development Project is a research based clinic affiliated with the University of Wisconsin, Superior. The Project is a cooperative effort among faculty in Early Childhood, Counseling, Health and Human Performance and Special Education. The Project works in collaboration with Family Forum Head Start and Early Head Start.

INFANT MENTAL HEALTH

Infant Mental Health services are offered to families with children between the ages of birth to three. Assessment, dyadic therapy, individual and maternal mental health services are available.

EARLY CHILDHOOD MENTAL HEALTH

Counseling services are offered to children between the ages of 3 - 8 years. Assessment, play therapy, behavioral, individual and family services are available.

WORKSHOPS

Child Development Project regularly conducts trainings and workshops on infant/early childhood mental health for practitioners at schools, clinics and hospitals. Call today to discuss your training needs.

COMMON REFERRALS

Attachment and bonding concerns, postpartum depression, postpartum psychosis, fussy baby, trauma, preschool behavior problems, abuse, divorce, relationship problems, depression, anxiety, school failure, poor attention and developmental delay.

Read Anything and Everything with Your Child

In our classroom, we introduce the children to different kinds of writing—storybooks, books about topics we are studying, magazines, how-to guides, recipes, and content on the web. These are the kinds of writing that children and adults read in school and in daily life. You can read anything and everything with your child too. This helps your child learn how and why writing and reading are important and useful. Here are some ideas.

Read magazines and newspapers. Talk about the photos and illustrations. Find an article by using the table of contents page. Discuss the different sections, such as sports, local news, and advertising.

Write a letter together. Use it to say "Thank you," "I hope you feel better soon," or just "Hello." Explain why you write the date and include the name of the person whom you are writing to. Sign it and have your child sign her name too.

Follow a recipe in a book or instructions on a food container. Work as a team to gather the ingredients. Then follow the directions step-by-step. Ask your child to help you figure out what comes next.

Read a variety of books. At the library, help your child pick storybooks, nonfiction books, and books to read together. Your child might choose a book of poems or a book with lots of detailed pictures to look at together.

A message from your child's teacher _____

Spending Time Outdoors with Your Child

Our class goes outdoors as often as possible. The children run, swing, climb, ride trikes, pull wagons, go for walks, and kick and throw balls. They also do many of the activities we enjoy inside, like reading, painting, doing puzzles, eating snack, and making music. We believe that almost anything children do indoors can be an outdoor activity too. Family time outdoors benefits children and parents.

Add a short walk to your evening routine. After dinner and dishes, hit the pavement. Look up at the stars, keep an ear out for sounds of the night, tell a story about when you were young, and listen while your child tells you about his or her day.

Plant, tend, and harvest flowers or vegetables. You can plant seeds or plants in a container (pot, window box, bucket, or even a trash can) in your yard or a neighborhood garden plot. Your preschooler will enjoy digging, weeding, and watching the plants flourish. You could grow salad—cherry tomatoes, cucumbers, and lettuce—or plant flowers that grow to different heights, like marigolds and sunflowers.

Enjoy all kinds of weather. Try to go outdoors, regardless of weather conditions. Plan short activities when it is very cold or hot; enjoy more outside time when the weather is fine. Preschoolers love walking in the rain; just be sure to wear waterproof boots and hooded raincoats. Layers are important on cold days—as you get warmer you can take off a jacket, hat, or mittens. In summertime be sure everyone wears a sun hat and sunscreen and drinks plenty of water.

© ISTOCKPHOTO.COM/DAVIDFOREMAN

Play games. Share the games you played when you were a child, like hopscotch, jacks, Simon Says, and charades. Play board games on a picnic table or blanket. Introduce skills preschoolers will one day use to play sports, such as kicking or dribbling a ball or hitting a foam ball back and forth using light rackets.

Enjoy the nature all around you. Whether they live on farms or in apartments, children need experiences in the natural word. Point out the nature all around you—new leaves on trees in the spring, bugs living under a rock or in a decaying tree stump, birds flying from bush to bush. Go strawberry or apple picking or visit a park, nature center, or farmers' market. Bring along nature guides, paper, crayons, measuring tools, containers, a magnifying glass, and binoculars so you can help your child become an enthusiastic nature investigator.

Tell us about the fun and learning you and your child enjoy outdoors. We will share your ideas with our classroom community.

A message from your child's teacher _____

What are Mouthing Tool-Toys?

Mouthing Toys are specially selected tool-toys designed to facilitate oral sensory awareness, jaw, lips and tongue movement, and increased language concepts and use in children.

The mouthing activity is a cooperative mouthing experience. This means that not only does the child mouth the tool-toy, but the adult mouths the tool-toy as well. The mouthing activity is guided by the adult.

The mouthing tool-toys in this Kit were carefully selected to provide a variety of shapes, sizes, and textures. All of the mouthing tool-toys are latex-free.

This Instruction Booklet offers several ways to use the following mouthing tool-toys:

Pairs of Food-Like Objects:

- 2 Oreo™ Cookies
- 2 Water-Filled Ice Cream (Bars or Cones)
- 2 Cupcakes with Icing
- 2 Brownies with Nuts
- 2 Pieces of Pie (Pizza or Pie)
- 2 Fruit Chewys
- 2 Nubby Donuts

Non-Food-Like Object:

- 3 Stretchy-Tubings

Instructions and suggestions are offered for each tool-toy, however, although you are encouraged to invent activities of your own. Use the too-toys to create an enjoyable, positive learning and developing time together for you and the child.

Please Note: Occasionally tool-toys may be substituted with comparable items due to discontinuation by the manufacturer.

Cleaning/Sterilizing Mouthing Tool-Toys

Place the solid-piece mouthing tool-toys in the enclosed mesh bag and put it on the top shelf of your dishwasher. Remove the items at the end of the wash cycle and before the heat cycle.

Or, let soak in one part bleach and nine parts water.

Or, scrub and rinse soapy water, soak the solid-piece oral-tools in a sanitizer solution such as StayFresh™. Spray the tools that are hollow (have air-holes). Rinse with water and dry.

Or, use a dry heat sanitizer such as the GermDoctor™ Sanitizer. (Both StayFresh™ and the GermDoctor™ are available through Speech Dynamics.)

Who Uses Mouthing Toys?

- Speech-Language Pathologists: initiate/design mouthing activities
- Occupational Therapists: initiate/design mouthing activities
- Classroom Teachers: do follow-up mouthing activities
- Classroom Assistants: do follow-up mouthing activities
- Parents/Caretakers: do follow-up mouthing activities

Mouthing activities are appropriate for young, cognitively aware, speech disordered children up to 5 years of age, as well as cognitively and/or physically impaired speech disordered teen-agers.

The Benefits of Cooperative Mouthing

Cooperative mouthing is an enjoyable and natural way to enable a child to discover the mouth and its sensory capabilities (how it feels), and motor capabilities (how it moves). Mouthing generates learning about the lips and how they pucker and retract and how air can invisibly blow through them. It stimulates awareness of the tongue and how it can move inside and outside the mouth; how it can touch and feel smooth and bumpy things; how it can lighten, loosen, push, and lick, sense temperature changes and taste a variety of flavors. Cooperative mouthing generates oral movements that develop oral physiological capabilities for speech production.

Breakfast Birdfeeder

The Breakfast Birdfeeder is an easy homemade birdfeeder craft that even toddlers can create. It's a great way to help your child invite birds into your yard!

Here's what you'll need...

- Stale bread or toast
- Cheerios, or any round shaped cereal
- Yarn
- Scissors
- Pen or Pencil

Here's how you make it...

1. With a pen or pencil punch holes into your bread slices and if not toasted, leave out until stale (overnight).

2. Using your yarn, string together the bread crusts and cereal and find a great place to hang it in your favorite tree! Soon you will have some little friends in your yard!

Pinecone Birdfeeder

The Pinecone Birdfeeder is an easy way to invite birds into your yard! Search around your yard or neighborhood for some pincones and the rest you'll probably find in your pantry!

Here's what you'll need...

- Pine cone (bigger is better)
- Peanut butter and something to spread it with
- Seeds, either bird feed or sunflower seeds/nuts
- Yarn and scissors to cut
- Paper plate

Here's how you make it...

1. Tie your yarn around your pinecone and then tie it again at the top so that you can hang it on your favorite tree.

2. Smear peanut butter into the groves of the pine cone, pour some seeds onto a paper plate and roll the cone around to coat it.

3. Hang it in your favorite tree, try and hang it by a strong branch so the birds have somewhere to perch! Hopefully soon you'll have some new friends arrive for a visit!

http://www.busybeekidscrafts.com/Pinecone-Birdfeeder.html

Granny's Veggie Spread

"My grandmother was a great Southern cook, and this was one of her recipes, so this recipe is very special to me. I hope you all enjoy it as much as all of us do." — Chelsea

Ingredients *Original recipe makes 4 cups*

- 1 (.25 ounce) envelope unflavored gelatin
- 2 tablespoons cold water
- 1 (16 ounce) jar mayonnaise
- 1 cucumber, peeled and finely chopped
- 1 green bell pepper, seeded and finely chopped
- 1 tomato – peeled, seeded and finely chopped
- 1 carrot, finely chopped
- 1 onion, finely chopped

Directions

Sprinkle the gelatin over the cold water in a bowl; let stand until softened, about 1 minute. Stir in the mayonnaise until smooth. Stir in the cucumber, green bell pepper, tomato, carrot, and onion. Cover and chill in the refrigerator for 1 hour before serving.

Fruit Pizza II

"A fruit covered cookie crust that is shaped like a pizza. Try using star fruit, peaches, bananas, kiwi, orange slices, blueberries, and pineapples." — Kay Craft

Ingredients *Original recipe makes 1 pizza pie*

- 1 (18 ounce) package refrigerated sugar cookie dough
- 1 (8 ounce) package cream cheese, softened
- 1 (8 ounce) container frozen whipped topping, thawed
- 2 cups sliced fresh strawberries
- 1/2 cup white sugar
- 1 pinch salt
- 1 tablespoon cornstarch
- 1/2 cup orange juice
- 2 tablespoons lemon juice
- 1/4 cup water
- 1/2 teaspoon orange zest

Directions

Preheat oven to 350 degrees F (175 degrees C). Slice cookie dough and arrange on greased pizza pan, overlapping edges. Press dough flat into pan. Bake for 10 to 12 minutes. Allow to cool.

In a large bowl, soften cream cheese, then fold in the whipped topping. Spread over cooled crust. You can chill for a while at this point, or continue by arranging the fruit.

Begin with strawberries, sliced in half. Arrange in a circle around the outside edge. Continue with fruit of your choice, working towards the middle. If bananas are used, dip them in lemon juice so they don't darken. Then make a sauce to spoon over fruit.

In a saucepan, combine sugar, salt, corn starch, orange juice, lemon juice and water. Cook and stir over medium heat. Bring to a boil, and cook for 1 or 2 minutes, until thickened. Remove from heat, and add grated orange rind. Allow to cool, but not set up. Spoon over fruit. Chill for two hours, then cut into wedges and serve.

Teach your Kids to Ride this May

Teaching your child to ride a bike can be a very rewarding experience; of course, we also recommend following up with a League Kids I course so their skills are street-ready. Click on the links below for tips and events to get you started.

When

Once a child can hold their head up and fit a helmet, they can be a passenger
Until about age five, kids should ride in a child seat, or better yet, a trailer
Kids need basic motor skills to operate a bike

Traffic

Explain to kids how traffic works; they have only been passengers
Teach them about yielding, passing, predicting and traffic law
Bicycle riders have to obey the same rules as cars and buses

Helmets

Let them pick out their helmet and they will want to wear it; wear yours also
Make sure that the helmet fits the child properly; level on the head and snug
Replace the helmet after a crash

Training Wheels

Training wheels help the child develop a sense of balance
Start with the training wheels solidly on the ground; they will hold the bike upright
Gradually raise the training wheels; remove them when they start to get in the way

Balance

Practice balancing in an open field or vacant parking lot
Have the child practice riding in circles as well as in a straight line
Show them how to use the brakes; get them to skid the rear wheel

Starting and Stopping

Children should learn to stop before entering the roadway
Look left, then right, then left again before proceeding
Driveways, sidewalks and crosswalks are potential danger zones

Riding Straight

Use a painted line in a parking lot
Straight-line riding will allow drivers to predict what the child will do
Predictability is important in any traffic situation; kids don't know this

Scanning and Signaling

Have the child ride straight and look back at you without swerving

http://www.safekids.org/safety-basics/little-kids/at-play/bike-and-wheels-safety.html

Children must scan for traffic in front of them as well as behind before signaling
Teach them how to signal right, left and stop and when to do it

Neighborhood Ride

Plan a ride with your child around you neighborhood and discuss possible dangers
Allow your child to lead
Include them in the planning of the ride

Transportation Choices

Bikes are vehicles; this is their introduction to driver's training
Plan a route with your child to get them to a friend's house or school by bike
At about 10, kids are ready for longer trips; make sure they make safe decisions

Bike and Wheels Safety for Little Kids At Play

Little kids look forward to being big kids, but they need to follow guidelines suitable for their age before they ride "big kid" bikes and playing other wheeled sports. Because they are not ready to ride bicycles, children under the age of five ride tricycles. Teach your child how to be safe while riding a tricycle or toy car and participate in other wheeled activities.

Top Tips

Before riding or wheeling:

- Every child (whether riding a tricycle or bike or as a passenger on an adult's bike) must wear a well-fitting helmet. The helmet should bear a sticker saying it meets standards set by the Consumer Product Safety Commission (CPSC).
- Always purchase tricycles and bicycles that are the right size for the child.
- Always take the child to the store when purchasing a helmet to ensure proper fit.

During riding or wheeling:

- Always supervise your children.
- Never allow children to ride in the street.
- Do not let children wear long or loose clothing (including dresses and wide-legged pants) that can get caught in bike chains or wheel spokes.
- Don't allow children to ride when it's dark.

http://www.safekids.org/safety-basics/little-kids/at-play/bike-and-wheels-safety.html

World No Tobacco Day

31 May 2013

Every year, on 31 May, WHO and partners everywhere mark World No Tobacco Day, highlighting the health risks associated with tobacco use and advocating for effective policies to reduce tobacco consumption. Tobacco use is the single most preventable cause of death globally and is currently responsible for killing one in 10 adults worldwide.

The theme for World No Tobacco Day 2013 is: **ban tobacco advertising, promotion and sponsorship.**
A comprehensive ban of all tobacco advertising, promotion and sponsorship is required under the WHO Framework Convention for Tobacco Control (WHO FCTC) for all Parties to this treaty within five years of the entry into force of the Convention for that Party. Evidence shows that comprehensive advertising bans lead to reductions in the numbers of people starting and continuing smoking. Statistics show that banning tobacco advertising and sponsorship is one of the most cost-effective ways to reduce tobacco demand and thus a tobacco control "best buy".

Most countries lack comprehensive bans

Despite the effectiveness of comprehensive bans, only 6% of the world's population was fully protected from exposure to the tobacco industry advertising, promotion and sponsorship tactics in 2010 (WHO report on the global tobacco epidemic, 2011).

To help reduce tobacco use, comprehensive advertising, promotion and sponsorship bans work to counteract:

- the deceptive and misleading nature of tobacco marketing campaigns;
- the unavoidable exposure of youth to tobacco marketing;
- the failure of the tobacco industry to effectively self-regulate; and
- the ineffectiveness of partial bans.

Meanwhile, as more and more countries move to fully meet their obligations under the WHO Framework Convention on Tobacco Control (WHO FCTC), tobacco industry attempts to undermine the treaty become ever more aggressive, including those to weaken public health efforts to ban tobacco advertising, promotion and sponsorship. For example, where jurisdictions have banned advertising of tobacco products through point-of-sale displays – known as tobacco "powerwalls" – or banned the advertising and promotional features of tobacco packaging through standardized packaging, the tobacco industry has sued governments in national courts and through international trade mechanisms. On the other hand the tobacco industry uses sponsorship and especially corporate social responsibility tactics to trick public opinion into believing in their respectability and good intentions while they manoeuver to hijack the political and legislative process.

Goals

The global tobacco epidemic kills nearly 6 million people each year, of which more than 600 000 are non-smokers dying from breathing second-hand smoke. Unless we act, the epidemic will kill more than 8 million people every year by 2030. More than 80% of these preventable deaths will be among people living in low- and middle-income countries.The ultimate goal of World No Tobacco Day is to contribute to protect present and future generations not only from these devastating health consequences, but also against the social, environmental and economic scourges of tobacco use and exposure to tobacco smoke.

Specific objectives of the 2013 campaign are to:

- spur countries to implement WHO FCTC Article 13 and its Guidelines to comprehensively ban tobacco advertising, promotion and sponsorship such that fewer people start and continue to use tobacco; and
- drive local, national and international efforts to counteract tobacco industry efforts to undermine tobacco control, specifically industry efforts to stall or stop comprehensive bans on tobacco advertising, promotion and sponsorship.

http://www.who.int/tobacco/wntd/2013/en/

The Tribal Council is seeking Two (2) Community members to serve on the

Utilities Commission

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

For further information contact the Tribal Administration at 715-779-3700

Open until filled

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The Tribal Council is seeking Two (2) Community members to serve on the

Climate Change Committee

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

For further information contact the Tribal Administration at 715-779-3700

Open until filled

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Construction of the New Red Cliff Clinic

We are still accepting apps for the clinic construction jobs. Applications may be picked up and dropped off with Julie Gordon, she will forward them to the construction company.

JOB DESCRIPTION

POSITION: Division Administrator Manager

LOCATION: Red Cliff Tribal Administration Building

SALARY: $45,000 – $59,000 based upon qualifications.

THIS IS A REGULAR FULL-TIME EXEMPT POSITION

SUPERVISOR(S): The Tribal Council, Tribal Chair and the Vice Chair shall consistent with their respective roles as described in the Constitution of the Red Cliff Tribe and in Council-adopted policies and procedures direct and supervise the Division Administrator Manager.

JOB SUMMARY: The Division Administrator Manager is responsible for the day-to-day management of Tribal programs in accordance with Tribal laws, policies, and directives of the Tribal Council.

DUTIES AND RESPONSIBILITIES:

1. Evaluate and assure effective management structure: Assesses capabilities and effectiveness of Tribal government administration and programs, oversees processes of organizational / departmental restructuring, improvement and strategic planning: provides recommendations and implements approved management plans and reforms.
2. Ensure program planning and management: Confers with Tribal Executives, Program Directors and Administrators to plan program objectives, to coordinate functions and operations between divisions and departments, to establish responsibilities, procedures, and timelines for attaining objectives, and to supervise Administrators in the execution of procedures as necessary. Ensures that functions and requirements of all Divisions are carried out.
3. Reviews activity reports and financial statements to determine progress and status in attaining objectives and facilitates the revision of objectives and plans in light of changing conditions.
4. Works with the CFO and Tribal Executives in the formulation of financial programs and provide funding for new or continuing operations to maximize services for Tribal government.
5. Ensures annual performance reviews are completed: Develops and applies a performance evaluation system to be used by Division Administrators to monitor compliance with policies, objectives and standards including but not limited to performance objectives of programs and individuals and directs corrective actions as necessary to improve performance.
6. Evaluates and Reports on Program Effectiveness: Plans, develops, presents, and applies strategies and solutions to sustain and enhance government and community services and improve relations with clients, employees, funding agencies, other governments and Tribes, and the general public.
7. Provides quarterly progress reports to Tribal Council which includes Division reports
8. Ensures compliance to funding agency requirements: Reviews managerial work loads, personnel assignments, and status of projects. Assigns specific duties to personnel, such as enforcing or obeying rules and codes; conducting investigations or research; writing technical, informative, or operational reports and papers; or working on special projects, considering individual's knowledge and experience.
9. Works with Division Administrators to develop employee training programs, to solve programmatic and budgetary problems, and to apply for and manage grants.
10. Reviews reports, papers, and other records prepared by Divisions and Program Directors for clarity, completeness, accuracy, and conformance with Tribal policies. Routes approved reports

and records to Tribal Council for action.

11. Provides an annual report to the Tribal Council on the administrative and programmatic condition of the Tribe's programs and works with the CFO as needed on financial requirements.
12. Must have the ability to define problems, collect data, establish facts and draw valid concepts with conclusions. Ability to interpret an extensive variety of technical instructions in budgets, tribal law and policy and evaluative functions.

SUPERVISORY AUTHORITY: Supervise all Division Administrators and assigned staff and follow chain of command as defined in "Employee Policy Handbook."

KNOWLEDGE: Principles of management, supervision, organizational development and fiscal and administrative oversight of a Tribal program organization. Current trends and development in the fields of public administration, capital improvement planning, and strategic planning and budgeting. Laws, rules and regulations, and the interpretation thereof, particularly those applicable to federally recognized Tribes, not limited to the Indian self-determination and Education Assistance Act, Public Law 93-638, Government Performance and Results Act (GPRA), and similar laws and policies of the U.S. Government Departments and Agencies and the State of Wisconsin. Computer operations (computer literacy) not limited to e-mail, word processing, spreadsheets, databases, and office networks. Principles of effective oral and written communication and public relations.

QUALIFICATIONS: Required: Bachelor Degree in Business Administration or related field. Minimum of 3-5 years demonstrated experience performing duties and responsibilities as described in the complete position description. Preferred: Master's Degree in Business Administration, Public Administration, or related field. Experience in the management of Tribal organizations. American Indian preference (First priority given to enrollees of a Chippewa Nation) will be applied in the case of equally qualified applicants, but all applicants will be considered. Valid driver's license and insurance required.

PERSONAL CONTACTS: May include: Tribal Council Members and appointees; all Tribal employees; representatives of other Tribes: Local, State and Federal government agencies, financial institutions, media, technical consultants, vendors, etc.; and the general public.

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

WORK ENVIRONMENT: Non-smoking. Office is located in the Tribal Administration Building.

TRAVEL REQUIREMENTS: Regular local and regional travel; occasional air travel.

ADDITIONAL INFORMATION REQUIRED: With application and resume, applicant shall submit a written statement of the applicant's philosophy regarding the most effective organizational structures and decision processes for the administration of Tribal programs, appointed committees and the Tribal public. If selected for interview, applicant will be expected to conduct a 20 minute oral presentation summarizing relevant experience as well as the processes and results of management efforts and initiatives for which the applicant was primarily responsible.

POSTING: April 29, 2013
DEADLINE: Until Filled.

FOR FURTHER INFORMATION:

JOB DESCRIPTION

TITLE: Staff Accountant
DEPARTMENT: Accounting
SUPERVISOR: CFO
WAGE: Dependent on Qualifications
SHIFT: Days/Weekends/Holidays or as needed
CLASSIFICATION: Gaming License Required

JOB SUMMARY: Applicants should be advised that the Tribe reserves the right to disqualify applicants whose prior activities pose a threat to the public interest. Friendly, professional attitude required at all time. Must be willing to work weekends, nights and holidays. Neat, clean, appearance is a must. Red Cliff Tribal member preferred but all qualified applicants will be considered.

JOB QUALIFICATIONS: To support the CFO in carrying out the responsibilities of the Finance / Accounting Department. To relieve the CFO of certain responsibilities that will allow them to spend a greater portion of their time on Financial Statement preparation and analysis, Budget and Variance issues, and Forecasting.

DUTIES AND RESPONSIBILITIES:

Maintain the Fixed Asset and associated depreciation schedules on multiple accounting software programs ; provide monthly detail to the CFO for General Ledger entries; insure proper recording of new purchases and disposals.

Maintain Purchase Order Processing system.

- Post Accounts Payable paperwork at completion of the check run.
- Prepare mailings and priority shipments for the Finance/Accounting Department.
- Assist Senior Accountant with payroll system and payroll related items.
- Assist the CFO in tracking and maintaining company insurance policies (except Employee Benefits,
- which are maintained by the HR Department).
- Assist the CFO with facility support and security issues.
- General ledger entries.
- Perform such other accounting, financial, or administrative tasks as may be required from time to
- time – quite often on short notice - by the CFO.
- **SKILLS AND ABILITIES:**
- Preferred Bachelors degree in accounting, or a Bachelors degree in business with emphasis in accounting, is required.
- Must be a perfectionist by nature, with no tolerance for financial sloppiness.
- Must be highly skilled in dealing with financial and numeric data.
- Must be highly skilled in use of Excel Spreadsheets.
- Must be skilled in use of MS Word and must be a very good writer in order to handle the occasional
- administrative needs of the department.
- Must have very good verbal skills.
- Must have excellent work habits, including a willingness to work the hours necessary to get the job
- done, especially when important deadlines cause greater than normal departmental pressures.
- A minimum of 2 years experience in accounting is required

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.

Applications are available at the cashier's window, the personnel office of the casino, and on the website www.Legendarywaters.com

Deadline: May 10th 2013

JOB DESCRIPTION

POSITION: Substance Abuse Counselor

LOCATION: Red Cliff AODA-Mishomis House / Red Cliff Health Department

SALARY: Negotiable depending upon qualifications

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

SUPERVISOR(S): AODA Treatment Director and Health Center Administrator

JOB SUMMARY: This position would provide care (counseling) for the Programs Outpatient and Residential Clients on a regular basis.

DUTIES AND RESPONSIBILITIES:

1. Provide substance abuse treatment services to eligible clients in accord with professional practice codes, Tribal policies and procedures, and federal and state laws.
2. Develop and implement community education and prevention programs addressing substance abuse issues.
3. Collaborate with other Tribal and non-Tribal programs and individuals to implement appropriate joint programs.
4. Work within established referral networks to make available to community residents specialty services and treatment consistent with program objectives and fiscal restraints.
5. Maintain the proper licensing as a substance abuse counselor. Participate in continuing education efforts to achieve this goal under the direction of the AODA Program Director/Coordinator and in accord with Health Center policy and budget constraints.
6. Prepare and maintain manuals, records, documents, and other materials required by AODA Program Director/Coordinator, the Administrator of the Health Center, the Health Board, the Tribal Council, funding sources, and certification bodies.
7. Complete monthly, quarterly, and annual reports as required by Health Center Administration, the Health Board, Tribal Council, regulatory bodies, and/or third party payors. Maintain a record of all reports and supporting documentation as required.
8. Maintain the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
9. Utilize the resources materials, office supplies, equipment and physical plant allocated for use by the Red Cliff AODA Treatment Program in accord with professional practice norms and Tribal policy.
10. Participate in quality assurance measures conducted within the AODA Treatment Program.
11. Adhere to a professional code of conduct and applicable federal and state laws and regulations in the discharge of these assigned duties.
12. Present a professional, caring image for the Health Center and its programs.
    a. Maintain a cooperative relationship with other Health Center staff and co-workers.
    b. Demonstrate tact, courtesy, and respect in communication and interaction with Health Center patients, visitors, and staff and with outside agencies and programs.
    c. Promote a working environment noted for effective cooperation and collaboration between programs, services, and co-workers.
13. Attend meetings, in-services, and other events as specified by the immediate supervisor or Tribal administration.

14. Participate in the implementation of grants, contracts, and projects being carried out under the auspices of the AODA Treatment Program and at the direction of the Director/Coordinator. These activities are to comply with the directives of the Tribal Council and Health Center Administration and to fulfill the conditions of the individual grant, contract, or project. The specific duties will reflect the individual program initiative and the concurrent needs and resources of the AODA Treatment Program. These assignments will vary from time to time due to the cyclical nature of these program efforts.
15. Perform other job-related duties as directed by the immediate supervisor or Tribal administration.
16. Maintain a clean and safe working environment.

SUPERVISORY AUTHORITY: None

KNOWLEDGE:

1. Personal commitment to a drug and alcohol-free lifestyle consistent with the accepted norms for abstinence and sobriety. If there is a history of alcohol and/or chemical dependency, a minimum of two years of absolute sobriety is required.
2. Sound judgment and the capacity to respond to unusual circumstances.
3. Ability to deal constructively with emergencies and conflict.
4. Ability to plan, coordinates, and directs varied and complex operations.
5. Possession of a valid drives license and regular access to a motor vehicle with appropriate insurance coverage.
6. Able to travel throughout the community, make home visits, attend meetings, and participate in community educational programs.
7. Available for out of town and overnight travel.

QUALIFICATIONS: Bachelor's Degree or minimum two years of experience in the AODA field. Certified Counselor (SAC of CSAC). Credentials: Certification from Department of Safety and Professional Service. Good interpersonal skills and the ability to get along with diverse populations (clients, co-workers, professional staff, administration and the public). Good communication skills, written and oral.
Demonstrated knowledge of and sensitivity for Ojibwa culture and traditions.

PERSONAL CONTACTS: Department of corrections, Behavioral Health Unit – Ashland WI, Counselor(s), Bayfield County Social Services, Red Cliff Health Center Physicians and Counselors, IHS Bemidji and Bureau of Quality Assurance Rhinelander Office and other facilities as needed or required.

PHYSICAL REQUIREMENTS: The duties assigned to this position involve bending, stooping, lifting and carrying. Items may be placed on overhead shelving.

WORK ENVIRONMENT: Red Cliff AODA Office and Mishomis House. This position has to be scheduled to accommodate clients and to address emergencies. After-hours services scheduled on a rotating on-call basis.

TRAVEL REQUIREMENTS: This position requires at least 24 hours training a year in the AODA field. Almost all training is out of town at various locations.

POSTING: April 24, 2013 Deadline May 9th

JOB DESCRIPTION

POSITION: Residential Treatment Coordinator – Evening

LOCATION: Red Cliff AODA-Mishomis House / Red Cliff Health Department

SALARY: $10.00 per hour

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

SUPERVISOR(S): AODA Treatment Director/Coordinator

JOB SUMMARY: The person will insure that the CBRF and its occupants (residences) are safe. Transport residents to all assigned meetings, recreational and cultural activities.

DUTIES AND RESPONSIBILITIES:

1. Direct, coordinate, and oversee the day-to-day operation of the residential facility, the activity of residents, and the duties of support staff.
2. Participate in the selection, admission, and orientation of residents.
3. Arrange and schedule resident activities in accord with program protocols and group and individual treatment plans. Administer client's medications according to State protocol.
4. Assist residents to insure their compliance with individual treatment plans.
5. Participate in resident treatment experiences as warranted and in accord with facility policy.
6. Develop and implement cultural programming that supports AODA treatment strategies and respects individual preferences and differences.
7. May be required to fill-in during the absence of the daytime Residential Treatment Manager.
8. Assist program administration in the preparation maintenance of manuals, records, documents, financial reports, and other materials required by the AODA Program Director/Coordinator, the Administrator of the Health Center, the Health Board, the Tribal Council, funding sources, and certification bodies. Maintain proper and adequate documentation for all program expenditures.
9. Complete monthly, quarterly, and annual reports as required by Health Center Administration, the Health Board, Tribal Council, regulatory bodies, and/or third party payers. Maintain a record of all reports and supporting documentation as required.
10. Maintain the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
11. Transport residents in accord with facility policy and as directed by administration and in collaboration with treatment staff.
12. Utilize the resources, materials, office supplies, equipment and physical plant purchased on behalf of or allocated for use by the Red Cliff AODA Treatment Program in accord with professional practice norms and Tribal Policy.
13. Participate in quality assurance measures conducted with the AODA Treatment Program.
14. Adhere to a professional code of conduct and applicable federal and state laws and regulations in the discharge of these assigned duties.
15. Present a professional, caring image for the Health Center and its programs.
    a. Maintain a cooperative relationship with other Health Center staff and co- workers.

    b. Demonstrate tact, courtesy, and respect in communication and interaction with Health Center patients, visitors, staff, outside agencies and programs.

c. Promote a working environment noted for effective cooperation and collaboration between programs, services, and co-workers.

16. Attend staff and other meetings, in-services, and other events as specified by the immediate supervisor or Tribal administration.
17. Participate in the implementation of grants, contracts, and projects being carried out under the auspices of the AODA Treatment Program and at the direction of the Director/Coordinator. These activities are to comply with the directives of the Tribal Council and Health Center Administration and to fulfill the conditions of the individual grants, contract, or project. The specific duties will reflect the individual program initiative and the concurrent needs and resources of the AODA Treatment Program. These assignments will vary from time to time due to the cyclical nature of these program efforts.
18. Perform other job-related duties as directed by the immediate supervisor or Tribal Administration.
19. Maintain a clean and safe working environment.
20. Will provide morning and evening meals to residents.

SUPERVISORY AUTHORITY: None

KNOWLEDGE:

1. Personal commitment to a drug and alcohol-free lifestyle consistent with the accept norms for abstinence and sobriety. If there is a personal history of alcohol and/or chemical dependency, a minimum of two years of absolute sobriety is required. A commitment to a program of continued recovery is also expected.
2. Sound judgment and the capacity to respond to unusual circumstances and emergencies.
3. Ability to deal constructively with emergencies and conflicts.
4. Possession of a valid drivers license and regular access to a motor vehicle with appropriate insurance coverage. If no insurance must obtain within three weeks of employment. Must be eligible for Tribal insurance.
5. Able to travel throughout the community, make home visits, attend meetings, and participate in community educational programs.
6. Available for out of town and overnight travel.

QUALIFICATIONS: High school Diploma, GED or HSED. Minimum of 2 years sobriety preferred. Good interpersonal skills and the ability to get along with diverse populations (clients, co-workers, professional staff, administration and the public). Good communication skills, written and oral. Must have knowledge of and sensitivity for Ojibwa culture and traditions. Work experience or volunteer activities in the field of substance abuse treatment preferred. Must have valid driver's license and at least liability insurance; if no insurance must get within 3 weeks of employment. Native American preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.

PERSONAL CONTACTS: Daily contact with patients, visitors, primary providers Tribal and Health Center Administration and other health staff.

PHYSICAL REQUIREMENTS: The duties assigned to this position involve bending, stooping, lifting and carrying. Items may be placed on overhead shelving.

WORK ENVIRONMENT: Mishomis House – Red Cliff AODA office

May 9th Deadline

JOB DESCRIPTION

POSITION: On Call Assistant Cook

LOCATION: Red Cliff Elderly Nutrition Center

SALARY: $8.00 per hour, **0 - 30 hours per week**
THIS IS AN ON CALL LIMITED TERM NON-EXEMPT POSITION. APPLICANTS WILL BE SELECTED FROM THE INFORMATION SUPPLIED ON APPLICATION FORM ONLY. THERE WILL BE NO INTERVIEWS.

SUPERVISOR(S): Head Cook/Nutrition Site Supervisor (NSS) and Elderly Director

JOB SUMMARY: Assist the Head Cook/NSS in the daily operations, cooking, cleaning, ordering and the necessary paperwork including tracking client numbers and reporting as requested.

DUTIES AND RESPONSIBILITIES:

1. Maintain the dining area is in clean sanitary condition. Work with volunteers to keep area pleasant and clean.
2. Work with Head Cook and independently as directed to prepare and serve meals in quantity, including main courses accompaniments and desserts
3. Must be able to take direction and work well under supervision
4. Be primarily responsible for packaging homebound take-outs in a sanitary and orderly manner.
5. Crush cans and cardboard for recycling.
6. Wash and dry dishes, pots and pans.
7. Clean kitchen at end of each day.
8. Be able to relate with elderly clientele.
9. Ensure appropriate educational and nutritional material is given to clients as directed by Head Cook/NSS.
10. Must have a good sense of humor and maintain professional composure in the face of conflict.
11. Must demonstrate respect of clients and others in the work environment.
12. Other duties as assigned.

SUPERVISORY AUTHORITY: None.

KNOWLEDGE:

1. Experience in quality cooking, baking, etc.
2. Ability to work with a variety of people and clients.
3. Ability to learn and understand cooking instructions.
4. Knowledge of monthly reporting and daily logs.
5. Knowledge of the culture of the community of Red Cliff.
6. Accurate in maintaining daily logs of number of participations in home delivered meals and congregate meals.

QUALIFICATIONS:
High School diploma or equivalent.

PERSONAL CONTACTS: Daily contact with Head Cook, Elderly Director, volunteers, Bayfield County aging, Tribal Management, vendor and staff.

PHYSICAL REQUIREMENTS: Individual will require standing for long periods of time, bending, lifting of food boxes up to 50 pounds, and reaching. The Assistant Cook must be able to do all movements associated with cooking.

WORK ENVIRONMENT: Elderly Feeding Site located in the Housing Authority Building. Work will be in kitchen area and dining area. Building is smoke free.

TRAVEL REQUIREMENTS: The Assistant Cook may have to assist with delivery of home meals.

POSTING: April 24, 2013
DEADLINE: May 9, 2013 until 4:00 p.m.

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resource Department
88385 Pike Road
Hwy 13
Bayfield, WI 54814
www.redcliff-nsn.gov

rwygonik@redcliff-nsn.gov
susie.gurneo@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 CONTINUEING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.

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Red Cliff Band of Lake Superior Chippewas

"The Hub of the Chippewa Nation"

Red Cliff Elderly Nutrition Program

JOB DESCRIPTION

POSITION: On Call Elderly Driver and/or Home Delivered Meal Program Driver

LOCATION: Red Cliff Elderly Nutrition Center

SALARY: $8.50 per hour, **0 to 20 hours per week**

THIS IS AN ON CALL LIMITED TERM NON-EXEMPT POSITION. APPLICANTS WILL BE SELECTED FROM THE INFORMATION SUPPLIED ON APPLICATION FORM ONLY. THERE WILL BE NO INTERVIEWS.

SUPERVISOR(S): Elderly Director and Head Cook

JOB SUMMARY: Transport Elderly Community Residents for medical, personal, shopping, etc and/or Deliver meals daily to eligible Nutrition Program participants; perform wellness checks during delivery to ensure homebound participants are safe.

DUTIES AND RESPONSIBILITIES:

- Deliver meals to eligible homebound elderly & disabled using route list, and serve as liaison between aging program and homebound participants
- Provide daily wellness check of meal recipients and indicate all changes in circumstances to appropriate staff
- Comply with food safety and sanitation procedures
- Maintain reporting logs for medical, personal, shopping, and/or daily meal counts, temperature checks, wellness checks, etc
- Confirm appointments when needed
- Distribute informational materials to HDM recipients as assigned
- Maintain confidentiality; Analyze and solve problems within available/appropriate means
- Clean vehicle completely after each delivery/transport; Clean meal delivery bags routinely; crush boxes/cartons, etc
- Assist with other duties as assigned

QUALIFICATIONS:

- Previous experience working with elders
- Must possess the ability to communicate effectively with elders and disabled community, along with program staff in a positive manner.
- Wheelchair accessibility knowledge
- Lifting of clients; property lifting techniques
- Must have ability to get in and out of vehicle frequently and with ease.
- Must be able to safely lift 50 pounds.

- Must possess valid Driver's License and have liability insurance or agree to get liability insurance within 3 weeks of hire.
- Must have own transportation or access to dependable transportation
- Must be able to pass routine and caregiver background check.
- Must be dependable, flexible, and have a genuine interest in helping elderly
- Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.
- Must be willing to use your own vehicle at times if program vehicles are unavailable under infrequent circumstances (mileage will be reimbursed);

PERSONAL CONTACTS: Daily contact with Nutrition Program staff, clients, and volunteers.

PHYSICAL REQUIREMENTS: Individual will require driving and sitting for long periods of time, bending, lifting of food boxes up to 50 pounds, and reaching. The driver must be able to do all movements associated with transporting clients and/or food delivery.

WORK ENVIRONMENT: Elderly Nutrition Site located in the Housing Authority Building. Building is smoke free.

TRAVEL REQUIREMENTS: Service delivery area is within Red Cliff Reservation, Town of Russell, Town of Bayfield, and City of Bayfield.

POSTING: **April 24, 2013**
DEADLINE: **May 9, 2013 until 4:00 p.m.**

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resources Department
88385 Pike Road, State Hwy 13
Bayfield, WI 54814
www.redcliff-nsn.gov

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

(715) 779-3700 ext. 267 or 268

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JOB DESCRIPTION

POSITION: **(1) Summer Feeding Helper- Limited Term Employee**

THIS IS A NON EXEMPT LIMITED SEASONAL EMPLOYMENT POSITION

THERE WILL BE NO INTERVIEWS FOR THESE POSITIONS. SELECTION WILL BE MADE FROM INFORMATION PROVIDED ON TRIBAL APPLICATION FORM AND RESUME.

LOCATION: **Food Distribution Program**

WAGE: **$8.00per hour, 40 hours. Starting June 10th and ends August 31st.**

SUPERVISOR: **Summer Feeding Site Supervisor**

GENERAL STATEMENT OF DUTIES:

The Summer Feeding helpers will be responsible for assisting in meal preparation as well as other duties related to food service. It is expected this person will assist in preparing one luncheon meal per day as well as snacks for the participants each day. This person will be required to keep a clean area for food preparation and make sure the kitchen area is sanitized each day. Will assist in the overall clean up of the sites each day as well as perform other duties as assigned.

RESPONSIBILITIES:

-Keep supplies and kitchen safe, clean after each meal/snack.
-Help with proper sanitation of countertops, dishes, containers and utensils.
-Assist in the cleaning of the cooking area each day. Mop floors and wipe down tables.
-Collect trash after each meal served at sites.
-Other duties assigned as the job may require.

QUALIFICATIONS/KNOWLEDGE/SKILLS:

Must be between 18 and 24 years old.
High school diploma or GED preferred.
Valid driver's license preferred
Prefer individual with knowledge related to food service procedures.
General Assistance or TANF program individual preferred.
Native American preference but all qualified applicants will be considered.

WORK ENVIRONMENT: The primary work completed for this position will be at the Food Distribution Building and at the feeding sites.

POSTED: MAY 1, 2013
DEADLINE: MAY 14, 2013 AT 4:00 PM

JOB DESCRIPTION

POSITION: Facilities Maintenance Manager

LOCATION: Red Cliff Indian Reservation

WAGE: $14.00 - $18.00 per hour depending upon qualifications

THIS IS A REGULAR FULL-TIME EXEMPT POSITION

SUPERVISOR(S): Public Works Administrator

JOB SUMMARY: Primarily responsible for management of tribal owned facilities maintenance, maintenance projects and long-term planning. Daily supervision of maintenance and custodial staff, scheduling, budget, and ordering of supplies and materials. Implements a comprehensive program of facilities maintenance and repairs. Included in these duties are ordering of necessary supplies and materials, coordination of maintenance drafting required reports, manuals, written operating procedures and work and bid specifications. Oversees custodial and maintenance workers. Be able to work with minimal supervision.

QUALIFICATIONS: Education or work experience in the fields of facilities management, planning and/or construction administration: Associate Degree or higher strongly preferred. Knowledge of computers: Word processing, spreadsheets, email, facilities management, maintenance and planning software required; CAD/GIS preferred. Must have demonstrated ability in planning, budgeting, bid specifications, contract preparation, and project coordination. Must have minimum of three years supervisory experience. Must have experience in routine maintenance and repair functions such as trouble shooting equipment failures and maintaining water systems. Must have knowledge of building systems maintenance and repair especially electrical, plumbing, heating, air conditioning, ventilation systems and roofing systems. Must have valid drivers license and at least liability insurance. Must pass background check. Native American preference will be applied the case of equally qualified applicants.

DUTIES:

1. Plan, organize, and directs activities concerned with the maintenance and management of facilities, essential utilities, and other public facilities.
2. Schedule the projects in logical steps and budget time required to meet deadlines. Coordinate with program administrators and staff, vendors, contractors, engineers, utility companies, regulatory agencies, funding agencies and other Tribal staff on project plans, specifications, and estimates (including archeological, environmental, and right-of-way documents).
3. Prepares bid specifications, and schedules and conducts pre-bid meetings and activities.
4. Assist the Public Works Administrator in coordination with Tribal attorney, review and revise contractual agreements consistent with Tribal and federal codes and regulations.
5. In coordination with finance office, prepare reports, payment requests, and budgets. Document project activities and ensure projects are completed on schedule, within budget, and in compliance with applicable federal, state, and local laws.
6. Inspect project sites, resolve project disputes, and ensure conformance to design specifications in conjunction and communication with the Public Works Administrator.

7. With oversight by Public Works Administrator and Director of Tribal Operations, develop long-range plans for the Red Cliff Facilities Maintenance programs and related infrastructure.
8. Establish and maintain a facilities management database to assist in management of daily operations and long-term maintenance objectives.
9. Perform related duties as assigned by supervisor.

KNOWLEDGE: Knowledge and experience of the practical application of relevant building and facilities management, engineering science and technology. Prefer knowledge of Bureau of Indian Affairs P.L. 93-638 contracting. Prefer knowledge of Federal Acquisition Regulations, relevant OMB circulars, CFRs and federal labor laws. Willingness and ability to follow and enforce, Tribal Employee, Facility Management and Maintenance, and Construction Safety protocols.

SUPERVISORY AUTHORITY: Will have supervisory authority over department personnel.

PERSONAL CONTACTS: Daily contact with Tribal Public Works Administrator, Tribal Planning staff and Tribal Administrative staff. During maintenance projects will have daily contact with consultants, contractors, etc.

PHYSICAL REQUIREMENTS: Person will be required to work outside in varying weather conditions at times.

WORK ENVIRONMENT: Time will be spent in office, clinic, facilities, outdoors and at project sites in all and varying weather conditions. All indoor locations are non-smoking environments.

TRAVEL REQUIREMENTS: Person will be required to have valid driver's license, vehicle, and at least liability insurance for local travel to project sites. May be required to attend meetings or training in and out of state.

POSTING: April 29, 2013
DEADLINE: May 14, 2013 at 4:00 pm

FOR FURTHER INFORMATION PLEASE CONTACT:

Red Cliff Tribal Administration Building
Human Resources Department
88385 Pike Road Hwy 13
Bayfield, WI 54814

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

(715) 779-3700 ext. 267 or 268

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JOB DESCRIPTION

POSITION: Custodian/Building Maintenance Supervisor

LOCATION: Red Cliff Early Childhood Center

SALARY: $10.00 per hour, 40 hours per week

THIS IS A REGULAR FULL-TIME NON EXEMPT POSITION SUPERVISOR(S): Facilities Maintenance Manager

JOB SUMMARY: To provide janitorial/maintenance services to the Red Cliff Early Childhood Center. These duties include custodial services, grounds maintenance, and preventative and corrective maintenance functions will be performed as needed. Supervision of other custodial & maintenance personnel as assigned.

DUTIES AND RESPONSIBILITIES:

1. Bathrooms - Clean and disinfect toilets and urinals (bowls and all), clean and disinfect sinks, clean mirrors, sweep and mop floors, check all dispensers (soap, paper towel, and toilet paper), empty garbage.
2. Kitchen - Sweep floor, mop floor, empty garbage.
3. Classrooms, Office and Hallways- Vacuum carpet and rug areas, sweep floors, mop floors, empty garbage, clean and disinfect sinks.
4. Other- Lock janitors closet when not in use, check furnace and air conditioners monthly replace when needed, wax all floors as needed, building safety checklist, shampoo all carpets and rugs as needed, disinfect all door knobs, spot check all windows daily, and perform year-round grounds and facilities maintenance.
5. Maintain an organized, clean and safe work environment.
6. The job responsibilities named above are not the only ones that this job requires. All staff are expected to perform any other job related duties as directed.
7. Provide supervision and direction to any additional staff in the custodial/maintenance area.

SUPERVISORY AUTHORITY: Over additional staff assigned to the custodial/maintenance department at

the Early Childhood Center.

KNOWLEDGE: General knowledge of custodial services and maintenance of offices, classroom and early childhood education facilities. Knowledge of HVAC Systems and in-floor heating and cooling systems.

QUALIFICATIONS:

1. Must be 18 years of age old, High School diploma or GED preferred.
2. Substantial work experience as janitor, custodian or maintenance.
3. Should be able to work well around children and pass a back ground check.
4. Good communication skills.
5. Must be able to do manual labor and lift objects of at least 20 pounds.
6. Preference is given to qualified parents of Head Start/Early Head Start children (45) CFR Part 1301.31.
7. Should have prior supervisory experience.

PERSONAL CONTACTS: Will work directly with all ECC staff and Red Cliff Facilities Management staff.

PHYSICAL REQUIREMENTS: Must be physically able to work with young children, annual health exam, TB test, immunizations including Hepatitis B (or sign waiver) and required trainings such as confidentiality, CPR, etc. Must attend appropriate staff meetings.

WORK ENVIRONMENT: Red Cliff Early Childhood Center. Be able to work indoor and outdoor in all weather conditions.

TRAVEL REQUIREMENT: Must be able to attend overnight job-related local, regional and national trainings as required.

POSTING: APRIL 29, 2013
DEADLINE: MAY 14, 2013 UNTIL 4:00 P.M.

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resources Department
88385 Pike Road
Hwy13
Bayfield,
WI
54814

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

(715) 779-3700 ext. 267 or 268

Job Title: **Legendary Waters Resort and Casino Director of Marketing**
Department: Marketing
Wage/Salary: Negotiable
Reports To: General Manager
Full or Part Time: Full-Time

SUMMARY:

Plans and directs marketing of the Legendary Waters Resort and Casino which includes the marina and campgrounds by performing the following duties personally or through subordinate employees.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Upon request, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Provide outstanding customer service to guests and others by exceeding our mission statement to be the premier entertainment experience in the Midwest.
- Establish strategic marketing plans to achieve property and Tribal objectives for the facility and services.
- Develops and executes comprehensive marketing plans and programs, both short and long range, to support sales and revenue objectives of the facility.
- Research, analyze, and monitor financial, technological, and demographic factors to capitalize on market opportunities and minimize effects of competitive activity.
- Develop and manage marketing operating budget.
- Plan and oversee advertising and promotion activities including print, online, electronic media, and direct mail.
- Determine agencies and suppliers of record, and negotiates contract terms, conditions for major services and makes recommendation to the General Manager.
- Serves as liaison with outside agencies on on-going promotional campaigns.
- Oversee the development and production of promotional materials.
- Achieve satisfactory profit/loss ratio and market share in relation to pre-set standards and industry and economic trends.

- Ensure effective control of marketing results, and takes corrective action to guarantee that achievement of marketing objectives falls within designated budgets.
- Oversee and evaluate market research and adjusts marketing strategy to meet changing market and competitive conditions.
- Oversee the development and maintenance of customer database.
- Establish and maintain relationships with industry influencers and key community and strategic partners.
- Resolve conflicts and facilitate changes in structure of marketing group to ensure objective fulfillment and swift response to marketing problems and opportunities.
- Conduct marketing surveys on current and new concepts, and provides feedback for future development.
- Guide preparation of marketing activity reports and presents to executive management.
- Establish and maintain a consistent Legendary Waters Resort and Casino image throughout all promotional materials, and events.
- Ensure compliance with all Minimum Internal Control Standards (MICS) as well as all Tribal Internal Control Standards (TICS).
- Must be capable of presenting a positive image of the property to its guests and vendors and to assist them as required.
- Must follow all safety policies and procedures and attend all scheduled safety meetings and training as a condition of employment.
- Performs any other duties that may be assigned from time to time.

SUPERVISORY RESPONSIBILITIES:

To oversee the departmental budget, reports, employees, schedules of the employees and marketing strategies.

EDUCATION AND EXPERIENCE (MUST BE DOCUMENTED):

- Bachelor's degree preferred or the equivalent combination of experience and education
- Four to ten years related experience and/or training; or equivalent combination of education and experience.

CERTIFICATION, LICENSES AND ANY ADDITIONAL REQUIREMENTS:

- Must pass pre-employment and periodic random drug screens
- Must be able to pass background suitability investigation
- Must obtain a Tribal Gaming License

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Upon request, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- Legendary Waters Resort and Casino (includes marina and campgrounds) is open seven (7) days per week; therefore, you must be flexible to work any and all shifts.
- Legendary Waters Resort and Casino is not a smoke-free environment.

DEADLINE: OPEN UNTIL FILLED

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 employment.

For further information contact: LW Human Resources Department: 37600 Onigamiing Drive, Red Cliff, WI, smorris@legendarywaters.com 715-779-9401
Web page: www.legendarywaters.com

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JOB DESCRIPTION

POSITION: On-Call Snowplow/Equipment Operator(s) and General Laborer

LOCATION: Red Cliff Public Works Division

SALARY: $9.00 - $12.00 per hour based on qualifications

THIS IS A LIMITED TERM NON-EXEMPT POSITION. APPLICANT(S) WILL BE SELECTED FROM THE INFORMATION SUPPLIED ON APPLICATION FORM ONLY. THERE WILL BE NO INTERVIEWS.

SUPERVISOR(S): Roads Maintenance Supervisor/Facilities Maintenance Supervisor

JOB SUMMARY: Red Cliff Facilities Maintenance and Roads Maintenance Departments are creating call out lists for maintenance labor and snowplow equipment operators to cover job duties for full time staff on general or medical leave, or extended operations based on need and conditions. Selected individuals will be placed on a call-out list based on experience to supplement the full time staff as needed. The purpose of positions in this classification is to perform snow removal and other equipment operation in support of facilities and road maintenance and repair tasks for the Red Cliff Band. The work station may be any of several locations and may be changed as needed by the department.

DUTIES AND RESPONSIBILITIES:

1. Operates snowplow and sanding/salting truck to remove ice and snow from roads and assigned areas, which require early morning starts, extended hours, and weekend duty including holidays.
2. Shovel snow, mowing, grounds maintenance and other duties as assigned related to facilities and roads maintenance.
3. Performs routine equipment maintenance/repair tasks such as changing vehicle fluids, fueling, greasing, painting, etc.
4. Inspects equipment on regularly scheduled basis. Complies with safety precautions.
5. Follows all safety rules, policies, and regulations. Able to work independently with minimal supervision.

SUPERVISORY AUTHORITY: None.

Minimum Training and Experience Required to Perform Essential Job Functions: Must be at least 18 years of age. High school diploma or equivalent, with prior responsible work experience or any combination of education and experience that provides equivalent knowledge, skills, and abilities. Applicant must possess a valid Wisconsin Driver's License. A Valid Wisconsin Commercial Driver's Class A or B driver's license with air brake endorsement is preferred. This position will include testing and review of previous employment record for substance abuse. This position is subject to random drug and alcohol testing pursuant to Department of Transportation rules.

Physical and Mental Abilities Required to Perform Essential Job Functions
Language Ability and Interpersonal Communication:

1. Ability to explain, demonstrates, and clarifies to others within established policies, procedures, and

standards, as well as the ability to follow specific instructions and respond to requests from others.

2. Ability to operate various communication devices including telephone, fax, data terminals, and two-way radios.
3. Ability to communicate effectively with department, other Tribal and township personnel as well as the general public.

Physical Requirements:

1. Ability to operate equipment and machinery requiring monitoring multiple conditions and making multiple, complex, and rapid adjustments, such as snowplow, sander, dump truck, tractor, front end loader, drill press, welder, common hand and power tools, welder/cutting torch, lawn mower, snow blower, chain saw, weed trimmer, hydraulic jacks, shovel, ax, rakes, brooms, and forks.
2. Ability to coordinate eyes, hands, feet, and limbs in performing highly skilled movements such as operating heavy equipment.
3. Ability to exert moderately heavy (up to 50 pounds) physical effort in moderate to heavy work, typically involving some combination of climbing and balancing, stooping, kneeling, crouching, crawling, lifting, carrying, pushing, and pulling.
4. Ability to recognize and identify degrees of similarities or differences between characteristics of colors, forms, sounds, and textures associated with job-related objects, materials, and tasks.

Work Environment and Adaptability:

- Ability to work under moderately safe and comfortable conditions where exposure to environmental factors such as temperature variations and extremes, odors, toxic agents, noise, vibrations, machinery, wetness, electrical current, vehicular traffic and/or dust, may cause some discomfort and where there is a risk of injury.

PERSONAL CONTACTS: Will receive direction from supervisor(s) and may have contact with Tribal staff.

POSTING: April 15, 2013
DEADLINE: Open

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resource Department
88385 Pike Road
Hwy 13
Bayfield, WI 54814

rwygonik@redcliff-nsn.gov

susie.gurneo@redcliff-nsn.gov

(715) 779-3700 ext. 267 or 268

JOB DESCRIPTION

POSITION: Custodian/Maintenance On-Call Assistant

LOCATION: Red Cliff Tribal Buildings

SALARY: $8.00 - $10.00 per hour, ***0 to 40 hours per week***

THIS IS A LIMITED TERM NON-EXEMPT POSITION. APPLICANTS WILL BE SELECTED FROM THE INFORMATION SUPPLIED ON APPLICATION FORM ONLY. THERE WILL BE NO INTERVIEWS.

SUPERVISOR(S): Maintenance Manager/Maintenance/Custodian Supervisor

JOB SUMMARY: Red Cliff Facilities Maintenance Department is creating a call out list for custodians to cover job duties for full time staff on general or medical leave. Selected individuals will be placed on a call-out list based on experience, to fill-in and provide custodial/janitorial services to Tribal buildings as needed. These duties include custodial services, snow clearing, and preventive and corrective maintenance functions that need to be performed, and other duties as assigned.

DUTIES AND RESPONSIBILITIES:

1. Bathrooms – Clean and disinfect toilets and urinals (bowls and all), clean and disinfect sinks, clean mirrors, sweep and mop floors, check all dispensers (soap, paper towel, and toilet paper), empty garbage and recyclables.
2. Kitchen - Sweep floor, mop floor, empty garbage and recyclables, Clean and disinfect sinks.
3. Office and Hallways – Vacuum carpet and rug areas, sweep floors, mop floors, empty garbage and recyclables.
4. Other – Lock janitors closet when not in use, ensure all doors locked and light off, maintenance jobs, wax all floors as needed, building safety checklist, shampoo all carpets and rugs as needed, spot check all windows daily.
5. Maintain an adequate supply of janitorial supplies, paper goods, and other items needed to perform these duties.
6. Maintain a clean and safe work environment.
7. Fill out custodial log sheets, work orders and other as needed forms.
8. Clear snow and maintain walk-ways and entrances to facilities for safe access.
9. The job responsibilities named above are not the only ones that this job requires. Each building will require its own specific cleaning needs and schedules.
10. Be able to work independently under minimum supervision.

SUPERVISORY AUTHORITY: None.

KNOWLEDGE: General knowledge of cleaning and maintaining offices and facilities. Knowledge of safety practices with use of cleaning supplies.

QUALIFICATIONS:

1. Must be 18 years of age or older, High School diploma or GED preferred.
2. Substantial work experience as janitor, custodian or maintenance person.
3. Must pass a background check and pass a pre-employment drug screening.
4. Good communication skills.
5. Must be able to do manual labor and lift objects of at least 20 pounds.
6. Must have a valid driver's license, vehicle and at least liability insurance. If no insurance must get within 3 weeks.

PERSONAL CONTACTS: Will receive direction from supervisor(s) and may have contact with Tribal staff.

PHYSICAL REQUIREMENTS: Must be able to do physical manual labor that would require bending twisting, reaching and lifting. Maybe required to use ladder, shovel snow and other like job duties.

WORK ENVIRONMENT: All Tribal offices are smoke free. Maybe required to work outside during inclement weather.

TRAVEL REQUIREMENTS: Must be able to travel between Tribal office buildings as required.

POSTING: April 15, 2013
DEADLINE: Open

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resources Department
88385 Pike Road
Hwy 13
Bayfield, WI 54814

rwygonik@redcliff-nsn.gov

susie.gurneo@redcliff-nsn.gov

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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 JUGE.

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

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Maiingan	ALICIA DEPERRY	245	
Home Base	AMBER HANSON	235	
Esiban	AMBER LAGREW	241	
Main Office	ASHLEY PETERSON	221	
Maiingan	BETH DAHL	245	
Main Office	BETTE BONNEY	222	
Home Base	CINDY GARRITY	238	
Makwa	DAWN FROST-GOKEE	244	
	DAWN NIXON	248	
Memengwaa	DEE GOKEE-RINDAL	249	
Migizi	DIANN VIATER	240	
Memengwaa	DONNA FISCHER	0	NO
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Waabooz	FRED PILLINGER	224	
Home Base	GENA MERTIG	236	
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	HAROLD LEASK SR.	0	NO
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ANA	JASON SCHLENDER	228	
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Mashkodebizhiki	JENNIFER LEASK	247	
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Mashkodebizhiki	JULIE ERICKSON	247	
Waabooz	KAREN GOODLET-NEWAGO	224	
Makwa	KATY BUTTERFIELD	244	
	KEITH KETELSEN	0	NO
Memengwaa	KIM GORDON	251	
Memengwaa	LAVONNE GOSLIN	250	
Maiingan	LINDA DEFOE	245	
	LORETTA GOKEE	0	NO
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MAY

WAABIGWANI-GIIZIS

NITAM ANOKII-GIIZHIGAD	NIISHOO-GIIZHIGAD	AABITOOSE	NIIYO-GIIZHIGAD	NAANO-GIIZHIGAD
		1B CHEERIOS, BANANA, TOAST, PBJ L CR POT, CHEEZ SAND, ORANGES, SALAD S MUFFIN/MILK	2B CORN CHEX, PEARS, CC, BAGEL L HAMB SPINACH HD, PEACHES, YOGURT S PBJ/MILK	
6B MALTO MEAL, MUFFIN, APPLES L PIZZA BRG, SW PT FRY, CANTALOUPE, YOGURT S FRUIT CUP/CRACKER	7B HB OATS, BLUEBERRIES, YOGURT, TOAST L WATERMELON SOUP, CHEEZ SAND, CC, SALAD PEAS S JELLO W JUICE/PRETZ	8B KIX, BANANA, ENG MUFFIN, PB L TUNA HD, GR BEANS, TROP FRUIT, YOGURT S PEAR/CHEESE STICK	9B CHEERIOS, STRAWBERRIES, CC, TOAST L SWEET/SOUR CHIX, RICE, PINEAPPLE, SALAD MIX VEG S ANTS ON A LOG	MILK SERVED WITH ALL MEALS
13 CLOSED INDIAN HOLIDAY	14B WAFFLE HAM/CHEEZ, TROP FRUIT, CC L HAM, BABY REDS, SLAW, CORN, MANGO S CARMEL RICE CAKE/MILK	15B RICE CHEX, BAGEL, BANANA, PB L PIZZA, PEAS, SALAD, CC, PEARS S GR CRACKER/PB	16B CORNFLAKES, BERRIES, YOGURT, TOAST L SHEPPARD PIE, CARROTS, BUN, SALAD S CHEX MIX/JUICE	MENU SUBJECT TO CHANGE
20B PANCAKES, BLUEBERRIES, YOGURT L HAMB HD, PEAS/CARROT, PEACHES,CC S NUTRA GR BAR/ MILK	21B CORN CHEX, FRUIT COCKTAIL, TOAST, PB L BK CHIX, M POT, GR BEANS, SALAD, ORANGE S FRUIT/DIP	22B RICE CRISPIES, BANANA, MUFFIN LCR POTATO SOUP, BR STICK, SALAD, M ORNAGE S VEGGIE PIZZA/JUICE	23B KIX, APPLE, YOGURT, ENG MUFFIN L KIELBASA, MAC/CHEEZ, PEAS, PEACHES S SMOOTHIE/RICE CAKE	
27B ECC CLOSED MEMORIAL DAY	28B FR TOAST, MANGOS, CC L CHEZ BRG, WMELON, BEANS, POT SALAD, FRY S CRACKERS/PB	29B CHEERIOS, BANANA, PB, BAGEL L CHIX VEG SOUP, BR STIX, PEACHES S FRUIT PIZZA	30B CORNFLAKES, CC, PEARS, MUFFIN L TACO, BLUEBERRIE, YOGURT, PEAS, S RICE CRISPY TR/MILK	