



Onaabani-Giizis (Hard Crust on the Snow Moon) March 2015

Red Cliff Education Division Newsletter



Parent-Teacher Conferences

It's that time of year again and we will be having our spring parent/teacher conferences. The conferences will happen during the week of March 23-26, 2015. Your child's teacher will be contacting you to set up a time to go over your child's progress. Times available are between 2:00 and 4:00pm unless other arrangements are made with your child's teacher. If you have any questions, please contact your child's teacher or Marianne Gibeau Szot at 715-779-5030 ext. 227



Look for sugarbush flyers soon!!!!

Children Mental Health Services available at the Red Cliff ECC

Katy Gorman, License Clinical Social Worker from the Calm Waters Wellness will be at the Red Cliff Early Childhood Center on **Tuesday mornings** to provide mental health services for children and families. For more information or to schedule a consultation, call Calm Waters Wellness at 715-779-0234. If you have any questions, please contact Marianne Gibeau Szot at 715-779-5030 ext. 227 or Patt Kenote-Deperry ext. 256.

Special points of interest:

- *SIDS/SBS/CANS Training*
March 13th 10:30-12:30 @
Memengwaa Trailer (next to ECC)
- *ECC Swimming 10 to Noon @*
Bayfield Rec Center Sat, March
7th, 14th and 20th.
- *ECC Parent/Teacher conferences*
will be during the week of March
23-26, 2015.
- *ECC Parent Committee Meeting*
will be on Wednesday, March 25,
2015 @ 2:30pm in the Memeng-
waa Trailer (Next to the ECC)
- *ECC will be closed for Spring*
Break from March 30 - April 6,
classes will resume April 7th

Inside this issue:

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Ojibwemowin Resources

Health/Safety

Literacy

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Menu

Tutoring Tuesdays and Thursdays 3:30-4:30 @ Youth Center




Onaabani-Giizis

(Hard Crust on the Snow Moon)

March 2015

ECC/Community Event Calendar



Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 *GED 12:30 - 3:30 @ECC *WIC Pick up *Tribal council mtg	3 WIC Pick up	4 *JOM mtg 3pm *K-5 Bayfield Cultural Family night 5-7pm @ Bayfield School *Carnegie Kids Story Hour 10am @ Bayfield Library	5 Language Table	6	7 ECC Family Swimming 10-Noon @ Bayfield Rec Center
8 	9 GED 12:30 - 3:30 @ECC WIC Pick up School Board mtg	10 WIC Pick up	11 *Carnegie Kids Story Hour 10am @ Bayfield Library	12 Language Table	13 *SIDS/SBS/CANS Training 10:30-12:30 @ ECC	14 ECC Family Swimming 10 - Noon @ Bayfield Rec Center
15	16 GED 12:30 - 3:30 @ECC	17 Tribal Council mtg	18 *Carnegie Kids Story Hour 10am @ Bayfield Library Housing mtg	19 Language Table	20	21 ECC Family Swimming 10 - Noon @ Bayfield Rec Center
22 ECC CLOSED for Spring Break March 30th-April 6th.	23 ECC Parent-Teacher Conference Week (Regular school days) GED 12:30 - 3:30 @ECC	24	25 *Carnegie Kids Story Hour 10am @ Bayfield Library Parent Committee mtg 2:30 @ MM Trailer	26 Language Table	27 Bayfield Early Release @ 12:45	28
29 Classes resume Tuesday, April 7th.	30 CLOSED Spring Break Bayfield School Closed	31 CLOSED Spring Break Bayfield School Closed				

Agongos (Home Base) Newsletter March Onaabani-Giizis

The ECC will be closed
for spring Break
March 30th to April 6th

Amaris Ext. 238
Amber Ext. 237
Eugena Ext. 236



Home Base Socializations:

March 6th will be with the

Zaagichigaazowin Home visiting Program

March 20th

Both days will start at 10:00 A.M. and go until Noon

Activities to be announced





Waabooz Classroom!

We would like to welcome Maggie Pratt as the new teacher in our classroom as of February 23rd! We are very happy and excited to have her in our room :) We are all working hard on our next steps some of us are trying to walk, some are trying to talk and some are trying to crawl and sit up! We love seeing your children every day make sure if they aren't going to be in you give us a call 715-779-5030 ext.224 or message us on Facebook if you find that easier. We also have lots to do in the morning setting up the classroom and preparing for the day so if you can please bring in your child closer to 8am unless you have to be to work or class we can make arrangements :) Caitlin, Maggie and Judy!



REMINDER!

- * Spring Break March 30th-- April 6th! Classes will resume on Tuesday April 7th!
- * Language Table every Thursday.
- * Please bring in extra clothes for your little ones.



Amik News

Onaabanii-Giizis—Hard Crust on the Snow Moon—March

Greetings families! The Amik room has been busy despite all the yucky viruses going around. We know this season has been tough as far as illnesses go and we appreciate that you have all used your best judgment in whether or not to send your child to school. We also appreciate that you have all made the effort to inform us when and why your child is absent. Attendance is so important for your child's education, but their health and well being is also important. Here's hoping we can begin to

move past this cold and flu season to a happy and healthy March!

The language skills in our classroom have absolutely EXPLODED and we couldn't be happier with the progress the kiddos are making. They are working so hard to pick up new words and correctly identify things verbally. They are using English, Ojibwemowin as well as sign language to communicate in the classroom and it is very exciting to see. Keep up the great work at home talking with your children and modeling those impor-

tant language development skills. You are all obviously doing a wonderful job!

Here's to another great month in the Amik room!



What's happening...

This month we will focus on many aspects of science. Our main focus will center around the season of Sugar Bush and harvesting maple syrup. We will be talking about trees and other plants at an age

appropriate level and bring the children outside to explore the amazing forest surrounding the ECC. The children have shown an incredible interest in science and sensory experiences. We will con-

tinue following their interests and provide those learning opportunities in the classroom. Corky has some fun ideas in store for us! We can't wait to get our hands messy. :)

Amik Room

Miss Beth and Corky
Ext 225

March Newsletter

Special points of interest:

- ☺ Remember to call if your child is going to be absent.
- ☺ Continue sending proper outdoor clothing. We will be going outside whenever the weather permits.
- ☺ The ECC will be closed March 30—April 6th

Ojibwemowin

Maple Tree— aninaatig

Maple Sap -

wiishkobaaboo

Maple Sugar -

ziinzibaakwad

Sugar Bush—

iskigamizigan

Makwa Room~

This month we will be working on tree studying to get our class ready for sapping in the spring time. We will be adding some new material to our interest areas throughout our classroom to help prepare us for sapping. Our Ojibwe words we will be working on throughout the month is

Wiishkobaaboo- Maple Sap

Naadoobii-Gather Sap.



We would also like to welcome Ms. Lacie to the Makwa room as Ms. Teresa's co-teacher.

Have a great and happy March Everyone!!

Ms. Teresa & Ms. Lacie

MARCH 2015
ONAABANI-GIIZIS

NADINE AND KAREN

ESIBAN ABIWIN



SPECIAL POINTS OF INTEREST:

- Weather
- Group Plans
- Closing
- Cognition
- Classroom gathering

Look at what we are doing this month...

Month number two already gone. Really? Where is the time going? But, we did have fun for the month doing valentines and learning about the post office.

This month we will focus our group plans around zoo and farm animals along with pets we care for. We also will do some activities on the sugar bush and St. Patrick's Day.

We will include

numbers, shapes, letters, matching, comparing, patterns, etc., with our everyday lessons too.

We are also doing the Question of the Day and Would you rather? Pictionary is played at times and we just added in What is Missing?

We're talking about who's a boy and who's a girl too. These children are so much fun to be around! Some of their answers make us laugh.



March should bring warm weather?! Right?!

Thanks to you Parents for letting us care for them daily!

The weather will be warming up and we will be outside daily so make sure your child has his/her snow gear here. Miigwech!

Look at what we do...

- Manuel can make a ramp for the cars.
- Layla plays with the shape sorter and can get them in by trying again and again.
- Adena shows independence.
- Kenyon takes turns.
- Michael can write the letter "M" for his name.
- Brandy can pour the milk.
- Nicholas can stack the legos.
- Hazel likes to open the mail and deliver it.

BREAKING NEWS..

Parent Teacher Conferences are the week of the 23rd. We will be setting up times that work for each family.

CLOSED FOR SPRING BREAK:

March 30-April 6th. Classes resume on 4-7-15 (Tuesday)



WHAT IS IT: Cognition is how we know, learn, and remember. It involves making sense of the world and developing the ability to acquire, organize, and use information in increasingly complex ways.

Mashkodebizhiki Room

Boozhoo. Hopefully everyone is staying warm and still enjoying the snow that we are so fortunate to have. I guess after so many winters we take for granted all of the beauty and fun that snow offers us.

We will be sending home "What we did this week" sheets on Thursdays. We will be highlighting specific things we did in the science, math, language arts and social/emotional areas. We do many other things throughout each day but wanted you to know about some of the special things we learned and did. Knowing this will help you ask your child questions about their week and what they learned at school. We are always open to new ideas and thoughts from anyone willing to share to help make the days educational and fun.

We are currently reading the chapter book "Flat Stanley" Series of four books.

Here are some of the new commands we are using in the classroom. Please use these at home so your child can hear the language as much as possible. If you would like more words or have any questions about the language you can call us at ex. 247.

There is also language table every Thursday from 4:30-7:00.

Bizindawishin—Listen to Me
Zaaga'an—Use the bathroom
Daga Miizhishin—Please give it to me
Daga Weweni—Please be careful
Gigiizhitaa ina? — are you done?

Don't forget parent / teacher conferences call us any time and we can have a conference or schedule one between March 9-19th.

Giigawabamin, Ms. Jamie and Ms. J

Onaabani Giizis

What's Going On In The Ma'iingan Room ?

We have been learning about many different things in our classroom. We have been working on turn taking, listening, self help skills, counting, writing our own names, waiting in a line, shapes, colors, math concepts, second step with how to control our emotions, and much more! We will be starting to

learn about trees, in the month of March the size, shape, types, and colors. We will be learning anything and everything we can about trees. Sugar Bush is coming up soon and we are excited to go tap trees and learn about the maple tree. We invite parents to come join our classroom and be part of our day. We start

classes at 8:00 to 2:00 pm we encourage a phone call or some type of message if your child will NOT be present for the day. If your child isn't here by 9 am we won't be expecting them for the day. It's still very cold outside and lots of winter left so please send your child in appropriate clothing to school and extra clothes we can

Messy in our day. We will be asking for volunteers for the weeks we go to sugar bush, so be watching for the notice. Miigwech for sharing your child with us at school, and being so cooperative with us this year. We look forward to seeing you all and remember every Thursday we will be doing language table from 430pm to 7pm.

Miigwech ,
Ms. Patsy, Ms.
Alicia

Migizi Room

We hope everyone is having a great year so far! This month we have been BUSY! We have been learning about 2D shapes, 3D shapes, sequencing (what comes first, second, third, and so on), finished up our gun safety unit, capital letters, accidents (what they are and what can say if one happens), what planet we live on, what continent we live on, what state we live, what town we live in, and much, much, more. Don't be afraid to ask your child about these, they are working hard.

In March (Onaabani- Giizis Hard Crust on the Snow Month) we will be talking about the different trees we have in our area, animals in our forest, maple sugar/Sugar Bush, having strong feelings and how to manage them, and what you can do if you get lost.

**If you have any questions please give us a call at
715-779-5030 ext. 240**

Miss Linda & Miss Diann

Red Cliff Early Childhood Center

Regular Policy Council Meeting Minutes
Thursday January 8th 2015
12:30 p.m. at the ECC Admin Trailer-Memengwaa

Meeting called to order by Elizabeth King at 12:35

Present: Elizabeth King, Kasie Gokee, Chelby Cameron, Steven Boyd, Jessie Defoe, Autumn Montano.
Quorum Present

Absent: Nicole Newago

Other Staff: Dee Gokee-Rindal, LaVonne Goslin, Nicole Boyd, Cindy Garrity, Patt Kenote-DePerry, Marianne Szot.

Ashly Gurnoe-Gould resigned her position on the Policy Council effective immediately.

At the next Family night an election will take place to appoint a new Policy Council Member.

Approval of Minutes: Motion by Jessie to approve minutes for December 15, 2014 with corrections. Second by Autumn, all in favor, Motion Carried.

Financial Report: Head Start Director Nicole Boyd stated that at this time there are no concerns, but she is monitoring the sub budget line. Early Head Start Director LaVonne Goslin stated the same that she too has no concerns, and is also monitoring the sub and supply budget line item. Funds are running low. Dee reported to the PC that verbally she was notified that there will be an increase by a couple percent rates in the Facilities Management expense and the Monitoring of in-kind is ongoing.

Service Plans: Health Service Plan 2014-2015: Patt Kenote-DePerry updated the PC on the small changes that were made. Explained that one ECC classroom is working with the Circle Brushing that was recommended by Sheryl Hammock she is the AINA Head start T/TA Early Childhood Education specialist

Motion by Jessie to approve the Health Services Plan 2014-2015. Second by Chelby, all in favor, Motion Carried.

Environment Health & Safety Plan 2014-2015:

Motion by Kasie to table the Environment Health & Safety Plan 2014-2015, further work is needed to be updated at this time. Second by Autumn, all in favor, Motion Carried.

Monthly Program Summary Report December 2014: Nicole explained to the PC why we were not fully enrolled in December, but as of January we are fully enrolled. Attendance was discussed and explained how we as a program monitor and track each child's absenteeism.

Tribal Employee Handbook, ECC addendum revised: Dee explained to PC the changes and updates that were made in the addendum.

Motion by Autumn to approve the ECC addendum revised with changes, second by Chelby, all in favor, Motion Carried.

Early Childhood Learning and Knowledge Center (ECLKC): On the overhead Dee showed the PC how to get to the ECLKC website and went over what the PC can search for, such as the 5 year grant, budgets and so on, information for PC to explore.

School Readiness: Marianne went over handouts snap report data for SR goal Progress monitoring fall of 2014 and Red cliff early childhood center school readiness goals 2014-2015 ages 0-5. She explained how we came up with the numbers. Teachers do checkpoints 3 time a year and that these are the outcomes.

Executive Session: None needed at this time.

Other: LaVonne updated the PC on the changes happening in the classrooms. Jamie Goodlet-King is moving to the Mashkodebiahiki Room with Julie Erickson and that her position in the Waabooz room will be externally posted. We also have a new Family Service Health assistant Ashly Gurnoe-Gould who will be working with Patt.

Next meetings, February 12th, March 12th and April 16th 2015

Adjourn: Motion by Autumn to adjourn at 1:50 p.m. second by Chelby, all in favor, Motion Carried.

Policy Council Vice-Chair
Elizabeth King

SIDS, CANS



Shaken Baby Syndrome Training

March 13, 2015

10:30am to 12:30pm

In Memengwaa at ECC

This is mandated for any new Subs
or new Child Care Providers.

Please Call Kim to reserve your spot.

715-779-5030 ext 251





ECC Spring Conferences are the week of March 23-26, 2015.

Your child's teachers will be contacting you to set up a conference time. Conference times are available from 2:00 – 4:00, unless other arrangements are made with your child's teachers.

See you then!



ATTENTION!!

Weekly Language Tables are Back!

We are back to our regular EVERY THURSDAY
Language Tables from 4:30 – 7:00!

Welcoming and Side-Step Songs from 4:30 – 5:00

Pot Luck Feast from 5:00 – 5:30

Introductions and Review 5:30 – 6:00

Language Games, Practice, and Small Groups 6:00 – 7:00

We will **not** have language table on **March 26th** due to the 21st Annual
Anishinaabemowin Ateg Conference held in Sault Ste. Marie, MI.

www.anishinaabemowin-teg.org

We will **not** have language table on **April 2nd** due to SPRING BREAK!!

Miigwech gaa-pi-izhaayeg! Thank you for coming!

Learn How to Speak Ojibwe!

Come learn how to speak Ojibwe with us at our weekly language tables!

We start at 4:30 with some traditional side-step songs and have a traditional “pot-luck” style feast at 5:00!



Bring a dish to pass!



Lessons are for beginning and advanced learners!

- Where is it: ECC Large Motor room
- When is it: Every Thursday from 4:30 – 7:00
- What is it: ECC Ojibwe Language Tables

Who to call for more information: Reggie Cadotte 715-779-5030 ext 233

Child Care is available for children Kindergarten age and younger by calling:
Kim Gordon 715-779-5030 ext. 251

ECC Family Swim Days

Open to families of children 0-5

The ECC will be having family swim days at the Bayfield Recreation Center on the following dates:

Saturday, February 21st	-	10:00 to Noon
Saturday, February 28th	-	2:00pm to 4:00
Saturday, March 7th	-	10:00 to Noon
Saturday, March 14th	-	10:00 to Noon
Saturday, March 21st	-	10:00 to Noon
Saturday, April 11th	-	10:00 to Noon
Saturday, April 18th	-	10:00 to Noon
Saturday, April 25th	-	10:00 to Noon

To Reserve a spot please contact Cindy Garrity at 715-779-5030 ext. 253 or Jennifer Bresette ext. 257



Snack will be provided!

Boozhoo ECC Parents!



If your child will be five years old before September 1, 2015, your child will be age eligible for kindergarten in September. The ECC and the Bayfield School have collaborated to plan and schedule the following activities.





- ***All parents and 2015 kindergarten children are welcome to attend.***
- **Tuesday, April 7, 2015 5:00 – 6:30**
Parents, Pizza, and Preschool Night @ the Bayfield School
ECC staff volunteers lead activities with children in the gym while parents meet with Bayfield School staff in the library to learn more about kindergarten. All parents of 2015 kindergarten children are welcome to attend.
- **Wednesday and Thursday, April 15 and 16, 2015 9:00 – 2:30**
Kindergarten Enrollment and Experience Day @ the Bayfield School
ECC staff volunteers help parents with paperwork during the enrollment process. Children and parents will have scheduled times to attend. Children have an opportunity to explore the kindergarten classrooms.
- **Friday, May 1, 2015 10:30**
Lunch and Kindergarten Classroom Activity @ the Bayfield School
*This is an opportunity for parents to accompany their preschool child to the school and help increase their child's comfort level with the new environment. Parents will be able to sign up for the event at **Parents, Pizza, and Preschool Night**.*
- **Thursday, May 21, 2015 10:30 – 12:00 ECC Kindergarten Field Trip**
ECC k-bound children travel with their teachers to the Big School to participate in a classroom activity, have lunch in the cafeteria, and play on the playground. Parents are encouraged to attend.

For more information, contact Marianne Gibeau Szot at 779-5030 x 227.

Red Cliff

March 2015

WITC GED/HSED & Adult Education

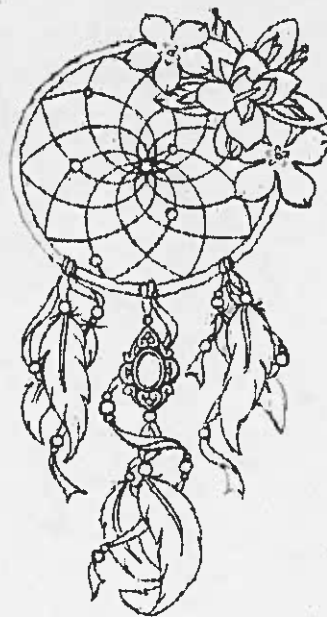
Sun	Mon	Tue	Wed	Thu	Fri	Sat
 <p>Don't Forget To Change Your Clocks on Mar. 8th</p> 	<p>2 Class Today 12:30-3:30</p>	3	4	5	6	7
8	<p>9 Class Today 12:30-3:30</p>	10	11	12	13	14
15	<p>16 Class Today 12:30-3:30</p>	 St. Patrick's Day	18	19	20	21
22	23			25	26	27
No Classes This Week		No Classes This Week		28		
29	<p>30 Class Today 12:30-3:30</p>	31				

If you are interested in attending GED/HSED classes or need extra brush-up on Math, Reading, or Language skills, please contact Sue Hopkins or Theresa Beckman to enroll
Call WITC—Ashland Campus (715)682-4591
Ext. 3118 - Sue Hopkins or
Ext. 3430 - Theresa Beckman (Red Cliff Instructor)
Enroll in class any time throughout semester!



K-5 CULTURE FAMILY NIGHT

WEDNESDAY MARCH 4TH



School Cafeteria, 5:00 – 7:00 pm.

Dinner will be served at 5pm. Activities will follow.

There will be childcare available during activities.

Hope to see you there! Miigwech!

Hosted by the Hope for Tomorrow Ojibwe Language Revitalization Program

Legendary Softball ON ICE

**SATURDAY
MARCH 7**

**FREE REGISTRATION 10-11 AM
PLAY BEGINS 11 AM**

LEGENDARY WATERS RESORT & CASINO

Bayfield Winter Festival

Saturday, March 7, 2015

10 am – 2 pm Legendary Softball on Ice

Drive 3 miles north of Bayfield to Legendary Waters Resort & Casino to play a “just for fun” softball game on ice with great views of Lake Superior and the Apostle Islands. Players must be 21 years of age and older to participate. FREE registration between 10 and 11 a.m. at Players Club. Play begins at 11 a.m. Bring your favorite bat and glove. (We provide the softballs.) Everybody plays. Enjoy casino perks and door prizes. Spectators welcome!

*Located 3 Miles North of Bayfield on Highway 13 | Red Cliff, Wisconsin | Alternate Location on Stand-By
(800) 226-8478 Toll-Free | www.LegendaryWaters.com | Find Us on Facebook | Subject to Change*

Home (/) Schedule (/schedule.html) PolarPLUNGE (/polarplunge.html) WinterDASH (/winterdash.html)
WinterBASH (/winterbash.html) Run/Bike onWATER (/runbike-onwater.html)
Ice Caves (<http://bayfield.org/bayfield-activities/ice-caves/>) more...

(<http://www.facebook.com/Bayfk>)

Welcome to the Bayfield Winter Festival - March 6, 7, 8 2015



Celebrating Snow, Ice and Cabin Fever!

It's a wild weekend of winter fun, with a variety of fund and crazy activities to celebrate the end of winter. Come to Bayfield for a wild weekend of winter fun, with a variety of fund and crazy activities to celebrate the end of winter. Ice golfing, softball on ice, nighttime disc golf, a shopping poker run and a deck party overlooking the lake. Saturday's WinterDASH (<http://www.bayfieldwinterfestival.com/winterdash.html>), at Mt Ashwabay is the ultimate winter 5k run and obstacle course. Or run, bike, ski or skate on the famous ice road to Madeline Island for the Run on Water (<http://www.bayfieldwinterfestival.com/run-on-water.html>) on Sunday. Top it off with the hilarious Polar Bear Plunge

(<http://www.bayfieldwinterfestival.com/polarplunge.html>) and Saturday night's Mt Ashwabay Winterfest Bash (<http://www.bayfieldwinterfestival.com/winterbash.html>) and there's great fun for everyone.

Letter from the Bayfield Winter Festival committee

Thank you for stopping by the Bayfield WinterFEST website. There are a few things you should know about us inhabitants of northern Bayfield County. The Bayfield Peninsula truly is a winter wonderland. With over 100 inches of annual snowfall, miles of ice and a lake that moderates the harsh winter temperatures, there's a good chance that if you come looking for us in the winter, you'll find us outside. We love Winter. We skate, we ski, we fish, we snowshoe, we snowmobile, we dogsled, and when we're done, we put our feet up in front of the fire and relax with our favorite beverage.

In March, the brisk breath-stealing North winds of January and February give way to warmer, promise-filled breezes of the south. "Spring is just around the corner," they say. They tease us with dreams of the annual melt, longer days, fruit trees in blossom, and warm summer nights. Suddenly the house seems smaller, the pantry seems empty, flannel becomes repugnant, and the scent of wood smoke loses its charm. We locals, well, we start to get a little squirrely.

We created WinterFEST to combat this annual bout of crazy, and it became the annual last Huzzah of all things winter. It's our way of saying, "Dear Winter, we love you, and thanks for coming, but it's time to leave. Come back in November. It's a celebration of ice, of snow, and of course, cabin fever.

Whether you plunge into a frozen lake, glide through the woods in the candlelight, tear up the DASH course, or just come for the party, we're sure you'll enjoy our celebration of the end of the joyous winter season. On behalf of the inhabitants of Bayfield and surrounding communities, the WinterFEST Committee cordially invites you to join the shenanigans during the weekend of March 6-8.

The St. Francis Church

is sponsoring a

St. Patrick's Day Dinner

When: Saturday March 14, 2015

Time: 4:00—7:30

Where: Red Cliff Elderly Center

Menu

Corned Beef, Cabbage, Potatoes,
Carrots, Jello Salad,
Dessert & Drink

Cost

\$10 per person

\$9 Senior

Under 5 or over 90 Free

Lots of Raffles & a 50/50 drawing

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, March 17
3:00-5:00 p.m.
Northern Great Lakes
Visitor Center
Free



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.

**Wisconsin Judicare and Columbia Law School
Present:**

The 2015 Indian Wills Caravan

Judicare staff and Columbia Law School & U.W. Law School students will be visiting the following tribal communities to assist **ANYONE** who wants to draft a will, a power of attorney, or other basic estate planning documents. This service is free of charge and there is no income limit eligibility.

March 17th, Red Cliff - 9:30 a.m. to 4:30 p.m.

March 18th, Odanah - 9:30 a.m. to 4:30 p.m.

March 19th, Hayward - 9:30 a.m. to 4:00 p.m.

March 20th, Black River Falls - 9:30 a.m. to 4:30 p.m.

March 30th, Crandon - 9:30 a.m. to 4:30 p.m.

March 31st, Stockbridge-Munsee - 9:30 a.m. to 4:30 p.m.

April 1st, Lac du Flambeau - 9:30 a.m. to 4 p.m.

**Space is limited. Please contact the Indian Law Office of
Wisconsin Judicare at 1-800-472-1638 to make your
appointment today.**

This program is made possible by funding from the Stockbridge-Munsee Band of Mohican Indians. This is a collaborative project of Wisconsin Judicare Inc, Columbia Law School, and the University of Wisconsin Law School.

NORTHLAND
COLLEGE

41ST ANNUAL SPRING POWWOW

- A CELEBRATION OF OUR COMMUNITIES AND CULTURES -

NORTHLAND COLLEGE CAMPUS
KENDRIGAN GYMNASIUM
ASHLAND, WI

FREE AND
OPEN TO
THE PUBLIC

VISIT
[NORTHLAND.EDU/
POWWOW](http://NORTHLAND.EDU/POWWOW), OR



FIND US ON
FACEBOOK:

[WWW.FACEBOOK.COM/
NC.SPRING.POWWOW](http://WWW.FACEBOOK.COM/NC.SPRING.POWWOW)



GRAND
ENTRY
1 PM & 7 PM
FEAST AT 5 PM

ALL DANCERS
AND DRUMS
WELCOME!

REGIONAL VENDORS
AND EDUCATIONAL
BOOTHs WILL BE
PRESENT AT THE EVENT

SATURDAY, MARCH 21ST, 2015

SPONSORED BY THE NORTHLAND COLLEGE NATIVE AMERICAN AND INDIGENOUS CULTURE CENTER,
THE NATIVE AMERICAN STUDENT ASSOCIATION, AND THE NORTHLAND COLLEGE STUDENT ASSOCIATION

DRUGS AND ALCOHOL ARE PROHIBITED AT THIS EVENT. WE ARE NOT RESPONSIBLE FOR LOST/STOLEN ITEMS OR INJURIES

Regalia Making: Jingle Dress

Saturday, March 28th 9am-4pm
Sunday, March 29th 9am-Noon
LCOOCC – North - Washburn

**All Supplies
Provided**



Space is Limited!

Pre-Registration is Required by
March 13th, 2015

Call 715-634-4790 Ext 156 or

Email marlowa@lco.edu



RCCSSA

- ❖ Uses the Percentage of Income Standard for setting fair child support payment amounts (gross income):
 - 17% for one child
 - 25% for two children
 - 29% for three children
 - 31% for four children
 - 34% for five or more children
- ❖ Utilizes the WI KIDS system to manage collections and disbursement of all child support orders
- ❖ Will not be charging interest on arrears
- ❖ Has the ability to offer families child support orders that include non-cash support (restrictions apply)
- ❖ Will review child support cases every 2 years
- ❖ Will not charge clients annual R&D fees
- ❖ Offers assistance and case management services
- ❖ Works closely with families to identify, assess and assist with needs and barriers through the referral process
- ❖ Delivers culturally appropriate services to our clients

FOR MORE
INFORMATION



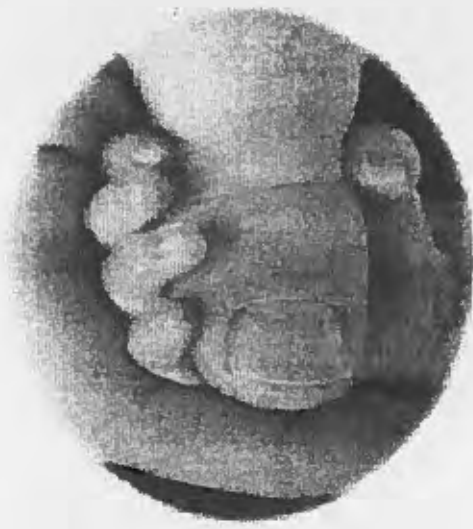
*Call or stop in to the
RCCSSA office*

(Location and contact info is
on the front of this brochure)

General child support
information can be found on
the Wisconsin Bureau of Child
Support (BCS) website:
dcf.wisconsin.gov/bcs



Red Cliff Child Support Services Agency (RCCSSA)



Physical location of RCCSSA:

Makwa House
37270 Community Road
Bayfield, WI 54814

RCCSSA mailing address:

Red Cliff Child Support
Services Agency
88385 Pike Road, HWY 13
Bayfield, WI 54814

Tele: (715)779-3769

Fax: (715)779-3771

Mission of RCCSSA:

The Red Cliff Child Support Services Agency (RCCSSA) is dedicated to providing services that are delivered implementing the seven Core Anishinaabe

Values; respect, courage, honesty, wisdom, generosity, truth, humility and love as our service delivery process. Our goal is to work with parents so they may provide support for their children financially, medically and emotionally, keeping in mind at all times that the children come first.



Children are expensive to raise: shoes, jeans, shirts, rent, gasoline, and food are all necessities for your children. It's only fair that if you have a child that you provide for their needs.

Experience has shown that if children spend time with both parents, their chances of growing up to be adults with fewer problems and issues increases. Again, experience has shown that when parents are paying child support they tend to want to spend time with their children.



Eligibility



RCCSSA provides paternity establishment and child support services to families where one or more of the parties are enrolled members of the Red Cliff Band of Lake Superior Chippewa Indians. We also provide services for non-members who reside within the boundaries of the Red Cliff reservation.



Eligibility for case transfer is established on a case-by-case basis for those families that already have a child support case in another Tribe or County. Some factors that are considered when determining case transfer is tribal enrollment status, residency, practicality, and/or consensus of both parties.



Services Provided:

- ✓ Establishing Paternity
- ✓ Establishment of Child Support Obligations
- ✓ Collection and Disbursement of Child Support Orders
- ✓ Enforcement of Child Support Obligations
- ✓ Modification of Child Support Orders
- ✓ Payment History
- ✓ Location of Parents
- ✓ Case Management Services

Services NOT Provided:

- Custody and Visitation
- Legal Advice
- Divorce Actions
- Property Settlements
- Legal Representation of either Party

14-15
Bayfield High School
Honor Roll
2nd Quarter

HIGH HONOR ROLL

9th

Hauser, Alyssa
LaPointe, James
Mertig, Torrie
Newago, Joseph
Panek, Bazile
Thiel, Emma

10th

Doering, Oakley
Keith, Peyton
Peterson, Yrsala

11th

Gordon, August
Jeffords, Eric
LaPointe, Madeline
Thomas, Karen

12th

Defoe, Aubrey
Flores, Christian
Grant, Searra
Jeffords, Kevin
Leask, Kevin
Newago, Shellie

14-15
Bayfield High School
Honor Roll
2nd Quarter

HONOR ROLL

9th

Duffy, Taryn
Lozano, Brittney
McCafferty, Keegan
Nelson, Matthew

10th

Flores, Austin
Gonzalez, Erica
Krisik, Savannah
Schuppe, Solomon
Topping, Timothy

11th

Basina, Robert
Benton, Elle
Brown, Alex
Edwards, Tekhla
Gordon, Allison
Martinson, Arne
Soulier, Brendan
Spencer, Cheyenne

12th

Charette, Stormey
Krisik, Jeffery
Schuppe, Jared
Wachsmuth, Michael

14-15
Bayfield Middle School
HONOR ROLL
2nd Quarter

HIGH HONOR ROLL

6th

Bresette, Vincent
Claremboux, Simon
Cornelius, Isabelle
Gordon, Autumn
Hoopman, Wyatt
LaGrew, Alexia
LaGrew, Andrea
LaGrew, Cameron
LaPointe, Philip
Milligan, Dayton
Ray, Kenneth
Schlender, Jayda
Thiel, Greta

7th

Boone, Richard
Dahl, Harleigh
Dizmang, Mya
Garramone, Olivia
Gordon, Janelle
Hansen, Jamee
Hoopman, Elizabeth
Kriner-Woodworth, Emily
McCafferty, Quinn
Olson, Rhianna
Simmons, Miquetan
Thomas, Leah

8th

Armagost, Robin
Basina, Faith
Garramone, Giovanni
Hanson-Milligan, Shania
Moore, Ethan
Nordin, Leo
Pierre, Alanna

14-15
Bayfield Middle School
HONOR ROLL
2nd Quarter
HONOR ROLL

6th

Boyd, Payton
Krisik, Samuel
Pounder, Bailen
Pounder, Patrick

7th

Basina, Melissa
Boyd, Ethan
Bressler, Maleyna
Chapman, Joseph
Edwards, Burkhart
Erickson, Brianne
Hagen, Olivia
Kahite, Victoria
Krisik, Dillion
LaFernier, Dusty
LaGrew, James
Lozano, Joshuwa
Montagne, Lucas
Tutor, Morgan
Washeleski, Dayton
Weber, Adam

8th

Cadotte, Alexis
Defoe, Mason
Gordon, Ceara
Gordon, Vennessa
Leduc, Benjamin
Montgomery, Maya
Morris, Marissa
Murphy, Sophie
Nelson, Russell
Schuppe, Aurora
Soulter, Gavin
Spinner, Justin

Bayfield Elementary Honor Roll
Quarter 2
2014-2015

4TH Grade Honor Roll

Kenneth Basina

Keith Bressette

Jade Gordon

5th Grade Honor Roll

Lennox Birkholz-LaPointe

Thomas Gadbois

Chase Gordon

Gavin Marx

Aidan McKuen

Allison Rogers

Michael Shaffer

Lanie Willoughby

Bayfield Elementary Honor Roll
Quarter 2
2014-2015

4th Grade High Honor

Chloe Andrews-Gordon

Alexia Boyd

Brian Boyd

Kiana Butterfield

Wyatt Dahl

Arfee Edwards

Vincenzo Garramone

Ethan Gordon

Michelle Gordon

Trinidy Gordon

Gabriel Graham

Mardea LaPointe

Donald Livingston

Jayda Livingston

Karly Lozano

Bryce Marshall

Jennifer Myers

Megan Nordin

Emily Pierre

Wyatt Poch

Arthur Pratt

Amelia Spinner

5th Grade High Honor

Layla Boyd

Kylie Curran

Leora DePerry

Daunte Gordon

Forest Gordon

Madison Gordon

Ezra Klinger

Kyan Kraus

Emily Marshall

Katy Peterson

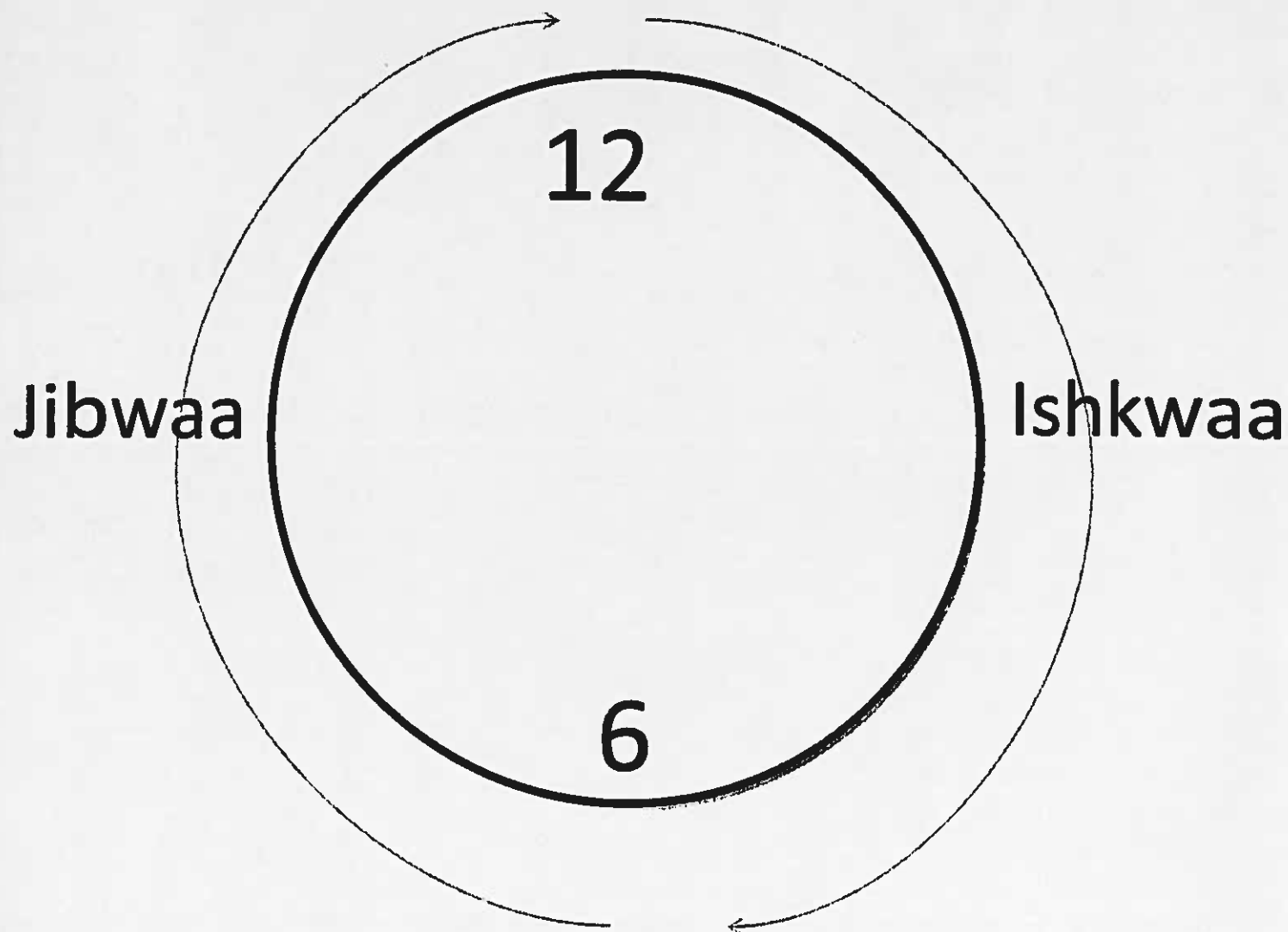
LaPointe Elementary
Honor Roll
2014-2015

4th Grade Honor Roll

Isabella Boone

4th Grade High Honor

Leo Roe



Minutes = dibe'igaans

Hours = dibe'igan

Midnight = Aabita dibikak

Before = Jibwaa

After = Ishkwaa

Noon = Naawakweg

And a Half = Ashi aabita

Examples:

- 1:00** - Ningo dibe'igan
- 1:10** - Midaaso dibe'igaans ishkwaaw ningo dibe'igan
- 2:15** - Midaaso ashi naano dibe'igaans ishkwaaw niizho dibe'igan
- 2:20** - Niizhtana daso dibe'igaans ishkwaaw niizho dibe'igan
- 3:30** - Niso dibe'igan ashi aabita
- 3:35** - Niizhtana ashi naano dibe'igaans jibwaa niiyo dibe'igan
- 4:45** - Midaaso ashi naano dibe'igaans jibwaa naano dibe'igan
- 4:50** - Midaaso dibe'igaans jibwaa naano dibe'igan
- 5:55** - Naano dibe'igaans jibwaa ningodwaaso dibe'igan
- 11:30 am** - Midaaswi ashi bezhig dibe'igan ashi aabita
- 12:00 pm** - Naawakweg
- 12:15 pm** - Midaaso ashi naano dibe'igaans ishkwaaw naawakweg
- 12:30 pm** - Naawakweg ashi aabita
- 11:45 pm** - Midaaso ashi naano dibe'igaans jibwaa aabita dibikak
- 12:00 am** - Aabita dibikak
- 12:15 am** - Midaaso ashi naano dibe'igaans ishkwaaw aabita dibikak
- 12:30 am** - Aabita dibikak ashi aabita

SIGNS OF POSSIBLE EYE TROUBLE



If your child shows one or more signs below, take him or her to an eye doctor as soon as possible.

WHAT DO YOUR CHILD'S EYES LOOK LIKE?

- eyes don't line up, one eye appears crossed or looks out
- eyelids are red-rimmed, crusted or swollen
- eyes are watery or red (inflamed)

HOW DOES YOUR CHILD ACT?

- rubs eyes a lot
- closes or covers one eye
- tilts head or thrusts head forward
- has trouble reading or doing other close-up work or holds objects close to eyes to see
- blinks more than usual or seems cranky when doing close-up work
- squints eyes or frowns

WHAT DOES YOUR CHILD SAY?

- "My eyes are itchy," "My eyes are burning" or "My eyes feel scratchy."
- "I can't see that very well."
- After doing close-up work, your child says "I feel dizzy," "I feel sick/nauseous" or "I have a headache."
- "Everything looks blurry," or "I see double."

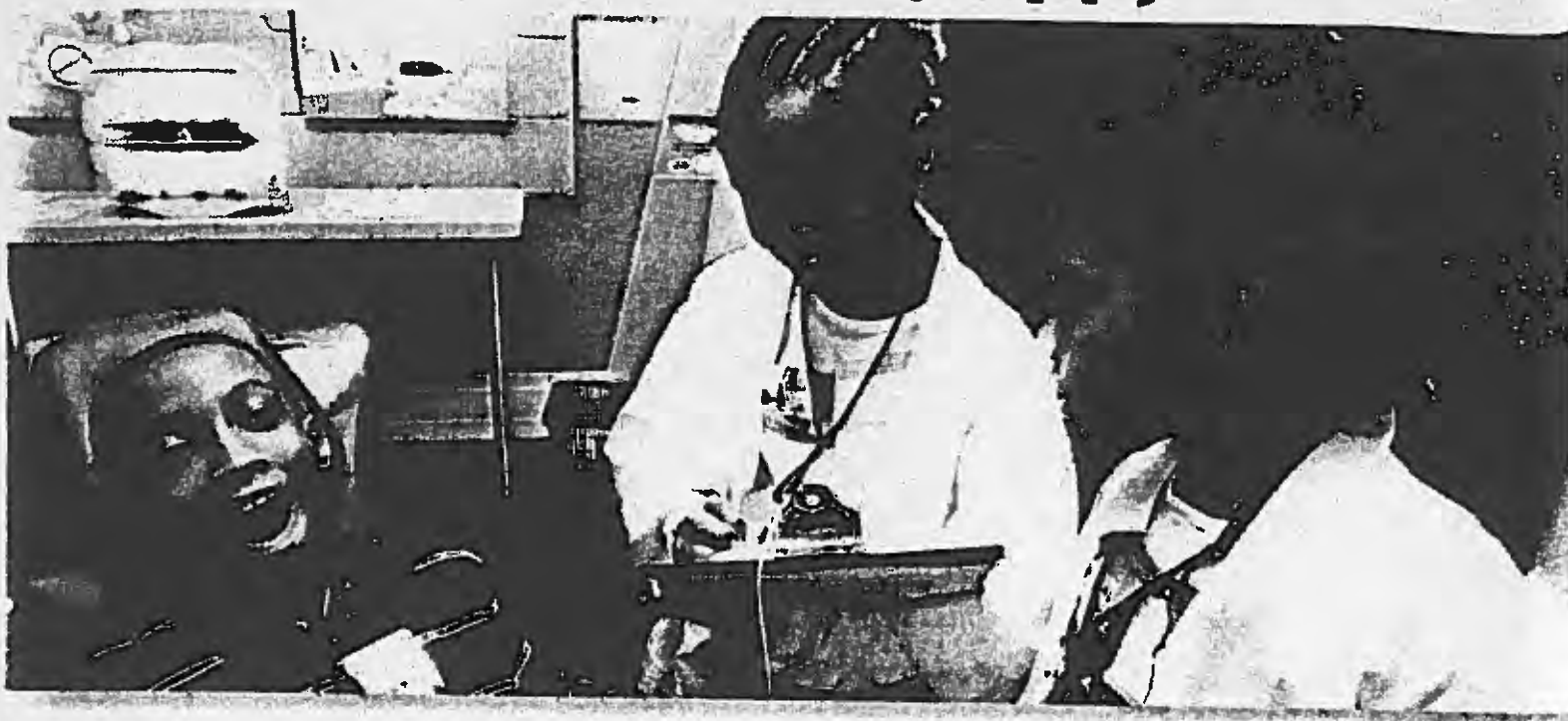
Remember, your child may still have an eye problem even if he or she does not complain or has not shown any unusual signs.

For more information about children's eye health and safety visit preventblindness.org/wi or ask your eye care professional.



**Prevent
Blindness®**
Wisconsin
Our Vision Is Vision®

Healthy Habits for Happy Smiles



Visiting the Dental Clinic with Your Child

Children need to visit the dental clinic to keep their teeth and mouth healthy. If children have regular dental visits, the dentist and dental hygienist can take care of their teeth and find oral health problems early. Having regular dental visits also teaches children to value good oral health.

February is National
Dental Health Month.



THE NATIONAL CENTER ON
Health

school readiness begins with health!



At the Dental Clinic, the Dental Team Will:

Check your child's teeth and mouth.

Talk to you about the best way to take care of your child's teeth. For example, brushing your child's teeth with fluoride toothpaste after breakfast and before bed.

Share other ways to help prevent tooth decay (cavities). For example, putting fluoride varnish on children's teeth.

Tips for Visiting the Dental Clinic

If your child asks what will happen at the dental clinic, give a simple answer. For example, say:

"They may count how many teeth you have."

"They may clean your teeth to make them shiny and bright!"

If you don't like going to the dental clinic, don't tell your child. That might make your child worry about going, too.

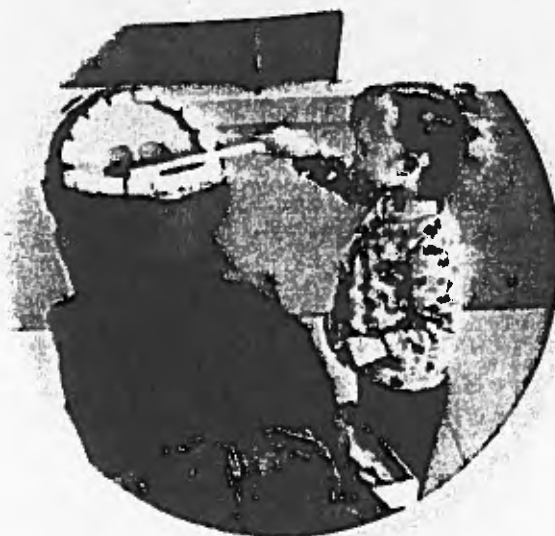
Set up a pretend dental chair. Pretend to be the dentist or dental hygienist. Look in your child's mouth and count her teeth; then talk to her about brushing her teeth.

Read books or watch videos with your child about visiting the dental clinic. Don't use books or videos that have words like hurt, pain, shot, drill, afraid, or any other words that might scare your child.

Let your child bring his favorite toy or blanket to the clinic.

If you find out that your child will receive a small toy or new toothbrush at the end of the visit, remind your child of this reward.

Plan a fun activity for after the clinic visit.



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This handout was prepared by the National Center on Health under cooperative agreement #9OHC0005 for the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Head Start.

National Center on Health. 2014. *Healthy Habits for Happy Smiles: Visiting the Dental Clinic with Your Child*. Elk Grove Village, IL: National Center on Health.

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Try a New Fruit or Veggie

Bodies need nutrients – like vitamins, minerals, proteins and carbohydrates – to grow up healthy. These nutrients mainly come from the food you eat. Just as cars need gasoline to run, your body needs food to keep going. But not just *any* food. To be your healthiest, you need to give your body the right kinds and amounts of food.

Vary your Veggies

Vegetables have the vitamins, minerals and fiber your body needs to grow up healthy. Here are some simple ideas to eat more veggies everyday:

- Snack on veggies like baby carrots, cucumber slices, and celery sticks.
- Keep it colorful – make a salad with a variety of veggies, like corn, carrots, and spinach!
- Join your parents on food shopping trips and choose new veggies like sweet potatoes, beets, red pepper or sugar snap peas – have fun exploring colorful varieties, learning about what's in season and tasting new foods.
- Try mixing vegetables into your favorite foods. For instance, order a veggie pizza with toppings like mushrooms, green peppers, and onions – ask for extra veggies.

Have Fun with Fruit

- Top cereal, oatmeal, or toast with strawberries, blueberries or bananas.
- Drink 100% juice without added sugar – try fresh orange or apple juice.

March is National Nutrition Month

**Bite into a healthy lifestyle
everywhere you go!**

Wisconsin Nutrition Education Program

Go For the Grain

Make Half Your Grains Whole

Any food made from wheat, rice, oats, cornmeal, barley, or another cereal grain is a grain product. Bread, pasta, oatmeal, breakfast cereals, tortillas, and grits are examples. Grains are divided into two subgroups, whole grains and refined grains. Whole grains contain the entire grain kernel—the bran, germ, and endosperm. Eating grains, especially whole grains, provides health benefits. People who eat whole grains as part of a healthy diet have a reduced risk of some chronic diseases, such as heart disease, diabetes and some cancers.

Source: Food Sense

How can we incorporate whole grains into our family's diet?

BREAKFAST:

- Make oatmeal (a whole grain) part of your kids' morning meals.
- Opt for whole wheat or other whole grain cereals that list ingredients such as whole wheat or oats as one of the first few items on the ingredient list.
- Serve whole wheat waffles topped with fruit.
- Offer whole wheat bagels or English muffins with jelly, instead of white toast.

LUNCH AND DINNER:

- Make sandwiches with whole grain breads (rye, oat, or wheat) instead of white.
- Use whole grain spaghetti and other pastas, instead of white.

- Serve wild or brown rice with meals in place of white rice.
- Use whole grain (corn) soft-taco shells or tortillas to make burritos or wraps. Fill with eggs & cheese for breakfast, turkey, cheese, lettuce, tomato, and light dressing for lunch; and beans, salsa, taco sauce & cheese for dinner.

SNACKS AND TREATS:

- Top whole wheat crackers with peanut butter or low-fat cheese.
- Offer popcorn, a whole grain food, as a mid-day treat.
- Top ice cream, frozen yogurt, or regular yogurt with whole grain cereal for some added nutrition and crunch.

- Make cookies and muffins using whole wheat flour instead of regular white flour.



HOW TO FIND WHOLE GRAINS:

Read Food Labels - It isn't always easy to tell if a food is whole grain just by looking at it. Look for the word whole grain or 100% as the first item on the ingredient list.



Children's Responses to Crises and Tragic Events¹



Infants, toddlers, preschoolers, and young children who experience a tragic event may show changes in their behaviors. They may also be indirectly affected by a crisis by what they see on the TV or hear.

The most important role you can play as a parent in an emergency situation is to stay calm. Children of all ages easily pick up on their parents or other's fears and anxieties. This may cause changes in behaviors.

Children, no matter what their age, do not always have the words to tell you how they are feeling. They may not know how to talk about what has happened. Their behavior can be a better sign. Sudden changes in behavior can mean they have been exposed to trauma or a crisis.

What you might see:

- Problems sleeping, including not wanting to sleep alone, having a hard time at naptime or bedtime, not wanting to sleep or repeatedly waking up, nightmares
- Separation anxiety, including not wanting to be away from you, not wanting to go to school, and crying or complaining when you leave
- Not eating
- Not being able to do things they used to do
- Being scared by new things
- More cranky behaviors
- Being more stubborn than usual

¹Material adapted from:

National Child Traumatic Stress Network Schools Committee. (October 2008). *Child Trauma Toolkit for Educators*. Los Angeles, CA & Durham, NC: National Center for Child Traumatic Stress

National Child Traumatic Stress Network. Parent Tips for Helping Infants and Toddlers after Disasters. Available at http://www.nctsn.org/sites/default/files/pta/english/appendix_c4_tips_for_parents_with_infants_and_toddlers.pdf

HealthyChildren.org. What to tell your children about disasters. <http://www.healthychildren.org/English/safety-prevention/at-home/Pages/Getting-Your-Family-Prepared-for-a-Disaster.aspx>

Federal Emergency Response Agency. Helping Children Cope with Disaster <http://www.fema.gov/news-release/2005/10/14/helping-children-cope-disaster>

School readiness begins with health!

- Wanting things only done his/her way
- Social regression
- Increased complaints (headaches, stomachaches)
- Intense preoccupation with the details of the event
- Wanting to always talk about what happened
- Fear that the event might happen again
- Not paying attention, being restless
- Moody, depressed, or irritable
- Playing in violent ways
- Hitting you or others
- More tantrums
- Clinginess with teachers, caregivers, or yourself
- Regression, or going back to an earlier stage of development
- Bedwetting or other toileting issues
 - Baby talk
 - Wanting to be carried or rocked
- Re-creating the event, without prompting by staff or mental health consultant
 - Playing out or drawing the event
 - Repeatedly talking about it
- Overreacting to minor bumps or falls
- Changes in behavior (not wanting to eat, angry outbursts, decreased attention, withdrawal, wetting the bed, having bad dreams)
- Over- or under-reacting to physical contact, sudden movements, or loud sounds such as sirens and slamming doors
- Anxiety and worry
- New fears and/or fears about safety
- Asking questions and making statements about the event

What you might see (in addition to those listed above) in your older children

- Strong angry or sad feelings
- Acting out in school
- Poor grades
- Fighting with friends
- Wanting to be alone
- Behaving as if he or she has no feelings
- Disobeying, talking back, or getting into fights
- Drinking or using drugs, hanging out in groups and getting into trouble



Additional information about children's responses to trauma and disasters is available from the following resources:

- American Academy of Pediatrics Promoting Adjustment and Helping Children Cope <http://www.aap.org/disasters/adjustment>
- The Youngest Victims: Disaster Preparedness to Meet Children's Needs <http://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/Children-and-Disasters/Documents/Youngest-Victims-Final.pdf>
- Office of the Administration for Children & Families Early Childhood Disaster-Related Resources <http://www.acf.hhs.gov/programs/ohsepr/early-childhood>
- The National Child Traumatic Stress Network <http://www.nctsn.org>

If you see changes in your child, tell your child's teacher or home visitor. It is important that you and your child get the support. Your Head Start/Early Head Start teacher and/or mental health consultant can help you find resources that can help.

School readiness begins with health!

Tips for Reading with Children



1. **Spend time with the children talking, telling stories and singing songs.** These are fun and important activities that help children get ready for reading.
2. **Read to and with the children every day.** This shows that daily reading and spending time together is important.
3. **Let the children help choose the books you read together.** This will help keep the children's interest.
4. **Find a comfortable place to read and sit together.** This helps them create a special feeling at reading time.
5. **Change your voice and the pace that you read to fit the story.** This makes the story more interesting for the children.
6. **After reading a book, talk about the story.** Discussing the pictures and the main ideas in a book helps develop understanding.
7. **Let the children see you reading books, newspapers, and magazines.** This sets an example for the children that you enjoy and value reading.
8. **Take the children to the library regularly.** Libraries are a wonderful place to find books and so much more.



This resource is available in 26 languages and can be found on our website, www.minnesotahumanities.org.
For more information, please call 1-866-268-7293 or email info@minnesotahumanities.org.



Money \$mart in Head Start



Issue 6

Building Good Credit

Some people may have the money up front to pay for a house, new car, college, or a big emergency. Most of us need credit or loans that we can pay back over time for big expenses.



Credit is a promise to pay back money that you borrowed or to pay for services that you got in advance, like electricity you used or a bill for a doctor's visit. Having good credit means that you can be trusted to get money, goods, or services right away AND THEN pay back the money owed, plus interest, fees, and other charges when they are due.

Isn't credit something to avoid?

Not really. Did you know that if you are a renter, landlords can check your credit history before they decide to rent to you? Or if a new job involves working with money, employers usually check your credit report?

You can have a good credit history when you limit your credit use to things that you can afford. But it's way too easy to get caught off guard by a big credit card total, a large electric bill, or even a drop in income. Unfortunately, that's when people may start to get behind with credit payments.

Building good credit has advantages:

- You can use credit to pay for emergencies, like a car repair so you can get to work.
- A good credit history makes it easier to get a loan on a big item, like a home or car.
- The better your credit, the less you pay on interest for loans or for car insurance.
- You don't need to carry cash. And if your credit card is lost or stolen, most credit cards limit your loss to \$50 or less. (Getting money back from a lost debit or prepaid card depends on the card.)
- Shopping by phone, mail, or on-line is handy with a credit card. (When you use a debit card, the money in your account could be "frozen" for a few days.)

Using credit also has disadvantages:

- The things you buy cost more when you add on interest and other charges. You pay fees to use someone else's money.
- Your future income is already spent on things you may not have anymore, like that pizza from last night. And if your future income drops, how do you pay the bill?
- It's easier to overspend and buy on impulse when you use credit.
- You may lose track of your total debt or how much your monthly payments will be.

How do I know if I have good credit?

If you have used credit under your own name for more than 6 months, you probably have a *credit report* on file with a credit reporting bureau. Your credit report shows your history with credit—both good and bad.

It takes 7 years for negative information, like a 30-day late payment or a collection account, to drop off of a credit report. Certain debts, like unpaid judgments or child support, can stay on a credit report for 20 years or more. On the plus side, positive credit use, like a loan you paid off on time, could stay on your report for 10 years or more.



You don't have to pay for a credit report.

Federal law lets you order a **FREE** credit report from each of the 3 credit reporting bureaus every 12 months. They want you to check your report for mistakes at least once a year since so much depends on good credit.

TIP

Mistakes do happen on a credit report. Maybe it lists a paid debt as "unpaid" or a bad debt older than 7 years that should have dropped off. If you find a mistake, write to the credit bureau and explain what's wrong in your report. Save a copy of your letter. By law, they have 30 days to check it out and get back to you. If you're right, the credit bureau has to remove the wrong information.

Your "real" free credit report—You can order your free report from any one of the 3 credit bureaus in the following ways:

- Order online at: www.annualcreditreport.com;
- Or call 1-877-322-8228;
- Or fill out an *Annual Credit Report Request Form* and mail it to:

Annual Credit Report Request Service
P.O. Box 105281,
Atlanta, GA 30348-5281

If you've moved in recently, you may have to send in proof of your address, like a copy of a utility bill or a copy of your driver's license.

Caution: annualcreditreport.com is the only truly free service. Other sites may ask for your credit card and sign you up for costly credit monitoring. **Don't** enter a credit card number if asked for it.

Why didn't I get my credit score when I ordered my free credit report?

The credit bureaus have to send you a free credit report, but they can still charge a fee if you want your *credit score*. Save your money, the information in your credit report is used to create your credit score. That's why you want to make sure your credit report is correct.



Your credit score is the result of a complex formula based on:

- Paying your bills on time;
- How much money you owe compared to the maximum your creditor would let you borrow—your "credit limit";
- What kinds of credit you have, like a car loan or a credit card or a cell phone;
- How long you've had credit;
- And how often you apply for new credit.

Having a high credit score means that you're a low credit risk. Creditors figure you're more likely to pay back your debt on time if you have a solid history of paying back other debts. Being "low risk" means you'll pay less to borrow money or buy insurance.

Here's an example of how a credit score affects a 60 month auto loan for \$10,000:

Credit Score	Annual Percentage Rate	Monthly payments
720-850	4.483%	\$194
690-719	7.757%	\$202
660-689	9.611%	\$211
620-659	16.129%	\$244
590-619	19.837%	\$264
500-589	19.987%	\$265

(Source: www.myfico.com, November 30, 2009)

By the end of 60 months, the lowest credit score buyer pays **\$4260 MORE** in interest than the highest credit score buyer. If you have a low credit score, it can be very hard—and expensive—to get credit or a loan from a good lender.

How can I get on the road to good credit?

- Pay your bills on time. A 30 or 60 days late payment can really ding your credit history.
- If you have a credit card, don't use more than half of your credit limit. Whenever you can, pay off the balance by the statement due date. If you can't pay off the whole balance, try to at least pay more than the minimum amount due.
- If you have no credit record or you've had trouble with credit in the past, consider a secured credit card. It requires a cash deposit that becomes the amount you can use, so if you put \$500 in the account, you can charge up to \$500. When you're shopping for a secured credit card, ask about fees and be sure they report to one of the credit reporting companies.



"Money Smart in Head Start" is provided by UW-Extension Family Living as part of the Head Start Financial Literacy Project which is funded through the generous support of the Annie E. Casey Foundation. This issue was written by Cyndy Jacoby, Family Living Agent, UW-Extension Trempealeau County and edited by Peggy Olive, Ruth Schriefer, and Jane Schaaf. Reviewed by J. Michael Collins, Family Financial Security Specialist, UW-Madison/Extension. Sources for this issue include Choosing a Credit Card by The Federal Reserve, Access to Free Credit Reports and Getting Credit by the Federal Trade Commission (FTC). (Revised 2011)



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ELECTION BOARD

*The Red Cliff Tribal Council is seeking seven (7)
community members to serve on the
2015 Election Board.*

*You must be 18 years of age a Red Cliff Tribal Member
and eligible to vote at the Tribal Elections.*

*The Election Board will serve both the
Primary and General Elections*

*If you are interested to serve on the
Election Board, pick up an application
At the Tribal Administration Building – (Old Clinic
Building).*

*Application needs to be submitted to the Front Desk
of the Administration Office by:*

April 3rd, 2015 by noon

***For further Information Contact:
Laura J. Gordon, Tribal Council Secretary, at 779-3700 ext. 4228 or 779-5518***

PRIMARY
TRIBAL ELECTION
CANDIDACY DEADLINE



If you are interested in running for the Tribal Chair or Treasurer Position, you must submit your name in writing to Laura J. Gordon, Tribal Secretary by Wednesday April 8, 2015 by 6:00 p.m.

*Polls are open 8:00 a.m. to 8:00 pm.
at Legendary Waters Resort and Casino*

*Primary Election
Friday May 8, 2015*

*If you have any questions, please feel free to contact: Laura J. Gordon at
715-779-3700 ext. 4228 (Work) or 715-779-5518 (home)*

2015 Election Timeframes

Monday April 6, 2015	Regular Council Meeting, appoint Election Board (No later than 30 days prior to election, RCCL 32.2.3)
Wednesday April 8, 2015	Deadline for candidates for Tribal Chair and Treasurer (30 days prior to Primary Election, Art. IV, Sec 2)
Tuesday April 21, 2015	Certification of candidates for Primary Election at regularly scheduled Special Council Meeting. (See note 1.)
Wednesday April 28, 2015	Posting for Primary Election Officer Candidates. (10 days prior to Primary Election, Art. IV, Sec 2)
Friday May 8, 2015	Primary Elections. (60 days prior to General Election, Art. III, Sec 3)
Monday June 22, 2015	Deadline for At-Large candidates to announce candidacy. (3 seats open) (15 days prior to General Election, Art. IV, Sec 2)
Tuesday June 23, 2015	Certification of candidates for General Election at Special Council Meeting. (See note 1)
Friday June 27, 2015	Posting of candidates for General Election. (10 days prior to General Election, Art. IV, Sec 2)
Tuesday July 7, 2015	General Election (1st Tuesday after the 1st Monday in July, Art. IV, Sec 1)

Note 1: There is no time requirement for certification of candidates prior to primary or general election contained within the Tribe's Constitution. As a result, this simply should be done sometime prior to the posting requirement (10 days before the election).



**THE RED CLIFF TRIBAL COUNCIL IS SEEKING
FIVE (2) INDIVIDUALS TO SERVE ON THE
RED CLIFF LIBRARY BOARD**

**If you are interested in serving on the
Board of Education, 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 DEE GOKEE-RINDAL AT:
715-779-5030, EXT 249 or dee.gokee@redcliff-nsn.gov**

Deadline: Posted Until Filled



RED CLIFF BAND

of Lake Superior Chippewa

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■ [Job Application](#)

■ [Law Enforcement Job Application](#)

■ [Background Information Disclosure Form \(HFS-64\)](#)

■ [Tribal Benefits Sheet](#)

:: Job Openings ::

Current Openings

Job Center of Wisconsin displays open job orders maintained by the Job Center of Wisconsin.
[Link to Job Center of Wisconsin](#)

Current Openings for the Red Cliff Tribe

Licensed Professional Counselor

DEADLINE: March 5, 2015

Chief Judge/Court Administrator Red Cliff Tribal Court

DEADLINE: March 10, 2015

Assistant Pre School Teachers (3 positions)

DEADLINE: March 10, 2015

LaMP Coordinator/ Water Resources Assistant

DEADLINE: March 17, 2015

Dentist

DEADLINE: Open Until Filled

Employee Benefits Coordinator

DEADLINE: Open Until Filled

Planning Administrator/Policy Analyst

DEADLINE: Open Until Filled.

Medical Assistant (3 POSITIONS)

DEADLINE: Open Until Filled.

Certified Nursing Assistant (C.N.A)- 3 positions available

DEADLINE: Open Until Filled.

Dental Assistant Fill-In

DEADLINE: Open Until Filled

Relief Manager (1-3 Positions)

DEADLINE: Open Until Filled

Director of Compliance

DEADLINE: Open Until Filled

General Manager

DEADLINE: Open Until Filled

RCECC Subs needed flyer 2014

DEADLINE: Open

Current Openings for Legendary Waters Resort & Casino

Legendary Waters Resort & Casino - Snack Bar

DEADLINE: March 2, 2015

Legendary Waters Resort & Casino - Dishwasher

DEADLINE: March 2, 2015



Legendary Waters Resort & Casino - Wait Staff

DEADLINE: March 2, 2015

Legendary Waters Resort & Casino - Host/Hostess

DEADLINE: March 2, 2015

Legendary Waters Resort & Casino - Controller

DEADLINE: Open until filled

Legendary Waters Resort & Casino - Marketing Associate

DEADLINE: Open until filled

Current Openings for Red Cliff Housing Authority

Red Cliff Housing - Construction Project Manager

DEADLINE: February 27, 2015 or until position is filled

Current Openings for School District of Bayfield, WI

Click here for Available Job Vacancies at Bayfield School

Current Openings for Bay Area Home Health

Bay Area Home Health - Personal Care Workers / Supportive Home Care Workers / Certified Nursing Assistants

Current Openings for UW Extension

Current Opportunities for UW Extension

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Contact Us : Terms of Use : Privacy Statement
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RED CLIFF COMMUNITY HEALTH CENTER**P.O. BOX 529****BAYFIELD, WI 54814****JOB DESCRIPTION****POSITION:** Licensed Professional Counselor**EXEMPT POSITION****LOCATION:** Red Cliff Community Health Center**REPORTS TO:** Behavioral Health Administrator
Health Center Administrator**SCHEDULE:** Permanent, Full-time**WAGE:** \$22 - \$25 per hour (Dependent upon individual credentials and experience)**GENERAL:**

The Full-time LPC will provide care in an integrated setting that includes direct client service and collaborative efforts with other community providers to provide a comprehensive and evidence based approach to care for individuals, families and the Red Cliff community. The LPC will comply with State of Wisconsin regulations and Indian Health Service standards of care within the organizational structure of the Red Cliff Community Health Center.

DUTIES AND RESPONSIBILITIES:

1. Provide mental health services through intake, treatment planning, intervention, case management and crisis intervention for complex clients across the lifespan in accord with professional practice codes, Tribal policies and procedures, and federal and state laws.
2. Work as a team member in an integrated setting by collaborating with other providers and staff to provide holistic care to patients.
3. Demonstrate clinical/cultural competency in a variety of therapeutic methods such as Cognitive Behavioral, Supportive, Systemic, Psycho-educational, Solution Focused and other evidenced based approaches.
4. Provide treatment with knowledge of trauma-based conditions and related therapeutic methods.
5. Build working relationships with primary care providers, Psychiatrists, Coordinated Services Team, Indian Child Welfare, family services, school counselors and other professionals
6. Develop and implement community education and prevention programs addressing mental health issues independently and in

collaboration with other Health Center staff and programs.

7. Assist in developing an annual plan for mental health services, funding or grant requests, and budgets for submission to the Administrator, Red Cliff Community Health Center, the Tribal Council, funding sources and oversight bodies.
8. Collaborate with other Tribal and non-Tribal programs and individuals to implement appropriate joint programming (examples: Child Protection Team and Coordinated Services Team).
9. Assist with the design and implementation of the Comprehensive Community Services (CCS) plan.
10. Establish referral resources to make available to community residents specialty services and treatment consistent with program objectives and fiscal restraints.
11. Serve as liaison with respect to mental health issues with other Tribal and non-Tribal health and human service programs, which impact the local community.
12. Monitor community mental health needs with an aim to addressing those needs with augmented or modified services.
13. Maintain the proper professional certification or licensure and credentialing of assigned staff.
14. Prepare and maintain manuals, records, documents, periodic reports, and other materials as required by the Tribal Council, funding sources, and certification bodies.
15. Insure the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
16. Participate in continuing education efforts to maintain professional certifications or licensure and to enhance work related knowledge and skills.
17. Implement quality improvement projects and measures in appropriate service areas and participate in such activities within the context of the Health Center at large.
18. Adhere to a professional code of conduct and applicable federal and state laws and regulations in the discharge of these assigned duties.
19. Attend meetings, in-services, and other events as specified by the immediate supervisor or administration.
20. Exercise responsibility for maintaining a clean and safe work environment.
21. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or as deemed necessary by the supervisor.

JOB ACTIVITY DEMANDS:

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

Mental and Personal:

1. Sound judgment and the capacity to respond to unusual circumstances.
2. Ability to deal constructively with conflict.
3. Ability to plan, coordinate, and direct varied and complex operations.
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:

Education: Masters Degree in Social Work, Masters Degree in Counseling, or Masters Degree in Psychology.

Required Credentialing: licensure by the State of Wisconsin as a Professional Counselor and certified as a provider with Wisconsin Medicaid.

Preferred Experience: A minimum of 6 months of experience following licensure as provider in a health or mental health setting as a clinical social worker, mental health counselor or psychotherapist.
Possession of a valid driver's license and regular access to a motor vehicle with appropriate insurance coverage.

Skills:

1. Good interpersonal skills and the ability to get along with diverse populations (clients, co-workers, professional staff, administration, and the public).
 2. Good communication skills, written and oral.
 3. Sound judgment and the capacity to respond to unusual circumstances.
 4. The ability to plan, coordinate, and direct varied and complex organizations.
 5. Meet or exceed the minimum standards of character as prescribed by P.L. 101-630 and WI State Statutes s. 48.685 and s. 50.065 and as subsequently amended and applied to certain classes of Tribal employees.
- Specialized Knowledge:** Awareness of and sensitivity to Ojibwa culture and traditions.

OTHER CONSIDERATIONS:

Hours: Full time, 40 hours per week, scheduled to accommodate clients and to address emergencies.

Environment: The assigned work area will be maintained as clean, non-smoking, and well ventilated with adherence to all safety requirements when client contacts are within the Red Cliff Community Health Center. Private residences, when utilized for professional activities, will not necessarily meet the criteria of the established environmental safety regulations.

Indian preference will be applied in the case of equally qualified applicants, but all qualified persons will be considered.

POSTED: February 18, 2015

DEADLINE: March 5, 2015 at 4:00pm

FOR FURTHER INFORMATION:

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

susie.gurnoe@redcliff-nsn.gov

(715) 779-3700 ext. 4267 or 4268

SPECIAL CONSIDERATION:

The Red Cliff Community Health Center is a Drug-Free Workplace in accord with the Drug-Free Workplace Act of 1988, P.L. 100-690, and has a Drug-Free Workplace Policy in effect. All new hires are subject to drug testing prior to the start of employment.

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

This job description is subject to change at the employer's discretion, after consultation with the employee.

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JOB DESCRIPTION

POSITION: Chief Judge/Court Administrator Red Cliff Tribal Court

LOCATION: Judicial Branch, Red Cliff Tribal Court

SALARY: Negotiable depending on qualifications.

THIS IS A POSITION APPOINTED BY THE RED CLIFF TRIBAL COUNCIL

THIS IS A REGULAR PART-TIME EXEMPT POSITION NOT TO EXCEED 29 HOURS PER WEEK

SUPERVISOR(S): Day to day supervision provided by Tribal Chair and Vice-Chair, with Tribal Council as ultimate supervisor.

JOB SUMMARY: Chief Judge and Court Administrator, directing and coordinating judicial operations of the Red Cliff Tribal Court.

DUTIES AND RESPONSIBILITIES: Serve as Chief Judge and Court Administrator. The Chief Judge will provide a full range of judicial services, including hearing cases in the trial and appellate court(s) and exercising the full range of civil jurisdiction granted by the Red Cliff Tribal Council as set forth in the Red Cliff Code of Laws. Assign cases to Associate Judges as needed. Assist and train the Court Clerk and Assistant in effective maintenance of court records and improving court procedures. Prepare and issue written orders, judgments, search and arrest warrants and perform other judicial duties. Provide legal research and writing, when necessary, for timely decisions and opinions in Tribal Court cases. Develop and implement policy and procedures that are complimentary to current court policies and where the court has not determined standards or policy, consistent with the Tribe's needs and tribal law and policy. Facilitate the development of tribal case law and alternative dispute resolution. Attend training and meetings of judicial forums, as required. Keep accurate records of cases and hearings for quarterly and annual reports to Tribal Council, BIA (638 contract), Great Lakes Indian Fish and Wildlife Commission (Voigt Court) and other funding agencies. Administer the Tribal Court budget; manage the court, submit any necessary reports to tribal administration, and maintain the finances and docket of the Tribal Court.

SUPERVISORY AUTHORITY: Supervise Associate Judges, court clerk and staff.

KNOWLEDGE: Must be familiar with courtroom procedures, the constitution and laws of the Red Cliff Band of Lake Superior Chippewas and other secondary sources of authority that may assist in the development of tribal law.

QUALIFICATIONS: All applicants must meet each of the following qualifications

1. Must be at least 35 years of age;
2. Cannot have a felony conviction, unless pardoned.
3. Some level of post-secondary education required.
4. Red Cliff Tribal Member preferred; must be a member of an Ojibwe Tribe.

5. Must be of good character and reputation.
6. Must be able to travel to attend training, and meetings as required.
7. 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. May be called upon to analyze and interpret secondary sources of authority as necessary for the development of tribal law.
8. Must provide three (3) letters of reference.
9. Must complete a writing sample that demonstrates an ability to conduct appropriate analysis of sometimes complex legal issues and an ability to clearly convey reasoning used in arriving at legal conclusions.
10. Must pass a thorough background investigation.
11. Valid drivers' license, vehicle, insurance and good driving record.
12. Must possess some experience as a judge with at least two (2) years' experience practicing in court on a full time basis.

PERSONAL CONTACTS: Daily with Tribal Court Personnel, Defendants, ICW, Law Enforcement and Attorney.

PHYSICAL REQUIREMENTS: Position is mainly sitting with some walking, stooping, and bending required. Must be able to lift up to 50 pounds. May be required to store and lift boxes in overhead storage.

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

TRAVEL REQUIREMENTS: Will be required to attend training and meetings in state and out of state.

POSTING: February 23, 2015

DEADLINE: March 10, 2015 @ 4:00 p.m.

FOR FURTHER INFORMATION:

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

www.redcliff-nsn.gov

rwvygonik@redcliff-nsn.gov

susie.gurnoe@redcliff-nsn.gov

(715) 779-3700 ext. 4267 or 4268

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

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

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POSITION: Assistant Pre School Teachers (3 positions)**EXEMPT:** 16 to 20 hours per week (3 weeks off in August)**LOCATION:** Red Cliff Early Childhood Center**PROGRAM:** Child Care**WAGE:** \$8.50 to \$10.00 per hour (depending on education & experience)**SUPERVISOR:** Child Care Director**GENERAL STATEMENT OF DUTIES:**

Serve as a part-time assistant teacher for the Child Care Program. Hours will be 1:30 to 5:00; Monday through Thursday, and if there is any training, it will be on Fridays. The teachers will be assigned to two different groups of children, one group is 3 to 6 years old, and second group is 0 to 3 years old. Responsible for implementing of educational programs which reflect best practices and integration of Ojibwe language and culture.

RESPONSIBILITIES:

- Maintain confidentiality of all children/family information and records
- Promotion of safe, attractive and stimulating physical environment for children, also establishing and maintaining consistency of rules.
- Assist the teacher with preparing lesson plans, and implement daily.
- Reinforce positive self-image, pride, and cultural identity with children during all activities.
- Maintain accurate daily records on attendance, daily intake, medical log, children's eating/sleeping/toileting information for distribution in child file and to parents as well as other required forms.
- Maintain and document all contacts with parents. Develop and maintain a professional relationship with parent of children in program.
- Positive discipline techniques will be utilized by all staff when child guidance/discipline is needed.
- Collaborate with other staff, parents, and community resources to incorporate Ojibwe language and culture into daily activities and curriculum.
- Work with county, tribal and community service providers in order to provide necessary services to the child and their parents.
- Notify supervisor in advance of any known absences you will have. Center based teachers are responsible for arranging your own qualified substitute in your absence.
- Adhere to all ECC policies and procedures and insure the federal Head Start Performance Standards are being met.
- The above identified responsibilities are not intended to reflect all tasks necessary for the position. Perform other duties as directed.
- Adhere to all state requirements and all ECC rules.
- Must be able to work a flexible schedule to help meet the needs of children, families and other staff.
- Staff is expected to perform any other job related duties as directed.

QUALIFICATIONS/KNOWLEDGE/SKILLS:

- Must be 18 years of age or older and have completed high school or its equivalent.

- Must have a documented 80 full days or 120 half days experience as an assistant child care teacher in a licensed child care center or other approved early childhood setting within the first six months of employment.
- Must complete the two following courses: Introduction to Child Care Profession and Skills and Strategies for Child Care Teacher within the first six months of employment. (Cost paid through the program)
- Preferred Associate Degree in Early Childhood Education, or in the process of obtaining your Associate Degree in Early Childhood Education.
- Additional training or education in early childhood development is highly desirable. Prior experience and or strong desire to work with your children and their families required.
- Coursework or any specialized training in infant/toddler development highly desirable.
- Knowledge of the Ojibwe culture preferred, cultural sensitivity required.
- Ability to work effectively and cooperatively with staff, parents, community members, and other support systems in the best interest of the child is required.
- Valid Wisconsin's driver license, automobile and insurance.

WORK ENVIRONMENT:

Primary work environment is in the ECC classrooms and outdoors in the playground/nature walks.

PERSONAL CONTACTS:

- Collaboration with local, state, and national collaborating partners, with particular emphasis on networking with parents, extended families, and the Red Cliff community.

SPECIAL REQUIREMENTS:

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly:

- Required to sit; use hands to finger, handle or feel objects, keyboards, tools or controls; reach with hands and arms; speak and hear; operate keyboard.
- Required to stand; walk, climb or balance; stoop, kneel, crouch or crawl;
- Be capable of most regularly lifting and/or moving up to 40 pounds; 20 pounds overhead and 40 pounds from waist to shoulder, occasional lifting of 50 pounds is required and must be able to push/pull up to 50 pounds horizontally.
- Specific vision abilities required by this job include: close vision; distant vision; peripheral vision; depth perception; and ability adjust focus.
- TB Test, immunizations including Hepatitis B (or sign a waiver), mumps vaccine (or waiver or proof of immunity)
- Required trainings: Confidentiality, CPR, Shaken Baby Syndrome, SIDS, Child Abuse and Neglect Training, etc.
- All Early Childhood Center (ECC) Employees must submit mandatory criminal background check information to the Personnel Director with application, and every year thereafter, or following any conviction occurring after commencement of employment.
- Attend appropriate staff meetings; Policy Council; and parent meetings.

TRAVEL REQUIREMENTS:

- Must be able to attend local, regional and national trainings when required.

POSTING DATE: February 23, 2015**DEADLINE:** March 10, 2015 @ 4:00 p.m.**FOR FURTHER INFORMATION CONTACT:**

Human Resources Department
Red Cliff Tribe,
88385 Pike Rd, State Hwy 13
Bayfield, WI 54814
(715) 779-3700 Ext 4267 or Ext 4268

The Red Cliff Tribe has a Drug-Free Work Place Policy and follows the intent of the Drug-Free work Place Act. All new employees will be tested prior to starting employment.

Tribal preference will be applied in the case of equally qualified applicants, but all applicants will be considered.

45CFR 1301.31 requires preference be given to qualified current or former parents of Head Start/Early Head Start children as position vacancies occur.

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JOB DESCRIPTION

POSITION: LaMP Coordinator/ Water Resources Assistant

LOCATION: Red Cliff Environmental Office

SALARY: \$13.00 per hour, 40 hours per week

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

SUPERVISOR(S): Environmental Director and Division Administrator

JOB SUMMARY: Educational Outreach/Field Technician type work. The person will assist in field work, facilitate meetings, develop and distribute educational materials through various medium in compliance with both EPA CWA 319 and EPA LaMP approved workplans. This position will facilitate educational outreach to the public on environmental issues through various media outlets (flyers, brochures, educational forums, school presentations, T.V., radio). This person will also assist the Red Cliff Environmental staff with field work, general staff support on development of watershed management plans, grant writing, reporting, data entry, creating maps, and code and ordinance revisions. Participate in meetings, conferences, workshops and conference calls and/or webinars. Participate in discussions and provide public outreach and education on specific tribal and local issues. Other duties as assigned.

SUPERVISORY AUTHORITY: None

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

QUALIFICATIONS: Technical or Bachelor's degree in Natural Resources or equivalency of high school diploma and 2+ years of natural resource management work preferably in stream monitoring, water resources, or restoration. In the case of highly qualified candidates, relevant work experience may be substituted for the degree requirements. Good communication skills, both oral and written. Must have good computer skills and knowledge of multimedia programs. Experience in writing, budget management, and field techniques required. Applicant must be able to work in various weather conditions. Valid driver's license and at least liability insurance is mandatory.

PERSONAL CONTACTS: Tribal staff and community members.

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

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

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

Native American preference will be applied in the case of equally qualified applicants, but, all qualified applicants will be considered.

TO APPLY: The following items **MUST** be in your application package to be considered for this position:

- 1.) Fully completed Red Cliff Job Application (available on website)
- 2.) Background Information Form (available on website)
- 3.) Resume and cover letter
- 4.) Writing sample- choose one of the following:
 - Grant proposal
 - Research paper
 - Lab report

POSTING: March 2, 2015

DEADLINE: March 17, 2015, by 4:00 p.m.

FOR FURTHER INFORMATION:

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

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

(715) 779-3700 ext. 4267 or 4268

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.

Only applicants who have submitted a full application package will be considered for an interview. Full application package must include the following: cover letter, complete application, and resume.

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

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MARCH 2015

ONAAABANI GIIZIS

NITAM ANOKII-GIIZHIGAD	NIIZHOO-GIIZHIGAD	AABITOOSE	NIYYO-GIIZHIGAD	NAANO-GIIZHIGAD
2B EGG OMELET, TR FRUIT, TOAST, PB L MANWICH, FRIES, VEG/DIP, MANGO, CC S GRHAM CRACKER/ MILK	3B KIX, BERRIES, YGRT, ENG MUFFIN L CHIX SOUP, CHEEZ SND PEARS, CC, SALAD S FRUIT/PRETZELS	4B CORNFLAKES, BA- NANA, TOAST, PBJ L SHEPARDS PIE, BUN, CARROTS, SALAD, HDEW, S PIZZA/JUICE	5B RICE CHEX, CC, BA- GEL, PEACHES, JELLY L KEILBASA, BABY RED, BUN, PEAS, CANTA- LOUPE, S VEGGIE/DIP	MENU SUBJECT TO CHANGE
9B OATMEAL, BLUE- BERRIES, TOAST L CHIX PATTIE, FRIES, FR COCKTAIL, CC, SALAD S NUTRA BAR/MILK	10B HB OATS, BERRIES, CC, MUFFIN L BEEF STIR FRY, RICE, MANGO, CC, STIR FRY S FRUIT CUP/ CRACK- ERS	11B RICE CRISPIES, BA- NANA, BAGEL, PB L HAM/POTATO SOUP, BR STIX, CORN, PEARS, SALAD S VEGGIE TACO	12B CHEERIOS, APPLES, YGT, ENG MUFFIN, JELLY L PANCAKES, TRK BA- CON, BERRIES, CC S CEREAL BAR/ MILK	MILK SERVED WITH ALL MEALS
16B WAFFLE/HAM, PEACHES, CC L TACO'S, TR FRUIT, CC GR BEANS, S CRACKER/PB	17B CORN CHEX, CC PEARS, TOAST, JELLY L PANCAKE, GR JELLO, PEARS, PEAS S GR SMOOTHY/COOKIE	18B RICE CRISPIES, ENG MUFFIN, YGT, BERRIES L CRABBY PATTY, FRY, SALAD, CANTLOUPE S PBJ ROLL UP/ MILK	19B KIX, MANGO, CC, TOAST, JELLY L ORANGE CHIX, RICE, PEAS, M ORANGES S BANANA/MILK	
B23 FR TOAST STIX, BLUEBERRIES, CC L CHIX NUGGET, VEG/ DIP, RICE, PEACHES S FRUIT CUP/PRETZ.	B24 HB OATS, APPLES, YGT, MUFFIN L TORTELLINI, CORN, BERRIES, CC, SALAD S TEDDY GR/MILK	B25 CORN CHEX, BA- NANA, TOAST, PB L SCALLP/HAM, PEAS, PEACHES, CC S LADYBUG/MILK	B26 CHEERIOS, BER- RIES, CC, ENG MUFFIN L PIZZA, SALAD, GR BEAN, CANTALOUPE S NUTRA BAR/MILK	
B30 MALTO MEAL, HONEYDEW, CC, TOAST L SPAGHETTI, CORN, MANGO, SALAD S PBJ/MILK	B31 RICE CRISPIES, PEACHES, YGT, BAGEL L BEEF STEW, BISCUIT, M VEGGIE, PEAR, CC S GOLD FISH/ JUICE			