Has anyone seen any signs of spring—like the first robin (opichi) or a black bear (makwa) roaming around yards or crossing roads on the reservation? One sure sign that spring is upon us is the maple trees are flowing with sap for us to collect. Sugarbush time has snuck up on us.

We will be taking the Head Start classrooms on our annual field trip to Apostle Islands National Lakeshore Little Sand Bay Park for a fun morning. This year looks to be pretty decent as far as the weather goes for collecting. Nevertheless, our mornings around here can still be quite chilly, so don’t forget to pack and send along weather appropriate clothing for your child/children.

As always, all parents, guardians, and community members are invited to join the children to partake in the Sugar Bush Field Trips! Volunteers are welcome and greatly appreciated!

Keep an eye out for fliers regarding the upcoming field trips!

If you have any questions you can contact Cindy (ext. 2551), Tony (ext. 2552) or Jenny at (ext. 2533).
# Watch for flyers for Sugar Bush field Trips

**Iskigamizige-Giiizis**  
(Maple Sugar Moon)  
April 2019  
**School Hours— 7:45 am. to 3:00 pm.**

<table>
<thead>
<tr>
<th>Sun</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
<th>Sat</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>
|     | **Classes Resume**  
WIC pick up | WIC pick up |     |     | **EHS School Day**  
Home Base Social |     |
| 7   | 8   | 9   | 10  | 11  | 12  | 13  |
|     | WIC pick up | WIC pick up |     | **DAD'S DAY**  
Join your child for Breakfast 8:30 | **EHS SCHOOL DAY** |     |
| 14  | 15  | 16  | 17  | 18  | 19  | 20  |
|     |     |     |     | **GrandParents Day**  
Join your Grandchild for Breakfast 8:30 | **No ECC School Home Base Social**  
No Bayfield |     |
| 21  | 22  | 23  | 24  | 25  | 26  | 27  |
| **EASTER**  
**ECC/TRIBE CLOSED** |     |     |     | **MOM'S DAY**  
Join your child for Breakfast 8:30 | **EHS SCHOOL DAY** |     |
| 28  | 29  | 30  |     |     |     |     |
|     |     | **Family Cultural Event 9—11** |     |     |     |     |

*No Head Start Classes on Friday's*
Red Cliff Early Childhood Center
Policy Council Meeting Minutes
Tuesday February 26th, 2019, 9:30 am
Legendary Waters Event Center

Meeting called to order by Chair Person Joanne Peterson at 9:37 am.

Policy Council Members Present: Shaleena Demirkol, Amaris Andrews-DePerry, Rebecca Miller, Joanne Peterson. Absent: Lisa Hanson, Devon Defoe, Amanda Gordon Hanson and Johanna Wilson.

Others Present: Linda Johnston ECC Administrator, Cindy Garrity, Family Services Manager, Jennifer Defoe, Family Service Enrollment Specialist, Jamie Goodlet-King Abilities/Education Manager and Pat Kenote-DePerry, Health Manager.

Approval of Agenda
Becca motion to approve the agenda with corrections, seconded by Amaris, all in favor, motion carried.

Approval of Minutes
Becca motioned to approve January 8th, 2019 minutes, seconded by Amaris, all in favor, motion carried.

Financial reports
Linda J. informed the Policy Council that there will be no spend down this year and that everything is on track at this time. No action needed.

Menu-March 2019
Question: How does the kitchen prepare the food for the infants? The Policy Council was informed that Lorl and Sarah would adapt each meal for the infants by blending up the food. Policy Council asked if a check list could be made and sent home because a concern came up, when the parents get home and the baby suddenly has diarrhea they would want to know is it because they are sick or maybe just what they ate that day. Jamie informed them that there is a chart in the classroom, with what each child ate during that day. Shaleena motion to approve the March Menu with corrections, seconded by Becca, all in favor, motion carried.

Program Summary
The Program Summary was presented. Enrollment Specialist informed the Policy Council that at this time Center Base is full, and home base still has 7 opening, which she is working on filling. The ZHV program is up and running till the end of September with Michelle as the head person to contact and both Amaris and Bitsy still functioning in their rolls. Patt Kenote-DePerry will contact Michelle at ZHV regarding collaboration. No action is need.
Weather Policy
Linda brought forward the weather policy, asking the policy council if the ECC could add "The Red Cliff Early Childhood Center will close when there is inclement weather that reads -20 below with windchill’s". Becca motion to have Linda move forward with adding the -20 below with windchill’s to policy, second by Shaleena, all in favor, motion carried.

Annual Self-Assessment 2018-2019
Shaleena motioned to table, second by Becca, all in favor, motion carried.

Community Assessment 2018-2019
Amaris motion to table, second by Becca, all in favor, motion carried.

Goals and Objectives 2019-2020
The Red Cliff Goals and Objectives are still in line with the 5-year plan. Becca motion to approve the Goals and Objectives 2019-2020, second by Shaleena, all in favor, motion carried.

Training Plan 2019-2020
Jamie explained to the Policy Council what the plan is, what programs the dollar amounts come from and the few changes that have been made. Becca motion to approve the Training Plan 2019-2020 with corrections, seconded by Shaleena, all in favor, motion carried.

EHS/HS Budget 2019-2020
Becca motion to table, seconded by Amaris, all in favor, motion carried.

Funding for Graduation
Bring back an estimate amount of funding we will need for graduation.

Other
Call a special meeting for Friday March 1st at 9:00 a.m.

Executive
Becca motion to go into executive session at 10:57 am second by Amaris, all in favor, motion carried.
Becca motion to come out of executive session at 11:45 am second by Shaleena, all in favor motion carried.

Amaris motion to have Linda move forward with the CCDF plan as discussed in executive, second by Shaleena, all in favor, motion carried.

Amaris motion to approve Staff allocation of fund to CCDF/HS as recommended in executive, rename finance person job title to read Administrative Assistant and post for a receptionist position, second by Becca, all in favor, motion carried.
Adjourn
Becca motion to adjourn at 11:46 am. second by Shaleena, all in favor motion carried.

[Signature]
Policy Council Chairperson or delegate

[Signature]
Policy Council Chairperson or delegate

3/12/19
Date

Minutes taken by Cindy Garrity, Family Services Manager
Meeting called to order by Chair Person Joanne Peterson at 9:13 am.

Policy Council Members Present: Shaleena Demirkol, Amaris Andrews-DePerry, Rebecca Miller, Joanne Peterson. Absent: Lisa Hanson, Devon Defoe, Amanda Gordon Hanson and Johanna Wilson.

Others Present: Linda Johnston ECC Administrator, Cindy Garrity, Family Services Manager, Jennifer Defoe, Family Service Enrollment Specialist, Jamie Goodlet-King Abilities/Education Manager and Pat Kenote-DePerry, Health Manager.

Approval of Agenda
Becca motion to approve the agenda, seconded by Shaleena, all in favor, motion carried.

Annual Self-Assessment 2018-2019
Becca motioned to approve the Annual Self-Assessment 2018-2019 with changes and correction, second by Amaris, all in favor, motion carried.

Community Assessment 2018-2019
Amaris motion to approve the Community Assessment 2018-2019, second by Becca, all in favor, motion carried.

EHS/HS Budget 2019-2020
Shaleena motion to table till March 5th regular Policy Council Meeting, seconded by Becca, all in favor, motion carried.

Other
Nothing currently

Adjourn
Amaris motion to adjourn at 9:42 am. second by Shaleena, all in favor motion carried.

Joanne M. Peters—(print name)
Policy Council Chairperson or delegate

(signature)

3/12/19

Date

Minutes taken by Cindy Garrity, Family Services Manager
Boozhoo! It looks as if spring is finally here. We will be doing outdoors on a daily basis, taking walks and exploring our playground. Please bring shoes, extra cloths and hats. This month we will be working on using more sign language, learning Ojibwe words and playing with our friends. We will have a weekly Ojibwe word that we will be working on, it will be posted in the room by the sign in sheet. With all the snow melting, we most likely will be getting dirty so please send us in cloths that allow us to explore and learn. :) This month we have two birthdays! Happy birthday Andrew Deperry & Bentley Armagost! :) Thank you Ms Kelsey & Ms Lulu
Amik Newsletter

April 2019

Onaabani Gizis
(Hard Crust on the Snow Moon)

We go outside every day weather permitting. We will be working on all things spring. Sugar bush is just around the corner. We will be learning about trees.

Miss Maggie & Miss Gina

Ojibwemowin
Spring - Zigwan
Robin - Opichi
Maple Syrup - Zhiwaagamizigan
Sugar Maple Tree - Ininaatig
Maple Sap - Ziinzibaakwadwaaboo

April Reminders
4/11/19 Dad’s Breakfast at 8:30am
4/19/19 No school for all ECC Children
3/25/19 Mom’s Breakfast at 8:30am
4/1/19 Classes Resume for All ECC Children
4/22/19 ECC Closed Tribal Holiday - Easter
Boozhoo Makwa Families!

It is already Spring and the start of the month of April.
The month of March we learned about trees and animals that live in trees. And an “all about me” study, learning about all our friends in the classroom.
This month we will be focusing on Spring themed activities and learning; bugs and planting. And we will also be incorporating Easter themed projects as well.

Ojibwe Words:

Spring—ziigwan
Flower—waabigwan
Clean up—biinitoon
Throw away—webinan

Mino Dibishkaa!

Aiden: 4/21
Layne: 4/25
Mathias: 4/28

Miigwech,

Miss Tiff & Miss Judy
779-5030 x 2544
ESIBAN NEWS

April 2019

This month we will be working on reduce, reuse and recycle, community workers and gardening/spring. Also we will be learning about sugar bush.

Please make sure your children have the proper clothing for outside.

Ms. Melissa & Ms. Amber

Reminders

4/11/19: Dad’s Day Breakfast
4/19/19: No ECC school day
4-22-19: ECC/Tribe Closed
4/25/19: Mom’s day Breakfast

Ojibwemowin

Sugar Bush: iskigamizigan
Tree: Mitig
Maple Sap: ziinzibaakwadwaaboo
Rain: Gimiiwam
Mud: Azhashki
Agongos Home Base

Upcoming Events:

April 5th
Home Base Socialization
10am-Noon @ the ECC

April 18th
Ojibwe Language Gathering &
Home Base Socialization
Time TBD @ the ECC

April 22nd
ECC/Tribe Closed

Miss Patrice 779-5030 ext.2537  Miss Corky 779-5030 ext.2538
Boozhoo!! We have been very busy in our room. Our learning will be focusing on Tree study and spring projects this whole month. With that we will continue to learn about sharing, turn-taking, self help skills, letter recognition, shapes, numbers, counting, and writing first and last names.

There is so much learning we do outdoors, that we go out daily!! So please send your child with mud boots, warm clothing and extra clothing we do get messy while we play. Miigwech for all your understanding and communication through the year!! We really APPRECIATE YOU ALL!!

To all parents and caregivers if your child/children will NOT be present for the day please make sure to call by 9am. Keep up the GREAT WORK!!

Miigwech,

Ms. Alicia, Ms. Sam and Ms. Lacie
Boozhoo Mashkodebizhiki Class families

April Showers bring May flowers!!!

For the month April we will be talking about ziigwan (spring). We will be exploring the great outdoors. Please dress your Child appropriately. We sanitize toys, tables, chairs, railings and other items. Many of the sickness that we deal with at the center are air born. When children come to school sick germs are passed that way. We are teaching the children to cough in their sleeve or cover your mouth when you cough. All of these things can be practiced at home with the biggest one being washing your hands.

Always remember you are your child’s first teacher.

Miigwech to all who made it to parent-teacher conferences.

Happy Ziigwan!!!!

Ms. Nadine, Ms. Becca, Ms. Deanna and Ms. J
MIGIZI NEWS

Who has spring fever? I think we have 16 kiddos in our room that has it. The children have been full of energy and excitement!

Some important dates coming up are; April 11 Dad’s Day for breakfast, we’re closed on April 22 for Easter; April 25 is Mom’s day for breakfast, please come and join your child for breakfast.

In the classroom we will continue with our Intentional Teaching each day, work on our letter of the week, how to recycle and reuse will be our theme for the month, and continue with our Second Step and Talking about Touching Curriculum. Once the sap starts running we will be taking fields trips out to the sugar bush to tap and collect the sap.

The 4K children will be getting ready for kindergarten and working with Ms. Linda each day. Mark your calendars for the upcoming activities. April 11 Kindergarten Enrollment and Exploration Day please call the Bayfield School to make an appointment for your child. Lucy Meierotto at 779-3201 ext. 142 will set up a date and time. April 24 students will come with the ECC and FF staff to tour the classrooms. April 26 Parents and Student lunch 10:50-11:20 in the cafeteria. May 8th Kindergarten Teachers will visit the ECC and FF 8:30-11:00. The summer Kindergarten Readiness is August 5-8 8:00-12:00.

We will be starting to hatch out our chicken eggs also in the month of April. The children really enjoy this project and hopefully all three eggs will hatch to be cute little chicks.

As the snow melts remember the mud comes and our playground will be very muddy this year. If your child has water boots please send them so they can enjoy all that mud!!

Ms. Diann, Ms. Linda, Ms. Kathy
4K Round up

Friday April 5, 2019
9-12pm
@ Red Cliff ECC

Free Books!

Brain Activities

For all 3 years old turning 4 for next 2019-2020 school year.

Come meet and greet our 4k staff and Bayfield School staff and learn about the 4k program.

Lunch will be provided!

Packet of information/Enrollment
IT'S THAT TIME AGAIN .......

TIME TO CHECK ON THE HEALTH CHECKS.

FOR THE MONTH OF: FEBRUARY 2019

<table>
<thead>
<tr>
<th></th>
<th>Well child Checks UP TO DATE</th>
<th>Well child Checks DUE</th>
<th>Dental EXAMS UP TO DATE</th>
<th>DENTAL EXAMS DUE</th>
<th>DENTAL SCREENS</th>
<th>NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head Start (50 CHILDREN)</td>
<td>40</td>
<td>10</td>
<td>34</td>
<td>16</td>
<td>48*</td>
<td>*2 children Absent</td>
</tr>
<tr>
<td>Early Head Start Center Based (32 CHILDREN)</td>
<td>32</td>
<td>13</td>
<td>01--</td>
<td>26</td>
<td>29*</td>
<td>*3 children Absent &amp; &amp; &amp; &amp; &amp; &amp; &amp; &amp; &amp; &amp; &amp; &amp; --5 children To Young</td>
</tr>
<tr>
<td>Early Head Start Home Based  (28 CHILDREN)</td>
<td>15</td>
<td>13</td>
<td>04--</td>
<td>14</td>
<td>22</td>
<td>--10 children To Young</td>
</tr>
</tbody>
</table>

Let's get our little Ones UP-TO-DATE WITH WELL CHILD CHECKS AND DENTAL EXAMS.
(any questions give Mikayla 2555 or Patt 2556 a phone call at: 715-779-5030)
BUS NOTICE

April 3rd-4th 2019
Alternate Bus Pick-up schedule

4/3 Wed: Big Bus
4/4 Thur: Little Bus

Please contact BART System To Schedule a Ride
(715) 682-9664
2019 ECC/4K
Sugar Bush Field Trips

Bus will leave ECC at 9:15am Return by 11:00am
Tuesday—April 2nd : Mashkodebızhiki
Wednesday—April 3rd : Maaingan
Thursday April 4th : Migizi

**ECC WILL BE COLLECTING at Little Sand Bay Camp Ground!!**

Families/Parents are encouraged to attend any day.

Home Base and 4k families are welcome to join us on any of the field trips.

If you have any questions, please contact Cindy (ext. 2551), Tony (ext. 2552) or Jenny (ext. 2533) at 779-5030.
WIC FOR APRIL

Scheduled Appointments cert, midcert
Friday 04/05/2019
Friday 04/12/2019 (if needed)
PLEASE KEEP YOUR SCHEDULED APPOINTMENT

WIC Pick Up
Monday 04/01/2019, Tuesday 04/02/2019
Monday 04/08/2019, Tuesday 04/09/2019

Any questions please call
Heidi @ 715-779-3707 ext. 2261
MOM'S DAY!
Join your child for breakfast at 8:30 on April 25, 2019 (Thursday)

ON THE MENU
Honey Bunches of Oats,
Bagel,
Berries
&
Yogurt

Explore the fascinating world of science by doing an experiment with your child at home!

Colour Changing Flowers Experiment

SUPPLIES NEEDED:
- White Carnations
- Liquid Food Colouring
- Cups or Glasses

INSTRUCTIONS:
1. In order to fit your cups/glasses, trim down the stems of the flowers
2. Add water to each cup
3. Put 10-15 drops of food colouring in the water and stir
4. Add at least one carnation to each cup/glass
5. Check in on the flowers every couple of hours and observe any changes

For further information, please contact:
(715) 779-5030
DAD'S DAY!

Join your child for breakfast at 8:30 on April 11, 2019 (Thursday)

ON THE MENU
Life Cereal,
Whole Grain English
Muffin,
Oranges
&
Yogurt

Explore the fascinating world of science by doing an experiment with your child at home!

Leak Proof Bag Science
Experiment

SUPPLIES NEEDED:
- Gallon Size Storage Bag
- Sharpened Pencils

INSTRUCTIONS:
1. Fill a gallon size storage bag about half full with water
2. Poke a pencil straight through the bag—in one side and out the other

For further information, please contact:
(715) 779-5030
GRANDPARENT'S DAY!

Join your grandchild for breakfast at 8:30 on April 18, 2019 (Thursday)

ON THE MENU
Corn Chex Cereal, Whole Grain Toast, Bananas & Yogurt

Explore the fascinating world of science by doing an experiment with your child at home!

Magic Milk Science Experiment

SUPPLIES NEEDED:
- Milk
- Liquid Food Colouring (gel doesn’t work well)
- Dish Soap
- Cotton Swabs
- Pan/Plate/Bowl/Etc.

INSTRUCTIONS:
1. Pour a thin layer of milk in the pan
2. Drop in a few drops of food colouring in your chosen platter
3. Pick up a cotton swab and dip it into the dish soap
4. Put the cotton swab into the milk and hold in place for 15 seconds
5. Repeat steps 3 and 4; Observe!

For further information, please contact:
(715) 779-5030
ECC/TRIBE CLOSED

April 22, 2019 (Monday)

For further information, please contact:

(715) 779-5030
Bunny Snack Cup

Materials Needed:
- Small Plastic Cup (or Styrofoam)
- Black Marker
- Pink Marker

Instructions:
- Draw Bunny ears on your cup with a black marker
- Cut along the ears, then also cut the cup in half
- Draw two eyes, using your black marker
- Draw a pink nose and pink whiskers using your pink marker
- Make as many snack cups as you want and place a snack in them!
Healthy fats
What do avocados have in common with tuna? Both contain healthy fats that your child's body needs. These unsaturated fats, also found in olive oil, walnuts, and sunflower seeds, give her energy and help her absorb vitamins A, D, E, and K. Plus, they keep her full longer, which may prevent overeating.

Paper airplane contest
Throwing paper airplanes—and running to retrieve them—will get your family's hearts pumping. Let each person fold sheets of paper into planes, then go outside and see whose flies the farthest. Your youngster can run to the spot where his plane lands and throw again from there.

Did you know?
Gluten can hide in foods like rice mixes, canned soups, soy sauce, and salad dressings. If your child's doctor recommends a gluten-free diet, read food labels so your youngster learns what to avoid.

Idea: Together, make a list of words to look for, like wheat, barley, durum, semolina, and rye.

Just for fun
Q: Why do pelicans carry fish in their beaks?
A: Because they don't have pockets!

From apricots to zucchini
Do fruits and vegetables come in every color? Does the name of any produce start with Q? Motivate your youngster to learn about fruits and veggies—and eat more of them—with these fun activities.

Rainbow book
Different colors mean different nutrients—that's why it's important to eat a “rainbow.” Have your child make a book of the produce he eats. Help him staple together red, orange, yellow, green, blue, and purple construction paper. Each time he eats a fruit or veggie, he can draw or glue a picture on the page matching its color. After a week, he'll have a record of the rainbow he ate!

Produce trading cards
Encourage your youngster to experiment with produce prepared in different ways by making trading cards. A sweet potato card might say, “Delicious with: Baked apples and cinnamon. Also seen: Standing in for french fries.” Let him help you plan meals by drawing a card and deciding how tonight's vegetable should be cooked.

Memory game
This game introduces new produce for your child to try. One player says, “I'm going to the store for apricots” (or any fruit or vegetable starting with A). The next person adds a B food: “I'm going to the store for apricots and broccoli.” Continue until you get to Z. (Look online if you get stuck.) Now, put a few new items on your grocery list.

March to the beat
Let your child invite her friends over to play marching band. They can whip up homemade instruments and set a workout to music with these ideas.

Instruments
- **Trumpet:** Blow through an empty paper towel tube.
- **Drum:** Turn a metal pot upside down, and bang on it with a wooden spoon.
- **Tambourine:** Fill a paper plate with dry beans. Staple a second plate on top, and shake.

Marches
- **Shapes:** Spread out to form a large triangle, and march toward the center to create a small one. Repeat with squares and circles.
- **Flock:** March in a “V” formation—like a flock of birds.
- **Single file:** Have the drummer lead the way. Trade instruments (and leaders).
Know the right portion size

Keeping portion sizes reasonable will help your child maintain a healthy weight. Guide her with these tips.

**Look at your hand.** Your child can use her hand to estimate healthy portions. Her palm is about the portion size for lean meat like chicken or fish. A serving of whole grains (rice, pasta) is roughly equal to the size of her fist. Whatever fits in her cupped hand is a good rule of thumb for snacks.

**Garden-themed yoga**

Use nature to inspire your youngster's fitness with a "garden yoga" session that boosts his strength and flexibility. Try these poses together.

1. **Seedling:** Curl up and pretend to be a freshly planted seed. Sit on your heels, and bring your forehead toward the floor. Reach back, resting the tops of your hands on the floor beside your feet.

2. **Flower:** Stand straight and tall. Bend your left knee, putting the bottom of your foot on the inside of your right leg, just below or just above your knee. Reach toward the sky with your arms. Switch legs, and repeat.

3. **Butterfly:** Sit up straight, placing the soles of your feet together. Pretend your legs are butterfly wings, and flap them slowly up and down.

**Q&A How much sugar is in that?**

**Q:** I'd like to cut down on the sugar my daughter consumes. Where should I start?

**A:** Limiting sugar is a good idea, since it's full of empty calories and leads to cavities. You can help by encouraging your child to avoid soda and other sweetened drinks and also by shopping carefully.

Your daughter might not know how much sugar is in soda—most people don't! Here's a great way to show her. Ask her to scoop 16 tsp. of sugar onto a plate. That's the amount in a 20-oz. soda—more than 5 times the 3-tsp. daily limit for kids.

Also, sugar is added to many foods that you or your child may not think of as sweet, like pasta sauce and salad dressing. Choose varieties labeled "no added sugar," or better yet, whip up your own. You'll find that basic recipes often take less time than running to the store.

**Celebrate grilled cheese**

April 12 is National Grilled Cheese Sandwich Day. You can enjoy healthy versions of this classic comfort food all month—and year long. Here are combinations for your child to try on whole-grain bread.

- **Breakfast melt.** Cheddar cheese, scrambled eggs, fresh spinach.
- **Cheesy chicken.** Provolone cheese, cooked chicken, zucchini rounds.
- **Greek grillier.** Feta cheese, halved black olives, roasted red peppers.
- **Cordon bleu.** Swiss cheese, lean ham, arugula.
- **Apple pie.** Brie, thin apple slices, a sprinkle of cinnamon.

To grill, place sandwiches (lightly buttered on the outsides) in a skillet over medium heat. Cook, pressing down on the sandwich with a spatula, until the bottom is golden brown. Flip, and cook until the cheese melts.
11th Annual Bayfield School Youth Powwow

Grand Entry
Saturday 1pm & 7pm
Feast @ 5pm

April 6th, 2019

Head Staff
- Head Female: Gloria Rodriguez
- Head Male: Daniel Wiggins
- Junior Female: Zaagi Bressette
- Junior Male: Kenyon Thornburg-Gordon
- Head Vet: Rick Peterson
- Emcee: Marvin Defoe
- Arena Director: Frank Morris
- Spiritual Advisor: Frank Montano

Specials
- Hand Drum Contest
- Potato Dance
- Switch Dance
- Spot Dances

Host Drum
- The Noisy Boyz
Invited Drums
- Buffalo Bay
- St. Croix Nation
- Bad River Youth
- Wigwam Express
- Wigwam Jrs.

Hotel Information: Legendary Waters Resort and Casino • 715.779.3712
Any questions contact Richard LaFernier • 715.779.3201 EXT. 420
E: /RLAFERNIER@BAYFIELD.K12.WI.US
NO honorariums for walk-in drums!
Welcome to stay and sing.
Eight Week Relapse Prevention Group
Starts Tuesday, April 9, 2019 -10a.m.-12:00 p.m.
Mishomis Wellness Center

**Week One**
What is relapse?
Understanding relapse & triggers
Developing a relapse prevention plan
Participants will begin to create their healing bundle with learning to sew their own medicine bag

**Week Two**
Wellness Wheel
7 teachings of the Anishinaabe and Medicine Wheel Teachings.
Develop personal wellness wheel for recovery and sober living.
Participants will create their own medicine wheel

**Week Three**
Feelings
Understanding our emotions and how they impact our sobriety.
Identifying emotions and develop healthy coping skills.
Participants will participate in making traditional medicine

**Week Four**
Grief
Understanding how unresolved grief can impact our sobriety and lead to relapse.
Traditional Teachings about loss and the power of ceremony to help heal our wounded hearts.
Participants will have the opportunity to participate in a letting go ceremony.

**Week Five**
Healthy Relationships
Develop an understanding of how relationships can impact our sobriety and the impact of family roles define how we are in our relationships.
Teachings from our Elders about loving ourselves and those around us.
Participants will create their own self love child

**Week Six**
Core Skills
Managing life without the use of active addiction.
Anger management utilizing steps of recovery, ceremony, and letting go. Stress management, learning to skills to deal with everyday stresses that may lead us to relapse.
Developing healthier communications skills to get our needs met.
Participants will create a leather pouch and receive a healing stone to carry with them.

**Week Seven**
The Warrior Within
Defining our warrior spirit to engage in healthy lifestyle choices and living sober and happy.
Participants will create their own warrior shield.

**Week Eight**
Celebration of Recovery
Honoring ourselves and our sobriety.
Clients will participate in a blessing and feast to celebrate their recovery efforts by recognition of their participation in the Relapse Prevention Program

For more information or to sign up for the group, call Linda Dunbar, PSIT/AODA Services Coordinator at the Mishomis Wellness Center at 715.779-3741 ex 2403
Native Americans and Native Hawaiians have many shared customs and experiences. This presentation will bring to light the similarities

The People's International Tribunal video will be shown on Saturday, April 27, 2019 1:00-3:00 pm

At Ginanda Gikendaasomin- 88455 Pike Rd. -The Red Cliff Library

In August 1993, the U.S. and the State of Hawai‘i were put on trial for crimes against the native people of Hawai‘i. A panel of international judges convened to hear the charges of genocide, ethnocide, the taking of a sovereign government and destruction of the environment. During ten days of testimony the Tribunal traveled to five islands to experience first hand testimony from witnesses, many of whom faced arrest and eviction from their lands.

For more info contact: (715) 209-0824 or TheRealHawaiiTalks@gmail.com
LINE 3 Pipeline:

Enbridge wants to build a new pipeline corridor through the heart of Minnesota’s lake country and some of the largest wild rice beds in the world. The proposed Line 3 Replacement pipeline would carry tar sands, the dirtiest fuel on the planet, from the Athabasca River Basin in Alberta through the headwaters of the Mississippi River and across 1854 and 1855 Ceded Territory.

Enbridge wants to simply abandon its existing Line 3 pipeline and walk away from it, because it has over 900 "structural anomalies", and build a brand new line in this new corridor that will double the capacity of Line 3. If this new corridor is established, we expect Enbridge to propose building even more pipelines in it. We cannot allow that.

When: April 11th, 2019

Where: Red Cliff Tribal Library

Time: 4:30 p.m. - 6:00 p.m.

Presenter: Noah Saperstein

Environmental Justice Specialist, Red Cliff Band of Lake Superior Chippewa
CPR/AED/First Aid Certification
Sat, June 15 - 8am-1pm

Adult & Pediatric CPR/AED/First Aid
Instructor Brittany Schmitt
Members $60 Non-Members $75

The Adult and Pediatric CPR/AED/First Aid course incorporates the latest science and teaches students how to respond to breathing and cardiac emergencies to help victims of any age - adults (about 12 years and older) and children (up to 12 years of age). Students who successfully complete this course will receive a certificate for Adult and Pediatric CPR/AED/First Aid valid for two years.
KEEP CALM AND SEND THEM TO KIDS NIGHT OUT

FRIDAY, MAY 10, 2019 4:30 - 8:30 pm
$10/FIRST CHILD. ADDITIONAL SIBLINGS $5/EACH
COME READY TO PLAY INSIDE, OUTSIDE AND IN THE POOL!
DINNER AND SNACKS PROVIDED
WWW.RECREATIONANDFITNESSRESOURCES.ORG 715-779-5408
BAYFIELD REC CENTER, 140 S. BROAD ST. BAYFIELD
Kids Night Out

$10/child
+$5/additional sibling

AGES
5-13 YEARS

Friday, April 12
4:30-8:30 Pm

Bayfield Rec Center
140 S Broad St, Bayfield

Join us for a fun night of activities at the Rec Center! Dinner and snack included. Come ready to play inside, outside, and in the pool. No parents allowed! (Parents, enjoy your evening!)

Advanced registration encouraged but not required.

More info: (715)779-5406 | Visit us: www.recreationandfitnessresources.org
PARENT AND CHILD
Swim Readiness Class

www.recreationandfitnessresources.org
140 S. Broad St., Bayfield 715-779-5408

May 14, 16, 21 & 23, 2019
LITTLE FISH - 6 MOS - 2 YRS - 4:30-5pm
BIG FISH - 2 - 5 YRS 5-5:30pm

One Parent Per Child Must Be in the Water
Members: $22
Non-Members: $27
Financial Assistance is Available
Red Cross Swimming Lessons
Mondays and Fridays
April 15 – May 10, 2019
Members: $57, Non-members $68
Financial Assistance is available!
We are offering Levels 1-5!
Call 715-779-5408 or register online at
www.recreationandfitnessresources.org
Only $45!

MARTIAL ARTS

Beginners Series
Apr 16 - May 8, 2019

- Coordination and Strength
- Self Esteem
- Concentration
- Fun Fitness
- Flexibility and Balance
- Self Discipline - Self Respect
- Awareness & Self Defence

+ 1st 8 LESSONS
+ UNIFORM AND BELT
+ FIRST BELT PROMOTION

REGISTER ONLINE
or call 715-779-5408

www.recreationandfitnessresources.org
Red Cross Lifeguarding Certification Course

FRIDAY, JUNE 7 - 5PM - 9PM
SATURDAY, JUNE 8 - 8AM - 5PM
SUNDAY, JUNE 9 - 8AM - 5PM

INSTRUCTOR BRITTANY SCHMITT
MEMBERS: $190, NON-MEMBERS: $225
AGES 15 AND UP

WWW.RECREATIONANDFITNESSRESOURCES.ORG
715-779-5408
Lisa Fiorio Martinsen
Basic Education Instructor
Email: Lisa.Fiorio-Martinsen@witc.edu
Phone: 715.682.4591 – ext. 3132

Drew Emmert
Academic Support Teaching Assistant
Email: Drew.Emmert@witc.edu
Phone: 715.682.4591 – ext. 3118

Wisconsin Indianhead Technical College
2100 Beaser Avenue
Ashland, WI 54806

Academic Support Center
2018
Fall Semester
Room 225

Academic Coach:
Academic Coaches provide one-on-one support to increase student’s academic achievement while helping them improve time management skills, gain self-confidence, and develop the motivation needed to be successful in school and life.

Fall Hours:
Tuesdays: 8:00am - 2:00pm
Wednesdays: 8:00am - 2:00pm
Thursdays: 7:30am-11:30am

Terri Perry
Academic Coach
Email: Terri.Perry@witc.edu
Phone: 715.682.4591 – ext. 3103

Closed for Activity Hours on Tuesdays & Thursdays - 11:30 am –12:30 pm
**Communications**  
Room 225  
This course will focus on the correct use of grammar and punctuation, learning and applying spelling mechanics, and the organization of sentences to get across the exact meaning you want.  
**Monday & Wednesday:** 8:30am-9:30am

---

**Math 1**  
Room 225  
Develop an understanding of foundational math skills in decimals, fractions, percent, proportions, ratios. You will be introduced to Algebra and Geometry.  
**Monday & Wednesday:** 9:30am-10:30am

---

**Reading - STAR**  
Room 225  
Student Achievement in Reading  
Learn strategies to help learners reading at the intermediate-level improve comprehension to be successful in the workplace and their daily lives.  
**Wednesday:** 2:00pm-3:00pm

---

**Math 2**  
Room 225  
Receive instruction and practice activities using foundational math skills while developing further skills in Algebra and Geometry.  
**Monday & Wednesday:** 10:30am-11:30am

---

**College Support Open Lab Hours:**

- Mondays and Wednesdays: 12:00pm – 1:30pm
- Tuesdays and Thursdays: 9:30am – 1:30pm

---

**HSED/GED Open Lab Hours:**

- Mondays: 3:30pm – 6:00pm

---

**No Classes on:**
- Mon., September 3
- Tue., Wed., October 23-24
- Wed., Thu., Fri., November 21-23
Aaniin eni-izhichigeng iskigamizigeng?
(What is the process of boiling sap?)

asemaake (she/he is using tobacco)

bagone’ige (she/he is drilling)

ozhiga’ige (she/he is tapping a tree)

tagoojige (she/he is hanging things)

naadoobii (she/he hauls sap)

ziiginige (she/he is pouring, spilling things)

iskigamizige (she/he is boiling sap)

nase’ige (she/he is sugaring off)
Anishinaabemowin Sound Chart
- adapted from the Concise Dictionary of Minnesota Ojibwe

<table>
<thead>
<tr>
<th></th>
<th>e</th>
<th>i</th>
<th>ii</th>
<th>o</th>
<th>oo</th>
<th>a</th>
<th>aa</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>Be</td>
<td>Bi</td>
<td>Bii</td>
<td>Bo</td>
<td>Boo</td>
<td>Ba</td>
<td>Baa</td>
</tr>
<tr>
<td>Ch</td>
<td>Che</td>
<td>Chi</td>
<td>Chii</td>
<td>Cho</td>
<td>Choo</td>
<td>Cha</td>
<td>Chaa</td>
</tr>
<tr>
<td>D</td>
<td>De</td>
<td>Di</td>
<td>Dii</td>
<td>Do</td>
<td>Doo</td>
<td>Da</td>
<td>Daa</td>
</tr>
<tr>
<td>G</td>
<td>Ge</td>
<td>Gi</td>
<td>Gii</td>
<td>Go</td>
<td>Goo</td>
<td>Ga</td>
<td>Gaa</td>
</tr>
<tr>
<td>H</td>
<td>He</td>
<td>Hi</td>
<td>Hii</td>
<td>Ho</td>
<td>Hoo</td>
<td>Ha</td>
<td>Haa</td>
</tr>
<tr>
<td>J</td>
<td>Je</td>
<td>Ji</td>
<td>Jii</td>
<td>Jo</td>
<td>Joo</td>
<td>Ja</td>
<td>Jaa</td>
</tr>
<tr>
<td>K</td>
<td>Ke</td>
<td>Ki</td>
<td>Kii</td>
<td>Ko</td>
<td>Koo</td>
<td>Ka</td>
<td>Kaa</td>
</tr>
<tr>
<td>M</td>
<td>Me</td>
<td>Mi</td>
<td>Mii</td>
<td>Mo</td>
<td>Moo</td>
<td>Ma</td>
<td>Maa</td>
</tr>
<tr>
<td>N</td>
<td>Ne</td>
<td>Ni</td>
<td>Nii</td>
<td>No</td>
<td>Noo</td>
<td>Na</td>
<td>Naa</td>
</tr>
<tr>
<td>P</td>
<td>Pe</td>
<td>Pi</td>
<td>Pi</td>
<td>Po</td>
<td>Poo</td>
<td>Pa</td>
<td>Paa</td>
</tr>
<tr>
<td>S</td>
<td>Se</td>
<td>Si</td>
<td>Sii</td>
<td>So</td>
<td>Soo</td>
<td>Sa</td>
<td>Saa</td>
</tr>
<tr>
<td>Sh</td>
<td>She</td>
<td>Shi</td>
<td>Shii</td>
<td>Sho</td>
<td>Shoo</td>
<td>Sha</td>
<td>Shaa</td>
</tr>
<tr>
<td>T</td>
<td>Te</td>
<td>Ti</td>
<td>Tii</td>
<td>To</td>
<td>Too</td>
<td>Ta</td>
<td>Taa</td>
</tr>
<tr>
<td>W</td>
<td>We</td>
<td>Wi</td>
<td>Wii</td>
<td>Wo</td>
<td>Woo</td>
<td>Wa</td>
<td>Waa</td>
</tr>
<tr>
<td>Y</td>
<td>Ye</td>
<td>Yi</td>
<td>Yii</td>
<td>Yo</td>
<td>Yoo</td>
<td>Ya</td>
<td>Yaa</td>
</tr>
<tr>
<td>Z</td>
<td>Ze</td>
<td>Zi</td>
<td>Zii</td>
<td>Zo</td>
<td>Zoo</td>
<td>Za</td>
<td>Zaa</td>
</tr>
<tr>
<td>Zh</td>
<td>Zhe</td>
<td>Zhi</td>
<td>Zhi</td>
<td>Zho</td>
<td>Zho</td>
<td>Zha</td>
<td>Zhaa</td>
</tr>
</tbody>
</table>

Common consonant clusters: sk - miskozi, shp - ishpiming, sht - nishtigwaan, shk - ishkode, mb - wiimbaa, nd - aandi, nj - ninjin, ng - waabang
Double Vowel Pronunciation Guide

A = uh as in lug
AA = aah as in autistic or autumn
E = ay as in bay or hay
‘ = glottal stop = brief pause
I = ih as in ick or ish
II = ee as in seen or bean
O = oh as in ojibwe
OO = oo as in moon or loon
Oninan miinawaa gwayakobii'an

SAMEEKAAN

NIBOgabeeg

GIGAZIHOE

EJIGAGGOO

DABINOAOI

IGEZIGIN

GIZAKIIMESIS

EEGASIN
Red Cliff Band of Lake Superior Chippewa Indians

88455 Pike Road
Bayfield, WI 54814
Phone: 715-779-3700 Fax: 715-779-3704
Email: redcliff@redcliff-nsn.gov

JOB DESCRIPTION

POSITION: Head Start/Early Head Start Director

LOCATION: Red Cliff Early Childhood Center

SALARY: $18.00-$22.00/hour, Plus Benefits

SUPERVISOR: Early Childhood Center Administrator

THIS IS A REGULAR FULL TIME EXEMPT POSITION

JOB SUMMARY: The Red Cliff Early Childhood Center provides comprehensive early childhood services for approximately 108 children and their families in the Red Cliff community. The Red Cliff Head Start/Early Head Start Director is responsible for planning, operations, and management functions of the Head Start/Early Head Start Program in compliance with Federal Head Start performance standards and State of Wisconsin Group Child Care licensing regulations.

DUTIES AND RESPONSIBILITIES:
1. Ability to read and understand federal and state regulations and translate in meaningful practices.
2. Supervise & assist Head Start/Early Head Start teaching staff.
3. Submit grant and programmatic reports in a complete and timely manner.
4. Evaluate, assess, and update policies and practices on a regular basis.
5. Monitor program components and services for compliance.
6. Handle day-to-day operations/issues in the Head Start/Early Head Start classrooms.
7. Communicate and implement the process of shared governance and decision-making utilizing the guidelines for programmatic decision-making.
8. Work with ECC Management Team to arrange and prepare the yearly community assessment.
9. Possess a flexible schedule to accommodate needs of children and families.
10. Write and submit grant applications in conjunction with the Management Team.
11. Maintain an inventory of Head Start/Early Head Start needs-both physical & programmatic.

"The Hub of the Chippewa Nation"
12. Perform yearly assessments on all Head Start/Early Head Start teachers & assistants in conjunction with the Education Manager.
14. Attend meetings as required.
15. Attend relevant trainings for licensing and compliance.
16. 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 deemed necessary by the supervisor.

SUPERVISORY AUTHORITY: Head Start and Early Head Start teaching staff.

KNOWLEDGE: Must be knowledgeable in theories related to child development. Must have knowledge & experience working with Native American families. Awareness of the uniqueness of the Red Cliff community is desirable.

QUALIFICATIONS:
1. Minimum of a Bachelor’s Degree in Early Childhood Education or related field is required.
2. Prior supervisory experience in an educational setting is required.
3. Prior experience in grant management to include budget, application process, and management.
4. Experience in human service-based program management is preferred.
5. Strong written, verbal, & interpersonal skills.
6. Ability to work as a member of a team.
7. Must have a valid driver’s license, vehicle and appropriate vehicle coverage and maintain driver’s eligibility as a condition of employment. Be eligible to be put on the tribe’s vehicle insurance policy.

PERSONAL CONTACTS: Collaboration with local, state, & national collaborating partners, with particular emphasis on networking with parents, extended families, & the Red Cliff community.

PHYSICAL REQUIREMENTS: Must be physically able to work with young children including physically able to lift a minimum of 40 pounds.

SPECIAL REQUIREMENTS: Annual health exam, TB test, immunizations including Hepatitis B (or sign waiver), & required trainings, such as CPR, confidentiality, SIDS, etc.

WORK ENVIRONMENT: Red Cliff Early Childhood Center. All Tribal Buildings are smoke free.

TRAVEL REQUIREMENTS: The ability to travel and attend meetings and trainings; overnight and out of town, both locally & nationally.

BEHAVIOR AND ATTITUDE: The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and

"The Hub of the Chippewa Nation"
personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Name or Image of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

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

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

APPLICATION SUBMITTAL REQUIREMENTS: The following items are required for this position:
1. Completed Tribal Application, to include work history and references; available on the tribal website.
2. Tribal Background Investigation Disclosure; available on the tribal website.
3. Cover letter and resume.
4. Post-secondary transcripts or certifications; if applicable.

POSTING DATE: March 6, 2019
DEADLINE: Open Until Filled

FOR FURTHER INFORMATION:
Red Cliff Band of Lake Superior Chippewa
Human Resources
88455 Pike Road
Bayfield, WI 54814
www.redcliff-nsn.gov
ashley.poch@redcliff-nsn.gov
diane.cooley@redcliff-nsn.gov

(715)779-3700 ext. 4268 or 4267

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 Early Childhood Center (ECC) employees must submit mandatory criminal background check information to the Human Resources Director with application, and every three years thereafter, or following any conviction occurring after commencement 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

“The Hub of the Chippewa Nation”
convictions that occur after commencement of employment with the Tribe.

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

EMPLOYEE BENEFITS PACKAGE
THE EMPLOYEE BENEFITS PACKAGE INCLUDES THE FOLLOWING:
1. A Health Insurance Plan which is through the Federal Employee Health Benefits (FEHB). FEHB is offered for both single and family coverage. Employees considered to be full time status will be required to pay 12% of the premium for the plan selected.
2. The Dental package is through Delta Dental. This benefit is offered at no cost to the employees with single or family medical coverage.
3. Short Term Disability is offered to all employees at no cost and pays 60% of weekly pay for a maximum of 90 days if you get sick or injured off the job.
4. Life insurance of $15,000 is included at no cost to all employees. Spouses are covered at $7,500.00 and children are prorated. Employees can purchase additional life insurance from the plan provider at their own cost.
5. Profit Sharing Plan with a 401(k) component is offered to employees after one year of work, with a minimum of 1000 hours. The Tribe puts 3% of employee's wages into the Profit Sharing Plan.
6. The Tribe also offers General Leave to Full time employees. Employees will accrue 16 hours of General Leave per month and can accumulate up to 192 hours per year. After 5 years of employment, General Leave goes up to 20 hours per month with a maximum of 240 hours.
7. The Tribe observes a total of 11 paid holidays.

"The Hub of the Chippewa Nation"
JOB DESCRIPTION

POSITION: Early Head Start Center Based Teacher – 3 Positions

LOCATION: Red Cliff Early Childhood Center

WAGE: $10.00-$14.00 per hour depending on educational qualifications

SUPERVISOR: Head Start-Early Head Start Director

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

JOB SUMMARY: Serve as one of two primary teachers for an assigned group of eight infants or toddlers in a center-based environment. Early Head Start child/teacher ratio is 4:1. Responsible for co-planning and implementing educational programs with co-teacher for children ages zero to 3 year old which reflect best practices and integration of Ojibwe language and culture.

EHS teachers are required to share all responsibilities within their classroom and create an environment of nurturance and sharing with all children. Each teacher must be able to have open communication with co-teacher regarding daily operation of classroom and child/parent needs.

DUTIES AND RESPONSIBILITIES:
1. Must maintain confidentiality of all child and family information and records.
2. Cultural sensitivity required.
3. Must demonstrate competency to provide effective and nurturing teacher-child interactions.
4. Ability to work effectively and cooperatively with staff, parents, community members, and other support systems in the best interest of the child.
5. Plan and implement group and individual learning experiences that ensure effective curriculum implementation and use of assessment to promote children's progress across the Head Start Early Learning Outcomes Framework: ages Birth to Five and any state applicable early learning and development standards for all students.
6. Must integrate child assessment data in individual and group planning.
7. Promotion of a safe, attractive and stimulating physical environment for infants and toddlers and also establishing and maintaining consistency.

"The Hub of the Chippewa Nation"
8. Reinforce positive self-image, pride, and cultural identity with infants and toddlers during all activities.

9. Must collaborate with each child's parent/guardian and with parental consent, must complete or obtain a current developmental screening to identify concerns regarding a child's developmental behavioral, motor, language, social, cognitive, and emotional skills within 45 days of child's enrollment and then when needed.

10. Meal times with children are in a family setting with teachers sitting at the table and engaging in conversation with the infants and toddlers. Infants and toddlers are encouraged, but not forced to eat or taste. Encourage toddlers with self-help and independence skills by involving them in set up and cleanup activities.

11. Maintain accurate daily records on attendance, daily intake, medical log, infant and toddler eating/sleeping/toileting information for distribution in child file and to parents as well as other required forms.


13. Assist the family, child, and other relevant staff in developing an Individual Family Services Plan (IFSP) or Individual Education Plan (IEP) for special needs children.

14. Conduct two home visits and two parent-teacher conferences annually per family as stated in the Federal Performance Standards.

15. Maintain and document all contacts with parents. Develop and maintain a professional relationship with parents of children enrolled in program.

16. Collaborate with other staff, parents, and community resources to incorporate Ojibwe language and culture into daily activities and curriculum.

17. Work with county, tribal and community service providers in order to provide necessary services to the Early Head Start child and their parents.

18. Mandatory attendance at all ECC Coordinated Service Team and Mental Health Consult meetings for children in your care or must work with Education Manager/EHS director in advance.

19. Must attend and participate in EHS meetings, all staff meetings and any other meetings as requested.

20. Notify supervisor in advance of any known absences you will have. Center based teachers are responsible for arranging their own qualified substitute in your absence.

21. Must participate in coordinated coaching strategies to identify strengths and areas of need and support of professional development and quality improvement, including job related training as required.

22. EHS program equipment must remain within the ECC, and cannot be used outside of the ECC unless you have prior permission by your supervisor to use outside of the center. Violations of this policy will result in disciplinary action.

23. Adhere to all ECC policies and procedures and insure that Head Start Performance Standards are being met.

24. 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 deemed necessary by the supervisor.

**KNOWLEDGE:** Knowledge of Ojibwe culture and language.

"*The Hub of the Chippewa Nation*"
QUALIFICATIONS:
1. Minimum of associate degree in early childhood education is required. Related degrees may be considered based on coursework completed (transcript review required). OR
   a. Applicants can be considered who are currently enrolled in an associate degree early childhood program or who have acquired a minimum of 15 early childhood credits.
   b. Applicants can be considered if they have completed a Child Development Associate (CDA) credential or comparable credential and have been trained or have equivalent coursework in early childhood development with a focus on infant and toddler development.
2. Prefer a Bachelor’s degree in early childhood education or closely related field (transcript review required if degree not in early childhood).
3. Mandatory infant/toddler course needed or immediate enrollment in online class during probationary period if hired.

SPECIAL REQUIREMENTS: Also required are: five year health exams, initial TB test and annual TB questionnaire, immunizations including Hepatitis B (or sign waiver), mumps vaccine (or waiver or proof of immunization) and required trainings such as confidentiality, CPR, Shaken Baby Syndrome, Sudden Infant Death (SIDS), etc.

SUPERVISORY AUTHORITY: None

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

PHYSICAL 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 as long as the staff disability does not create an undue risk of injury to any enrolled children in the classroom.

Must be physically able to work with young children and must be able to regularly lift and/or move up to forty pounds; twenty pounds overhead and forty pounds from waist to shoulder; occasional lifting of fifty pounds is required and must be able to push/pull up to fifty pounds horizontally.

Required to stand, walk, climb or balance, stoop, kneel, crouch or crawl when working with small children. Required to use hands to finger, handle or feel objects, keyboards, tools or controls, reach with hands and arms, speak and hear, and ability to operate keyboard (computer).

WORK ENVIRONMENT: Primary work environment is in a 0-3 year old Early Head Start center-based classroom in the Red Cliff Early Childhood Center. All Tribal Buildings are smoke free.

TRAVEL REQUIREMENTS: The ability to travel and attend meetings and trainings; overnight and out of town, both locally & nationally.

“The Hub of the Chippewa Nation”
BEHAVIOR AND ATTITUDE: The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Name or Image of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

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

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

APPLICATION SUBMITTAL REQUIREMENTS: The following items are required for this position:
1. Completed Tribal Application, to include work history and references; available on the tribal website.
2. Tribal Background Investigation Disclosure; available on the tribal website.
3. Cover letter and resume.
4. Post-secondary transcripts or certifications; if applicable.

POSTING DATE: December 6, 2018
DEADLINE: Open until filled

FOR FURTHER INFORMATION:
Red Cliff Band of Lake Superior Chippewa
Human Resources
88455 Pike Road
Bayfield, WI 54814
www.redcliff-nsn.gov
ashley.poch@redcliff-nsn.gov
diane.coolev@redcliff-nsn.gov
(715)779-3700 ext. 4268 or 4267

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

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

“The Hub of the Chippewa Nation”
All Early Childhood Center employees must submit mandatory criminal background check information to Human Resources Department with application. Per WI Department of Children & Families (DCF) Bureau of Early Care Regulation (BECR) Memo 2014-03, all licensed child care center employees must complete a one-time fingerprint-based background check on all employees by December 31, 2015. Every year thereafter, a name-based background check through the Department of Justice (DOJ) must be conducted annually or following any conviction occurring after commencement of employment.

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

**EMPLOYEE BENEFITS PACKAGE**

**THE EMPLOYEE BENEFITS PACKAGE INCLUDES THE FOLLOWING:**

1. A Health Insurance Plan which is through the Federal Employee Health Benefits (FEHB). FEHB is offered for both single and family coverage. Employees considered to be full time status will be required to pay 12% of the premium for the plan selected.

2. The Dental package is through Delta Dental. This benefit is offered at no cost to the employees with single or family medical coverage.

3. Short Term Disability is offered to all employees at no cost and pays 60% of weekly pay for a maximum of 90 days if you get sick or injured off the job.

4. Life insurance of $15,000 is included at no cost to all employees. Spouses are covered at $7,500.00 and children are prorated. Employees can purchase additional life insurance from the plan provider at their own cost.

5. Profit Sharing Plan with a 401(k) component is offered to employees after one year of work, with a minimum of 1000 hours. The Tribe puts 3% of employee's wages into the Profit Sharing Plan.

6. The Tribe also offers General Leave to Full time employees. Employees will accrue 16 hours of General Leave per month and can accumulate up to 192 hours per year. After 5 years of employment, General Leave goes up to 20 hours per month with a maximum of 240 hours.

7. The Tribe observes a total of 11 paid holidays.

"The Hub of the Chippewa Nation"
Red Cliff Band of Lake Superior Chippewa Indians
88455 Pike Road
Bayfield, WI 54814
Phone: 715-779-3700 Fax: 715-779-3704
Email: redcliff@redcliff-nsn.gov

JOB DESCRIPTION

POSITION: Assistant Teacher

LOCATION: Red Cliff Early Childhood Center

WAGE: $10.00-$12.00 per hour (DOQ), plus benefits

SUPERVISOR: HS/EHS Director

THIS IS A REGULAR FULL-TIME EXEMPT POSITION

JOB SUMMARY: Serve as an Assistant Teacher for Head Start classroom. The classroom will operate from 7:45-3:00 Monday through Thursday’s; however, this position is full time due to additional responsibilities such as bus monitoring, daily classroom chores, and other duties as assigned. Responsible for replacing teachers during their scheduled breaks & prep time. Assisting in the implementation of educational programs which reflect best practices and the integration of Ojibwe language and culture into curriculum. Ensuring the safety and well-being of all children at all times under all circumstances.

DUTIES AND RESPONSIBILITIES:
1. Maintain confidentiality of all children’s and family information and records.
2. Promotion of safe, attractive, and stimulating physical environment for children while establishing and maintaining consistency of rules.
3. Assist teachers with preparing & implementing lessons daily. Collaborate with staff, parents, and community resources to incorporate Ojibwe language and culture into daily activities and curriculum.
4. Maintain accurate daily records on attendance, daily intake, children’s sleeping/toileting information, as well as other required forms.
5. Maintain and document all contacts with parents. Develop and maintain a professional relationship with parents of children enrolled in program.
6. Positive child guidance techniques will be utilized by all staff when needed.
7. Work with Tribal and community service providers to provide necessary services to the child and their parents.
8. Notify supervisor in advance of any known absences. Center based teachers are responsible for arranging for their own substitutes.

"The Hub of the Chippewa Nation"
9. Adhere to all ECC policies and procedures to ensure Federal Performance Standards and State of WI Group Child Care Licensing Regulations are met.
10. Must be able to work a flexible schedule to help meet the needs of children, families, and other staff.
11. All staff are expected to perform any other job-related duties as directed.
12. Bus monitor duty
13. Classroom sanitizing and laundry according to schedules and needs
14. 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 deemed necessary by the supervisor.

SUPERVISORY AUTHORITY: None

KNOWLEDGE: Knowledge of Ojibwe language and culture preferred; knowledge of uniqueness of Red Cliff community required.

QUALIFICATIONS:
1. Must be 18 years of age or older.
2. High school diploma, HSED or GED required.
3. Preferred Associate Degree in Early Childhood Education or CDA credential OR Candidate will be considered if enrolled in an Associate or Baccalaureate Degree in Early Childhood Education or related field. Candidate will be considered if they have satisfactorily completed one non-credit WI DCF department-approved course in early childhood education or completes that training within 6 months after assuming the position
4. Additional training or education in Early Childhood Development is highly desirable.
5. Prior experience and strong desire to work with children and families required.
6. Coursework or any specialized training in Infant/Toddler development highly desirable.
7. Ability to work effectively and cooperatively with staff, parents, community members, and other support systems in the best interest of the child is required.

SPECIAL REQUIREMENTS: FBI Fingerprinted at a Field Print office, health exam, TB test, immunizations including Hepatitis B (or sign waiver), mumps vaccine (or waiver or proof of immunity) and required trainings such as Confidentiality, CPR, Shaken Baby Syndrome, etc. Must attend appropriate staff meetings, Policy Council and or Parent meetings as required.

PERSONAL CONTACTS: Collaborative, professional relationship with parents, extended families, the Red Cliff community, employees of the Red Cliff Band of Lake Superior Chippewa and other collaborative partners.

PHYSICAL REQUIREMENTS: Must be physically able to work with young children, including a minimum of lifting 40 pounds.

WORK ENVIRONMENT: Primary work environment is in the classroom at the Red Cliff Early Childhood Center. All Tribal Buildings are smoke free.

"The Hub of the Chippewa Nation"
TRAVEL REQUIREMENTS: The ability to travel and attend meetings and trainings; overnight and out of town, both locally & nationally.

BEHAVIOR AND ATTITUDE: The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Name or Image of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

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

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

APPLICATION SUBMITTAL REQUIREMENTS: The following items are required for this position:
1. Completed Tribal Application, to include work history and references; available on the tribal website.
2. Tribal Background Investigation Disclosure; available on the tribal website.
3. Department of Children and Families Background Check Request Form.
4. Cover letter and resume.
5. Post-secondary transcripts or certifications; if applicable.

POSTING DATE: February 28, 2019
DEADLINE: Open Until Filled

FOR FURTHER INFORMATION:
Red Cliff Band of Lake Superior Chippewa
Human Resources
88455 Pike Road
Bayfield, WI 54814
www.redcliff-nsn.gov
ashley.poch@redcliff-nsn.gov
diane.cooley@redcliff-nsn.gov

(715)779-3700 ext. 4268 or 4267

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.

"The Hub of the Chippewa Nation"
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.

All Early Childhood Center employees must submit mandatory criminal background check information to Human Resources Department with application. Per WI Department of Children & Families (DCF) Bureau of Early Care Regulation (BECR) Memo 2014-03, as of 12-31-16 all licensed child care center employees must complete a one-time fingerprint-based background check on all employees. Every year thereafter, a name-based background check through the Department of Justice (DOJ) must be conducted annually or following any conviction occurring after commencement of employment.

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.

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

EMPLOYEE BENEFITS PACKAGE
THE EMPLOYEE BENEFITS PACKAGE INCLUDES THE FOLLOWING:

1. A Health Insurance Plan which is through the Federal Employee Health Benefits (FEHB). FEHB is offered for both single and family coverage. Employees considered to be full time status will be required to pay 12% of the premium for the plan selected.
2. The Dental package is through Delta Dental. This benefit is offered at no cost to the employees with single or family medical coverage.
3. Short Term Disability is offered to all employees at no cost and pays 60% of weekly pay for a maximum of 90 days if you get sick or injured off the job.
4. Life insurance of $15,000 is included at no cost to all employees. Spouses are covered at $7,500.00 and children are prorated. Employees can purchase additional life insurance from the plan provider at their own cost.
5. Profit Sharing Plan with a 401(k) component is offered to employees after one year of work, with a minimum of 1000 hours. The Tribe puts 3% of employee’s wages into the Profit Sharing Plan.
6. The Tribe also offers General Leave to Full time employees. Employees will accrue 16 hours of General Leave per month and can accumulate up to 192 hours per year. After 5 years of employment, General Leave goes up to 20 hours per month with a maximum of 240 hours.
7. The Tribe observes a total of 11 paid holidays.

"The Hub of the Chippewa Nation"
Red Cliff Band of Lake Superior Chippewa Indians  
88455 Pike Road  
Bayfield, WI 54814  
Phone: 715-779-3700 Fax: 715-779-3704  
Email: redcliff@redcliff-nsn.gov

Red Cliff Tribal Council

JOB DESCRIPTION

POSITION:  
ECC Substitute Assistant Teacher/Support Staff

LOCATION:  
Red Cliff Early Childhood Center

WAGE:  
$9.00 - $10.00 depending on qualifications

SUPERVISOR:  
Program Director

THIS IS AN ON-CALL POSITION

JOB SUMMARY:  Replacement for ECC teacher or support staff and provide a safe, healthy, friendly, caring and nurturing environment for children ages 0-5.

RESPONSIBILITIES:
1. Must attend confidentiality training and must maintain confidentiality of children/classroom each day.
2. Must follow ECC and Red Cliff Tribal policies and procedures as introduced during orientation.
3. Assist teacher or ECC staff member with daily supervision and interaction with children; supervision during meals/snacks/naps; follow ECC Policies & Procedures for best practices with children; praise and reinforce positive behavior.
4. Assist teachers with facilitation of classroom activities and support children’s self-direction during individual, small and large groups.
5. Reinforce positive self-image and promote positive self-esteem of all children.
7. Assist teacher in encouraging independence and self-help skills such as set-up and clean-up at meals, snacks and play time throughout the day.
8. Eat meals with children and encourage mealtime in a family setting. Food is never used as a punishment or reward.
9. Must maintain safety and health practices and regulations when working in kitchen.
10. 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 deemed necessary by the supervisor.

SUPERVISORY AUTHORITY: None

"The Hub of the Chippewa Nation"
KNOWLEDGE: Knowledge of Ojibwe language and culture highly desirable; cultural sensitivity required.

QUALIFICATIONS:
1. Must be 18 years of age or older.
2. Minimum of high school diploma, HSED or GED required.
3. Complete a minimum of 15 paid shadow hours in the classroom and 8 paid shadow hours in the kitchen prior to actual subbing at ECC.
4. Preference for an associate’s degree in Early Childhood Education/related field but not required.
5. Ability to work cooperatively with staff, parents, community members, and other child support systems in the best interest of children is required.
6. Must pass health examination, obtain required immunizations/vaccines including TB test, Hep B (or waiver); mumps vaccine (or waiver or proof of immunity).
7. Must be physically able to work with young children, including lifting a minimum of 40 pounds; occasional lifting of fifty pounds is required.
8. Must adhere to Early Childhood Center standards of conduct, serving as a positive role model in the community.

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

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

WORK ENVIRONMENT: Primary work environment: classrooms, outdoor play spaces, kitchen. All Tribal Buildings are smoke free.

TRAVEL REQUIREMENTS: The ability to travel and attend meetings and trainings; overnight and out of town, both locally & nationally.

BEHAVIOR AND ATTITUDE: The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of
successful job performance. Any Behavior or Attitude that tarnishes the Image or Name of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

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

APPLICATION SUBMITTAL REQUIREMENTS: The following items are required for this position:
1. Completed Tribal Application, available on the Tribal website.
2. Signed Tribal Background Investigation Disclosure; available on the Tribal website.

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

POSTING DATE: December 6, 2017
DEADLINE: Applications accepted year round

FOR FURTHER INFORMATION CONTACT:

Red Cliff Band of Lake Superior Chippewa
Human Resources Department
88455 Pike Road
Bayfield, WI 54814
www.redcliff-nsn.gov
ashley.poch@redcliff-nsn.gov

(715) 779-3700 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.

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 the application for employment with information concerning any convictions that occur after commencement of employment with the Tribe.

"The Hub of the Chippewa Nation"
All Early Childhood Center employees must submit mandatory criminal background check information to Human Resources Department with application. Per WI Department of Children & Families (DCF) Bureau of Early Care (BECR) Memo 2014-03, as of 12-31-16 all licensed child care center employees must complete a one-time fingerprint-based background check on all employees. Every year thereafter, a name-based background check through the Department of Justice (DOJ) must be conducted annually or following any conviction occurring after commencement of employment.

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

(Note: Many of the positions are seasonal)

Bayfield Presbyterian Church
  Custodian

Big Top Chautauqua
  Production Assistants
    (Sound/Lighting/Stage)
  Lighting Director
  Box Office Assistant
  Merchandise Manager

Lost Creek Adventures & Outfitter
  Food Manager
  Reservations/Retail Specialist
  Sea Kayaking Guide

Maggie’s
  Servers, Bartenders, Hosts, Cooks,
  And Dishwashers

Mt Ashwabay Ski and Recreation Area
  Operations Manager

Old Rittenhouse Inn
  Breakfast Cook
  Prep Cook
  Wait Staff/Server
  Front Desk/Guest Services
    Representative
  Housekeeper

Pier Plaza Restaurant & Lounge
  Prep Cook, Line Cooks, Host, Bussers,
  Ice Cream Attendant, Dishwashers,
  Housekeepers, Bartenders, and Wait Staff

Pikes Bay Arena
  Boat Cleaning
  Clubhouse Cleaning
  Dock Crew
  Marine Service Technician
  Ship Store & Customer Service

Superior Charters & Yacht Sales
  Deck Crew

The Bayfield Inn
  Housekeeping, Front Desk/Guest
    Services, Cooks, Prep Cooks,
    Bartenders, Wait Staff, and Hosts

The Fat Radish
  Front of House: wait staff, hostess,
    bussers, barista/mixologist
  Back of House: prep cooks, line cooks,
    dish room technician, sandwich/salad
    prep
  Bakery: pastry/dessert assistant, bread
    baker assistant
  Other: catering prep, out accounts prep
    & coordinator, night/early am cleaner

Trek and Trail
  Sea Kayak Guide

Winfield Inn & Gardens
  Housekeeping

Woods Hall Gallery and Studios
  Retail Manager
COMMUNITY INPUT NEEDED!! (WANTED/VALUED?)

ISHPIMING AKIN CEMETERY ORDINANCE COMMUNITY FORUM

WHEN
April 3, 2019
5-7pm

WHERE
Red Cliff Elderly Feeding Center
37645 New Housing Rd., Bayfield, WI 54814

The Ishpeming Akiin Ad Hoc Cemetery Committee and THPO Department would like community input on the proposed Cemetery Ordinance.

A power point presentation will begin at 5:30 p.m.

YOU ARE INVITED

WE ENCOURAGE YOUR INPUT!

RAFFLES
Great incentives to come and participate!!

LIGHT REFRESHMENTS WILL BE SERVED

FOR MORE INFO CONTACT:
Marvin Defoe,
THPO Manager or
Edwina Buffalo-Reyes
THPO Assistant
715-779-3700

RAFFLES
April Monthly Events

* Monday April 8th - Ashland Shopping trip leave by 9:30am
* Thursday April 18th - Corny Day Trip leave at 9:30am
* Monday April 22nd - * No Work Tribal Holiday
* Tuesday April 23rd - ADRC Presentation 12:30-2pm –Dinning Center
* Thursday April 29th - Ashland Shopping leave by 9:30am

If interested in attending any of these events, please feel free to call

Elderly Program a few days before scheduled event at

Elderly Transportation Driver: 715-209-6892 or
715-779-3746 ~Miigwech~
<table>
<thead>
<tr>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
<th>Sat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Bean Vegetable Soup Biscuit Apple Sauce</td>
<td>2 Tater-Tot hot dish Mixed Vegetables Peaches</td>
<td>3 Sloppy Jo Potato Wedges Carrots Pears</td>
<td>4 Hamburger Hot Dish Cucumber Salad Pineapple</td>
<td>5 Fish Boiled Potato Brussels Sprouts Cottage Cheese Grapes</td>
<td>6 Sack Lunch Pastrami/ Swiss Chips Apple</td>
</tr>
<tr>
<td>8 Keibasa &amp; Kraut Boiled BB Red Potato Broccoli Apple Sauce</td>
<td>9 Chicken Patty/Bun Jo Jo Wedges Corn Fruit Cocktail</td>
<td>10 Beef Fajitas (Peppers, Onions) Rice Apricots Salad</td>
<td>11 Shepard's Pie (Meat, Veg, Gravy) Cake/ Mandarin Orange</td>
<td>12 Cold Tuna Mac Salad (peppers, carrots, peas, cheese) Pineapple</td>
<td>13 Sack Lunch Beef &amp; Cheddar Cottage Cheese Carrots Orange</td>
</tr>
<tr>
<td>15 Lemon Chicken Bow Tie Pasta Green Bean Pumpkin Mousse Pears</td>
<td>16 Meatballs/Gravy Mashed Potato Corn Biscuit Peaches</td>
<td>17 Tuna Patty Buttered Parsley Noodle Peas Pudding/ Banana</td>
<td>18 Reuben Sandwich Potato Salad Watermelon</td>
<td>19 Breakfast Pancakes, Sausage Scr. Egg Musk Melon</td>
<td>20 Sack Lunch Turkey &amp; Cheese Brocc/Cauliflower Banana</td>
</tr>
<tr>
<td><strong>22 <em>No Work</em> Tribal Holiday</strong></td>
<td>23 Ham Mashed Potato Green Bean Casserole Bun Cake/ Grapes</td>
<td>24 Chili Corn Bread Cottage Cheese Orange</td>
<td>25 BBQ Chicken Potato Salad Scalloped Corn Salad/ Fruit Cocktail</td>
<td>26 Meatloaf Cheesy Potato Brussels Sprouts Peaches</td>
<td>27 Sack Lunch Ham Spread Chips Cheese Stick Apple Sauce</td>
</tr>
<tr>
<td>29 Sour Cream Pork Chops/ Egg Noodle Green Beans Jell-O-Tropical Fruit</td>
<td>30 Spanish Rice w/gr hamb, green peppers Broc, Cauliflower, Carrot Veg, Peaches</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunday</td>
<td>Monday</td>
<td>Tuesday</td>
<td>Wednesday</td>
<td>Thursday</td>
<td>Friday</td>
</tr>
<tr>
<td>--------</td>
<td>--------</td>
<td>---------</td>
<td>-----------</td>
<td>----------</td>
<td>--------</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>April Fool's Day</td>
<td>Children's Book Day - Read a New Children's Book</td>
<td>Find A Rainbow Day - Can you find all of the colors of the rainbow?</td>
<td>National Walking Day - take a walk in the park!</td>
<td>National Dandelion Day - How many dandelions can you pick!</td>
<td>Read a book that has the word “rain” in it</td>
</tr>
<tr>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>National Library Week - Go on a visit to the Library this week! Caramel Popcorn Day (See Recipe)</td>
<td>Zoo Lovers Day - Draw A Picture of A Bird Day</td>
<td>Using water and a paintbrush - have your child make shapes on the sidewalk</td>
<td>National Siblings Day</td>
<td>National Pet Day - Draw a picture of a pet that you want! What did you name your pet?</td>
<td>National Grilled Cheese Sandwich Day - Make Grilled Cheese Together!</td>
</tr>
<tr>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
</tr>
<tr>
<td>National Dolphin Day - read a book about a dolphin!</td>
<td>World Art Day</td>
<td>National Librarian Day</td>
<td>Write a poem for National Poetry Month</td>
<td>National Animal Crackers Day - Make an animal pattern with your crackers, then enjoy a snack!</td>
<td>Read a book that has the word “bunny” in it</td>
</tr>
<tr>
<td>21</td>
<td>22</td>
<td>23</td>
<td>24</td>
<td>25</td>
<td>26</td>
</tr>
<tr>
<td>Easter</td>
<td>Earth Day</td>
<td>World Book Day National Picnic Day</td>
<td>Have your child help you write a grocery list before you go to the supermarket</td>
<td>Fly a kite together for National Kite Month!</td>
<td>Look for objects that start with the letter “A”</td>
</tr>
<tr>
<td>28</td>
<td>29</td>
<td>30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Think of words that rhyme with your name</td>
<td>Read the book “Five Little Ducks” together</td>
<td>National Raisin Day - Use raisins to do subtraction problems with your child</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Caramel Popcorn

Ingredients:
- 1 Cup Brown Sugar
- 1/2 Cup Karo Syrup
- 1/2 Cup Butter
- 1/4 tsp. Salt
- 1/2 tsp. Baking Soda
- 1 tsp. Vanilla
- 16 Cups Popped Popcorn

Instructions:
- In a medium saucepan, melt brown sugar, karo syrup, butter, and salt together- stirring constantly.
- Bring to boil over medium heat- boil for 5 minutes, then remove from heat.
- Stir in baking Soda and Vanilla
- Pour over 16 cups of already popped popcorn, stir to coat popcorn evenly with mixture
- Let cool, contents will be hot and sticky, then enjoy!
<table>
<thead>
<tr>
<th>Sun</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
<th>Sat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Closed</td>
<td>Open 8 am-8 pm</td>
<td>Open 8 am-4:30 pm</td>
<td>Open 8 am-8 pm</td>
<td>Open 8 am-4:30 pm</td>
<td>Open 8 am-8 pm</td>
<td>Open 10 am –6:30 pm</td>
</tr>
<tr>
<td>1</td>
<td>Sharing Circle 5:00 –7:00pm</td>
<td>2</td>
<td>Beadwork 1 –4pm</td>
<td>3</td>
<td>VRNA 1:00 –3:00pm Wellbriety 6:00 –8:00pm</td>
<td>4</td>
</tr>
<tr>
<td>Closed</td>
<td>8 Sharing Circle 5:00 –7:00pm</td>
<td>9</td>
<td>NEW! Mommy Talk 10:00—11:30am</td>
<td>10</td>
<td>No VRNA today Wellbriety 6:00 –8:00pm</td>
<td>11</td>
</tr>
<tr>
<td>Closed</td>
<td>15 Sharing Circle 5:00 –7:00pm</td>
<td>16</td>
<td>Spring Sobriety Potluck 5:00pm</td>
<td>17</td>
<td>VRNA 1:00 –3:00pm Wellbriety 6:00 –8:00pm</td>
<td>18</td>
</tr>
<tr>
<td>Closed</td>
<td>22 Closed for Easter Holiday</td>
<td>23</td>
<td>Embroidery Class 1 –4pm</td>
<td>24</td>
<td>VRNA 1:00 –3:00pm Wellbriety 6:00 –8:00pm</td>
<td>25</td>
</tr>
<tr>
<td>Closed</td>
<td>29 Sharing Circle 5:00 –7:00pm</td>
<td>30</td>
<td>Sewing Class 1 –4pm</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

AA = Alcoholics Anonymous
Wellbriety = Native 12-step Recovery
VRNA= Vocational Rehab for Native Americans
NA = Narcotics Anonymous
<table>
<thead>
<tr>
<th>Nitam Anoki-Giizhigad</th>
<th>Niizhoo-Giizhigad</th>
<th>Aabitoose</th>
<th>Niiyo-Giizhigad</th>
<th>Naano-Giizhigad</th>
</tr>
</thead>
<tbody>
<tr>
<td>1B FR TOAST, RASPBERRIES, CC</td>
<td>2B HB OATS, YGT, HONEYDEW, WG EN M S CHEX MIX/MILK L CHICKEN, QUINOA, PEAS, MANGO S APPLES/PB</td>
<td>3B EGGS, WG TOAST, ORANGES, CC S CRACKER/CHEESE L BEEF STIR FRY, STIR FRY, MANGO, CC S PBJ ROLLUPS</td>
<td>4B RICE CRISPIES, BANANA, YGT, S NUTRA BAR, MILK L PORK CHOP, APPLESAUCE, GR BEAN, RICE S YOGURT PARFAIT</td>
<td>5B PANCAKES, APPLESAUCE, CC S CHEESE ITS/MILK L TOMATO SP, GR CHEESE, CORN, PINEAPPLE S BANANA/MILK</td>
</tr>
<tr>
<td>8B OATMEAL, BERRIES, YGT S GOLDFISH/MILK L BB’S, FRIES, VEG/DIP, CANTLP, WG BUN S FR CUP/GR CR</td>
<td>9B CORNFLAKES, APPLES, YGT, BAGEL S TRAILMIX/MILK L HAM, MPOT, WRICE, PEAS, PINEAPPLE S VEG/CCDIP</td>
<td>10B FR TOAST, BERRIES, CC S TEDDY GR/MILK L BROCC SP, WG BR STIX, PEARS, CARROTS S CELERY PB BUTTERFLY</td>
<td>11B LIFE, ORANGES, YGT, WG EN MUFFIN S GR CRACKER/PB L M ORANGE CHIX, M ORANGES, GR BEAN, RICE S PEACHES/CC</td>
<td>12B EGGS, WG TOAST, JELLY, HONEYDEW S NILLA WAPE/MILK L SPAGHETTI, WG NOODLES, CORN, TR FRUIT S BANANAS/CRACKER</td>
</tr>
<tr>
<td>15B EGG OMELET, WG TOAST, PB, ORANGES S NUTRA BAR/MILK L LASAGNA HD, WG PASTA, PEARS, CORN S CARROTS/HUMMUS</td>
<td>16B RICE CHEX, PEACHES, CC MUFFIN S CRACKER/CHEESE L CHIX W RICE SP, BR SITCK, TR FRUIT, GRBE S CC/PEARS</td>
<td>17B PANCAKES, BERRIES, CC S OATMEAL ROUND/MILK L KIELBASA, KRAUT, PEAS, BREDL, PINEAPPLE S FOOD PYRAMID</td>
<td>18B CORN CHEX, BANAND, YGT, WG TOAST, S PRETZEL/CHEESE L HAM, SQUASH, W RICE, WG PUMPKIN BAR, BERRY S GOLDFISH/JUICE</td>
<td>19</td>
</tr>
<tr>
<td>22 Ecc/tribe Closed</td>
<td>23B MALT0 MEAL, BERRIES, WG TOAST, PB S NILLA WAPE/MILK S TOMATO SP, GR CHEEZ PINEAPPLE, BROCC S CARROTS/HUMMUS</td>
<td>24B CHEERIOS, BANANA YGT, MUFFIN S GR CRACKER/MILK L PORK CHOP, GR BEAN, APPLESAUCE, WG BUN S TRAIL MIX/M ORANGES</td>
<td>25B HB OAT, BERRIES, YGT, BAGEL S NUTRA BAR/MILK L CHOP SUEY, BR RICE, MANGO, STIR FRY S PEARS, CC</td>
<td>26B EGGS, WG TOAST, CC, PEARS S TEDDY GR/MILK L HAMB HD, CORN, PEACHES, YGT S VEG/DIPCC</td>
</tr>
<tr>
<td>29B FR TOAST, ORANGES, YGT S GOLDFISH/MILK L SPAGHETTI, PEAS, MANGO, CC S BROCC/HUMMUS</td>
<td>30B KIX, TR FRUIT, CC, MUFFIN S CRACKER/CHEESE L CHIX NUGGET, FRIES, M ORANGES, GR BEAN S FR CUP/GR CRACKER</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>