**BUNDLING BASICS FOR COLD WEATHER**
- Dress in layers
- Cover heads and necks
- Wear mittens or gloves
- Pull on lined & waterproof boots

**UPCOMING EVENTS**
- 6 Dental Screening
- 6 Dad's Breakfast
- 7 Home Base Social
- 11 Dental Screening
- 11 Policy Council Meeting
- 13 Grandparent's Breakfast
- 14 NO ECC CHILD DAY
- 20 Winter Gathering/Home Base Social
- 20 Mom's Breakfast
- 28 NO ECC CHILD DAY

**Flu Prevention Tips**

- **STAY HOME** until your fever is gone for 24 hours without using fever reducing medicine.
- **KEEP HANDS CLEAN** by washing with soap and water or using hand sanitizer.
- **EXERCISE** boosts your immune system and speeds recovery from illness.
- **EAT HEALTHY** and abundant meals to strengthen your immune system.
- **SMILE** and laugh can help boost your immune system.
- **COVER YOUR MOUTH AND NOSE** with a tissue when you cough or sneeze.
- **DON'T TOUCH YOUR FACE** with unwashed hands.

**Flu Risk Reduced 60% by vaccine**

**National Jewish Health**
Breathing Science is Life.

njhealth.org
1.800.222.LUNG (800.222.5864)
**Namebini-Giizis**  
**(Sucker Moon)**  
**February 2020**

**School Hours— 7:45 am. to 3:00 pm.**

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Agongos Newsletter

Let's play and learn.

Just a reminder about how important play is and how much your child learns through play. Things like singing while changing diapers or getting dressed will help develop vocabulary, social rules, and helps develop a relationship/bond with your child. Things like playing catch helps children learn taking turns, large motor skills and even communication. All play teaches a child something.

So play, even 5-10 minutes you will teach so much...

Also don’t forget to fill-out and hand in your Family Enrichment Homework assignments.

Miigwech,

Corky, Patrice, Amaris and Haley

Haley 715 779-5030 2536
Patrice 715 779-5030 2537
Corky 715 779-5030 2538
Amaris 715 779-3707 2307
Boozhoo Families!

The month of January has come and gone. But we've learned so many new things and worked on a few things as well. We've been spending time working on fine and gross motor skills each day.

For the month of February we will continue working on fine and gross motor skills, but adding more of a theme to the month. With Valentine's Day just around the corner, we will be working on some fun art projects that will be sent home and hung up around the room. And we will also be working on a Post Office theme for the month, along with some fun winter activities (indoor & outdoor.)

---

**Reminders:**

- Please have at least one or two sets of extra clothes for your child to have at school, some days we get messier than others.
- Weather appropriate clothing is also a good thing to have at school, as we do try to get outside when we can. Hats, mittens, jackets/snowsuits, and boots.
- Please remember to call us if your child will be absent for the day, you can call and leave a message with the front office.

---

**Important Dates:**

1/6: Dads Breakfast
1/13: Grandparents Breakfast
1/14: No ECC Child Day
1/20: Moms Breakfast Winter Gathering (9am-11am)

---

Miigwech,
Miss Tiff & Ms Judy
Amik News

Boozhoo everybody! January went by super fast, and now February is here already.

Our friends are learning so much and growing fast!!

We are currently exploring Post Office, Transportation, and Ice Fishing this month.

**Just a friendly reminder that we go outside everyday, weather permitting.**

Please send weather appropriate clothing for the little ones.

Feel free to stop in or give us a call with any questions or concerns 715-779-5030 ext. 2525 - Ms. Lulu & Ms. Kelsey
February 2020
Namebini-Gii-gis
(Sucker Moon)

Important Dates:
- Feb 6th - Dad's Breakfast
- Feb 13th - Grandparent Breakfast
- Feb 14th - No CHILD DAY
- Feb 20th - Winter Gathering/ Moms Breakfast
- Feb 28th - NO CHILD DAY

Boozhoo,
In the Makwa class we will continue working on our colors and shapes. We will also be practicing how to use scissors and to cut paper & straws. The children will be making special Valentine's Day projects! We will also start to work on to things to get them ready for head start.

Mason - Loves building with Legos.

PARENT REMINDERS
Please remember to have two extra sets of clothing at school. We do tend to get messy or your child could have an accident.
Also, dress your children in weather appropriate clothing. We may go outside weather permitting so please have a hat, jacket, snow pants, mittens, and boots for your child.

Thank you
Makwa Teachers

If your child is going to be late or absent please call the ECC @ 715-779-5030. Leave a message with the front office. Or if you know your classroom extensions leave the teachers a message.

Miligwech
Lacie & Maggie

Makwa News

Seren - loves playing with babies.
Lavina - loves playing in dramatic play.
Hazel - Loves dress up.
Jacob - Loves large motor time.
Michael - Loves the cars and big trucks.
Kai - Loves to color.
Rory - Loves playing with the dinosaurs.

Ojibwemowin
Heart-Ode
Love-Zaagi
Spoon-Emikwaan
Sit-namadabi

HAPPY VALENTINE’S DAY
ESIBAN NEWS

February 2020

It already February. This month we will be working on music study, ice fishing and do some valentine activities too.

Please bring the proper outdoor gear for your son/daughter, we go out daily weather permitting.

Elsa likes looking at book and read to the babies

Maverick likes playing with the Legos on the light table.

Shailene likes pretending to be a doctor with our doctor stuff.

Fiona like singing along to the songs we sing in the classroom.

Ryker likes to play with the match box cars

Zayden likes to use the little broom and help us clean and sweep the room.

Selena likes using the sticker and putting them on paper.

Erykah like playing with the magnetic shapes and making different stuff with the different shapes

Ms. Melissa & Ms. Amber

---

Reminders

2-4-2020- Dental screening 9-11
2-6-2020- Dads breakfast
2-12-2020- Dental Screening 9-11
2-13-2020- Grand Parents breakfast
2-14-2020- No ECC child day/Bayfield early release
2-20-2020- winter gathering 9-11/ Moms breakfast

---

Ojibwemowin

Snow: Goon
Cold: Gisinaa
Music- madwewechige
Drum-dewe'igan
Ice fishing with a line- wewebanaabii
Wet snow: zhakaagnagaa
Ice: Mikwam
News and Plans........

This month we are will continue our “PET STUDY”. We will also be doing a small unit on “Mail”. Our classroom will have a small Valentine’s Day celebration. If you would like your child to send in Valentines for their friends, we have 17 children in our classroom. We will celebrate together on Thursday, February 13th.

Because of the many allergies in our classroom we will prepare a little treat together for snack time at school (please do not send food treat). As a class we decided that pajama day would be so much fun! So please feel free to send your child to school in their pj’s, some children might not want to wear them to school, no worries, we already told them they do not need to if they don’t want to. Please give us a call if you have any questions.

Please remember to turn in the checklist of activities your family did at home for the month (it will be attached to the weekly newsletter on 2/6/2020). This is a great way for the center to get In-Kind!

😊 Ms. Nadine, Ms. Becca and Ms. Phoebe

---

**Ojibwemowin**

Biinichigedaa-Lets Clean Up
Biinitoon- Clean it
Aniin ezhinikaazoyan- What is your name?
Maada’oorn- Share

**REMINDERS.....**

2/6 Dad’s Breakfast
2/13 Grandparents Breakfast
2/20 Mom’s Breakfast

Please call at 715-779-5030 ext. 2547 if your child will not be in school.
Boozhoo Families !!! We would like to say Miigwech to all the families for sending the extra clothes to school. We really appreciate that very much!! This month we are going to be talking about music, letter sounds, numbers, counting, grouping, sorting, and number recognition. **We strongly encourage participation in the in kind activities we send home, it really helps our program and impacts our daily operations.** It is said the parents are the children’s first teachers, its very beneficial for them and caretakers. We want to welcome any family members to come be part of our day while we are at school. Our daily schedule is always open for visitors, our day starts at 745 am and ends at 300pm. **Just a friendly reminder if your child or children will not be in school for the day to please call us. We really STRONGLY ENCOURAGE YOU to call the front office 7157795030 extension 0 or 2545 leave us a message. We will call you back if needed.**

**We really like phone calls to communicate about your child or children.**

We would like to say Miigwech to all the cooperation and understanding so far this year. We really appreciate the communication between home to school and school to home.

Miigwech,

Ms. Alicia, Ms. Gina, and Mr. Jon
Migizi News

Please check your child’s back packs each month for an in-kind form. We are once again trying to achieve more in-kind for our center by sending home the Family Enrichment Homework Assignments forms. When you have filled out the form by the end of the month please return so we can follow up with the state requirement forms needed. This will be a wonderful way to spend time with your child doing activities they love.

In February we will be doing the Pets Study along with Community workers. It will be a busy month learning about these and still getting all our Valentine activities done. We will inform everyone later in the month about our Valentine parties.

Some other learning that we will be doing is learning more Ojibwemon words, numbers, letters, The Always Ask First Rule and Identifying your Feelings.

Ms Diann, Ms. Linda, Ms.Kathy
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<th>School</th>
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2020 Attendance

January
Wacky Winter Week at ECC/4-K

February 10 through February 13th, 2020

It has been a cold winter this year and we want to do something fun at the ECC/4-K to brighten up our center! We are hosting a Wacky Winter Week at the ECC!!! Your child can help participate by dressing up on these crazy days! Also we will be hosting a Winter Gathering at the ECC from 9-11 on Thursday, February 20th. Parents and Bayfield Family Forum/4-K are welcome so mark your calendar and join your us for lunch! We hope to see you there!

Monday, February 10th: **Pajama Day**
(wear your pajamas to school)

Tuesday, February 11th: **Color Day**
(wear as many colors as you can)

Wednesday, February 12th: **Backwards/Inside Out Day**
(wear your clothes backwards, inside out or both)

Thursday, February 13th: **Love Day**
(wear anything w/ red, pink or hearts)

Friday February 14th is a **NO CHILD DAY**

If you have any questions, please contact Cindy or Jenny at the ECC at 715-779-5030
Red Cliff Early Childhood

Home Base currently has openings

As a Red Cliff Early Head Start Home Based Family, you will receive:

Weekly personal visits during which your teacher will share age-appropriate child development and parenting information, help you to learn to observe your child, and address your parenting concerns. These home visits do not to be only at your home, they can be at the center if needed.

Socializations are held to provide opportunities to share information about parenting issues and child development. Parents will be able to support each other and observe their children with other children. A

Advantages of the Home-based program:

- Enhances the child's and family's individualization.
- Children learn best in their own natural environment.
- Opportunities to observe parent/child interaction.
- Generalize learned skills can benefit other children in the house as well.
- Parents are directly involved in their child's program.
- Family involvement.
- Developing home school linkage in the school system.
- Gives the child a solid foundation for success.
- Parents confidence can give their child the best possible start in life.
- Parents develop appropriate ways to stimulate learning.
- Develops strong bonding between parents and school.
- Detects potential learning problems.
- Prevents child abuse and neglect.
- Screening Resource network

If you are interested or have questions, please contact Jennifer Defoe at 715-779-5030 ext. 2533
How is the Weather outside?

Anlin ezhi-giizhigak Agwajiing?

It's Snowing

Zoogipoon

Is it Windy?

Noodin ina?

Yes, it's Windy

Eya 'Noodin Isa

Oh, what a Beautiful Day!

ooo, Wenda-mino-giizhigad
Red Cliff Early Childhood Center
Policy Council Meeting Minutes
Friday, December 13, 2019 @ 10:00 am
Memengwa Trail

Meeting called to order by Chair Woman Kelly Charette @ 10:36am

Policy Council Members Present: Kelly Charette, Shaleena Montano, Joanne Peterson and Karina Heggie by Phone.

Absent: Mercie Gordon, Anna Hanson and Amaris Andrews-DePerry

Staff Present: Jennifer Leask, ECC Administrator, Jamie Goodlet-King, Head Start/Early Head Start Director, Cindy Garrity, Family Services Manager, Patt Kenote-DePerry, Health Manager, Liza Armagost, CCDF and Jennifer Defoe, Enrollment Specialist.

Approval of Agenda
Motion by Shaleena to approve the Agenda with corrections, second by Joanne, all in favor, motion carried.

Approval of Minutes
Joanne motioned to approve minutes for October 15th, 2019 and Staff Orientation, seconded by Shaleena, all in favor, motion carried.

Financial reports
On the financial report, line item number 5420 is in the negative, this is because of open PO’s that have not balanced out as of this time. Line item number 5640 will be moved and put under travel expenses. Jamie updated them that a Mental Health worker will be starting next week. No action needed.

Menu-December 2019 and January 2020
Motion by Joanne to approve December’s menu, second by Shaleena, all in favor, motion carried.
Motion by Shaleena to approve January’s menu with corrections, second by Joanne, all in favor, motion carried.

Program Summary
In discussion the policy council asked if the attendance has dropped due to no bus? Only about a handful of students miss school because of no bus on their days of pick up. Question from policy council regarding anyone applying for the Bus Drivers Position? Yes, a few teachers are looking at going for their CDL. No action needed and Cindy will be sending this to Tribal Council.
Family Service Plan 2019-2020
In Discussion the Policy Council was informed that the whole plan was re-done to capture the performance numbers of where to find the information, how Family Service meets those performance guidelines, who is responsible, the time frame and how it is documented. Policy Council found it as an easy read.
Motion by Joanne to approve the Family Service Plan for 2019-2020, second by Shaleena, all in favor, motion carried.

ERSEA and Transition Plan 2019-2020
Jenny informed the Policy Council that there was changes in the plan to add the 4K program.
Motion by Joanne to approve the ERSEA and Transition Plan 2019-2020, second by Katrina, all in favor, motion carried.

Ratify Poll Votes
Red Cliff Early Childhood Center Administrator
Life Touch/$5.00 Per Child x 43 children = $215.00 from Parent Activity Fund
Holiday Gifts for Head Start and Early Head Start in the amount of $1300.00 from the Parent Activity Fund
ECC Closing at 12:00pm on December 12th for Bayfield’s K-5 Winter Concert
Motion by Shaleena to approve all the poll votes, second by Joanne, all in favor, motion carried.

Executive
Motion by Joanne to go into executive session @10:36 am., second by Shaleena, all in favor, motion carried.
Motion by Joanne to come out of executive session @ 11:31 am, second by Shaleena, all in favor, motion carried.
Motion by Joanne to approve the ECC Child and Prenatal Applications and the Eligibility Criteria for 2019-2020, second by Shaleena, all in favor, motion carried.

Other. Next Policy Council meeting will be held on Friday January 10th, 2020 @ 10:00am.

Adjourn
Shaleena motion to adjourn @11:33am. second by Katrina, all in favor motion carried.

Signed
Policy Council Chairperson or delegate

Date

Minutes taken by Cindy Garrity, Family Services Manager
WINTER GATHERING
ECC/Home Base Social
February 20, 2020 (Thursday)
9am - 11am at Large Motor

COME JOIN IN ON THE FUN!
ACTIVITIES INCLUDE:
SUGAR BUSH SQUAT
SNOW SHOE WALK
ANIMAL TRACKS GAME
FACE PAINTING AND MORE!

This event is open to the community.

For further information, please contact:
(715) 779-5030
RED CLIFF LIBRARY

GINANDA GIKENDAASOMIN

AND THE ECC

MARK YOUR CALENDARS

DATES: TUESDAY-WEDNESDAY-THURSDAY

February Out of town
March  17-18-19
April   21-22-23

TIME: 9:30

PLEASE STICK TO THE TIMES THAT IS SELECTED
DO NOT COME EARLY
ATTENTION ......

ATTENTION ......

FAMILIES OF:

HEAD START AND EARLY HEAD START CHILDREN

THE DENTAL HYGIENISTS FROM THE RED CLIFF COMMUNITY HEALTH CENTER

WILL BE VISITING THE CHILDREN AT THE SCHOOL ON

TUESDAY – FEBRUARY 4, 2020 @ 9:00 AM

AND

WEDNESDAY – FEBRUARY 12, 2020 @ 9:00 AM

Miigwech PARENTS FOR ALL YOUR SUPPORT IN HAVING YOUR CHILD(REN)
RECEIVE DENTAL SERVICES. SCREENS ARE NOT A DENTAL EXAM—THEY
ARE PREVENTATIVE CARE THAT INCLUDES RECEIVING A DENTAL VARNISH
TO THE TEETH.

IF YOU HAVE ANY QUESTIONS REGARDING DENTAL SCREENS

PLEASE CALL 715-779-5030 Mikayla ext. 2555 or Patt ext. 2556
The Red Cliff Early Childhood Center hosted their yearly Storytelling night on Wednesday, January 29, 2020. We had a total of 17 participants for this event. We also had the SNAP Program Educator, Mercie Defoe, who provided families with resources about nutrition. We had some good food with two Elders along with a community member telling stories. Chi-Miigwech for all those who attended.
Good nutrition today means a stronger tomorrow!

Building for the Future with CACFP

This program receives support from the Child and Adult Care Food Program to serve healthy meals to your children.

Meals served here must meet USDA's nutrition standards.

Questions? Concerns?

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<th>Participating Agency Contact Information</th>
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<tr>
<td><strong>Contact Person</strong></td>
<td>Cindy Garrity-Family Service Manager</td>
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<tr>
<td><strong>Agency Name</strong></td>
<td>Red Cliff Early Childhood Center</td>
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<tr>
<td><strong>Agency Address</strong></td>
<td>88455 Pike Rd</td>
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<td>Bayfield WI 54814</td>
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<tr>
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Learn more about CACFP at USDA's website:

USDA is an equal opportunity provider, employer and lender.

United States Department of Agriculture
Food and Nutrition Service FNS-317
November 2019
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**Thank you BGC Club Staff**

Activities subject to change. Please call ahead 715-779-3722.

February 2020

(Suckersish Moon)

Nambeimis Gizis
If interested in attending any of these events, please feel free to call Elderly Transportation Driver:

715-209-6892 or 715-779-3746 – Miligwech.

Program a few days before scheduled event at Elderly Transportation Driver.

Wednesday Feb 26th – Ashland Shopping Leave at 9:30am

Friday Feb 21st – Monthly Elders Meeting Dining Center 10-11:30am

Thursday Feb 20th – Corny Day Trip Leave at 9:30am

Wednesday Feb 19th – Library Trip 9:00-10:30am

Friday Feb 14th – Valentine’s Pirate Game 12:30pm Please bring 3 wrapped prizes

Friday Feb 7th – Ashland Shopping Leave at 9:30am

10:00am – 12:00pm Dining Center Meeting Room

Thursday Feb 6th – Senior Companion/Foster Grandparent In-Service Meeting

February Monthly Events

*
IMPROVING THE LIVES OF CHILDREN AND FAMILIES WITH COMPLEX NEEDS WHO ARE INVOLVED WITH MULTIPLE AGENCIES.

“CST Wraparound” has become common shorthand for flexibility and comprehensiveness of service delivery, as well as for approaches that are intended to help keep children and youth in the community.

RED CLIFF CST: COORDINATED SERVICE TEAM

Coordinated Services Team (CST) centers its decision-making around the family team. The team supports the child, family and each other throughout the process. Both planning and interventions rest on the combined skills and flexible resources of this diversified, committed group of individuals. The strengths and resources of the child, family, natural supports, and most likely to meet the identified needs of the family.

❖ CST is voluntary

Referral Eligibility:
❖ Red Cliff Community member
❖ Mental Health
❖ Special Education
❖ Juvenile Justice
❖ Child Protective Services
❖ Alcohol or Other Drug Abuse Services

❖ Other interventions have not been successful or are difficult over time: persistent obstacles to service access: and/or there is a need for service coordination
❖ Children at risk for out-of-home placement
❖ Parent(s) are willing to be involved in the CST team process

For more information you can contact the: Mishomis Wellness Center, North Bradum Rd., Bayfield WI 54814

(715)-779-3741 Ext. 2406 CST Intake Coordinator Hours/ days of operation: 8:00 AM to 4:30 PM Monday to Friday

The Coordinated Services Team Project is based on the Wisconsin’s Children Come First Act Section 46.56
TO: 2019 Tax Filers

FROM: Jean Defoe, Interim Executive Director
       Tanya Wachsmuth, HR/Finance

DATE: January 24, 2020

RE: 2019 Tax Preparation/Filing Schedule

Our 2019 Tax Filing Season will begin at the Red Cliff Chippewa Housing Authority on:

**Tuesday, February 11, 2020**

Our hours and schedule thereafter will be as follows:

**TUESDAYS AND THURSDAYS**
10:00 AM – 2:00 PM

We will begin accepting/scheduling appointments on Monday, January 27, 2020. For those who have left us your contact number or have e-mailed, we will return your phone calls/e-mail also on Monday to schedule your appointment.

To schedule your appointment contact:
   Jean Defoe, 715-779-3744 Ext: 3504
   Tanya Wachsmuth, 715-779-3744 Ext: 3503

With the high volume of people and limited schedule to provide this service to our community, we ask if you cannot keep your appointment or need to re-schedule, please call to let us know.

We thank you for your patience.

*Reminder to have all your tax documents with you (health ins., unemployment, ss cards/numbers, bank information, etc).
*Dates and Times are subject to change without notice
Red Cliff Food Shelf

At The Red Cliff Food Shelf, we help the hungry in our community. We provide an assortment of food items to families in need.

Families may visit The Red Cliff Food Shelf once a month, receiving two to three days' worth of groceries. This is emergency, supplemental food, which The Red Cliff Food Shelf obtains from the Second Harvest Food Bank.

If you are interested in visiting the Red Cliff Food Shelf call the Red Cliff Family/Human Services office at (715)779-3706 and set up a time with one of our staff members (usually within 24 hours of call).

Any of our staff here at the Family/Human Services office are willing to assist you and/or your family in this time of need.

To Visit the Red Cliff Food Shelf:
- Call the Red Cliff Family/Human Services Office at 715-779-3706. (Monday-Friday 8:00am –4:30pm)
- Arrange a time for you and a Family/Human Services staff member to meet (usually within 24 hrs of call)
- Meet at food shelf

Let's work together to stop hunger in our community!

For more information on how to utilize this and other programs please contact the Family Human Services Division at 715-779-3706.
take steps to improve your family’s health

Fit Families will identify health habits they want to improve for their child and/or family

Parents select 1 of 3 common health goals:

1. Make Every Bite Count... More Fruits and Vegetables!
2. Move More... Watch Less!
3. Make Every Sip Count... More Healthy Beverages!

- Your efforts to make health changes will be rewarded by incentives or prizes for your participation! Incentives will be given at enrollment, month 3, month 6, month 9, and month 12.

- A Fit Families Coach will provide monthly contacts by phone, email, or in person, to provide support as you make these lifestyle changes.

- You will also receive monthly newsletters.

The Fit Families Program is for families with children between 2-4 years of age.

Enrolling now!
Contact Mercie Gordon
SPRING SPEARING MEETING

OPEN TO ANYONE INTERESTED IN SPRING SPEARING

THURSDAY, FEBRUARY 13, 2020 AT 5:00PM
RED CLIFF FIRE HALL, 37435 ST HWY 13
STEW AND BISCUITS WILL BE SERVED

QUESTIONS?
CONTACT THE RED CLIFF WARDENS AT 715-779-3732
Saturday, February 15, 2020

9am - 11am @ Buffalo Bay Campgrounds
Herring Net Demo - Pulling net & harvesting fish

9am - 4pm @ Red Cliff Library
Deer Hide Mitten Making w/Mary
Moose - 2 Days
Register w/$20 supply fee @ THPO Office by 2/14/20 to guarantee your spot. Any questions call: 715-779-3700; Marvin DeFoe Ext. 4244 or Edwina Buffalo Ext. 4243 -Space is limited to 15 participants
Learn Basic Beading

11am - 1pm @ Buffalo Bay Campgrounds
Lunch & Herring Preparation Demo
Wood Splitting Demo

1pm - 4pm @ Buffalo Bay Campgrounds
Snowshoe & Foraging Hike; Wolf Telemetry/Tracking Demo; GLIFWC Animal Hide Education; Animal Trap Demo; Lacrosse; Snow Snake

5pm Potluck Dinner @ Red Cliff Library

6pm - 8pm @ Red Cliff Library
Star Legends w/Abe Sutherland

Sunday, February 16, 2020

9am - 11am @ Buffalo Bay Campgrounds
Herring Net Demo - Pulling net & harvesting fish

9am - 4pm @ Red Cliff Library
Deer Hide Mitten Making w/Mary
Moose - for registered participants.
Makizin/Dish Game
Learn Basic Beading

11am - 1pm @ Buffalo Bay Campgrounds
Lunch & Herring Preparation Demo
Wood Splitting Demo

1pm - 4pm @ Buffalo Bay Campgrounds
Snow Shelter Making; Wolf Telemetry/Tracking Demo; GLIFWC Animal Hide Education; Animal Trap Demo; Lacrosse; Snow Snake

**Please dress appropriately for the weather. Some winter gear will be provided. The Boys & Girls Club will have a sign up sheet @ the Youth Center for any youth that want to participate. Bring your own chair!! Most importantly, come & have some fun!!**
Red Cliff Tribal Historic Preservation Office Presents a 2-Day Event:

Deer Hide Mitten Making with Mary Moose

February 15-16, 2020
9am-4pm
Red Cliff Library

Register w/$20 supply fee @ THPO Office by February 14, 2020 to guarantee your spot.
Any questions call: 715-779-3700
Marvin DeFoe Ext. 4244
Sandy Gokee Ext. 4261
Edwina Buffalo Ext. 4243
Space is limited to 15 participants.

This event is in conjunction with the Red Cliff Biboon Gabeshiwin (Winter Camp).
Native Connections Youth Advisory Group

Limited to first 5 participants
Contact Mark or Shelley for sign-up.
(715) 779-3741 ext. 2409, 2405
mgokee@redcliffhealth.org
smaday@redcliffhealth.org

Native youth (age 12-24) join us on February 21st at 5:00 p.m. at the Mishomis Wellness Center to review Red Cliff’s Community Readiness Assessment results and provide input on Red Cliff Native Connections Grant programming. Food, beverages, and stipend provided!
BENEFIT FOR GRACE LIVINGSTON
Friday, March 6, 2020
At Legendary Waters
Doors Open at 10:00am
BINGO at 5:30

DONATIONS NEEDED

• Raffle Items- Every donation is helpful. Donations can be dropped off with Linda Christiansen at 36900 Birch Bark Trail, Red Cliff WI 715-209-4883, or the Red Cliff Early Childhood Center. To have your item picked up please contact Linda Christiansen.

• Food Donations: Water, Soda, Hotdishes, desserts, etc.

• SPONSOR A BINGO- you choose the game and your donation will be the payout! (if $25.00 is won you donate that amount)

On November 22, 2019 Grace was diagnosed with breast cancer. She will have a double mastectomy on Wednesday, January 29, 2020. The recovery for this will be a minimum of three months. We are asking that we come together and lift the financial burdens. We are doing a BINGO benefit. We are kindly asking our community, friends and family for donations.

On behalf of Grace’s family we
THANK YOU
We hope to see you there!

Vendor Inquiries: Contact Paula Bonk at 715-682-1222 or pbonk@northland.edu.
Event Questions: Contact Heather Gibbs at 715-682-1205 or hgibbs@northland.edu.

Why: To celebrate our communities and cultures. Lots of family fun for everyone!

When: March 14th, 2020 @ 1:00 p.m.
1411 Ellis Avenue Ashland, WI 54806

Where: Kendigian Center Chapelle Family Gymnasium – Northland College

What: 46th Annual Spring Powwow

PLEASE JOIN US!
Focus on DO

Reinforce Good Behavior

- Use positive words with children: like “do” instead of “do not” and “yes” instead of “no.”
- Try a change of “scenery” to show a preschooler where a behavior is allowed. For example, move a child doing somersaults in a crowded room to a more spacious area.
- Set children up for success by reminding them of expectations, such as chores.
- Use “teaching” do messages. Rather than yelling, “Don’t slam the door!” say “Do close the door tightly.”
- Remain calm - breathe deeply and think about how to reframe preschooler’s behavior.

Keep a positive focus

- When adults focus and comment on negative behaviors, children often act out in response.
- Stop the cycle by focusing on positive behaviors you want to see instead of the negative behaviors you don’t want to see. Change your “don’t” into a “do!”
Benefits of using DO vs. DON’T:

- Focusing on positive behavior leads to more positive behaviors.
- Adults have fewer power struggles with children.
- Children view themselves as capable and successful.
- Parents have a more positive and healthy relationship with their child.

Why do instead of don’t?

- Children need to obey adults to stay safe from people or things that may be harmful; stop hurtful behavior; and cooperate in family life.
- Preschoolers struggle to stop a behavior once they hear it described. For instance, a preschooler who hears, “Do not eat the candy” will only be able to think about eating the candy.
- Help children obey by telling them what they should be doing instead of what they should not be doing.
- Children respond positively when adults focus on the positive rather than the negative. Tell children what is expected, when, and how.

Different DO’s

There are two different types of do’s:

1) Teaching DO’s give instructions to children. Use this type of message to teach your child what to do. For example, instead of saying “Don’t slam the door,” a DO would say “Do close the door quietly.”

2) Redirection DO’s can be used to distract a child. Rather than saying DON’T to the current activity, offer the child another, more acceptable activity. For example, instead of saying “Don’t color on my magazine,” say “Here is a piece of paper you can color on.”

For more information, please contact your county University of WI Madison Extension office:

Extension Bayfield County
Bayfield County Courthouse,
PO Box 218 ~ Washburn, WI 54891
715-373-6104, ext. 2 ~ elizabeth.lexau@wisc.edu

An EEO/Affirmative Action employer, the University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements.
Safe Play
Tips To Keep Kids Safe On Snow Days

Before children head outside to play, **TEACH THEM ABOUT THE DANGERS** of snow, ice, and rough play.

![Image](image1.png)

MAKE SURE children play close to home, where parents can always keep an eye on them.

![Image](image2.png)

**CHILDREN UNDER 12** should always have adult supervision.

![Image](image3.png)

If you take children out to sled, **CHOOSE A WIDE-OPEN AREA** free of trees, bushes, poles, and tables.

![Image](image4.png)

**ALWAYS** have children wear protective eye gear, helmets, and properly-sized shoes before playing sports in the snow.

![Image](image5.png)

Building igloos and forts out of snow are dangerous; **THEY CAN COLLAPSE** and suffocate children.

![Image](image6.png)

**NEVER** let children ice skate on frozen ponds.

**NEVER** let children ice skate on frozen ponds.

**CHECK TO MAKE SURE** the sled is in good working order and can steer before letting children play.

![Image](image7.png)

**TEACH CHILDREN NOT TO THROW** snowballs, as they can cause serious eye injuries.
Tips To Keep Kids Safe On Snow Days

Hypothermia

Hypothermia happens when the body loses heat faster than producing it.

Symptoms include:
- uncontrollable shivering
- confusion
- clumsiness
- drowsiness
- nausea
- slurred speech
- cold and pallid skin
- weak pulse
- loss of consciousness

If you think someone is experiencing the symptoms of hypothermia, IMMEDIATELY CALL 9-1-1 or go to the closest emergency room. In the meantime, bring the affected individual indoors, REMOVE wet clothing, and WRAP in warm blankets. NEVER place direct heat, such as hot water, on the affected individual.

Frostbite

Frostbite happens when the body’s tissues freeze.

Symptoms include:
- blisters
- decreased sensation
- pain
- numbness
- tingling
- shiny skin
- hardness of the ears, nose, cheeks, fingers, and toes

If you notice signs of frostbite, CALL THE DOCTOR IMMEDIATELY. In the meantime, place cold body parts against warm body parts for natural heat or RUN WARM (NOT HOT) water over the affected area.

Take Breaks

MAKE SURE children change out of wet, damp, and snowy clothing and shoes before heading back out to play.

PLAYING OUTSIDE in the snow and breathing in cold air can cause dehydration. Make sure children drink plenty of water and warm liquids throughout the day.

CHILDREN SHOULD EAT a well-balanced meal before heading out to play to keep their energy levels in check.

KEEP CHILDREN INSIDE when there are snowplows or snow blowers at work. Snow Plows can injure or accidentally bury children in snowbanks if they can’t see them playing outside.
Tips To Keep Kids Safe On Snow Days

Children love spending snow days playing outside and building snowmen with family and friends. But, while the snow is pretty to look at, it can also present hidden dangers and cause harm to children.

Keep kids safe on snow days by following these safety tips:

**Clothing Safety:**

**Babies and toddlers CANNOT REGULATE** their body temperature; always dress young children in an extra layer of clothing.

**AVOID COTTON.** As children sweat, cotton sticks to the skin, which can make clothing damp and cold.

**MAKE SURE** to always cover a child's head, neck, feet, and hands.

**MAKE SURE** children wear coats, hats, boots, and mittens that are both wind and water-proof.

**CHOOSE** loose and well-insulated clothing.

**STASH** an extra pair of mittens in your child's jacket in case the first pair gets too wet.

**AVOID** dressing young children in scarves and clothing with drawstrings, as this can cause accidental strangulation.

**APPLY** sunscreen with at least SPF 30. Snow reflects 80% of UV rays, which can cause burns, even on cloudy days.

**DRESS CHILDREN IN BRIGHT OUTERWEAR** or apply reflective tape to their clothing so they can be spotted easily, especially in low visibility conditions.

**MAKE SURE** boots have grippers or treads on the bottom to avoid slips and falls.
Healthy choices at the store

Turn a trip to the supermarket into a healthy adventure for your child. Use these tips to teach her to make good food choices from the start.

Make a list
Before you head out, plan meals with your youngster. Ask her to name healthy foods to eat this week. Which lean protein (chicken, black beans, fish) would she like for dinner each night? What nutritious snacks should you buy? Have her write a shopping list that includes her ideas. She’ll learn that using a list can keep her focused and cut down on the tendency to toss chips or cookies into the cart.

Read labels
At the store, show your child how to read labels. Then, give her challenges. You might ask her to find a box of crackers with whole wheat as the first ingredient (meaning there’s more whole wheat than anything else) or the yogurt with the least amount of sugar per serving.

Discover new foods
Work together to find a healthy new food to try. In the produce section, she might spot parsnips or rutabagas, for example. Check out the international aisle, which may have tahini (sesame seed paste) or brown rice noodles. Let her put the new food in the cart, and at home, research ways to include it in a meal.

Alphabet fitness
Get fit from A to Z! With this suggestion, your youngster will always have something active to do.

First, help your child make a poster of fitness options, one for each letter of the alphabet. Encourage him to include a variety of ideas—indoor and outdoor, or ones he can do alone or with other people. Examples: A = acrobatics, B = beach ball toss.

Now put a set of letter tiles or magnetic letters in a bag or bowl. Your youngster can pull out a letter anytime and do the matching activity. "It’s C. Let’s have a crab-walk race!"
Salad days

Salads make it easy to get more vegetables into your youngster’s diet. Try these kid-friendly strategies that will have your child asking, “More salad, please!”

**Favorites first.** Start with ingredients your youngster likes, such as croutons, cheddar cheese cubes, and broccoli crowns. Then, let him mix in greens like romaine or arugula. Finally, he could drizzle on a healthy dressing like ranch made with yogurt.

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**Activity Corner**

**A “forest” obstacle course**

Trekking through a forest is great exercise—and so is navigating this creative indoor version. Encourage your child to make and play in an obstacle course disguised as a forest.

1. **Set it up.** What can she find around the house to make her “forest”? She might use a blue beach towel for a stream, green washcloths for lily pads, blocks for stones, and chairs for trees.

2. **Add “creatures.”** Now your youngster can scatter stuffed animals or magazine pictures of animals throughout.

3. **Go exploring!** Let your child move through her forest. She can hop across the lily pads, climb the chair, and move like the animals. Maybe she’ll swim like a fish or jump like a bunny.

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**Managing diabetes**

When my son Logan was diagnosed with Type 2 diabetes, I worried about how he’d manage, especially when I wasn’t with him. So we worked with a dietitian to create a healthy eating plan.

The dietitian said Logan doesn’t need special foods—just a nutritious diet and plenty of exercise. She also told us to email copies of his care plan to his teachers, the school nurse, the cafeteria manager, and the principal. Now they know when Logan may need a blood sugar check or a snack. If he goes to a friend’s house, I send a healthy treat to share and give the parent a list of symptoms that would indicate his blood sugar is dropping or spiking.

Our whole family is working on eating better and being more active. That’s making things easier for Logan and keeping us all healthier.

---

**In the Kitchen**

**Four-ingredient meals**

Healthy dinners don’t need to be complicated. These meals taste great and burst with nutrition—and each one has just four ingredients.

**Quinoa bowl**

*Stir together:* cooked quinoa, canned chickpeas (drained and rinsed), sliced black olives.

*Top with:* plain nonfat yogurt.

**Tuna tacos**

*Stir together:* can of pouch of tuna (packed in water, drained), avocado chunks, shredded purple cabbage.

*Serve in:* whole-wheat tortillas.

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**Parent to Parent**

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**Our Purpose**

To provide busy parents with practical ways to promote healthy nutrition and physical activity for their children.

Resources for Educators, a division of CCH Incorporated
128 N. Royal Avenue • Front Royal, VA 22630
800-345-5052 • rcecustomer@wolterskluwer.com
www.rceonline.com

Nutrition Nuggets™ is reviewed by a registered dietitian. Consult a physician before beginning any major change in diet or exercise.

ISSN 1933-4630

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10 Tips: Kid-friendly Veggies and Fruits

Encourage children to eat vegetables and fruits by making it fun. Provide healthy ingredients and let kids help with preparation, based on their age and skills. Kids may try foods they avoided in the past if they helped make them.

1. **Smoothie creations**
   Blend fat-free or low-fat yogurt or milk with fruit pieces and crushed ice. Use fresh, frozen, canned, and even overripe fruits. Try bananas, berries, peaches, and/or pineapple. If you freeze the fruit first, you can even skip the ice!

2. **Delicious dippers**
   Kids love to dip their foods. Whip up a quick dip for veggies with yogurt and seasonings such as herbs or garlic. Serve with raw vegetables like broccoli, carrots, or cauliflower. Fruit chunks go great with a yogurt and cinnamon or vanilla dip.

3. **Caterpillar kabobs**
   Assemble chunks of melon, apple, orange, and pear on skewers for a fruity kabob. For a raw veggie version, use vegetables like zucchini, cucumber, squash, sweet peppers, or tomatoes.

4. **Personalized pizzas**
   Set up a pizza-making station in the kitchen. Use whole-wheat English muffins, bagels, or pita bread as the crust. Have tomato sauce, low-fat cheese, and cut-up vegetables or fruits for toppings. Let kids choose their own favorites. Then pop the pizzas into the oven to warm.

5. **Fruity peanut butterfly**
   Start with carrot sticks or celery for the body. Attach wings made of thinly sliced apples with peanut butter and decorate with halved grapes or dried fruit.

6. **Frosty fruits**
   Frozen treats are bound to be popular in the warm months. Just put fresh fruits
such as melon chunks in the freezer (rinse first). Make “popsicles” by inserting sticks into peeled bananas and freezing.

7. **Bugs on a log**
   Use celery, cucumber, or carrot sticks as the log and add peanut butter. Top with dried fruit such as raisins, cranberries, or cherries, depending on what bugs you want!

8. **Homemade trail mix**
   Skip the pre-made trail mix and make your own. Use your favorite nuts and dried fruits, such as unsalted peanuts, cashews, walnuts, or sunflower seeds mixed with dried apples, pineapple, cherries, apricots, or raisins. Add whole-grain cereals to the mix, too.

9. **Potato person**
   Decorate half a baked potato. Use sliced cherry tomatoes, peas, and low-fat cheese on the potato to make a funny face.

10. **Put kids in charge**
    Ask your child to name new veggie or fruit creations. Let them arrange raw veggies or fruits into a fun shape or design.

**USDA ChooseMyPlate**
**U.S. DEPARTMENT OF AGRICULTURE**
Dealing with Debt

What does the word “debt” mean to you? Car loans, credit card bills, mortgage payments, school loans, payday lender loans, retail credit cards? Debt means owing money that you have borrowed.

How much debt is too much?

Some people are comfortable with owing money as long as they can keep up with the monthly payments. Others would prefer to have no debt at all. However, almost everyone has debt at some point. It’s the size of the debt, the kind of debt, what it’s costing, and the time it takes to pay it off that causes stress. Borrowing money for a mortgage, vehicle, or going back to school can be stressful but also rewarding because you are investing in your future. We can start to feel pulled down by debt when we charge something that is:

- used up right away (like food or gas),
- drops in value (like clothes or tires), or
- has a balance that grows each month (like a credit card that you carry a balance on from month to month).

Knowing more about the type of debt, how much you owe, and having a plan to pay it can help. The bottom line is: if your debt is stressing you and your family out, then it’s too much debt for you.

Want to become debt free?

Each of the following ideas can be helpful by themselves. They can also be combined for even more impact:

- Write a list of your debts - who you owe, how much you owe, the interest rate, and the amount you pay each month. Write down what the minimum monthly payment should be even if you don’t make regular payments.

- Figure out how much money you could put towards paying down debt. To do this, first make sure you have enough to cover your regular monthly bills by tracking your spending. Then, if you find places in your spending where you could cut back, use the extra money to pay down debt.

- Decide which debts you want to pay first. Ideally, you want to pay the monthly minimum amount due on all your debts. Then pay whatever extra you can on the debt you choose, whether that’s the debt with the highest interest or with the smallest balance.

- Look at old debt you may have stopped paying along the way but would like to catch up on. Think about how old the debt is. The older the bill, the less it lowers your credit score. What kind of debt is it? Some unpaid judgments can stay on your credit report for 20 years in Wisconsin. Other debts, like an old medical or utility bill, will stay on your report for 7 years. (You still owe the debt even after it drops off your report.)
Can’t keep up with your monthly minimum payments?

Call your creditors before they call you: this may be embarrassing, but it’s the best thing to do. Tell them why you can’t make a payment. Maybe your hours were cut at work or someone got sick. Some creditors may not be very helpful, but it’s worth asking.

Ask to talk with someone who can help you: perhaps a supervisor who has the power to help you negotiate. If they offer a payment plan, ask them to send it to you in writing before you send any money.

Figure out how much you can pay: when you call, tell your creditor what you can afford for a monthly payment. If they agree to a lower payment, make sure it’s an amount that you can pay every month. If you can’t pay the new amount you promised, the creditor will be less likely to work with you again.

A creditor may agree to:

- lowering your monthly payment
- dropping charges for late payments
- lowering interest rates
- letting you pay interest only until you can start making full monthly payments
- a partial repayment of your loan

When you need money fast...

If you have an emergency (for example, you used the rent money to pay for car repairs so now you don’t have the money for rent) you may be tempted to get a loan from a payday lender. Payday and car title loans are expensive ways to borrow money.

If you have a financial crisis, consider your options before taking out a payday loan:

- Can you ask for more time to pay your bills? Can you get a rent extension? Find out what happens if you pay late. Is there a late fee or higher interest?
- Are there other places you could borrow money? Can you get a small loan from a bank or credit union, or an advance from your employer? Can you borrow from family or get assistance from your church?
- Can you get a cash advance on a credit card? The fees and interest rates for a cash advance are usually less than 100%. They are still very high, but not as high as 300-400% with a payday loan.

What about debt consolidation?

There are many debt repayment companies out there. Some are scams that will take your money and leave you more in debt. Other companies may be fine, but might not be right for your situation. To find a non-profit credit counselor visit, www.debtadvice.org or call 800-388-2227. Non-profit counselors usually charge a small fee.

For More Information...

Contact your local UW-Extension Family Living Educator for more financial education resources. Go to www.uwex.edu/ces/city/ to find your County office.

For help with balancing your monthly spending plan, contact a non-profit Certified Consumer Credit Counselor online at www.debtadvice.org or by calling 800.388.2227.

To $um It Up:

$ If your debt causes stress, it’s too much.
$ Review your debts to decide which debt you want to pay down first.
$ Call your creditors for help before you miss a payment.
$ It can be helpful to talk over options with someone like a non-profit credit counselor or your county family living educator.

*Money Smart in Head Start* is provided by UW-Extension Family Living as part of the Head Start Financial Capability Project funded through the Annie E. Casey Foundation and reviewed by Peggy Oliva, Financial Capability Specialist, UW-Madison/Extension. Authored by Lea Eckstein, Family Living Educator, Adams County, University of Wisconsin, U.S. Department of Agriculture and Wisconsin counties cooperating. Copyright © 2015 by the Board of Regents of the University of Wisconsin System doing business as the division of Cooperative Extension of the University of Wisconsin-Extension. All rights reserved. An EEO/Affirmative Action employer; the University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements.
There's more to the game than a score.

How you play changes your score. Details such as how much credit you have, how much you owe, and how often you pay affect your credit scores. Do you know what else does?

What affects your credit score?

- **PAUSE**
- **SPOT IDENTITY THEFT**
- **GOOD CREDIT**
- **DON'T BE FooLED**
- **MORE THAN A SCORE**
- **NOT LIKE THE OTHERS**

Your credit reports matter.

- Credit reports may affect your mortgage rates, credit card approvals, apartment requests, or even your job application.
- Reviewing credit reports helps you catch signs of identity theft early.

**FREE Credit Reports. Federal law allows you to:**

- Get a free copy of your credit report every 12 months from each credit reporting company.
- Ensure that the information on all of your credit reports is correct and up to date.

Brought to you by

- TransUnion
- Equifax
- Experian
## Monthly Income

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## Monthly Expenses

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<td><strong>DEBT REPAYMENTS (MINIMUMS ONLY)</strong></td>
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Scholarship Opportunities

- **The Wisconsin Rural Opportunities Foundation** (WROF) is offering a scholarship to high school seniors who have been living in rural Wisconsin for at least 2 years. Student must maintain a 2.5 GPA to qualify. For more information, visit [www.wrof.org](http://www.wrof.org) or stop by the counseling office. **Deadline is February 28, 2020.**

- **Duluth Builder's Exchange** is offering a $2,000 scholarship for students going into the trades such as Plumber, Equipment Operator, Electrician, Carpenter, etc. Visit [www.dsacommunityfoundation.com](http://www.dsacommunityfoundation.com) for more information on how to apply.

- **The Wisconsin Professional Police Association** awards scholarships to Wisconsin students enrolling in a course of study leading to a degree in police science or criminal justice. **Deadline is February 3rd, 2020.** Applications in Counseling Office.

- **The Community Partnership Scholarship** will be awarded to a female high school senior who will be graduating from a northern Wisconsin school. Many qualifications apply. **Deadline is February 28, 2020.**

- **Northwoods Community Credit Union** (NCCU) is offering a $1,000 scholarship to graduating seniors whose family members are members of the credit union. More qualifications apply. Visit [www.northwoodscu.com](http://www.northwoodscu.com) for online application and more information or stop by the counseling office. **Deadline April 15, 2020.**

- **Northwoods Community Credit Union** (NCCU) is offering a military scholarship for graduating seniors entering into any branch of service. Please visit [www.northwoodscu.com](http://www.northwoodscu.com) for more information.

- **The Ab Nicholas Scholarship Foundation** is offering senior students planning to attend a UW system University and participated in basketball their senior year. This is a substantial award. Stop by the counseling office or visit [www.abnicholasscholars.org](http://www.abnicholasscholars.org) for more information. **Applications accepted February 1st - April 30th online only.**

- **Senior students who plan to attend UMD and major in Computer Science** can apply for the Saturn Systems Scholarship. Visit [www.dsacommunityfoundation.com](http://www.dsacommunityfoundation.com) for more information and online application. **Deadline is January 15th, 2020.**

- **Foremost Media** is awarding $500 to a graduating senior who is entering the Marketing or Web Development field. Visit [www.foremostmedia.com/scholarship](http://www.foremostmedia.com/scholarship) or the counseling office for more information. **Applications being accepted March 1st-May 1st, 2020.**

- **The Duluth/Superior Area Community Foundation** is offering several scholarships to students who plan to attend in the Superior/Duluth area. Visit [www.dsacommunityfoundation.com](http://www.dsacommunityfoundation.com) for application and more information.
2020 Census Snapshot — American Indian/Alaska Native

What is the census?
Every 10 years, the United States counts everyone living in the country on April 1. Our tribes do not share enrollment numbers with the government, so it is important for all American Indians and Alaska Natives to participate in the 2020 Census.

What's in it for me?
The 2020 Census is an opportunity to provide a better future for our communities and future generations. By participating in the 2020 Census, you help provide an accurate count of American Indians and Alaska Natives. Your responses to the 2020 Census can help shape how billions of dollars in federal funds are distributed each year for programs and grants in our communities.

The 2020 Census is our count. Our responses matter. Regardless of age, nationality, ethnicity, or where we live, we all need to be counted.

Responding to the 2020 Census is:

- **Easy**
  In early 2020, every household in the United States will receive a notice to complete the census online, by phone, or by mail.

- **Safe**
  Your responses to the 2020 Census are confidential and protected by law. Personal information is never shared with any other government agencies or law enforcement, including federal, local, and tribal authorities.

- **Important**
  The federal government and local American Indian and Alaska Native leaders and decision-makers will use 2020 Census data in a variety of ways that can benefit Native people and our communities.

2020Census.Gov
Frequently Asked Questions

Q. Who should complete the census questionnaire?
A. One person in the home should complete the questionnaire and include every person living there, including relatives, nonrelatives, babies, and children.

Q. How do I fill out the race question correctly?
A. If you self-identify as American Indian or Alaska Native, you should check the American Indian or Alaska Native race box. You should then print the name of your enrolled or principal tribe in the write-in area.

Q. What kind of assistance is available to help people complete the questionnaire?
A. Assistance responding to the 2020 Census will be available on 2020census.gov and via our toll-free phone number. Language guides, language glossaries, and language identification cards will be available in 59 non-English languages. Large-print questionnaires will also be available upon request, as well as TTY via Federal Relay Service. On 2020census.gov, video tutorials and how-to resources can help you complete your census form. Many communities, partners, and local organizations will also provide assistance.

Q. How does the Census Bureau count people without a permanent residence?
A. Census Bureau employees work extensively to take in-person counts of people living in group housing, like college dormitories and shelters, as well as those experiencing homelessness or who have been displaced by natural disasters.

For more information, visit: 2020Census.Gov

2020 Census Key Dates

January-April 2020
First census enumeration takes place in Toksook Bay, Alaska.

March 2020
Census notices are mailed or delivered to households.

March-May 2020
Census takers visit each household to update address lists and collect information on the questionnaire.

April 1, 2020
Census Day

May-July 2020
Census takers visit households that have not completed the questionnaire.

December 31, 2020
By law, the Census Bureau delivers population counts to the President for apportionment of congressional seats.

March 2021
By law, the Census Bureau completes delivery of redistricting data to states.

Shape our future
START HERE

United States Census 2020
:: 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]

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

The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act.

Current Openings for the Red Cliff Tribe

Child Support Case Manager
DEADLINE: February 4, 2020 @ 4:00pm

Assistant Clerk of Court
DEADLINE: February 4, 2020 @ 4:00pm

Accountant LTE
DEADLINE: February 10, 2020 @ 4:00pm

Assistant Cook Elderly Nutrition Program – Part-Time
DEADLINE: February 10, 2020 @ 4:00pm

Farm Technician – Seasonal – 3 positions
DEADLINE: February 10, 2020 @ 4:00pm

Assistant Fish Plant Manager
DEADLINE: February 10, 2020 @ 4:00pm

Tribal Law Enforcement Based Victim Specialist
DEADLINE: February 12, 2020 @ 4:00pm

Project Manager/Design Engineer
DEADLINE: February 13, 2020 @ 4:00pm

Fish Plant Manager
DEADLINE: Open Until Filled

Mental Health Counselor
DEADLINE: Open Until Filled

Laboratory Technician OR Laboratory Medical Assistant
DEADLINE: Open Until Filled

Community Health Nurse
DEADLINE: Open Until Filled

Tribal Administration Liaison
DEADLINE: Open Until Filled

Wellness Curriculum Data Entry Assistant Part-Time
Tribal Law Enforcement Officer - Part Time
DEADLINE: Open Until Filled

Medical Assistant
DEADLINE: Open Until Filled.

Chief Financial Officer
DEADLINE: Open Until Filled.

Tribal Aging and Disability Resource Specialist
DEADLINE: Open Until Filled

Early Head Start Center Based Teacher – 1 Position
DEADLINE: Open Until Filled

Elderly Nutrition On Call Assistant Cook
DEADLINE: Applications accepted all year

ECC Substitute Assistant Teacher/Support-Staff
DEADLINE: Applications Accepted Year Round

Current Openings for the Bad River Band Of Lake Superior Chippewa Indians Tribe

Bad River Employment Listing

* * * Current Openings for Legendary Waters Resort & Casino

Click Here to view Current Legendary Waters Resort & Casino Job Openings

Host/Hostess Deadline: Open Until Filled

Wait Staff Deadline: Open Until Filled

* * * Current Openings for Red Cliff Housing Authority

Occupancy Specialist

ROSS Services Coordinator*

Executive Director
DEADLINE: Open Until Filled.

Housing Job Application (Fillable)

Housing Background Check

* * * Current Openings for Wisconsin Tribal Conservation Advisory Council

USDA APHIS Wildlife Services Biological Technician – Wildlife Intern

Tribal Pest Outreach and Survey Seasonal Worker

US Forest Service Chequamegon-Nicolet Civil Engineering Trainee Seasonal Worker (1)

US Forest Service Visitor Center Services Seasonal Worker (1)

* * * Current Openings for Northwest Wisconsin CEP

Current Openings for Northwest Wisconsin CEP

* * * Current Openings for State of Wisconsin DWD

DWD - Wisconsin Youth Apprenticeship

* * * Current Openings for CESA

Employment Opportunities at CESA #12

* * * Current Openings for Milwaukee Indian Community School

Current Openings for Indian Community School of Milwaukee
Current Openings for GLIFWC

GLIFWC Website with Current Job Openings
Budget/Accounting Technician

Current Openings for City of Ashland, WI Employment Opportunities
Click here for Available Job Vacancies at City of Ashland, WI

Current Openings for School District of Bayfield, WI
Click here for Available Job Vacancies at Bayfield School

Current Openings for Family Forum
Family Forum Job Openings

Current Openings for the National Park Service
National Park Service

Three Seasonal Maintenance jobs

Current Openings for the BIA.gov
BIA Fire & Forestry Job Openings

Current Openings for the University of Wisconsin-Extension
Current Opportunities for UW Extension

Current Openings for the UMOS Job Openings
Current Opportunities for UMOS

Current Openings for the BAY MILLS INDIAN COMMUNITY
Bay Mills Job Listings

Current Openings for the Lac du Flambeau Band of Lake Superior Chippewa Indians
Lac du Flambeau Band of Lake Superior Chippewa Indians Job Openings

Current Openings for Bayfield County
Available Jobs for Bayfield County

Current Openings for Chequamegon Food Co-op
Available Jobs for Chequamegon Food Co-op

Current Openings for the Forest Service
Forestry Technician (Timber Stand Improvement)
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: Early Head Start Center Based Teacher – 1 Position

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.

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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.

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QUALIFICATIONS:
1. Minimum of an 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.

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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: June 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 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.

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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 much 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: 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

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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 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.

"The Hub of the Chippewa Nation"
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: October 16, 2019
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
diane.cooley@redcliff-nsn.gov

(715) 779-3700 ext. 4268 or 4267

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.

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.

“The Hub of the Chippewa Nation”
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.

"The Hub of the Chippewa Nation"
<table>
<thead>
<tr>
<th>Item</th>
<th>Calories</th>
<th>Fat</th>
<th>Carbs</th>
<th>Protein</th>
<th>Sugar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whole Wheat Barley Brown Rice, 1.2 yr</td>
<td>190</td>
<td>7.6</td>
<td>16.8</td>
<td>2.4</td>
<td>0.1</td>
</tr>
<tr>
<td>Whole Wheat Barley Brown Rice, 2 yr</td>
<td>200</td>
<td>9.2</td>
<td>18.2</td>
<td>2.8</td>
<td>0.2</td>
</tr>
<tr>
<td>Whole Wheat Barley Brown Rice, 3 yr</td>
<td>210</td>
<td>10.8</td>
<td>20.3</td>
<td>3.4</td>
<td>0.3</td>
</tr>
<tr>
<td>Whole Wheat Barley Brown Rice, 4 yr</td>
<td>220</td>
<td>12.4</td>
<td>22.6</td>
<td>4.0</td>
<td>0.4</td>
</tr>
<tr>
<td>Whole Wheat Barley Brown Rice, 5 yr</td>
<td>230</td>
<td>14.0</td>
<td>25.0</td>
<td>4.7</td>
<td>0.5</td>
</tr>
<tr>
<td>Whole Wheat Barley Brown Rice, 6 yr</td>
<td>240</td>
<td>15.6</td>
<td>27.5</td>
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<td>0.6</td>
</tr>
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</table>

**Early Release**

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**NOTE:**

- Calories and nutrients may vary slightly due to differences in preparation methods.
- Always consult the menu for the most accurate information.
- **Early Release** refers to menu items that are available before the regular menu release.

**Change to Subject Menu**

- **Nanami-Anzai Giri-Gida**
- **Nitto Anzai Giri-Gida**
- **Aratoose**
- **Nitto Anzai Giri-Gida**

**February 2020**