We are excited to see students and families after the winter break. We look forward to hearing about the adventures the end of 2019 has brought for you.

The ECC staff extends our wish for you all to have a year full of good health and happiness.

REMINDER:
Send your child in weather-appropriate clothing

We go outside every day—weather permitting—at the ECC. In order to keep your child prepared for outside play, remember to send them with the proper outside gear.

- Winter Coat/Jacket
- Snow-Pants/Snowsuit
- Boots
- Hats
- Gloves
- Socks
- Pants
- Indoor Shoes
- Shirts/Sweaters

Maintaining a warm body temperature is important for prevention of illness. Please consider sending your child with extra clothing as well. Often times, socks and pants get soaked-through—having dry clothing to switch into afterwards is beneficial to their comfort and health.

UPCOMING EVENTS

1 (W): Tribe/ECC CLOSED—Happy New Year!

1-3 (W-F): ECC NO CHILD DAYS—WINTER BREAK

9 (Th): Dad’s Breakfast

10 (F): Home Base Social from 10-12
Policy Council Meeting 10

14-16 (T-TH): Library Time Field Trip
14—Mashkodebizihi
15—Ma’ilingan
16—Migizi

16 (Th): Mom’s Breakfast

20 (M): Tribe/ECC CLOSED—MLK DAY

23 (TH): Grandparent’s Breakfast

24 (F): NO ECC CHILD DAY
Home Base Social from 10-12

29 (W): Family Storytelling Night & Home Base Social at 5
### January Calendar

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

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*Note: No Head Start Classes on Friday’s*
Early Head Start—32 Students
Waabooz..........................03 Students
Amik.................................06 Students
Makwa...............................03 Students
Esiban...............................05 Students
TOTAL: 17 Students

Head Start—50 Students
Ma’iingan...........................08 Students
Mashkodezhiki........................09 Students
Migizi.................................11 Students
TOTAL: 28 Students
Boozhoo Families!

Welcome back! We hope you enjoyed your winter break.

For the month of January we will continue working on large and fine motor skills, Ojibwemowin commands, and winter themed activities and projects.

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

1/9: Dads Breakfast
1/16: Mom’s Breakfast
1/20: Tribe/ECC Closed.. MLK Day
1/23: Grandparents Breakfast
1/24: NO ECC Child Day
1/29: Family Story Telling Night

Miigwech,
Miss Tiff & Miss Judy
715-779-5030 x 2524
Boozhoo! We hope you all enjoyed the break. This month we will be working on clothes study, winter, learning to count and some shapes. We will be incorporating more ojbwemowin into our daily schedule. Reminder to please send extra clothes, we have really been enjoying painting lately!

Thank you! Ms. Kelsey & Ms. Lulu

Baboon— winter
Goon— snow
Nawaj— more
Nagaashkaa— stop
Boozhoo Families! Welcome back to school. It’s already January the school year is half way over with. For this month we will be working with the kids on self-help skill by getting their selves dressed to go outside. Also, we will be working on learning their colors and shapes. Please remember to bring your kids in appropriate clothing. Make sure they have extra clothes in their cubbies because we may get messy. Also please bring outside clothes including hat, snowpants, mittens, boots, and jackets.

Ojibwemowin
Winter-Biboon
Hat-wiiwakwaan
Jacket-babiinzikawaagan

Important Dates:
- Dads Breakfast Jan 9th
- NO SCHOOL-HOLIDAY Jan 20th
- NO CHILD DAY-Jan 24th

If your child is going to be absent please call the ECC at 715-779-5030. Leave a message with the office or call Makwa room ext 2543 or 2544.
ESIBAN NEW’S
January 2020
Gichi-Manidoo-Giizis
Great Spirit Moon

We are officially in 2020! Chi-Miigwech for sharing your little ones with us. For the month of January, we will be learning about hibernation and clothes study.

Please make sure that you are sending your children with the proper clothing for outside. Also please make sure that you are signing in and out daily.

-Ms. Melissa & Ms. Amber

Ojibwemowin
Mitten: Minjikaawan
Shovel: Gwaaba’aawangwaan
Coat: Babiinzikawaagan

Reminders
01/01- Tribe/ECC Closed- New Years Day
01/02- No ECC Child Day
01/03- No ECC Child Day
01/09- Dad’s Breakfast
01/16- Mom’s Breakfast
01/20- Tribe/ECC Closed MLK Day
01/23- Grand Parents Breakfast
01/24- No ECC Child Day
01/29- Family Story Telling Night

——— HAPPY NEW YEAR ———
Gichi Manidoo Giizis
(January)

2020

For children.
PLAY
is as natural as breathing
AND AS NECESSARY.

Agongos Home Base News

January 10th
Home Base Play Day

January 24th
Home Base Library Day

January 20th
ECC/TRIBE CLOSED
MLK Day

January 29th
ECC FAM STORYTELLING
NIGHT/HOME BASE SOCIAL
5-7pm

"Apane ji-mikwendamang gaa piimiinigooyang Anishinaabe bimaa-
Happy New Year! This month we are will begin our “PET STUDY”. Be sure to watch for our weekly newsletter that is sent home on Thursdays. This is a little newsletter about what we did that week and upcoming reminders.

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 1/9/20). This is a great way for the center to get In-Kind!

We missed going to see Kathy at the Red Cliff Library last month but will continue this month.

Our classroom really enjoys visits from Ranger Steve. Last month he read “The Bear Snores On”’. He also talked about all the important things rangers keep in their backpack.

© Ms. Nadine, Ms. Becca and Ms. Phoebe

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**Ojibwemowin**

- Animosh-dog
- Gaazhagens- cat
- Biimiskodisii- snail
- Gigoo- Fish
- Miskwaadesi- painted turtle

**REMINDERS.....**

- 1/9 Dad’s Breakfast
- 1/16 Mom’s Breakfast
- 1/20 ECC/TRIBE CLOSED Martin Luther King Day
- 1/23 Grandparents Breakfast
- 1/29 Family Storytelling Night
Boozhoo Ma'iiingan Families !!

It's the new year!! We hope the new year brings many good moments and blessings all year round!! We want to say Miigwech to all the cooperation and understanding so far this year. This month we will be learning about Building, structures, self help skills, how to be a good friend, turn taking, name recognition, and letter recognition. We also will start talking about basic math concepts such as counting, grouping, sorting and number recognition. Friendly Reminder please make sure to send children to school with extra clothes daily we tend to get messy sometimes and we do go outside daily weather permitting. We always welcome family to come visit our classroom and see what we are learning, and to be part of our day!! Children love to show off their space of learning to ones that are close to them. Remember our day starts at 7:45am to 3:00pm and we do love to get phone calls when children won't be in school for the day. We look forward to the New Year and lots of learning to do for the rest of the year!!

Miigwech,
Ms. Alicia, Ms. Gina and Ms. Sam
Here it is another year already. Hope the New Year brings good health and happiness to everyone.

It will be hard to get back into the swing of routines when we’re back, it’s been nice to wake up late and enjoy the days.

We will be going outside each day weather permitting. Please remind your child the 5 items they need to have on before they can safely go outside.

   This is the routine they use each and every time they go outside.

Please send your child with all the appropriate clothing for outside play.

We will be doing the ball study in January for our Teaching Strategies curriculum and in Talking About Touching we will be focusing on “what to do when they get lost” and in Second Step we will be working on “asking for what you need or want”.

Ms Diann, Ms Linda, Ms. Kathy
The Red Cliff ECC
Is looking for donation of
SNOW PANTS
Sizes 4-10
If you would like to donate, please drop off at the ECC Front Desk
For more information call 715-779-5030
Ext. 2533-Jenny and Ext. 2551- Cindy
The Red Cliff Early Childhood Center is accepting applications!

Head Start, Early Head Start and Home Based Services available.
Stop in and visit us anytime at 89830 Tiny Tot Road (Red Cliff) to complete an application or call 715-779-5030 for any questions.
Visit our website at www.redcliffecc.org

*If you have a concern about your child’s development or your child has a special education/health need, please contact us to learn about resources available for your child.*

Apply Online at www.redcliffecc.org

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**Head Start**

Head Start is a center-based program for children ages 3-5. The classroom settings offer a preschool experience with a curriculum that is culturally based, using assessment-based child development outcomes.

- Kindergarten Readiness
- Transition
- Health & Nutrition Services
- Free Nutritious Meals
- Transportation
- Family Nights
- Weekly Pow-wow
- Ojibwe Language Learning
- Parent-teacher Conferences
- Local/Accredited Curriculums
- Monthly Parent/Policy Council Meetings
- Wrap Around Child Care

**Early Head Start**

EHS center-based serves 32 children age 0-3. The primary emphasis of the program is to enhance infant and toddler growth through social, emotional, physical and cognitive development.

- School Readiness
- Transition
- Health & Nutrition Services
- Free Nutritious Meals
- Transportation
- Family Resource Services
- Family Nights
- Weekly Pow-wow
- Ojibwe Language Learning
- Parent-teacher Conferences
- Local/Accredited Curriculums
- Monthly Parent/Policy Council Meetings
- Wrap Around Child Care

**Home Based**

EHS home-based program serves pregnant women and children age 0-3. The programs primary emphasis is to enhance infant and toddler growth through social, emotional, physical and cognitive development.

- Weekly Home Visits
- Family Socializations
- Family Resource Services
- Health Service Coordination
- Transition Activities
- Family Nights
- Ojibwe Language Learning
- Monthly Parent/Policy Council Meetings
- Local/Accredited Curriculum
YOU’RE INVITED TO THE

Home Base/ZHV

LIBRARY DAY

Join us for a library day: snacks, reading, crafts, and fun!

Friday, Jan. 24th  10:30am-12:30pm  Bayfield Carnegie Library
A Light Dinner Will be Provided

Red Cliff Elderly Site

Wednesday-Jan, 29th 2020

5-7pm

ECC Family Story Telling Night

Please join us for our annual

Great Spirit Moon-clohi-Wamidoo-gizis

January

4K
Red Cliff Early Childhood Center
Policy Council Meeting Minutes
Tuesday October 15, 2019 @ 9:30 am
Memengwaa Trailer

Selection of Officers:

Chair Person: Katrina Heggie nominated Kelly Charette for Chair, Shaleena second, all in favor, motion carried.

Vice-Chair: Shaleena Montano nominated Katrina Heggie for Vice-Chair, Joanne Peterson second, all in favor, motion carried.

Secretary/Treasurer: Shaleena Montano nominated Anna Hanson for Secretary/Treasurer, Joanne Peterson second, all in favor, motion carried.

Meeting called to order by Chair Woman Kelly Charette @ 10:28 am

Policy Council Members Present: Katrina Heggie, Shaleena Montano, Anna Hanson, Joanne Peterson, Kelly Charette and Tribal Council Liaison Nick DePerry.
Absent: Mercie Gordon and Amaris Andrews-DePerry.

Staff Present: Jamie Goodlet-King, Head Start/Early Head Start Director/In-term Administrator, Lori Duffy, Nutrition Manager and Cindy Garrity, Family Services Manager

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

Approval of Minutes
Katrina motioned to approve September 16th, 2019 minutes with corrections, seconded by Joanne, all in favor, motion carried.

Financial reports
Jamie walked the New Policy Council through the financials for Head Start and Early Head Start. She informed them that the ECC is still looking at hiring for 1 EHS Teacher, 1 Administrator, 1 Education and Abilities Manager, 1 Family Service Worker and a 1 Bus Driver. No action needed.

Menu—November 2019
Motion by Shaleena to approve the Menu for November 2019, second by Joanne, all in favor, motion carried.
Program Summary
Jamie and Cindy updated the New Policy Council on how to read the program summary that was presented to them. It was explained how we get the numbers and where they come from; Health department, Attendance, Mental Heal, Enrollment, CCDF-Food numbers, Referrals and screening and Family Service. Policy Council was informed that once a month they will receive this information and it will also be sent to the Tribal Council. No action needed.

Executive
No action

Other. Next Policy Council Meeting will be Wednesday, November 13th at 9:30

Adjourn
Shaleena motion to adjourn at 11:17am. second by Anna, all in favor motion carried.

___________________________ (print name)
Policy Council Chairperson or delegate

___________________________ (signature)
Policy Council Chairperson or delegate

___________________________ (Date)

Minutes taken by Cindy Garrity, Family Services Manager
Red Cliff Early Childhood Center
Policy Council Orientation
Tuesday October 15, 2019, 9:30 am
Memengwaa Trailer

Attendance:
Policy Council Members Present: Katrina Heggie, Shaleena Montano, Anna Hanson, Joanne Peterson, Kelly Charette and Tribal Council Liaison Nicholas DePerry.
Staff Present: Jamie Goodlet-King, Head Start/Early Head Start Director/In-term Administrator, Lori Duffy, Nutrition Manager and Cindy Garrity, Family Services Manager

Human Resource Presenter: Ashley Poch
Ashley had the New Policy Council members fill out their background check and she read over the Confidentiality policy’s for both the Red Cliff Tribe and the Early Childhood Center.

Binder Orientation: Cindy walked the Policy Council through the Binder. Members read through the By-laws.

In the Binder you will find

- Policy Council Bylaw
- ECC Policies & Procedures
- HS & EHS 2017-2018 PIRs
- Service Plans-At this time the ECC are working on new Service plans, they will get them as soon as they are presented.
- Self-Assessment
- Community Assessment/Update
- Program Information and Informational Memorandums (PI’s) (IM’s)
- Calendar
- Other

__________________________________________(print name)
Policy Council Chairperson or delegate

__________________________________________(signature)
Policy Council Chairperson or delegate

_________________________ Date

Minutes taken by Cindy Garrity, Family Services Manager
The Red Cliff Outreach Site of LCO Ojibwe College, Jim Pete and Magdalen Dalen, were kind enough to donate various clothing items to the Red Cliff Early Childhood Center.

They have packed a box full of clothing; for winter (hats, gloves, and scarves) and indoor-use (socks, shirts, and slippers).

We are so grateful that they have thought of us during this winter season!
RED CLIFF GED CLASSES
Through Lac Courte Oreilles Ojibwe College

BEGINNING JANUARY 21, 2020

MONDAY THROUGH FRIDAY

9:00 AM – 1:00 PM

For more information, please call 715-779-3761 and ask for the Cabin. Or email Laura at lbrambilla@lco.edu
Gichi Manidoo Giizis
Traditional Pow Wow
“Taking Care of the Land and Community”

Saturday January 18th, 2020

Registration: 10am
Grand Entry: 1pm & 7pm
Feast at 5pm

Black Bear Casino Resort
Otter Creek Event Center
1785 Highway 210
Carlton, MN 55718
Hotel Reservations: 1-888-771-0777

Join our event on the 13 Moons Ashi niiswi giizisoog Facebook page

Taking Care of the Land and Community

Info booths and displays of Tribal, State and Federal programs involved in taking care of the land and community.

Vendor tables available

For more information contact:
Nikki Crowe 218-878-7148 or email nikkicrowe@fdlrez.com

Sponsored by
Fond du Lac Band of Lake Superior Chippewa
Fond du Lac Tribal and Community College
USDA-NIFA Funds
Relationships Matter

Online Class by Live Video Conference
Wednesdays, 4:30-5:45 pm  ■  Live via Zoom
6 Sessions ■ Jan 15 - Feb 19 ■ For Individuals, Couples, Anyone

Boost your resilience  ■  Boost your relationships!

Relationships impact happiness, security, finances—even long-term health. When we’re busy, it’s easy to take them for granted. Give yourself a relationship tune-up!

Relationships Matter is an awareness and skill-building class for individuals. Learn how communication, stress management, problem solving and other skills can strengthen all kinds of relationships, including couple relationships, parenting, friendships and more.

Presented by Extension Bayfield County for Area Residents
6 sessions ■ $10 per person for series.
Features curriculum from PREP, Inc. evidence-based relationship series based on work by Gottman and others

Access to internet required from device with camera & microphone
Space is Limited ■ Registration Required
Call: Extension Bayfield County at 715-373-6104 or Register Online https://bayfield.extension.wisc.edu
Deadline Jan 13, 2020

An EEO/Affirmative Action employer, University of Wisconsin-Extension provides equal opportunities in employment and programming, including Title IX and ADA requirements. Requests for reasonable accommodations for disabilities or limitations should be made prior to the date of the program or activity for which it is needed. Requests will be kept confidential.
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**Wellbeing**
- Men's Group: 6:00-8:00 pm
- 2:00-3:00 pm
- 4:30 pm
- Closed for MLK Day

**Beadwork**
- 1-4 pm
- Closed for MLK Day

**Open Mic**
- 6:00 pm

**Holiday Crafts**
- Closed

**Painting**
- 1-4 pm
- Closed for MLK Day

**Moviefest**
- All ages
- 4:30 pm
- Closed

**Chili-Madico-Gizziis**
- 7:45-9:30 pm

**Great Wawona**
- Open 8 am-4:30 pm

**Alcoholics Anonymous**
- Closed

**NA = Narcotics Anonymous**
- Closed

**Wellbeing = Native El-Sheep Recovery Meeting**
- Closed

**37450 Water Tower Rd. Red Glen**
- Call for more information: 715-779-3508

**Nootimo’wewin Center Activities**
- January 2020
DAZHITAAN IMAA GOONDA!
Let’s play in the Snow
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
Introduction

Winter storms can bring extreme cold, freezing rain, ice, snow, high winds, or a combination of all of these conditions. This guide from FEMA is designed to help you properly prepare for a winter storm and know how to protect yourself before, during, and after one.

Planning and preparing can make a big difference in safety and resiliency in the wake of a winter storm. The ability to maintain or quickly recover following a winter storm requires a focus on preparedness, advanced planning, and knowing what to do in the event of a winter storm.
How to Prepare for a Winter Storm

Winter storms can cause power outages that last for days. They can make roads and walkways extremely dangerous and also negatively affect critical community services including public transportation, childcare, and health programs. Injuries and deaths may occur from exposure, dangerous road conditions, carbon monoxide poisoning, and other winter storm conditions. Be better prepared this winter, and learn more at ready.gov/prepare.

Now/Prepare

Sign up for local alerts and warnings.
Create and test emergency communication plan(s).
Stock emergency supplies, and install battery-powered or battery backed-up carbon monoxide detectors and smoke detectors.
Winterize your home. Visit this page to help you prepare.
Review your property insurance, and safeguard critical documents.
Get trained on specific needs your family may have. Also, consider joining your local Community Emergency Response Team (CERT).
Identify a place nearby where you can safely warm up should you lose heat in your home.

During/Survive

Stay indoors and off the roads. If you must drive, keep emergency supplies in your car.
Close off rooms to consolidate and retain heat.
Dress in layers, and use blankets to stay warm.
Bring pets into a warm place and out of the storm or severe cold.
Never use a generator, camp stove, charcoal grill, or gasoline or propane heater indoors, as these items can start accidental fires, cause electric shock, and/or cause deadly carbon monoxide poisoning.
Never heat a home with a cooktop or oven.
Limit your time outdoors, and stay dry.

After/Be Safe

Only drive if necessary. Remove snow and ice from your tailpipe before starting your car, and check regularly if idling. Clean all snow and ice from your car before driving.

Dress in warm clothing, stay dry, prevent prolonged exposure to cold and wind, and avoid overexertion clearing/shoveling snow. Overexertion can lead to a medical emergency.

Monitor local news and alerts for emergency information and instructions.

For more resources about winter storm risk, visit ready.gov/prepare
Now/Prepare for a Winter Storm

STAY INFORMED: EMERGENCY NOTIFICATIONS

The National Weather Service (NWS) provides alerts and warnings for all hazards through a National Oceanic and Atmospheric Administration (NOAA) Weather Radio (NWR) receiver. There are radio receivers that are designed to work with external notification devices for people who are deaf or hard of hearing. For more information on NWR receivers, visit nws.noaa.gov/nwr/info/nwrrcvr.html.

Sign up for emergency alerts and notifications that your community may offer. Download Be Smart. Know Your Alerts and Warnings for a summary of notifications at ready.gov/prepare.

Download the FEMA and American Red Cross apps on iOS or Android at no cost. These apps may provide information about finding shelters, providing first aid, and seeking assistance for recovery. Search for the FEMA or American Red Cross apps on your smartphone or other mobile devices.

WATCHES AND WARNINGS

Learn the differences between Advisories, Watches, and Warnings, which describe changing winter weather conditions. Learning what these terms mean can help you understand how an approaching storm may impact you and what actions to take to stay safe. Winter Weather related Advisories, Watches, and Warnings are issued by your local National Weather Service office and are based upon local criteria.

Winter Weather Advisories are issued when snow, blowing snow, ice, sleet, or a combination of these wintry elements is expected but conditions should not be hazardous enough to meet Warning criteria. Be prepared for winter driving conditions and possible travel difficulties. Use caution when driving.

Winter Storm Watches are issued when conditions are favorable for a significant winter storm event. Heavy sleet, heavy snow, ice storms, blowing snow, or a combination of these events are possible.

Winter Storm Warnings are issued for a significant winter weather event including snow, ice, sleet, blowing snow, or a combination of these hazards. Travel will become difficult or impossible in some situations. Delay your travel plans until conditions improve.

For a full list of winter weather Advisories, Watches, and Warnings criteria, please visit http://www.nws.noaa.gov/om/winter/www.shtml

For more resources about winter storm risk, visit ready.gov/prepare
Now/Prepare for a Winter Storm

EMERGENCY SUPPLIES
You may not be at home when the storm starts, so it is important to have basic supplies of food and water as well as a way to stay warm without power in several locations such as your workplace, vehicle, and/or school. You can build your supplies over time by adding a few items each week or month. Gather, in advance, the necessary supplies and items you will need to stay safe after the winter storm passes. For a complete list of emergency supplies, visit www.ready.gov/kit. Check these supplies off of your Winter Storm Preparedness Checklist once you add them to your emergency kit, which appears at the end of this document.

EMERGENCY COMMUNICATION
Make sure you have everything you will need to get in touch with your family either through cellular phones or email.

MEDICAL NEEDS
Be equipped to tend to any current or unexpected medical conditions your family members may have. Ask your doctor about storing prescription medication such as at least a three-days’ supply of heart and blood pressure medication, insulin for diabetics, and other prescription drugs such as inhalers for those with asthma. Include battery backup power for power-dependent mobility devices, oxygen, and other assistive technology needs.

CRITICAL DOCUMENTS
Place any important documents in a sealed, waterproof container to keep them dry and easily accessible.

TOOLS AND SAFETY ITEMS
Small items like matches, flashlights, a multi-tool, pocket knife, and a whistle (to signal for help) can make a huge difference for your family while weathering a storm.

FOOD/SUPPLIES
Have at least a three-days’ supply of non-perishable food and water for your family. Remember to store anything specific to your family’s needs.

WARM CLOTHING & BLANKETS
Warm clothes and blankets can help prevent hypothermia. Do not forget warm, waterproof, and protective footwear as well as gloves.

Ask yourself, “What would I need for myself and my family if a winter storm struck?” and “What would I or my family require if we did not have access to a grocery store or pharmacy for at least three days?” Add any of these specific items to your Winter Storm Preparedness Checklist.

For more resources about winter storm risk, visit ready.gov/prepare
Now/Prepare for a Winter Storm

WINTER STORMS CAN BE DECEPTIVE KILLERS

The NWS refers to winter storms as “deceptive killers” because most deaths and injuries are indirectly related to the storms. The majority of deaths caused by winter storms are from vehicle accidents due to ice and snow. Heart attacks brought on by over-exertion from shoveling or clearing snow also increase during and after storms. Finally, individuals also suffer dangerous injuries (e.g., frostbite and hypothermia) because of exposure and lack of protection from the wind and cold.

Another significant danger is sickness or death from carbon monoxide poisoning. Carbon monoxide poisoning can occur when using portable generators indoors, in attached garages, too close to the house, or when starting a vehicle without clearing snow and ice from the tailpipe. Generators should be used only outdoors and should be located at least 20 feet away from doors, windows, and vents.

CREATE YOUR FAMILY EMERGENCY COMMUNICATION PLAN

Before a storm hits, it is important to know how you will contact your family and how you will get back together.

Remember, you might not always have access to your cellular phone. Keep important numbers written down in your wallet in case you cannot access the contact list in your phone. Landline and cellular phone systems are often overwhelmed following a disaster, so you may need to use text messages and social media. Designate an out-of-town contact who can help your household reconnect. Be sure to practice your plan with your family. Get more information by downloading Be Smart. Create Your Family Emergency Communication Plan or visit ready.gov/make-a-plan.

For more resources about winter storm risk, visit ready.gov/prepare
Now/Prepare for a Winter Storm

BUILDING AN EMERGENCY SUPPLY KIT FOR YOUR CAR

Road conditions during winter storms can be extremely dangerous. When storms are predicted, plan to stay off of the roads. However, even when the road conditions are good, preparing and maintaining your vehicle for cold weather will help keep your car dependable and reduce the chances of being stuck on the road in cold weather. Once you pack your emergency supply kit for your car, check off the items in your Winter Storm Preparedness Checklist.

WINTERIZE YOUR VEHICLE

During the fall, before winter weather sets in, make sure you or a mechanic completes a winter weather check on your vehicle by ensuring that the following car components are safely working:

- Antifreeze levels
- Battery and ignition system
- Brakes
- Exhaust system (carbon monoxide is odorless and can be fatal)
- Fuel and air filters

- Heater and defroster
- Lights and flashing hazard lights
- Oil
- Thermostat
- Windshield wiper equipment
- Good winter tires

For more resources about winter storm risk, visit ready.gov/prepare
Now/Prepare for a Winter Storm

**ACTIONS THAT REDUCE PROPERTY DAMAGE & PROVIDE PROTECTION**

**WINTERIZE YOUR HOME**
by insulating walls and attics, caulking and weather-stripping doors and windows, and installing storm windows or covering windows with plastic.

**INSULATE WATER PIPES.**
Also, allow faucets to drip or trickle during unusually cold weather or if the power and heat are out to avoid freezing. When water freezes, it expands, and this can cause water pipes to burst. Know how to shut off water valves if a pipe bursts.

**CLEAR RAIN GUTTERS,**
repair roof leaks, check your roof to make sure it can handle the extra weight of the snow and ice, and cut away tree branches that could fall on a house or neighboring structure.

**KEEP FIRE EXTINGUISHERS ON HAND**
and make sure everyone in your home knows how to use them. If your smoke alarms get power from your home’s electrical system (hardwired), make sure the backup battery is replaced at least once a year, so your alarms will work during a power outage.

**INSTALL BATTERY-OPERATED CARBON MONOXIDE DETECTORS**
or electric detectors with battery backups in central locations on every level of your home. This will provide an early warning of accumulating carbon monoxide, which is a colorless, odorless, tasteless, and potentially deadly gas.

**HIRE A CONTRACTOR**
to check the structural ability of your roof to sustain unusually heavy weight from the accumulation of snow and/or ice.

**MAINTAIN HEATING EQUIPMENT**
and chimneys by having them cleaned and inspected every year by a qualified professional.

**INSURANCE**
Insurance claims are an important part of recovering from storm damage. Review your homeowners, renters, or business insurance policies to ensure you have appropriate coverage for your property and personal belongings. Photograph and inventory your property to assist with post-disaster claims.

**FLOOD INSURANCE**
Most property insurance policies do not cover flood losses, so you will need to purchase separate flood insurance if your property is at risk for flooding due to snowmelt. Talk to your insurance agent about buying flood insurance. Flood insurance is available for homeowners, renters, and business owners through the National Flood Insurance Program in participating communities. Keep in mind that a policy purchased today will take 30 days to go into effect, so act now. Learn how to protect yourself financially from flood damage by visiting FloodSmart.gov.

**PETS**
Don’t forget to make a plan for your pet too! To learn more tips, go to ready.gov/animals.
During/Survive a Winter Storm

STAY OFF THE ROAD
Federal Highway Administration reports indicate that the risk of vehicular accidents rises sharply in winter weather conditions. In an average year, there are more than half a million vehicle crashes when the roads are snowy, slushy, or icy, resulting in nearly 2,000 fatalities and 140,000 injuries.\(^1\)

Driving is very dangerous during and immediately after a winter storm. Plan to stay off the road when authorities issue Advisories, Watches, and Warnings.

ESSENTIAL TRAVEL ONLY
If driving is necessary, ensure you have emergency supplies of food, water, warm clothing, and a full tank of gas in case you are stuck in traffic or have an accident and have to wait several hours for assistance. If possible, travel during the day and do not travel alone. Stay on main roads and do not crowd the snowplows. Let someone know your destination, route, and expected arrival time.

If you become stranded in your car on a major highway, remain in your vehicle until help arrives. If you are stranded on a more remote road, use items around you to get attention for help.

SNOW SHOVELING: OVER-EXERTION AND INJURY
Nearly 100 people die every year from heart attacks brought on by shoveling snow.\(^2\) Use caution, take breaks, push the snow instead of lifting it when possible, and lift lighter loads. Consider clearing the sidewalks of your elderly neighbors or neighbors with disabilities.

CAUTION: CARBON MONOXIDE KILLS

Each year, an average of 430 Americans die from unintentional carbon monoxide poisoning,\(^3\) and there are more than 20,000 visits to the emergency room with more than 4,000 hospitalizations.\(^4\) Carbon monoxide-related deaths are highest during colder months. These deaths are likely due to increased use of gas-powered furnaces and alternative heating, cooking, and power sources used dangerously indoors during power outages. NEVER use a generator, grill, camp stove, or charcoal burning device inside or in any partially enclosed area; keep these devices at least 20 feet from doors, windows, and vents. If your carbon monoxide alarm sounds, move quickly to a fresh-air location outdoors or by an open window or door. From the fresh-air location call or text 9-1-1 for help, and remain there until emergency personnel arrive to assist you.

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\(^{3}\) United States, Department of Health and Human Services, Centers for Disease Control and Prevention, "Average Annual Number of Deaths and Death Rates from Unintentional, Non-Fire Related Carbon Monoxide Poisoning, by Sex and Age Group United States, 1999-2010," Morbidity and Mortality Weekly Report 63, no. 3 (January 2014), 86.


For more resources about winter storm risk, visit ready.gov/prepare
During/Survive a Winter Storm

COLD WEATHER DANGERS
If you detect symptoms of frostbite, which is the freezing of the skin and body tissue beneath the skin, in either yourself or another person, seek medical care IMMEDIATELY. Additionally, hypothermia occurs when one’s body temperature drops to dangerously low levels, so, before addressing symptoms of frostbite, first determine whether you or someone else is showing signs of hypothermia.

UNDERSTANDING WIND CHILL
As the wind increases, your body is cooled at a faster rate, causing the skin temperature to drop. This is why it sometimes “feels” colder than the actual temperature. Wind chill is the temperature it “feels like” when you are outside. The NWS provides a Wind Chill Chart to show the difference between air temperature, and the perceived temperature, and the amount of time until frostbite occurs.

SIGNS OF HYPOTHERMIA
- Uncontrollable shivering
- Memory loss, disorientation
- Incoherence, slurred speech
- Drowsiness
- Apparent exhaustion

SIGNS OF FROSTBITE
Loss of feeling and white or pale appearance in extremities, such as fingers, toes, earlobes, face, and the tip of the nose.

WHAT TO DO
If you detect symptoms of frostbite:
Cover exposed skin, but do not rub the affected area in an attempt to warm it up. Frostbite results in the formation of ice crystals in the tissue, and rubbing could damage the tissue. Seek medical help immediately. For more information, visit the CDC’s page on frostbite and hypothermia.

If you detect symptoms of hypothermia:
- Get the victim to a warm location.
- Remove wet clothing.
- Warm the center of the body first by wrapping the person in blankets or putting on dry clothing.
- Give warm, non-alcoholic beverages if the person is conscious.
- Take the person’s temperature. If it is below 95°, seek medical attention immediately.

WHAT TO WEAR
- If you must go outside, wear several layers of loose-fitting, lightweight, warm clothing rather than one layer of heavy clothing. The outer garments should be tightly woven and water-repellent.
- Wear mittens, which are warmer than gloves.
- Cover all of your body. Wear a hat and a scarf, covering your mouth to protect your face and to help prevent loss of body heat.

For more resources about winter storm risk, visit ready.gov/prepare
ROAD TO RECOVERY

After a winter storm, the road to recovery can be challenging. It may take several weeks for clean-up and rebuilding.

- **If your home is damaged**, no longer safe, and/or has lost power, you may want to go to a designated public shelter. Text SHELTER + your ZIP code (e.g., SHELTER 20472) to 43362 (FEMA) to find the nearest shelter in your area. Follow local media for information on shelters. You can also find a shelter near you by checking out the FEMA mobile app: fema.gov/mobile-app.

- **Friends, family, and neighbors** will likely be the first to provide help. Plan with neighbors now to help each other and share resources.

- **Nonprofit and faith-based organizations** often provide support immediately after a winter storm. If you or someone in your household has a disability, an access or functional need, and receives disability services, contact your local disability service provider for assistance.

- **Insurance** is an essential part of recovery. If you have insurance, you may receive financial compensation for some of your losses. Take pictures to document your damage, and file a claim as soon as possible. Do what you can to prevent further damage (e.g., putting a tarp on a damaged roof) because insurance may not cover damage that occurs after the winter storm.

- **The Federal Government** provides assistance only when the President declares an area to be a federal disaster. FEMA may provide financial assistance for basic needs that cannot be met by other sources. The U.S. Department of Housing and Urban Development, the U.S. Small Business Administration, and the U.S. Department of Agriculture may also provide disaster assistance.

Insurance claims and other forms of assistance may take time to arrive, and, if you are missing key documents, additional delays are possible.

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**LEARN FROM EVERY STORM**

Restock your emergency supplies to be ready in case another storm hits.

Assess how well your supplies and family plan worked. What could you have done better?

Take a few minutes to improve your family plan and supplies before the next winter storm hits.

Talk to your neighbors and colleagues about their experiences and share tips with each other.

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For more resources about winter storm risk, visit ready.gov/prepare
ADDITIONAL RESOURCES

The following resources and websites can help you further prepare for, respond to, and recover from a winter storm.

CDC Winter Prevention Guide:
http://emergency.cdc.gov/disasters/winter/guide.asp

Winter Driving Tips:
https://one.nhtsa.gov/nhtsa/tips/winter/index.html

Winter Storms...The Deceptive Killers:

Winter Weather Watches, Advisories, and Warnings:
www.weather.gov

American Red Cross, Repairing Your Flooded Home:
www.redcross.org/images/MEDIA_CustomProductCatalog/m4340135_file_cont333_lang0_150.pdf

RELATED WEBSITES

FEMA Mobile App: fema.gov/mobile-app
FEMA Winter Weather: www.ready.gov/winter-weather
American Red Cross Flood Safety:
Federal Emergency Management Agency (FEMA):
www.fema.gov
National Oceanic and Atmospheric Administration (NOAA):
www.noaa.gov
U.S. Centers for Disease Control and Prevention (CDC):
http://emergency.cdc.gov/winter/index.asp
U.S. Fire Administration Winter Fire Safety (USFA):
www.usfa.fema.gov/winter
Substance Abuse and Mental Health Services Administration Disaster Technical Assistance Center:
www.samhsa.gov/dtac.

Para obtener información y recursos en español visite
https://community.fema.gov/?lang=es

For more resources about winter storm risk, visit ready.gov/prepare
TEST YOUR WINTER STORM PREPAREDNESS KNOWLEDGE

1. **MYTH:** Preparing for disasters is time consuming and expensive.
   
   **FACT:** Signing up for local alerts and warnings is free. Many preparedness apps are also free.

2. **MYTH:** I don’t need to prepare if I have homeowners insurance.
   
   **FACT:** You can purchase items for an emergency kit, and assemble it over time.

3. **FACT:** First responders may not reach you for hours or days after a winter storm strikes. Everyone needs to know what to do.

4. **MYTH:** If I have an emergency kit packed, I am prepared for any emergency, including a severe winter storm.

   **FACT:** Emergency preparedness requires more than a kit.

   **FACT:** Having a family communication plan, signing up for alerts and warnings, and knowing what to do are also important.

For more resources about winter storm risk, visit ready.gov/prepare
WINTER STORM PREPAREDNESS CHECKLIST

The right time to prepare for a winter storm is now. This checklist will help get you started. Make sure to include your entire family in the preparation, and discuss your emergency plan with them. Then, post this checklist in an easily accessible location so it is always close by. Every family is different, so when you fill this out, be sure to consider your family’s specific needs.

BEFORE A WINTER STORM
Stock your emergency kit for sheltering with:

☐ Waterproof, portable container for important documents

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EMERGENCY COMMUNICATION
☐ Important contact information for family, school, work, doctors, etc., including phone numbers and email addresses
☐ Cellular phone, extra battery, and chargers for electrical equipment
☐ AM/FM radio/NOAA weather radio (extra batteries)

☐ ___________________________________________________________________________

MEDICAL NEEDS
☐ Medications, plans for refrigeration for at least one week, and copies of prescriptions
☐ Extra eyeglasses/contact lens
☐ Medical equipment/assistive technology and backup batteries
☐ First aid kit

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CRITICAL DOCUMENTS
☐ Photo ID (e.g., driver’s license, passport)
☐ Cash and credit cards
☐ Personal records (e.g., birth certificates, marriage certificates)
☐ Medical records
☐ Financial information (e.g., bank account or credit card information)
☐ Property records (e.g., insurance policies, deed, or lease)

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TOOLS & SAFETY ITEMS
☐ Flashlight
☐ Multi-tool
☐ Matches or lighter in waterproof container
☐ Local Map
☐ Fire Extinguisher
☐ Bag of sand or cat litter
☐ Shovel

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DURING A WINTER STORM

When a winter storm watch or warning is issued, it is important to stay informed.
Tune in to channels: ____________________________________________

Check for alerts on Apps: FEMA App __________________________________________________________

In case of an emergency, know where to go and how to get there.
Use evacuation route: ____________________________________________
The closest warming shelter is: __________________________________
Meet family at: ________________________________________________

Make sure to have these important numbers with you:
Family member’s name: _________________________________________
Phone #: _______________________________________________________
Email: _________________________________________________________

Family member’s name: _________________________________________
Phone #: _______________________________________________________
Email: _________________________________________________________

Local contact’s name: __________________________________________
Phone #: _______________________________________________________
Email: _________________________________________________________

Out-of-state contact’s name: ___________________________________
Phone #: _______________________________________________________
Email: _________________________________________________________

Primary physician’s name: _____________________________________
Phone #: _______________________________________________________
Email: _________________________________________________________

Hospital’s phone #: ____________________________________________

Insurance company’s phone #: ________________________________

HELPLINES
FEMA’s helpline: 1-800-621-FEMA
TTY: 1-800-462-7585
VRS: 1-800-621-3362
RedCross’s helpline: 1-800-733-2727

For more information, email us at prepareathon@fema.dhs.gov, or join the conversation online at #Prepareathon.

For more resources about winter storm risk, visit ready.gov/prepare
The Dangers of Winter Coats and Car Seats
How to keep your child warm and safe
By Emily A. Thomas, Ph.D.
Last updated: October 19, 2018

Winter brings cold weather and potentially slick roads, but families still need to travel every day. We bundle up our children to help them brave the elements, but a bulky coat and a car seat can be a dangerous combination.

There are ways to safely transport children in child car seats while still keeping them warm. Here are some tips for parents to follow from the experts at CR’s Auto Test Center.

Puffy Coat Check

As a general rule, winter coats should not be worn underneath a car seat harness because that can leave the harness too loose to be effective in a crash. Here’s a simple way to check whether your child’s coat is too big to wear underneath a harness:

Step 1: Securely harness your child with the coat on.

Step 1: Put the coat on your child, sit him or her in the car seat and fasten the harness. Tighten the harness until you can no longer pinch any of the webbing with your thumb and forefinger.

Step 2: Without loosening the harness at all, unhook it and remove your child from the car seat. Take the coat off, put your child back in the car seat, and buckle the harness straps, which should be adjusted just as they were when the child was wearing the coat.

If you can pinch the webbing between your thumb and forefinger now, then the coat is too bulky to be worn under the harness.

How to Bundle Up Safely

If you find that the coat can’t be safely worn under the harness, here are a couple things you can do:

- For smaller children, put a blanket over them to keep them warm.
• Only use aftermarket covers, essentially fitted blankets, designed to give additional warmth that are approved by the car-seat manufacturer for your specific car seat. Such covers have been tested with the seat and won’t compromise your child’s safety.

• For a bigger child, after securing him or her in the car seat, turn the coat around and put it on backward (with arms through the armholes), so the back of the coat serves as a blanket resting on top of the harness.

Place a blanket over children after you have snugly harnessed them in their seat.

One of the most common problems with a child car seat is that the harness is left too loose, and wearing a big winter coat can be just one of the causes.

It's important that the harness is tight enough so that you can't pinch the webbing between your thumb and forefinger. Extra slack in the harness can let the child move to the point where he or she is beyond the protection of the car seat, perhaps even being ejected during a crash.

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 "The Hub of the Chippewa Nation"
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.
JOB DESCRIPTION

POSITION: Early Childhood Center Education and Abilities Specialist

LOCATION: Red Cliff Early Childhood Center

WAGE: $14.00 - $17.00/hour, Plus Benefits

SUPERVISOR: ECC Administrator

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

JOB SUMMARY: Responsible for overall management of the Red Cliff Early Childhood Center education component. Responsible for providing day-to-day guidance, mentorship, and support for ECC teaching staff. Ensure the center’s culturally-based curriculum is implemented on a daily basis throughout the center while striving for continuous quality improvement to meet/exceed Federal Head Start/Early Head Start Performance Standards, State of WI Group Child Care Center licensing requirements, and other appropriate performance indicators.

Responsible for all duties of the Abilities Specialist for Red Cliff Early Head Start and Head Start Programs, 0-5 year old infants/toddlers and pregnant women enrolled in either the center-based of home-base program.

JOB DUTIES AND RESPONSIBILITIES:
1. Work towards increasing daily use of Ojibwe language and cultural teachings in the classrooms. Coordinate Ojibwe language and cultural teaching sessions with teachers and consultants.
3. Monitor use of these systems by teachers. Obtain and provide training when needed.
4. Aggregate and analyze child-level assessment data three times per year for all children participating in the program.
5. Monitor the ECC’s progress towards meeting the ECC School Readiness Goals.

"The Hub of the Chippewa Nation"
6. Inform parents and the community of our progress towards meeting the ECC School Readiness Goals.

7. Use assessment data, the ECC School Readiness Goals progress monitoring, and other relevant data to direct continuous program improvement in the areas of curriculum, instruction, professional development, and other program decisions.

8. Work in collaboration with the Bayfield School to plan transition activities for ECC children going on to kindergarten at the Bayfield School and their families.

9. Review and monitor weekly lesson plans and documentation at least monthly or more often when necessary. Conduct teacher training on lesson planning, documentation, child goals, assessment, individualization, home visits, parent-teacher requirements, and other education related performance standards at least annually and as needed.

10. Provide mentorship, individual strengths-based feedback, cultural relevancy, and best-practice guidance to teaching staff as needed.

11. Must attend staff meetings, Policy Council, and Parent meetings as required.

12. Maintain an effective communication system with staff and parents. Contribute to weekly staff meetings for each program, as well as weekly management team meetings.

13. Monitor pertinent education-related state and federal statues, regulations, transmittal notices and information memorandums and disseminate as appropriate.

14. Work closely with other component managers on program, child, and family issues.

15. Prepare and submit quarterly education and abilities related management reports.


17. As a key member of the Screen Team, monitor progress toward meeting developmental screening deadlines, disseminate screen progress monitoring to directors and relevant component managers, plan and participate in screen data entry into ChildPlus with other Screen Team members.

18. Update/revise Education Plan, Disabilities Services Plan and 4K program plan at least annually to define goals and objectives in accordance with performance standards and reflective of community needs, resources and strengths.

19. Must be able to work a flexible schedule to accommodate the needs of children and families served.

20. Must serve as a role model and must maintain confidentially at all times.

21. Responsible for coordination of Disabilities Services including outreach, recruitment, enrollment and arranging for delivery of services for infants and toddlers, ages 0-5 with special needs, in compliance with 45CFR 1304 and 45CFR 1308 Head Start Program Performance Standards on services for children with disabilities.

22. Work with county, tribal and community service providers to provide necessary disabilities services for Early Head Start and Head Start children, their families and/or pregnant women enrolled in the program.

23. Develop and revise annual collaboration agreements with other agencies relevant to disabilities services.

24. Assist the family and relevant staff in developing an Individual Family Service Plan (IFSP) and/or an Individual Education Plan (IEP) for our special needs families enrolled in Early Head Start or Head Start programs and help parents advocate for their children.

25. Maintain and document contacts with special needs families. Must maintain confidentiality of each family’s information and records.

"The Hub of the Chippewa Nation"
26. Coordinate services including outreach referral for special needs health services for children birth to five years of age.
27. Coordinate Bayfield School and ECC teacher/specialist meetings at least quarterly.
28. Maintain communication and collaboration with the Birth to Three Service Coordinator, planning and attending monthly meetings with the Birth to Three Service Coordinator.
29. Coordinate staff in-services and parent education related to disabilities services.
30. 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 child’s brain development and behavior. Knowledge of and sensitivity for Ojibwe culture and traditions.

**QUALIFICATIONS:**
1. This position prefers a minimum of a BA degree in Early Childhood Education or Associate Degree in Early Childhood or related field or pursuing a degree in Early Childhood. Advanced degree preferred.
2. Must have prior experience and knowledge of child development.
3. Must have knowledge and experience in working effectively with Native American families, with awareness and understanding of the uniqueness of the Red Cliff community required.
4. Must possess excellent interpersonal and communication skills, including the ability to work as part of a team.
5. Experience or education in working with children and families with special needs preferred.
6. Ability to maintain accurate, neat, and numerous records required. Understanding of and/or respect for the sensory integration theory.
7. Ability to work under stress.
8. Prior Head Start or Early Head Start experience highly desirable.
9. 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.

**SPECIAL REQUIREMENTS:** annual health exam, TB test, immunizations including Hepatitis B (or sign a Hepatitis B waiver) and required trainings such as confidentiality, CPR, etc.

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

**PHYSICAL REQUIREMENTS:** Must be physically able to work with young children.

**WORK ENVIRONMENT:** Primary work environment Red Cliff Early Childhood Center

**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: October 30, 2019
DEADLINE: November 14, 2019 @ 4:00 p.m.; 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

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

The Red Cliff Early Childhood Center has a Drug Free/Smoke Free environmental policy and follows the intent of the Drug Free Work Place Act.

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: 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.

"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.

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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.

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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.

"The Hub of the Chippewa Nation"
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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.

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*All Early Childhood Center employees must submit mandatory criminal background check information to Human Resources Department with application.*

*The Red Cliff Early Head Start has a Drug Free/Smoke Free environmental policy and follows the intent of the Drug Free Work Place Act.*

*(45) CFR Part 1302.90 (b)(6) A program must consider current and former program parents for employment vacancies for which such parents apply and are qualified.*

**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.
:: 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

ECC Family Service Worker & Head Start Bus Driver
DEADLINE: January 14, 2020

Family Navigator—Project LAUNCH
DEADLINE: January 14, 2020

Community Health Nurse
DEADLINE: January 17, 2020

Snow Removal Personnel PT LTE – 3 Positions
DEADLINE: Open Until Filled

Tribal Law Enforcement Based Victim Specialist
DEADLINE: Open Until Filled.

Substance Abuse/Mental Health Counselor
DEADLINE: Open Until Filled.

Family Violence Victim Advocate
DEADLINE: Open Until Filled.

Domestic Violence/Sexual Assault Victim Advocate
DEADLINE: Open Until Filled.

Administrative Assistant – Family Violence Program
DEADLINE: Open Until Filled.

Early Childhood Center Education and Abilities Specialist
DEADLINE: Open Until Filled.

Tribal Administration Liaison
DEADLINE: Open Until Filled

Tribal Law Enforcement Officer – Part Time
DEADLINE: Open Until Filled

Tribal Court Receptionist/Secretary
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 Indiana 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

Casino Housekeeper Deadline: Open Until Filled

Line Cook Deadline: Open Until Filled

* * * 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 GLITC

Great Lakes Inter Tribal Council Job Postings

* * * Current Openings for GLIFWC

GLIFWC Website with Current Job Openings

* * * 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 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)_
<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><strong>Winter Break</strong></td>
<td><strong>Winter Break</strong></td>
<td><strong>Winter Break</strong></td>
<td><strong>Winter Break</strong></td>
<td><strong>Skim Milk Served With Meals</strong></td>
</tr>
<tr>
<td>No ECC/Bayfield School</td>
<td>No ECC/Bayfield School</td>
<td>No ECC/Bayfield School</td>
<td>No ECC/Bayfield School</td>
<td>Whole 1-2 yr</td>
</tr>
<tr>
<td>6B WGWaffle/Ham/cheez, Berries, YGT</td>
<td>7B Rice Crispies, WG toast, PB, Oranges</td>
<td>8B Cornflakes, Banana, YGT, Muffin</td>
<td>9B Egg Combos, Pears, CC</td>
<td>10B Corn Chex, Apples, YGT, WG Toast</td>
</tr>
<tr>
<td>S Nutra Bar/Milk</td>
<td>S Nilla Wafer/Milk</td>
<td>S Cracker/PB</td>
<td>S Mini Rice Cakes/Milk</td>
<td>S Goldfish/Milk</td>
</tr>
<tr>
<td>L Pizza, Corn, TR Fruit, CC</td>
<td>L BK Chix, Peas, WRice, M Oranges</td>
<td>L Tuna Casserole, Carrots, TR Fruit, CC</td>
<td>L Ham PT SP, WG Cheese</td>
<td>S Kielbasa, Mac/Cheese, Peas, FR Ckt</td>
</tr>
<tr>
<td>S Broccoli/CcDip</td>
<td>S Peaches/CC</td>
<td>S Veggie Taco/Milk</td>
<td>S GR Cracker/Peach</td>
<td>S Applesauce/Waffle</td>
</tr>
<tr>
<td>13B Oatmeal, Berries, WG Toast, PB</td>
<td>14B Rice Chex, Eng Muffin, Oranges, YGT</td>
<td>15B HB Oats, Banana, YGT</td>
<td>16B WG FR Toast, RASPBERRY, YGT</td>
<td>17B Eggs, WG Toast, TRKY Bacon, Apples</td>
</tr>
<tr>
<td>S Cheeseits/Fr Cup</td>
<td>S Nutra Bar/Milk</td>
<td>S Gr Chex/Milk</td>
<td>S Gr Chex/Milk</td>
<td>S Oatmeal Rnd/Milk</td>
</tr>
<tr>
<td>L Hamb HD, Apples, YGT, GR Beans</td>
<td>L Tomato SP, WG Gr Cheez, Pineapple, CC</td>
<td>L Kielbasa, MAC/cheez</td>
<td>L Hamb, Fries, Carrots, Pears</td>
<td>L Hamb, Fries, Peanuts, IT Veggies</td>
</tr>
<tr>
<td>S Rice Cakes/Juice</td>
<td>S Carrots/CC Dip</td>
<td>S Berry Parfait</td>
<td>S Broccoli/CC Dip</td>
<td>S Broccoli/CC Dip</td>
</tr>
<tr>
<td><strong>20</strong></td>
<td><strong>21B Boiled Eggs, MANGO, WG Toast, JELLY</strong></td>
<td><strong>22B Corn Chex, Pears, CC, S TEDDY GR/MILK</strong></td>
<td><strong>23B Oatmeal, Banana, YGT, WG Toast, PB</strong></td>
<td><strong>Menu Subject To Change</strong></td>
</tr>
<tr>
<td><strong>Ecc/Tribe Closed Holiday</strong></td>
<td><strong>S Nilla Wafer/Milk</strong></td>
<td><strong>L SWEET SOUR CHIX, BR RICE, PINEAPPLE, ST FRY</strong></td>
<td><strong>S BFK Round/Milk</strong></td>
<td><strong>27B EGGS, TRKY BACON, Pears, CC</strong></td>
</tr>
<tr>
<td></td>
<td><strong>L Burritos, PINEAPPLE, CC, CORN</strong></td>
<td><strong>S INSIDE OUT SAND/JUICE</strong></td>
<td><strong>L HAMB, FRIES, PEACHES, IT VEGGIES</strong></td>
<td><strong>S Apples/Cheese</strong></td>
</tr>
<tr>
<td></td>
<td><strong>S CAULIFLOWER/CHEEZ</strong></td>
<td></td>
<td></td>
<td><strong>S Apples/Cheese</strong></td>
</tr>
<tr>
<td><strong>27B EGGS, TRKY BACON, Pears, CC</strong></td>
<td><strong>28B WG Life, M Oranges, YGT, Muffin</strong></td>
<td><strong>29B Malto Meal, Berries, CC, Bagel</strong></td>
<td><strong>30B Kix, Banana, WG Toast, PB</strong></td>
<td><strong>31B Waffle, Berries, YGT</strong></td>
</tr>
<tr>
<td>S Nura Bar/Milk</td>
<td>S Goldfish/Milk</td>
<td>S Gr Cracker/Milk</td>
<td>S Rice Cake/Milk</td>
<td>S Chees Its/Milk</td>
</tr>
<tr>
<td>L Taco, Corn, TR Fruit, S Carrot/Hummus</td>
<td>L Ham PT SP, WG BR Stix, Pineapple, GR Bean</td>
<td>S Chicken Fajita HD, Peas, MANGO</td>
<td>L Pork Chop, Apples, Carrots, YGT</td>
<td>L BBQ'S, Fries, Broccoli, Applesauce</td>
</tr>
<tr>
<td></td>
<td>S Pears/CRACKER</td>
<td>S Carrots/CC Dip</td>
<td>S FR CUP/CRACKER</td>
<td>S YGT/Apples</td>
</tr>
</tbody>
</table>