

**Joseph K. Lumsden Bahweting Anishnabe
Public School Academy Board of Directors
Special Meeting
Tuesday May 9, 2023 4:30 p.m.**

Minutes

A. CALL TO ORDER

Meeting was called to order by President Castro at 4:30 p.m.

B. OPENING

C. CULTURAL REFLECTION

Cultural reflection by Secretary Carr.

D. PLEDGE OF ALLEGIANCE

E. MISSION

JKL Bahweting Anishnabe School, in cooperation with parents and community provides an educational program that develops each student's individual abilities. We are committed to providing educational excellence through rigorous and relevant programs within a safe, nurturing, and culturally rich environment with specific emphasis on the Anishinaabe traditions and language.

F. ROLL CALL

Castro – present; Carr – present; Eidenier – present; Pavlat – present; Kibble – present.

G. APPROVAL OF AGENDA

Motion by Pavlat and supported by Carr to approve the agenda with no changes.

Ayes: Castro, Carr, Eidenier, Pavlat, Kibble

Nays: None.

Motion carried.

H. INFORMATION ITEMS

Superintendent Search -

Dr. Kallstrom discussed options the Board asked for at the last meeting for further advertising and/or hiring a search firm to assist with the process which is included in the Board packet.

Discussed the timeline of filling the position, Pavlat mentioned the option of hiring an interim and discussed changing the job requirements from requiring a doctorate to a master's degree as this is what most area schools require of this position. Pavlat also recommended putting our wage on the posting noting that it is negotiable.

Dr. Kallstrom discussed the current range will need to be increased if we keep the job description as is, requiring the doctorate as it was never updated when the job description was revised at the February 14, 2023 meeting.

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Pavlat expressed the need to get more applicants to see what is out there before a decision is made.

Kibble agreed that we should look at both the option of a search firm and possibly revising the job description. He said dropping the requirements to a master's degree is not necessarily looking for less experience but trying to get more applicants.

Pavlat does not agree that the Superintendent should require a doctorate being that JKL is a K-8 school. Board discussed JKL as a school verses a district.

Carr reported that he would choose option one, 'interview current and only applicant' as he feels this candidate is qualified and this person is Anishnaabe.

Eidenier is not in agreement with lowering the requirements and feels we should interview candidate. She agrees we should try to get more of a pool of candidates.

Kibble agrees if the position were to be reposted it would be better to lower the requirements not to attract underqualified, but in the essence of time would be most efficient to getting applicants. Kibble noted that the salary ranges for both master's verses PhD are close.

President Castro thanked the Board members for their input. She agrees with Carr and would like to interview the applicant. Castro discussed the uniqueness of JKL with all the entities and culture it entails. It is important that the person in the role have the ability to work with the Tribe and the school cohesively. Castro has known the candidate for 20 years, and feels this person always has the students first and foremost. Castro is not in favor of lowering qualifications for the position.

Pavlat does not agree, and would like to make the doctorate preferred and repost for another 30 days, possibly utilizing a search firm. Carr feels this candidate is right choice.

Kibble noted that he is not in disagreement, that to him it is about the process and the need to cast a larger net.

Board members discussed next steps given that they are not in agreement. The motion to revise the job description is the only allowable action for this meeting. Other options for action may be recommended at the Regular meeting to follow. Any recommendations will have to be made with a motion and must have majority support in order to add to the agenda. The Board President may add an item to the agenda without support.

I. NEW BUSINESS & ACTION ITEMS

Motion by Pavlat and supported by Kibble for approval of Superintendent Job Description Update.

Roll call vote as follows:

Castro: No; Carr: No; Eidenier: No; Pavlat: Yes; Kibble: Yes.

Motion failed.

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J. FUTURE AGENDA ITEMS & SCHEDULING OF SPECIAL MEETINGS

K. PUBLIC COMMENT

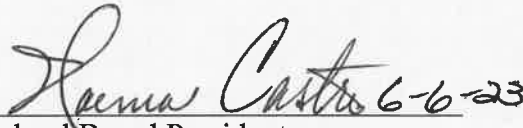
1. Robert Donaldson introduced himself and thanked the Board for their work in this difficult process. Robert asked Dr. Kallstrom a question of if she feels that this is a job that is unique from what she envisioned.

Dr. Kallstrom said that yes, it is very unique with the Tribal entity and the fact that we also have an authorizer NMU, and is a rural district and the community has a political culture and also with teachers with their unique positive orientation with our students and in the decision making culture. She said it has been a complete opposite experience for her and was extremely difficult. She determined early on that she had to fit in here and adapt to the culture. Dr. Kallstrom said she feels very fortunate to have learned, and now live the seven grandfather teachings, and that it has been a gift. She added that in her professional experiences she has also had the gift of learning how to live in a city and a rural community which has broadened her horizons and taught her a new way of living.

Robert said that JKL is a very complicated school that requires a huge learning curve and the Board has a candidate that understands this, the community and players. He said there have been two people at JKL that allowed him to rise to a higher level of teaching, and this was Nick Oshelski and Carolyn Dale. He has confidence that Carolyn will be successful in this role.

L. ADJOURNMENT

Meeting adjourned by President Castro at 5:18 p.m.


School Board President


School Board Secretary

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