



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Oneida Tribe of Indians of Wisconsin

BUSINESS COMMITTEE



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UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the colony of Pennsylvania, a new nation, the United States was made possible.

BC Resolution # 4-25-07-A

Education Requirements for Employees Age 50+

- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the General Tribal Council places a high priority on education, as demonstrated by the establishment of the Education Scholarship Fund; and
- WHEREAS,** the Oneida Tribe's hiring practices further encourages education through the establishment of a requirement for all employment positions to have a High School diploma or its equivalent; and
- WHEREAS,** the Oneida Business Committee adopted a policy on October 27, 1987 to waive the requirement for the High School diploma or its equivalent for those applicants age 50 and older; and
- WHEREAS,** the policy recognized the special status the Oneida give to elders; and
- WHEREAS,** this policy in no way diminishes the Oneida Tribe's priority to higher education; and
- WHEREAS,** the Oneida Tribe recognizes the right of Tribal Members to determine what level of education they wish to attain while balancing the policy goals of the Tribe to encourage educational success and respect the status of elders within our society; and
- WHEREAS,** the waiver of education requirements for an individual age 50 and older in no way affects performance and experience qualifications.

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee clarifies the October 27, 1987 motion of the Oneida Business Committee to direct that the education requirement for an individual who is age 50 and older shall not require the individual to have or obtain a high school diploma or equivalent certification in order to obtain and/or maintain employment with the Oneida Tribe. Provided that, this does not exempt higher education requirements except where experience equivalencies are accepted.

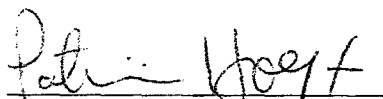
NOW THEREFORE BE IT FURTHER RESOLVED, current employees age 50 and older as of the date of the adoption of this resolution may be exempted from this requirement as set forth below.

1. Those persons age 50 and older employed by the Tribe as of the date of adoption of this Resolution who were not required to enter into education plans (or other agreements to meet education qualification requirements) for their current position shall be exempt from the education requirements while the employee remains in his/her current position.
2. This exemption does not apply to persons age 50 and older transferring from his/her current position to another position or being promoted to a new position.
3. This exemption does not apply to persons age 50 and older who have entered into education plans (or other agreements to meet education qualification requirements).

NOW THEREFORE BE IT FINALLY RESOLVED, the Chief of Staff shall submit either a report to the Oneida Business Committee at the June 20, 2007 regular meeting, or a status update at that meeting if the report is not complete, regarding the employees affected by this exemption - including those with education plans (or other agreements to MEET education qualification requirements) - and the results of the application of this resolution.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum. 7 members were present at a meeting duly called, noticed and held on the 25th day of April 2007; that the foregoing resolution was duly adopted at such meeting by a vote of 5 members for; members against, and 1 members not voting; and that said resolution has not been rescinded or amended in any way.



Patricia Hoeft, Tribal Secretary
Oneida Business Committee