



Oneida Business Committee

Executive Session
8:30 AM Wednesday, April 10, 2019
Executive Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, April 10, 2019
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

Meeting agenda is available here: oneida-nsn.gov/government/business-committee/agendas-packets/. Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the BC Support Office, 2nd floor, Norbert Hill Center and present a valid Tribal I.D. or go to <https://goo.gl/uLp2jE>. Scheduled times are subject to change.

PLEASE NOTE THE FOLLOWING REGARDING THE SCHEDULE, IF PLANNING TO ATTEND:

- At 8:30 a.m., item I.A. Special Recognition for Years of Service will be addressed.
- At 9:00 a.m., the Business Committee will go into executive session.
- At 10:30 a.m., the open session agenda will resume starting with item IV.A. Approve the March 27, 2019, regular Business Committee meeting minutes.

I. CALL TO ORDER

- A. **Special Recognition for Years of Service (8:30 a.m.)**
Sponsor: Geraldine Danforth, Area Manager/Human Resources

II. OPENING

III. ADOPT THE AGENDA

IV. MINUTES

- A. **Approve the March 27, 2019, regular Business Committee meeting minutes (10:30 a.m.)**
Sponsor: Lisa Summers, Secretary

V. APPOINTMENTS

- A. Determine next steps regarding one (1) vacancy with term ending December 31, 2022 - Oneida Nation Veterans Affairs Committee**
Sponsor: Lisa Summers, Secretary
- B. Determine next steps regarding two (2) vacancies with terms ending March 31, 2020 and March 31, 2021 - Oneida Personnel Commission**
Sponsor: Lisa Summers, Secretary

VI. STANDING COMMITTEES**A. FINANCE COMMITTEE**

- 1. Approve the April 8, 2019, regular Finance Committee meeting minutes**
Sponsor: Trish King, Treasurer

VII. UNFINISHED BUSINESS

- A. Approve the Oneida Police Commission bylaws**
Sponsor: David P. Jordan, Councilman

EXCERPT FROM MARCH 13, 2019: Motion by Lisa Summers to defer the Oneida Police Commission bylaws to the BC liaison to the Oneida Police Commission for follow-up to be done with the Oneida Police Commission and the Legislative Reference Office on the revisions and that a revised draft of the bylaws will be brought back to the April 10, 2019, regular Business Committee meeting for consideration, seconded by Trish King. Motion carried.

B. FY-2020 TRADE BACK FOR CASH FOLLOW-UP

EXCERPT FROM MARCH 27, 2019: Motion by Lisa Summers to defer this topic to the April 10, 2019, regular Business Committee meeting bringing forward two (2) resolutions: 1) a resolution to decline Trade Back for Cash for FY-2020 budget; and 2) a resolution to be brought forward to General Tribal Council to remove Trade Back for Cash as a benefit, seconded by Ernie Stevens III. Motion carried.

- 1. Accept the fiscal impact statement regarding FY-2020 Trade Back for Cash**
Sponsor: Larry Barton, Chief Financial Officer
- 2. Adopt resolution entitled No Trade Back for Cash for Fiscal Year 2020**
Sponsor: Jo Anne House, Chief Counsel
- 3. Determine next steps regarding GTC resolution entitled Amending Personnel Policies and Procedures to Delete Section IV(A)(5)(n) Regarding Trade Back for Cash**
Sponsor: Jo Anne House, Chief Counsel

VIII. TRAVEL REQUESTS

- A. Approve the travel request - Secretary Lisa Summers - WI Indian Education Association 2019 Conference - Wisconsin Rapids, WI - April 25-27, 2019**
Sponsor: Lisa Summers, Secretary
- B. Approve the travel request - Secretary Lisa Summers - TribalHub 2019 Midwest Regional Event - Prior Lake, MN - May 15-17, 2019**
Sponsor: Lisa Summers, Secretary
- C. Approve the travel request - Secretary Lisa Summers - 2019 Nation Congress of American Indians Mid Year Conference and Marketplace - Sparks, NV - June 23-28, 2019**
Sponsor: Lisa Summers, Secretary
- D. Approve the travel request in accordance with § 216.16-1 - Four (4) Comprehensive Health staff - National Tribal Public Health Summit - Albuquerque, NM - May 13-15, 2019**
Sponsor: Debra Danforth, Division Director/Comprehensive Health-Operations
- E. Approve the travel request in accordance with § 216.16-1 - Seven (7) Oneida Nation School System staff - BIE/FACE Striving Reader's Comprehensive Literacy grant end-of-year training - Albuquerque, NM - May 1-4, 2019**
Sponsor: Lisa Liggins, Chair/Oneida Nation School Board

IX. NEW BUSINESS

- A. Post one (1) vacancy - Southeastern Wisconsin Oneida Tribal Services Advisory Board**
Sponsor: Lisa Summers, Secretary
- B. Determine next steps regarding request to amend resolution # BC-09-26-18-D**
Sponsor: Lisa Liggins, Chair/Oneida Nation School Board

X. GENERAL TRIBAL COUNCIL

- A. Determine next steps regarding GTC resolution entitled Establishing Rule Regarding Presentations and Speakers**
Sponsor: Jo Anne House, Chief Counsel
- B. Reschedule three (3) tentatively scheduled General Tribal Council meetings**
Sponsor: Lisa Summers, Secretary

XI. EXECUTIVE SESSION**A. REPORTS**

1. **Accept the Chief Counsel Report (9:00 a.m.)**
Sponsor: Jo Anne House, Chief Counsel

B. AUDIT COMMITTEE

1. **Accept the February 18, 2019, regular Audit Committee meeting minutes**
Sponsor: David P. Jordan, Councilman
2. **Accept the March 21, 2019, regular Audit Committee meeting minutes**
Sponsor: David P. Jordan, Councilman
3. **Accept the Four Card Poker rules of play compliance audit and lift the confidentiality requirement**
Sponsor: David P. Jordan, Councilman
4. **Accept the Child Care Before and After Program Billing hotline audit and lift the confidentiality requirement**
Sponsor: David P. Jordan, Councilman

C. UNFINISHED BUSINESS

1. **Enter e-poll results into the record regarding approved job description #03029 and posting regarding file # 2019-CRPT04-01**
Sponsor: Lisa Summers, Secretary

EXCERPT FROM MARCH 27, 2019: Motion by David P. Jordan to accept the report [dated March 5, 2019], seconded by Lisa Summers. Motion carried.

2. **Discuss planning and next steps related to area under to DR16**
Sponsor: Brandon Stevens, Vice-Chairman

EXCERPT FROM MARCH 27, 2019: Motion by Lisa Summers to accept the update as information, noting draft correspondence will be submitted to the March 19, 2019, BC Work Session for review, seconded by Daniel Guzman King. Motion carried.

EXCERPT FROM NOVEMBER 14, 2018: Motion by Jennifer Webster to approve the requested action listed in the memorandum dated November 13, 2018, seconded by David P. Jordan. Motion carried.

D. NEW BUSINESS

1. **Complaint # 2019-CC-02 - Determine next steps**
Sponsor: Lisa Summers, Secretary
2. **Review the Business Committee action of April 12, 2017, regarding contract # 2017-0244**

Sponsor: Lisa Summers, Secretary

3. **Review application(s) for one (1) vacancy with term ending December 31, 2022 - Oneida Nation Veterans**

Sponsor: Lisa Summers, Secretary

4. **Review application(s) for two (2) vacancies with terms ending March 31, 2020 and March 31, 2021 - Oneida**

Sponsor: Lisa Summers, Secretary

5. **Approve the final Expectations & Performance Standards for DR19**

Sponsor: Tehassi Hill, Chairman

XII. ADJOURN

Posted on the Oneida Nation's official website, www.oneida-nsn.gov pursuant to the Open Records and Open Meetings law (§ 107.14.)

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: oneida-nsn.gov/government/business-committee/agendas-packets/

For information about this meeting, please call the Business Committee Support Office at (920) 869-4364 or (800) 236-2214

Oneida Business Committee Agenda Request

Special Recognition for Years of Service

1. Meeting Date Requested: 04 / 10 / 19**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:

2nd Quarter 2019 Group 1 - Presentation of Years of Service Certificates and Award to twenty-one (21) employees by their immediate supervisor along with the Business Committee.

3. Supporting Materials☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**

Authorized Sponsor / Liaison:

 3/7/19

Primary Requestor/Submitter:

Additional Requestor:

Additional Requestor:

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

HRD coordinates efforts, on a quarterly basis, with all supervisors and the Business Committee to recognize employees who have reached the 25+ years milestone. With the assistance from each supervisor, HRD will create the certificate to be presented to the Years of Service recipient.

The number of recipients for 2nd Quarter 2019 is 42 as compared to an average of 20 recipients in past quarters, therefore, we broke the 2nd Quarter recipients into 2 groups. This is the first group. The second group is scheduled to be recognized on April 24th.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

YEARS OF SERVICE RECIPIENTS 2ND QUARTER 2019 JANUARY - MARCH

NAME	SUPERVISOR	DOH	YOS	APRIL 10TH GROUP 1
COTTRELL,SCOTT D	BOYLE,JACQUE L	Feb 22, 1984	35	
KRAUSE,KAREN	LARSON,DAVID L	Jan 18, 1989	30	
JORDAN,IRWIN H	REED,WILLIAM J	Feb 24, 1989	30	
THOMAS,LORI A	WURTH,RONALD J	Mar 15, 1989	30	
DEJARDIN,CHERYL	ANDERSON,JENNIFER J	Jan 3, 1994	25	
SKENANDORE,CLYDE H	BOYLE,JACQUE	Jan 17, 1994	25	
KLARKOWSKI,MICHELLE A	FUSS,CHAD M	Jan 10, 1994	25	
DENNY,ERIC D	JOHNSON,SR,DENNIS J	Jan 17, 1994	25	
KING,MARY B	LALUZERNE,KIM A	Jan 3, 1994	25	
BICKEL,JESSE F	LALUZERNE,KIM A	Jan 21, 1994	25	
KAMPS,REBECCA S	LALUZERNE,KIM A	Jan 21, 1994	25	
MATTHEWS,ROBERT J	LALUZERNE,KIM A	Jan 21, 1994	25	
SCHROEDER,PAM	LALUZERNE,KIM A	Jan 21, 1994	25	
SILVA,LYSIANE M	LALUZERNE,KIM A	Jan 21, 1994	25	
THAO,FONG	LALUZERNE,KIM A	Jan 21, 1994	25	
WASURICK,MARY K	MENDOLLA-BUCKLEY,BRENDA J	Jan 12, 1994	25	
MILLER,CAROLYN M	METOXEN,KERRY R	Jan 24, 1994	25	
THORNTON,MELANIE	SANTIAGO,CHERICE A	Jan 4, 1994	25	
MELCHERT,DEBBIE J	SKOLASKI,CHERYL	Jan 17, 1994	25	
CORDOVA,TRACEY J	GOWER,LARAE	Jan 21, 1994	25	

Oneida Business Committee Agenda Request

Approve the March 27, 2019, regular Business Committee meeting minutes

1. Meeting Date Requested: 04 / 10 / 19**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution☐ Budgeted - Grant Funded☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter: Submitted by: Lisa Liggins, Info. Mgmt. Spec./BC Support Office
Your Name, Title / Dept. or Tribal MemberAdditional Requestor: _____
Name, Title / Dept.Additional Requestor: _____
Name, Title / Dept.

DRAFT**Oneida Business Committee**

Executive Session
8:30 AM Tuesday, March 26, 2019
Executive Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, March 27, 2019
BC Conference Room, 2nd floor, Norbert Hill Center

Minutes

EXECUTIVE SESSION

Present: Chairman Tehassi Hill, Treasurer Trish King, Secretary Lisa Summers, Council members: Daniel Guzman King, David Jordan;

Not Present: Council members: Kirby Metoxen, Jennifer Webster, Ernie Stevens III;

Arrived at: Vice Chairman Brandon Stevens arrived at 1:00 p.m.;

Others present: Jo Anne House, Larry Barton, Laura Laitinen-Warren, Melinda J. Danforth, Robert Porter (via telephone), Candice Skenandore, Bobbi Webster, Phil Wisneski, Nate Wisneski, Tana Aguirre, Krystal John, Gerald L. Hill, Sarah White, Geraldine Danforth, Chad Fuss, Dena Skenandore, Justin Fox, Teo Sodeman;

REGULAR MEETING

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Treasurer Trish King, Secretary Lisa Summers, Council members: Daniel Guzman King, David Jordan, Ernest Stevens III;

Not Present: Council members: Kirby Metoxen, Jennifer Webster;

Arrived at: n/a;

Others present: Jo Anne House, Larry Barton, Brooke Doxtator, Tracy Smith, Susan Daniels, Kristen Hooker, Clorissa Santiago, Bonnie Pigman, John Breuninger, Cheryl DuBois, Aliskwet Ellis, Karen House, Gerald L. Hill, Jen Falck, Carol Silva, Chris Johnson;

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 8:31 a.m.

For the record: Councilmembers Kirby Metoxen and Jennifer Webster are out on pre-planned vacation time.

II. OPENING (00:00:10)

Opening provided by Chairman Tehassi Hill.

III. ADOPT THE AGENDA (00:03:45)

Motion by Brandon Stevens to adopt the agenda as presented, seconded by David P. Jordan. Motion carried:

Ayes:	Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present:	Kirby Metoxen, Jennifer Webster

DRAFT**IV. OATH OF OFFICE (00:04:12)**

Oath of Office administered by Secretary Lisa Summers. Tracy Smith was present.

- A. Oneida Election Board – Tracy Smith**
Sponsor: Lisa Summers, Secretary

V. MINUTES

- A. Approve the March 13, 2019, regular Business Committee meeting minutes (00:06:13)**
Sponsor: Lisa Summers, Secretary

Motion by Trish King to approve the March 13, 2019, regular Business Committee meeting minutes, seconded by Lisa Summers. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, Trish King, Ernie Stevens III, Lisa Summers
Abstained: David P. Jordan
Not Present: Kirby Metoxen, Jennifer Webster

VI. RESOLUTIONS

- A. Adopt resolution entitled Revenue Allocation Plan FY 2019 (00:07:05)**
Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Summers to adopt resolution 03-27-19-A Revenue Allocation Plan FY 2019, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

- B. Adopt resolution entitled Proclamation Naming June 19 as Norbert S. Hill, Sr. Remembrance Day (00:07:50)**
Sponsor: Lisa Summers, Secretary

Motion by Lisa Summers to adopt resolution 03-27-19-B Proclamation Naming June 19 as Norbert S. Hill, Sr. Remembrance Day, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

- C. Adopt resolution entitled Supporting the Tribal AmeriCorps Program (00:11:36)**
Sponsor: Lisa Summers, Secretary

Motion by David P. Jordan to adopt resolution 03-27-19-C Supporting the Tribal AmeriCorps Program for 2019 to 2020, seconded by Lisa Summers. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

DRAFT

- D. Adopt the resolution entitled Oneida Business Committee and Joint Meetings with Boards, Committees and Commissions – Definitions and Impact (00:13:08)**
Sponsor: Lisa Summers, Secretary

Motion by Lisa Summers to adopt resolution 03-27-19-D Oneida Business Committee and Joint Meetings with Boards, Committees and Commissions – Definitions and Impact with one (1) change [correct lines 47-49 removing the Business Committee Chair facilitate the meeting; the Chair of the board, committee or commission shall facilitate the meeting], seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

VII. STANDING COMMITTEES**A. COMMUNITY DEVELOPMENT PLANNING COMMITTEE**

- 1. Accept the February 7, 2019, regular Community Development Planning Committee meeting minutes (00:19:07)**
Sponsor: Ernie Stevens III, Councilman

Motion by David P. Jordan to accept the February 7, 2019, regular Community Development Planning Committee meeting minutes, seconded by Brandon Stevens. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III
Abstained: Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

B. FINANCE COMMITTEE

- 1. Approve the March 18, 2019, regular Finance Committee meeting minutes (00:19:38)**
Sponsor: Trish King, Treasurer

Motion by David P. Jordan to approve the March 18, 2019, regular Finance Committee meeting minutes, seconded by Daniel Guzman King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III
Abstained: Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

C. LEGISLATIVE OPERATING COMMITTEE

- 1. Accept the March 4, 2019, regular Legislative Operating Committee meeting minutes (00:20:06)**
Sponsor: David P. Jordan, Councilman

Motion by Lisa Summers to accept the March 4, 2019, regular Legislative Operating Committee meeting minutes, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, Trish King, Ernie Stevens III,
Lisa Summers
Abstained: David P. Jordan
Not Present: Kirby Metoxen, Jennifer Webster

DRAFT**2. Accept the Oneida Personnel Commission March 2019 update (00:20:33)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Summers to accept the Oneida Personnel Commission March 2019 update, seconded by David P. Jordan. Motion carried unanimously:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

3. Approve two (2) actions regarding the Boards, Committees, and Commissions bylaws amendments (00:21:32)

Sponsor: David P. Jordan, Councilman

Motion by Lisa Summers to grant the seventeen (17) entities that have begun the process of amending their bylaws to conform to the Boards, Committees and Commissions law, an exception to the March 26, 2019, deadline set forth in resolution BC-09-26-18-C for presenting bylaws amendments to the Business Committee for adoption, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

VIII. UNFINISHED BUSINESS**A. Approve the Memorandum of Understanding with National Indian Carbon Coalition (00:25:24)**

Sponsor: Ernie Stevens III, Councilman

Motion by Ernie Stevens III to approve the Memorandum of Understanding with National Indian Carbon Coalition, with the existing legal review, seconded by Brandon Stevens. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III

Opposed: Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

For the record: Secretary Lisa Summers stated I do understand that the legal review has been completed. I simply asked for it to be presented as part of the record prior to us making the adoption because it's not public and that's what we're trying to do from a transparency perspective. I didn't think it hurt us to wait for later in the agenda for today to do that. I'm not going to support that at this point.

B. Defer the Oneida Election Board bylaws to the Legislative Operating Committee (00:28:56)

Sponsor: David P. Jordan, Councilman

Motion by David P. Jordan to defer the Oneida Election Board bylaws to the Legislative Operating Committee, seconded by Brandon Stevens. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

DRAFT

- C. Defer the Oneida Personnel Commission bylaws amendments to the Legislative Operating Committee (00:29:26)**
Sponsor: David P. Jordan, Councilman

Motion by Lisa Summers to defer the Oneida Personnel Commission bylaws amendments to the Legislative Operating Committee, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

IX. TRAVEL REQUESTS

- A. Approve the travel request - Councilman Ernie Stevens III - Wisconsin Tribal Conservation Advisory Council (WTCAC) Board Meeting - Crandon, WI - April 10-12 2019 (00:29:51)**
Sponsor: Ernie Stevens III, Councilman

Motion by David P. Jordan to approve the travel request for Councilman Ernie Stevens III to attend the Wisconsin Tribal Conservation Advisory Council (WTCAC) Board Meeting in Crandon, WI - April 10-12 2019, seconded by Daniel Guzman King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

- B. Approve the travel request in accordance with § 216.16-1 - Six (6) Oneida Nation Veteran Affairs Committee members - 2019 State of the Tribes Address - Madison, WI - April 8-9, 2019 (00:30:22)**
Sponsor: James Martin, Chair/ONVAC

Motion by David P. Jordan to approve the travel request in accordance with § 216.16-1 for six (6) Oneida Nation Veteran Affairs Committee members to attend the 2019 State of the Tribes Address in Madison, WI - April 8-9, 2019, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

X. NEW BUSINESS

- A. Approve an exception to resolution # BC-12-27-16-A and hold both the regular and executive discussion meetings on Wednesday, April 10, 2019, at 8:30 a.m. (00:31:41)**
Sponsor: Tehassi Hill, Chairman

Motion by Lisa Summers to approve an exception to resolution # BC-12-27-16-A and hold both the regular and executive discussion meetings on Wednesday, April 10, 2019, at 8:30 a.m., seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

DRAFT**B. Approve the Oneida Head Start/Early Head Start By-Laws and Center-Based Selection Criteria (00:32:17)**

Sponsor: Jennifer Webster, Councilwoman

Motion by Lisa Summers to send the Oneida Head Start/Early Head Start bylaws to Legislative Reference Office and Legislative Operating Committee for review, seconded by David P. Jordan.

Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

Motion by Lisa Summers to approve the Oneida Early Head Start-Center Based Program Selection Criteria HS Performance Standard Subpart A-Eligibility, Recruitment, Selection, Enrollment, and Attendance §1302.14 (a) Selection Criteria, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

XI. EXECUTIVE SESSION (00:38:41)

Councilman David P. Jordan left at 9:10 a.m.

Councilman Daniel Guzman King left at 9:10 a.m.

Motion by Lisa Summers to go into executive session at 9:10 a.m., seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Daniel Guzman King, David P. Jordan, Kirby Metoxen, Jennifer Webster

The Oneida Business Committee, by consensus, took a two (2) hour recess at 11:30 a.m.

Meeting called to order by Chairman Tehassi Hill at 1:30 p.m.

Roll call for the record:

Present: Councilman Daniel Guzman King; Chairman Tehassi Hill; Councilman David P. Jordan; Treasurer Trish King; Vice-Chairman Brandon Stevens; Councilman Ernie Stevens III; Secretary Lisa Summers;

Not Present: Councilman Kirby Metoxen; Councilwoman Jennifer Webster;

Motion by Lisa Summers to come out of executive session at 2:48 p.m., seconded by David P. Jordan.

Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

DRAFT**A. REPORTS****1. Accept the Intergovernmental Affairs, Communications, and Self-Governance March 2019 report (00:39:24)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Lisa Summers to accept the Intergovernmental Affairs, Communications, and Self-Governance March 2019 report, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Motion by Brandon Stevens to retro-approve the Northeast Wisconsin Water Quality Pact – file # 2019-0210, noting the pact was signed on March 5, 2019, seconded by Lisa Summers. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Motion by Lisa Summers to approve the travel request for Chairman Tehassi Hill to attend a National Republican Campaign Committee event in Washington DC – April 2-3, 2019, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Motion by David P. Jordan to approve the National Indian Health Board independent consultant agreement – file #2019-0265, seconded by Lisa Summers. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Motion by Lisa Summers to approve the recommendation regarding the use of the Self-Governance carryover funds for the Oneida Fire Department generator for the full amount requested, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

2. Determine next steps regarding the Retail Enterprise variance report (00:41:25)

Sponsor: Trish King, Treasurer

Motion by Daniel Guzman King to defer the Retail Enterprise variance report to the next BC Officers meeting for additional follow-up, seconded by Ernie Stevens III. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

DRAFT**3. Accept the Chief Counsel report (00:41:51)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Summers to accept the Chief Counsel report dated March 21, 2019, seconded by Brandon Stevens. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

B. STANDING ITEMS**1. ONEIDA GOLF ENTERPRISE CORPORATION - LADIES PROFESSIONAL GOLF ASSOCIATION****a. Accept the Thornberry Creek LPGA Classic March 2019 report (00:42:32)**

Sponsor: Chad Fuss, Agent/Oneida Golf Enterprise

Motion by Lisa Summers to accept the Thornberry Creek LPGA Classic March 2019 report, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Motion by Lisa Summers to direct the BC liaisons for Oneida Golf Enterprise to work with the Agent to complete the required General Tribal Council report to be mailed out within the thirty (30) days directed, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

C. UNFINISHED BUSINESS**1. File # 2018-DR06-02 - Accept the written report and consider the recommended action(s) (00:43:18)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Trish King to accept the written report regarding file # 2018-DR06-02, seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Motion by Lisa Summers to approve the recommended action and assign the Vice-Chairman Brandon Stevens to complete the follow through, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

DRAFT

- 2. Accept the report - Midwest Alliance of Sovereign Tribes Impact executive update - file # ED19-008 (00:44:11)**
Sponsor: Lisa Summers, Secretary

Motion by David P. Jordan to accept the proposal and direct the Secretary to work with the Intergovernmental Affairs Director to initiate a contract regarding file # ED19-008, seconded by Lisa Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Trish King, Lisa Summers
Abstained: Brandon Stevens, Ernie Stevens III
Not Present: Kirby Metoxen, Jennifer Webster

D. NEW BUSINESS

- 1. Approve the attorney contract - Stenzel Law Office, LLC - file # 2019-0247 (00:44:52)**
Sponsor: Gerald L. Hill, Chief Judge/Oneida Judiciary-Court of Appeals, Denice E. Beans, Chief Judge/Oneida Judiciary-Trial Court, and Marcus Zelenski, Judge/Oneida Judiciary/Family Court

Motion by David P. Jordan to approve the attorney contract - Stenzel Law Office, LLC - file # 2019-0247, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

- 2. File # ED18-008 - Approve three (3) requested actions (00:45:18)¹**
Sponsor: Lisa Summers, Secretary

Motion by Ernie Stevens III to request a closeout report and/or update from the Community and Economic Development Division Director for the April 24, 2019, regular Business Committee meeting agenda, noting the Community Development Planning Committee Chair will communicate this requested action, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III
Abstained: Lisa Summers
Not Present: Kirby Metoxen, Jennifer Webster

¹ The reference number for this item was incorrectly listed on the agenda as "File # ED18-0008".

DRAFT**3. Approve the Wells Fargo Bank-Public Safety Officer Pension Plan fee agreement amendment - file # 2019-0256 (00:45:56)**

Sponsor: Larry Barton, Chief Financial Officer

Motion by David P. Jordan to approve the Wells Fargo Bank-Public Safety Officer Pension Plan fee agreement amendment - file # 2019-0256, seconded by Lisa Summers. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Motion by Brandon Stevens to assign the Treasurer to work with Finance to incorporate the SRI [Sustainable, Responsible, and Impact Investing] principles into the RFP [Request for Proposal] process, seconded by Lisa Summers. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

4. Approve the Wells Fargo Bank-Excess Benefit Payment Plan fee agreement amendment - file # 2019-0257 (00:46:47)

Sponsor: Larry Barton, Chief Financial Officer

Motion by David P. Jordan to approve the Wells Fargo Bank-Excess Benefit Payment Plan fee agreement amendment - file # 2019-0257, seconded by Lisa Summers. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

5. Approve a limited waiver of sovereign immunity - LexisNexis Time Matters Annual Maintenance Plan Agreement - file # 2019-0286 (00:47:11)

Sponsor: Jo Anne House, Chief Counsel

Motion by David P. Jordan to approve a limited waiver of sovereign immunity - LexisNexis Time Matters Annual Maintenance Plan Agreement - file # 2019-0286, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

6. Consider a request from the Southeastern Wisconsin Oneida Tribal Services Advisory Board pursuant to §105.7-4 (00:47:32)

Sponsor: Kathryn LaRoque, Chair/SEOTS Advisory Board

Motion by Daniel Guzman King to terminate the appointment of Kim Reyes on the Southeastern Wisconsin Oneida Tribal Services Advisory Board pursuant to §105.7-4, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

DRAFT**7. File # 2019-CRPT04-01 - Determine next steps (00:48:07)**

Sponsor: Jo Anne House, Chief Counsel

Motion by David P. Jordan to accept the report [dated March 5, 2019], seconded by Lisa Summers.

Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

8. Review request regarding FY-2020 Trade Back for Cash (00:48:36)

Sponsor: Trish King, Treasurer

Motion by Lisa Summers to defer this topic to the April 10, 2019, regular Business Committee meeting bringing forward two (2) resolutions: 1) a resolution to decline Trade Back for Cash for FY-2020 budget; and 2) a resolution to be brought forward to General Tribal Council to remove Trade Back for Cash as a benefit, seconded by Ernie Stevens III. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

XII. ADJOURN (00:49:16)

Motion by Ernie Stevens III to adjourn at 2:59 p.m., seconded by David P. Jordan. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King,
Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Minutes prepared by Brooke Doxtator, Boards, Committees, and Commissions Supervisor
Minutes approved as presented on _____.

Lisa Summers, Secretary
ONEIDA BUSINESS COMMITTEE

Oneida Business Committee Agenda Request

Determine next steps regarding one (1) vacancy with term ending December 31, 2022 - Oneida Nation...

1. Meeting Date Requested: 04 / 10 / 19

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Determine next steps regarding one (1) vacancy with term ending December 31, 2022 - Oneida Nation Veterans Affairs Committee

3. Supporting Materials

☐ Report ☐ Resolution ☐ Contract

☐ Other:

1.

3.

2.

4.

☐ Business Committee signature required

4. Budget Information

☐ Budgeted - Tribal Contribution

☐ Budgeted - Grant Funded

☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member

Additional Requestor:
Name, Title / Dept.

Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request**6. Cover Memo:**

Describe the purpose, background/history, and action requested:

One (1) vacancy was posted for the Oneida Nation Veterans Affairs Committee to complete a term ending December 31, 2022.

The application deadline was March 29, 2019 and five (5) applications were received for the following applicants:

Cletus Ninham
Floyd Hill II
Kenneth House
Lynn Summers
Loretta Metoxen

Recommended action:

Request to appoint one (1) applicant, reject the applicants, or to re-post the vacancy.

1) Save a copy of this form for your records.

2) Print this form as a *.pdf OR print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Oneida Business Committee Agenda Request

Determine next steps regarding two (2) vacancies with terms ending March 31, 2020 and March 31, 2021

1. Meeting Date Requested: 04 / 10 / 19

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Determine next steps regarding two (2) vacancies with terms ending March 31, 2020 and March 31, 2021 - Oneida Personnel Commission

3. Supporting Materials

☐ Report ☐ Resolution ☐ Contract

☐ Other:

1.

3.

2.

4.

☐ Business Committee signature required

4. Budget Information

☐ Budgeted - Tribal Contribution

☐ Budgeted - Grant Funded

☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member

Additional Requestor:
Name, Title / Dept.

Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request**6. Cover Memo:**

Describe the purpose, background/history, and action requested:

Two (2) vacancies were posted for the Oneida Personnel Commission to complete terms ending March 31, 2020 and March 31, 2021.

The application deadline was March 29, 2019 and two (2) applications were received for the following applicants:

Carol L. Smith
Tomas Escamea

Recommended action:

Request to appoint one (1) applicant, reject the applicants, or to re-post the vacancy.

1) Save a copy of this form for your records.

2) Print this form as a *.pdf OR print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Oneida Business Committee Agenda Request

Approve the April 8, 2019, regular Finance Committee meeting minutes

1. Meeting Date Requested: 04 / 10 / 19**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution☐ Budgeted - Grant Funded☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor:
Your Name, Title / Dept. or Tribal MemberAdditional Requestor:
Name, Title / Dept.Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Oneida Business Committee approval is required to approve all Finance Committee meeting actions as the FC is a standing committee of the OBC.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Oneida Business Committee Agenda Request

Approve the Oneida Police Commission bylaws

1. Meeting Date Requested: 04 / 10 / 19

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header: Unfinished Business

- ☐ Accept as Information only
☒ Action - please describe:

Defer the Oneida Police Commission bylaws amendments to the Legislative Operating Committee for further work

3. Supporting Materials

- ☐ Report ☐ Resolution ☐ Contract
☐ Other:

1. 3.
2. 4.

☐ Business Committee signature required

4. Budget Information

- ☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison: David P. Jordan, Councilmember

Primary Requestor/Submitter: Lisa Liggins, Info. Mgmt. Spec/BC Support Office
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Name, Title / Dept.

Additional Requestor: Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

BACKGROUND

At the March 13, 2019, regular BC meeting, the following action was taken regarding the Oneida Police Commission bylaws amendments

"Motion by Lisa Summers to defer the Oneida Police Commission bylaws to the BC liaison to the Oneida Police Commission for follow-up to be done with the Oneida Police Commission and the Legislative Reference Office on the revisions and that a revised draft of the bylaws will be brought back to the April 10, 2019, regular Business Committee meeting for consideration, seconded by Trish King. Motion carried:

Ayes: Daniel Guzman King, Trish King, Ernie Stevens III, Lisa Summers

Not Present: Tehassi Hill, David P. Jordan, Kirby Metoxen, Jennifer Webster"

At the March 19, 2019, Business Committee Work Session additional policy determinations were made which must be added to the Oneida Police Commission bylaws amendments. Additional time to complete the amendments is needed.

REQUESTED ACTION

Defer the Oneida Police Commission bylaws amendments to the Legislative Operating Committee for further work

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Accept the fiscal impact statement regarding FY 2020 Trade Back for Cash
Onida Business Committee Agenda Request

1. Meeting Date Requested: 4 / 10 / 19

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

OBC Review of the Fiscal Impact Statement from the CFO regarding the Trade Back for Cash Option in 2020.

3. Supporting Materials

☒ Report ☐ Resolution ☐ Contract

☐ Other:

1.

3.

2.

4.

☐ Business Committee signature required

4. Budget Information

☐ Budgeted - Tribal Contribution

☐ Budgeted - Grant Funded

☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor:
Your Name, Title / Dept. or Tribal Member

Additional Requestor:
Name, Title / Dept.

Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

OBC requested follow up action from Finance regarding the Fiscal Impact of the Trade Back for Cash Option in 2020 (see attached).

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

FINANCE ADMINISTRATION

Fiscal Impact Statement



MEMORANDUM

TO: Oneida Business Committee
FROM: Larry Barton, Chief Financial Officer
DATE: April 2, 2019
RE: **Fiscal Impact of the Trade Back for Cash Option in 2020**

I. Estimated Fiscal Impact Summary

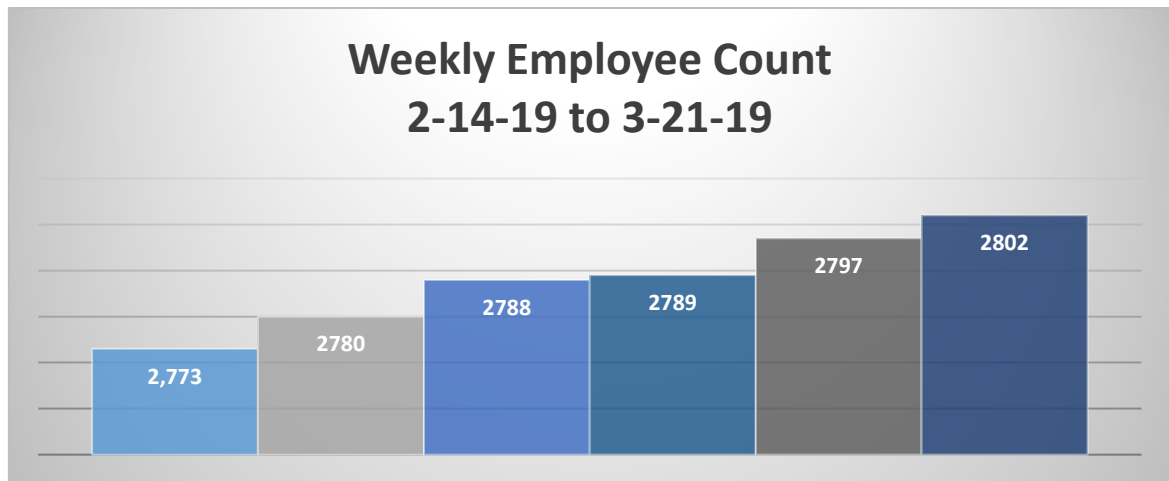
Fiscal Policy Consideration: Fiscal Impact of the Trade Back for Cash Option in 2020	
Implementing Agency	Oneida Business Committee
Estimated timeframe	Fiscal Year 2020
Total Estimated Fiscal Impact	\$1,696,459.68 to \$4,587,534

II. Background

The Oneida Business Committee has requested a Fiscal Impact Statement for a Trade Back for Cash for Fiscal Year 2020. 2011 was the last year a Trade Back for Cash was issued by the Nation. The idea was considered in 2017, but funding was not available.

Employment

According to a report provided by the Human Resources Department, as of March 21 the Nation employs 2,802 individuals. As you can see in the chart below, this number is trending upwards. The median wage of the employees of the Nation is approximately \$17.83 per hour. The current compensation plan in place for 2020 includes a \$.50 increase, which would raise the median wage to \$18.33. In addition to the direct payroll wages paid out in a Trade Back for Cash, the Nation must also include FICA and FICA Medicare (7.65%) and the 401 K match of 4%. The total hourly expenses will equal approximately \$20.47. Per Internal Revenue Service Tax Code Regulation 15, the Trade Back must be taxed at 22%. This could be 10-12% higher than normal tax rates for employees utilizing the trade back.



Membership

The employment base for the Nation consists of approximately 56% enrolled Oneida members or 1,569 employees. Our enrollment currently consists of 17,333 members. Therefore, we employ approximately 9.05% of our total membership.

Personnel Policies and Procedures - Trade Back

The Blue Book contains the requirements for implementing a Trade Back for Cash. If the Oneida Business Committee approves Trade Back for Cash, there are three fiscally relevant requirements in the policy;

- A. All employees will have the opportunity to trade-back hours one time that year.
- B. Employees will receive their trade back within sixty (60) days after opting to trade back hours.
- C. Employees may not trade for cash more than eighty (80) hours in one year.

2011 Trade Back for Cash

According to GTC resolutions 5-23-11-B and 7-2-12-A, the Trade Back for Cash offered in 2011 was part of a targeted 2 prong approach to reduce the \$7 million liability of unpaid personal and vacation time. The first part of the approach was to cap paid time off at 280 hours. The second part of the approach to reduce the liability was to offer a limited Trade Back for Cash just to those employees that were unable to utilize those hours due to business need, staffing shortages, etc.

Human Resources Department (HRD)

Oneida's Human Resource Department provided the Oneida Business Committee with a chart on the impact of the trade back option on March 22, 2019. Their estimated cost of

\$1,696,459.68 for a 40 hour trade back assumed that all employees who had a least 24 banked hours would participate. This estimate is a snapshot in time based on the 2-28-19 Vacation and Personal time

The Budget and the Budget Management and Control Law (BMAC)

Our current fiscal position in 2019;

- Cash levels are distressed.
- The current liability level is manageable and the risk exposure has been addressed by the 280 hour accrual cap.
- Working Capital is (negative) -\$22.9 million.

Current Fiscal Year 2020 Budget

Total Sources of Funding	\$ 473,024,375
Total Allocations	\$ 491,090,367
Deficit	\$ -18,065,992

According to the current messaging on the BMAC, the organization:

“encourages Tribal Operations to review and assess their Triennial Strategic Plans. Our Nation’s vision is, A Nation of strong families built on Tsi?Niyukwalihot^ and a strong economy. The policy is Sustainability; and the strategy to reach sustainability is a Transparent and Participatory Budget Strategy.

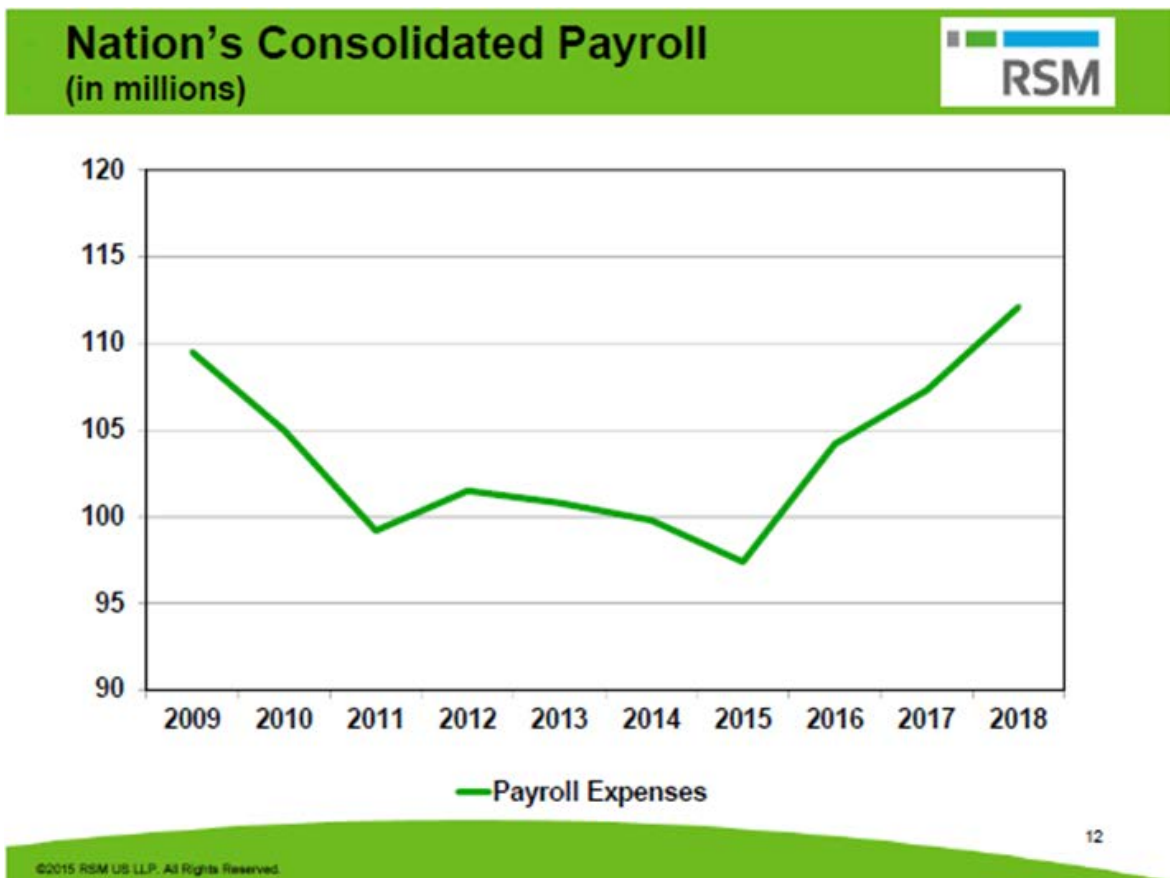
The strategy includes:

- (1) implementing a Triennial (3-year) strategic plan focusing on tribal operations initiatives, displaying tribal operations data, goals, measurements, and benchmarks which represents each fund unit’s outcome and purpose;*
- (2) Use data collected from the membership (surveys, meetings, special events) to help set priorities for budget development;*
- (3) Refine the January Annual meeting which will focus on the financial status of the Nation;*
- (4) Refine the July Semi-Annual meeting to focus on operational status updates - how are we doing compared to our plans and budget;*
- (5) Fiscal Transparency;*
- (6) The people of the Nation helping the Government prioritize service or service groups, and community development;*
- (7) Close the budget gap.*

Lastly, the “Why” of implementing a value based budget strategy with a participatory and fiscal transparency foundation, is more apparent now relative to the most recent federal shutdown event (s)”

Governmental Accounting Standards Board (GASB) of the Financial Accounting Foundation

There is a common perception that governments need to live within their means. The laws of most governments require balanced budgets. The intent of these laws is to require financing and spending practices that enable governments to avoid financial difficulty and to live within their means. Balanced budget and debt limitation laws and policies are designed to achieve fairness from one year, one term, or one generation to the next. The intent of balanced budget laws is that the current generation should not be able to shift the burden of paying for current-year services to future-years or generations.



III. Methodology and Assumptions

A “Fiscal Impact Statement” means an estimate of the total identifiable fiscal year financial effects associated with a decision and includes startup costs, personnel, office, documentation costs, as well as an estimate of the amount of time necessary for an agency to comply with the Law after implementation.

Finance does NOT identify the source of funding for the estimated cost or allocate any funds to the legislation.

The analysis was completed based on the information provided as of the date of this memo.

IV. Executive Summary of Findings

On average, this equates to approximately \$1,637.24 per employee minus taxes. Careful consideration should be given to the 90.95% of the membership that are not employees and are not eligible to receive any type of “Trade Back for Cash”. This action could potentially impact future per capita discussions.

Median wage	\$ 17.83
Wage Increase 2020	\$ 0.50
FICA & FICA MED 7.65%	\$ 1.40
401 K Match 4%	\$ 0.73
Total Hourly Expense	\$ 20.47
Number of Employees	2,802
Maximum trade back hours	80
Total	\$ 4,587,534

As shown in the chart, \$4,587,534 is the estimated cost if all employees were to utilize an 80 hour Trade Back for Cash. The Human Resource Department provided an estimate of \$1,696,459.68 for a 40 hour trade back. As stated in HRD’s memo of 3-22-19, this number reflects a snapshot in time (2-28-19) of the number of employees that currently have 24 banked hours. Therefore, it would be prudent to assume a range of \$1,696,459.68 to \$4,587,534.

Current Budget Gap for Fiscal Year 2020	-\$18,065,992
Estimated Impact of the Trade Back for Cash	-\$ 4,587,534
Estimated Total Budget Deficit for 2020	-\$22,653,526

It is good fiscal policy, if not law for most governments, to provide a balanced budget. A level of fairness should be a guiding philosophy so as not to shift financial burdens to future generations. If the Trade Back for Cash option is added, the Nation is facing a \$22,653,526 budget deficit for 2020. Inclusion of a Trade Back for Cash into an already constrained budget is contrary to prudent Fiscal Policy Formation. Additionally, Finance has communicated risks associated with unsustainable labor cost levels relative to available resources. Trade Back for Cash further adds financial burden to current

financial resource availability. Trade Back for Cash represents up to 100 Full Time Equivalents (FTE) new positions into the 2020 Budget.

V. Financial Impact

The estimated total impact for the Trade Back for Cash option in 2020 is \$1,696,459.68 to \$4,587,534.

VI. Recommendation

Because of our fiduciary responsibility to the Oneida Nation, Finance is compelled to recommend the denial of this action. Finance is in opposition to a Trade Back for Cash option and cannot recommend an action that would increase an already significant \$18,065,992 budget gap and is contrary to prudent Fiscal Policy.

Oneida Business Committee Agenda Request

Adopt resolution entitled No Trade Back for Cash for Fiscal Year 2020

1. Meeting Date Requested: __ / __ / __**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☒ Resolution ☐ Contract☐ Other:1. 3. 2. 4. ☒ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☒ Unbudgeted**5. Submission**Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Additional Requestor:

Additional Requestor:

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

The Human Resources Director requested action from the Oneida Business Committee regarding Trade Back for Cash for FY2020. After discussion of the Nation's finances and budgeting processes in Executive Session on March 26, 2019, the Oneida Business Committee requested two resolutions to be drafted and presented.

1. No trade back for case for FY2020.
2. Amend Personnel Policies and Procedures.

See attached memo for further information.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Jo Anne House, PhD | Chief Counsel
James R. Bittorf | Deputy Chief Counsel
Kelly M. McAndrews | Senior Staff Attorney

Patricia M. Stevens Garvey
Michelle L. Gordon
Krystal L. John

Law Office



MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: March 27, 2019

SUBJECT: Trade Back for Cash – FY2020 and GTC Action

The Human Resources Director requested action from the Oneida Business Committee regarding Trade Back for Cash for FY2020. After discussion of the Nation's finances and budgeting processes in Executive Session on March 26, 2019, the Oneida Business Committee requested two resolutions to be drafted and presented.

1. No trade back for cash for FY2020.

This resolution needed to clarify that trade back for cash is a budget related issue and must be determined in the budget development process. Based on the estimated revenues and expenditures, trade back for cash is not recommended for FY2020. The resolution "No Trade Back for Cash for FY2020" is attached.

2. Amend Personnel Policies and Procedures.

This resolution would be presented to the General Tribal Council. Trade back for cash was utilized by the Nation for the purposes of reducing the liability the Nation carried regarding accrued personal/vacation time. At that time, there was no cap on accruals and some employees carried in excess of a 1000 hours. In 2010, the OBC adopted resolution # BC-04-28-10-H which was ratified by the GTC by resolution # GTC-05-23-11-B. These resolutions capped personal and vacation accruals at 280 hours and delegated to the Oneida Business Committee to determine when it was financially feasible to authorize trade back for cash. Since its adoption, trade back for cash has been authorized only once. In all other fiscal years, the revenues of the Nation were unable to support budgeting or paying trade back for cash.

Because of the change in the financial position of the Nation, the Chief Financial Officer has identified that the Nation is unlikely to be in a position where projected revenues would warrant budgeting for trade back for cash, or cash flows would allow for trade back for cash. The move to reduce debt and replenish the savings/contingency accounts directed by the General Tribal Council has placed the Nation in a better financial position but results in greater reliance on current cash flows. In addition, the recurrent structural budget deficit for the past 10-15 years is evidence of the ability to financially allocate resources to fund "Trade Back" as being improbable now and in the future. The resolution "Amending Personnel Policies and Procedures to Delete Section IV(A)(5)(n) Regarding Trade Back for Cash" is attached.

If you have further questions, please contact me.



Oneida Nation
Oneida Business Committee
Legislative Operating Committee
PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



Statement of Effect

No Trade Back for Cash for Fiscal Year 2020

Summary

This resolution declares that there shall be no trade back for cash authorized in Fiscal Year 2020.

Submitted by: Clorissa N. Santiago, Staff Attorney, Legislative Reference Office

Date: April 1, 2019

Analysis by the Legislative Reference Office

This resolution provides that the Oneida Business Committee declares that there shall be no trade back for cash, as provided for by Section IV(A)(5)(n) of the Oneida Personnel Policies and Procedures, authorized in Fiscal Year 2020.

The Oneida Personnel Policies and Procedures requires that each fiscal year the Oneida Business Committee analyze fiscal conditions to determine whether employees may trade back personal and/or vacation hours for cash that fiscal year. [*Oneida Personnel Policies and Procedures Section IV(A)(5)(n)*].

This resolution states that the Oneida Business Committee, upon recommendation and advice of the Treasurer and Chief Financial Officer, determined that the authorization of trade back for cash is a budget issue and should be declared during the budgeting processes in order to ensure that proper cash flow management can be conducted. The Treasurer and Chief Financial Officer have identified that it is not possible to budget for a trade back for cash in Fiscal Year 2020 without delaying other necessary expenses.

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # No Trade Back for Cash for Fiscal Year 2020

- WHEREAS,** the Oneida Nation 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 Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Personnel Policies and Procedures allow for a one-time trade back for cash of accrued personal and/or vacation time upon approval of the Oneida Business Committee; and
- WHEREAS,** the Oneida Business Committee, upon recommendation and advice of the Treasurer and Chief Financial Officer, determined that the authorization of trade back for cash is a budget issue and should be declared during the budgeting processes in order to ensure that proper cash flow management can be conducted; and
- WHEREAS,** the proposed revenues are exceeded by proposed expenses resulting in budget balancing decisions by the Nation known as the 'budget gap' in the amount of approximately \$25 million; and
- WHEREAS,** the need to utilize trade back for cash to reduce the total accrued vacation and personal time liability is no longer required as a result approval of the 280-hour accrual cap which encourages employees to live healthy lives by taking time off work; and
- WHEREAS,** out of 2,689 employees on February 28, 2019, only 24 employees are at or reaching the 280-hour accrual cap established in 2010 which identifies there is no longer a need to utilize trade back for cash as a method to assist employees in properly managing their vacation and personal time accruals; and
- WHEREAS,** trade back for chase is estimated to be an expense of approximately \$1.7 million (40 hours) to \$3.4 million (80 hours), depending on the amount budgeted
- WHEREAS,** the Treasurer and Chief Financial Officer have identified that it is not possible to budget for a trade back for cash in FY2020 without delaying other necessary expenses;
- NOW THEREFORE BE IT RESOLVED,** in accordance with Section IV(5)(n) of the Personnel Policies and Procedures, the Oneida Business Committee declares that there shall be no trade back for cash authorized in Fiscal Year 2020.

Oneida Business Committee Agenda Request

Determine next steps regarding GTC resolution entitled Amending Personnel Policies and Procedures to.

1. Meeting Date Requested: / /

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Unfinished Business

- ☐ Accept as Information only
- ☒ Action - please describe:

Forward resolution to GTC

3. Supporting Materials

- ☐ Report ☒ Resolution ☐ Contract
- ☐ Other:

1.

3.

2.

4.

☒ Business Committee signature required

4. Budget Information

- ☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☒ Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Jo Anne House, Chief Counsel

Primary Requestor/Submitter: _____
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

The Human Resources Director requested action from the Oneida Business Committee regarding Trade Back for Cash for FY2020. After discussion of the Nation's finances and budgeting processes in Executive Session on March 26, 2019, the Oneida Business Committee requested two resolutions to be drafted and presented.

1. No trade back for case for FY2020.
2. Amend Personnel Policies and Procedures.

See attached memo for further information.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Jo Anne House, PhD | Chief Counsel
James R. Bittorf | Deputy Chief Counsel
Kelly M. McAndrews | Senior Staff Attorney

Patricia M. Stevens Garvey
Michelle L. Gordon
Krystal L. John

Law Office



MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: March 27, 2019

SUBJECT: Trade Back for Cash – FY2020 and GTC Action

The Human Resources Director requested action from the Oneida Business Committee regarding Trade Back for Cash for FY2020. After discussion of the Nation's finances and budgeting processes in Executive Session on March 26, 2019, the Oneida Business Committee requested two resolutions to be drafted and presented.

1. No trade back for cash for FY2020.

This resolution needed to clarify that trade back for cash is a budget related issue and must be determined in the budget development process. Based on the estimated revenues and expenditures, trade back for cash is not recommended for FY2020. The resolution "No Trade Back for Cash for FY2020" is attached.

2. Amend Personnel Policies and Procedures.

This resolution would be presented to the General Tribal Council. Trade back for cash was utilized by the Nation for the purposes of reducing the liability the Nation carried regarding accrued personal/vacation time. At that time, there was no cap on accruals and some employees carried in excess of a 1000 hours. In 2010, the OBC adopted resolution # BC-04-28-10-H which was ratified by the GTC by resolution # GTC-05-23-11-B. These resolutions capped personal and vacation accruals at 280 hours and delegated to the Oneida Business Committee to determine when it was financially feasible to authorize trade back for cash. Since its adoption, trade back for cash has been authorized only once. In all other fiscal years, the revenues of the Nation were unable to support budgeting or paying trade back for cash.

Because of the change in the financial position of the Nation, the Chief Financial Officer has identified that the Nation is unlikely to be in a position where projected revenues would warrant budgeting for trade back for cash, or cash flows would allow for trade back for cash. The move to reduce debt and replenish the savings/contingency accounts directed by the General Tribal Council has placed the Nation in a better financial position but results in greater reliance on current cash flows. In addition, the recurrent structural budget deficit for the past 10-15 years is evidence of the ability to financially allocate resources to fund "Trade Back" as being improbable now and in the future. The resolution "Amending Personnel Policies and Procedures to Delete Section IV(A)(5)(n) Regarding Trade Back for Cash" is attached.

If you have further questions, please contact me.



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



Statement of Effect

Amending Personnel Policies and Procedures to Delete Section IV(A)(5)(n) Regarding Trade Back for Cash

Summary

This resolution repeals Section IV(A)(5)(n), *Trade Back for Cash*, in the Personnel Policies and Procedures.

Submitted by: Clorissa N. Santiago, Staff Attorney, Legislative Reference Office

Date: April 2, 2019

Analysis by the Legislative Reference Office

The Oneida Personnel Policies and Procedures allows employees of the Nation to trade back accumulated personal and/or vacation hours for cash upon approval of the benefit by the Oneida Business Committee. [*Oneida Personnel Policies and Procedures Section IV(A)(5)(n)*]. The Oneida Business Committee is required to analyze fiscal conditions to determine whether employees may trade back personal and/or vacation hours for cash that fiscal year. [*Oneida Personnel Policies and Procedures Section IV(A)(5)(n)*].

This resolution states that the Oneida Business Committee, upon discussion and review with the Treasurer and Chief Financial Officer, have determined that with the structural deficit and the reliance on self-funding capital expenditures to reduce reliance on debt as directed by the General Tribal Council, that it is unlikely that the cash flow and cash management activities through the Finance Office and budget trending will result in the ability to authorize trade back for cash at any level in the future.

At the recommendation of the Oneida Business Committee, this resolution provides that the General Tribal Council repeals Section IV(A)(5)(n), *Trade Back for Cash*, of the Personnel Policies and Procedures.

The General Tribal Council's act to repeal Section IV(A)(5)(n) of the Personnel Policies and Procedures is an act of amending the Personnel Policies and Procedures. The Personnel Policies and Procedures has been recognized as a law of the Nation which can only be permanently amended by the General Tribal Council. [*Whereas #6 of Resolution GTC-02-28-04-A*]. The process of amending any law of the Nation is governed by the Legislative Procedures Act. [*1 O.C. 109*].

The General Tribal Council adopted the Legislative Procedures Act for the purpose of ensuring there is a standard process for the adoption of laws of the Nation. [*1 O.C. 109.1-1*]. The lawmaking requirements of the Legislative Procedures Act apply to all legislation that is considered by the Oneida Business Committee or forwarded for consideration to the General Tribal Council. [*1 O.C. 109.1-1(a)*].

The Legislative Procedures Act provides a process that must be followed before amendments to a law can be considered for adoption. This legislative process includes the following:

- A request for amendments to a law are submitted to the Legislative Operating Committee who can then accept or deny the request [1 O.C. 109.5];
- A legislative analysis of the proposed amendments is completed [1 O.C. 109.7];
- A fiscal impact statement of the proposed amendments is completed [1 O.C. 109.6];
- The Legislative Operating Committee provides an opportunity for public review of the proposed amendments by holding a public meeting and providing a public comment period for the purpose of soliciting comments [1 O.C. 109.8];
- The Legislative Operating Committee fully considers all written comments and oral testimony received during the public comment period and public meeting [1 O.C. 109.8-4];
- The Legislative Operating Committee forwards the proposed amendments, legislative analysis and fiscal impact statement to the Oneida Business Committee when legislation is ready for consideration [1 O.C. 109.9-1]; and
- The Oneida Business Committee considers the proposed amendments or forwards the legislation to the General Tribal Council for consideration. [1 O.C. 109.9-1(a)-(b)].

A law of the Nation is not considered valid unless that law is adopted in substantial compliance with the Legislative Procedures Act. [1 O.C. 109.10-1].

This resolution conflicts with the Nation's Legislative Procedures Act as it proposes the General Tribal Council adopt amendments to the Personnel Policies and Procedures which have not substantially complied with the requirements and process of the Legislative Procedures Act. The proposal to amend the Personnel Policies and Procedures to remove Section IV(A)(5)(n) is required to follow the process contained in the Legislative Procedures Act before the General Tribal Council may consider adoption of the proposal.

In the past, amendments to the Personnel Policies and Procedures were presented to the General Tribal Council for adoption simply via resolution in a similar fashion as this resolution presents General Tribal Council with the consideration to remove Section IV(A)(5)(n) of the Personnel Policies and Procedures. [For examples see GTC-02-28-04-A, GTC-01-26-08-A, GTC-01-05-09-A, GTC-05-23-11-A, GTC-05-23-11-B, and GTC-07-02-12-A]. Although amendments to the Personnel Policies and Procedures were previously adopted in this manner, it is important to note that these actions occurred before the Legislative Procedures Act was adopted and the General Tribal Council set forth a process for the adoption of amendments to laws of the Nation. The Legislative Procedures Act now governs the adoption of any amendments to a law of the Nation.

Conclusion

Adoption of this resolution would conflict with the Nation's Legislative Procedures Act. Any consideration to amend the Personnel Policies and Procedures is required to follow the requirements and process contained in the Legislative Procedures Act before the General Tribal Council may consider the adoption of the proposed amendments. At this time, the process and requirements of the Legislative Procedures Act have not been met.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

GTC Resolution

Amending Personnel Policies and Procedures to Delete Section IV(A)(5)(n) Regarding Trade Back for Cash

- WHEREAS,** the Oneida Nation 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 Nation; and
- WHEREAS,** the Personnel Policies and Procedures allow for a trade back of accumulated personal and/or vacation hours for cash (*trade back for cash*) upon approval of the benefit by the Oneida Business Committee, *Section IV(A)(5)(n)*; and
- WHEREAS,** trade back for cash has been utilized to manage the financial liability of the Nation of the accrued personal and vacation time of 2800 employees, where at one time some employees had in excess of 1000 accrued hours; and
- WHEREAS,** the General Tribal Council adopted resolution # GTC-05-23-11-B, *Amendments to the Personnel Policies and Procedures on Trade Back for Cash of Personal and Vacation Time*, that amended the policy to grant trade back for cash upon approval of the Oneida Business Committee based on the financial condition of the Oneida Nation; and
- WHEREAS,** the General Tribal Council adopted resolution # GTC-07-02-12-A, *Amendments to the Personnel Policies and Procedures Relating to Vacation and Personal Day Accumulation*, which placed a cap of 280-hours of accrued time and set forth a transition period to assist employees in lowering existing accrual balances below the 280-hour cap; and
- WHEREAS,** these two actions by the General Tribal Council have reduced reliance on trade back for cash as a financial management tool as vacation and personal hour accruals are now maintained at a lower level while still allowing employees enough accrued time to plan for vacations and time off; and
- WHEREAS,** the potential cost of a trade back for cash approval of 80 hours, the maximum allowed under the policy, would be \$3.4 million additional funds paid out during a single payroll period to employees and approximately \$400,000 in additional funds in employer payroll taxes, 401(k) benefits, and related expenses; and
- WHEREAS,** the Nation operates under a balanced budget based on projected revenues, grants, investment income and estimated expenses, of which personnel cost are approximately 80% of the budget; and
- WHEREAS,** the Nation has been operating with a 'structural budget deficit' for the past 10 to 15 years, which means the annual expenses of the nation (including personnel, services, maintenance and capital improvements) and directives the General Tribal Council (including education scholarships, housing, land acquisition and per capita) exceed the projected revenues before the budget is revised to include the increased cost of

GTC Resolution _____

Amending Personnel Policies and Procedures to Delete Section IV(A)(5)(n) Regarding Trade Back for Cash
Page 2 of 2

48 personnel through wage and fringe rate increases, utility cost increases, and the general
49 increase in the cost of doing business; and
50

51 **WHEREAS,** the Oneida Business Committee has been able to authorize trade back for cash only
52 once since 2011, which was accomplished by directing that the cost of trade back for
53 cash at 40 hours in the following year's budget allowing time to accrue the necessary
54 funding for that directive; and
55

56 **WHEREAS,** the Oneida Business Committee, upon discussion and review with the Treasurer and
57 Chief Financial Officer have determined that with the structural deficit and the reliance on
58 self-funding capital expenditures to reduce reliance on debt as directed by the General
59 Tribal Council, that it is unlikely that the cash flow and cash management activities
60 through the Finance Office and budget trending will result in the ability to authorize trade
61 back for cash at any level in the future; and
62

63 **WHEREAS,** the General Tribal Council has approved wage increases and the Oneida Business
64 Committee has recommended a series of wage increases to maintain competitiveness in
65 the current and near-term employment market; and
66

67 **WHEREAS,** the Oneida Business Committee has approved recommendations from the Human
68 Resources Department and the Finance Office which create and maintain benefits for
69 employees that maintain the Nation's competitiveness in the current and near-term
70 employment market; and
71

72 **WHEREAS,** the Oneida Business Committee is recommending the General Tribal Council repeal
73 section IV(A)(5)(n), *Trade Back for Cash*, in the Personnel Policies and Procedures;
74

75 **NOW THEREFORE BE IT RESOLVED,** that the General Tribal Council repeals section IV(A)(5)(n), *Trade*
76 *Back for Cash*, of the Personnel Policies and Procedures.

Oneida Business Committee Travel Request

Approve the travel request - Secretary Lisa Summers - WI Indian Education Association 2019 Conference

1. OBC Meeting Date Requested: 4 / 10 / 19 ☐ e-poll requested**2. General Information:**Event Name: WIEA 2019 Conference - "12 Nations, 2 Worlds, 1 People"Event Location: Wisconsin Rapids, WI Attendee(s): Lisa SummersDeparture Date: Apr 25, 2019 Attendee(s): Return Date: Apr 27, 2019 Attendee(s): **3. Budget Information:**☒ Funds available in individual travel budget(s)☐ Unbudgeted☐ Grant Funded or ReimbursedCost Estimate: 424.69**4. Justification:**

Describe the justification of this Travel Request:

Secretary Summers was contacted by Mr. Besaw and requested to co-present Act 31 legislative amendments at the Wisconsin Indian Education Association (WIEA) conference April 25 & 27th. This year's conference includes appearances by Wisconsin Governor Tony Evers*, Senator Lena Taylor, Superintendent of Public Instruction Carolyn Stanford-Taylor* and Ho-Chunk President Wilford Cleveland. (*tentatively) There will be a pre-conference workshop hosted by UW's Earth Partnership on Thursday, April 25th, conference pow-wow on Friday, April 26th, Youth Day Track on Saturday, April 27th, as well as the annual Awards Banquet and ceremony later the same day, April 27th.

Participating at WIEA forums allows the Oneida Nation to continue its effort to advance policy items to ensure the sovereignty of our Nation is not diminished, but enhanced. This forum allows the Oneida Nation an opportunity to work with other Tribal Nations throughout Wisconsin on similar matters that impact our nation.

The Wisconsin Indian Education Association (WIEA) was established in 1985 by a group of concerned Indian Educators to carry on the efforts of the former Great Lakes Inter-Tribal Council (GLITC) Education sub-committee.

5. SubmissionSponsor: Lisa Summers, Secretary (Chris J. Cornelius, Executive Assistant)

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- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org



Add to your calendar

WIEA

WISCONSIN INDIAN EDUCATION ASSOCIATION

2019 CONFERENCE


**APRIL
26-27**

HOTEL MEAD
451 E GRAND AVE
WISCONSIN RAPIDS WI

MORE INFO: WWW.WIEA.NET

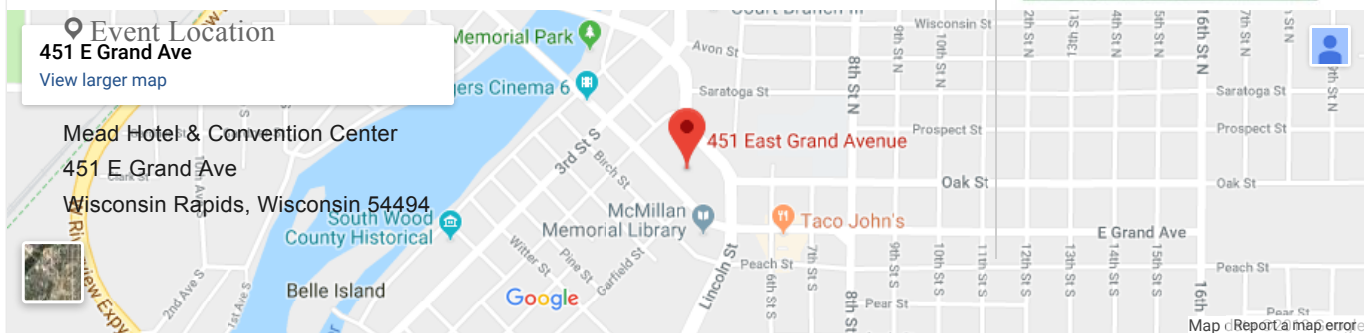
SAVE THE DATE

2019 WIEA Conference

 Friday, Apr 26, 2019
– Saturday, Apr 27, 2019

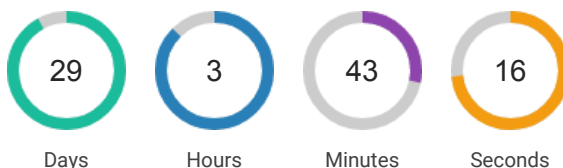
 Time: 8:00am – 4:30pm

The Wisconsin Indian Education Association invites you to the 2019 conference, “12 Nations, 2 Worlds, 1 People” in Wisconsin Rapids, WI. This year’s conference includes appearances by Wisconsin Governor Tony Evers*, Senator Lena Taylor, Superintendent of Public Instruction Carolyn Stanford-Taylor* and Ho-Chunk President Wilford Cleveland. (*tentatively) There will be a pre-conference workshop hosted by UW’s Earth Partnership on Thursday, April 25th, conference pow-wow on Friday, April 26th, Youth Day Track on Saturday, April 27th, as well as the annual Awards Banquet and ceremony later the same day, April 27th. Mark your calendars now! Get your tickets early, as Early Bird conference prices are in effect until March 15th!



Event Fees:

FREE



Oneida Business Committee Travel Request

Approve the travel request - Secretary Lisa Summers - TribalHub 2019 Midwest Regional Event - Prior...

1. OBC Meeting Date Requested: 4 / 10 / 19 ☐ e-poll requested**2. General Information:**Event Name: TribalHub 2019 Midwest Regional EventEvent Location: Prior Lake, MN Attendee(s): Lisa SummersDeparture Date: May 15, 2019 Attendee(s): Return Date: May 17, 2019 Attendee(s): **3. Budget Information:**☒ Funds available in individual travel budget(s)☐ Unbudgeted☐ Grant Funded or ReimbursedCost Estimate: 643.05**4. Justification:**

Describe the justification of this Travel Request:

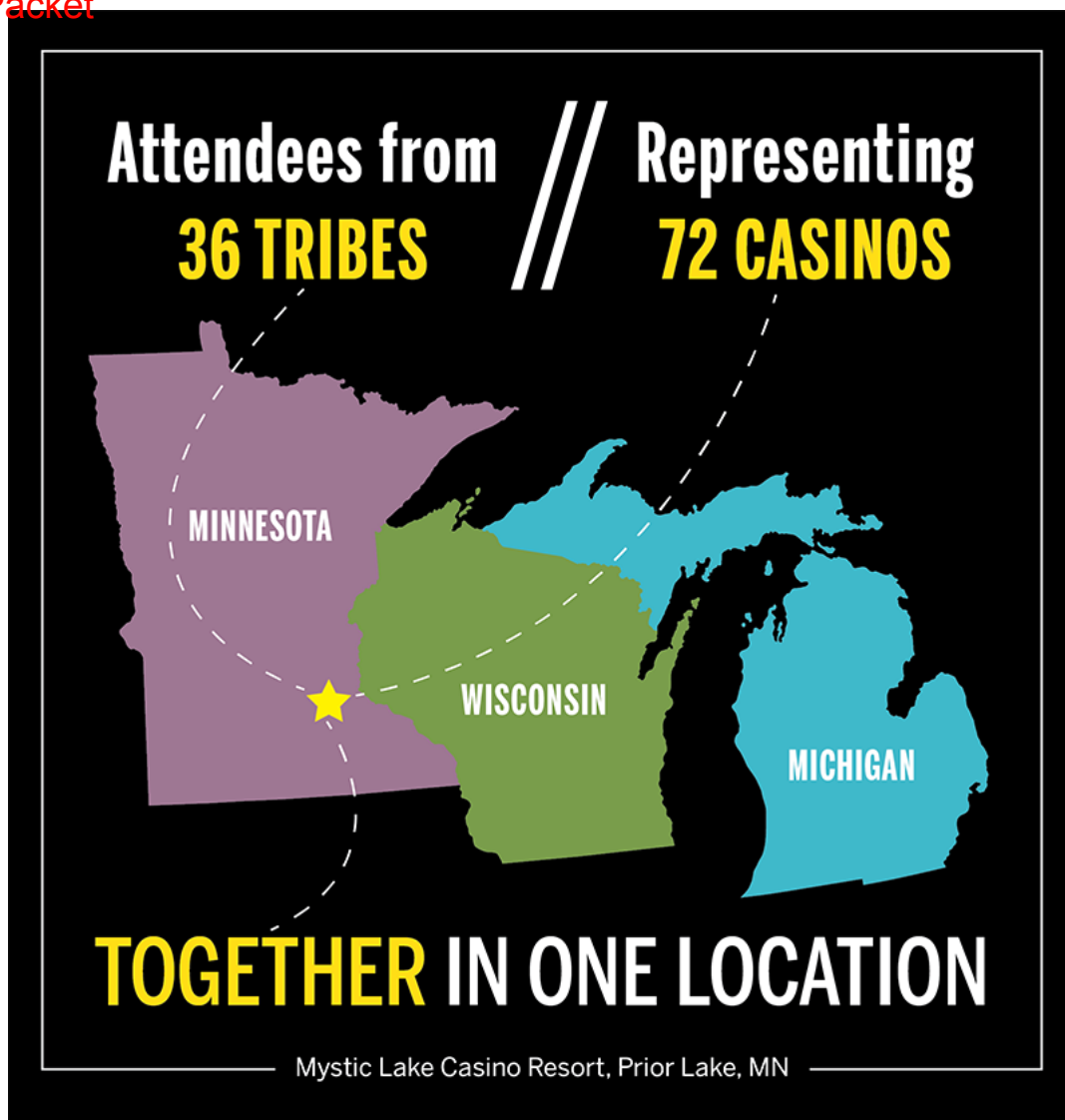
This is a free event for IT Leaders, CFO's, GM's, and Tribal Leaders in Government and/or Gaming. There are 3 free seats per organization. Topics to be discussed includes Technology, Finance/Operations, and Executive Leadership.

36 other Midwest Tribes and 72 Casinos are projected to attend this event. The event offers an opportunity to network with other Tribal leaders, to collaborate on best practices, in gaming and self governance issues. This event offers an opportunity to learn about other ways for the tribes to work via the internet and social media (which is the responsibility of the Secretary). Other topics include the relationship with data collection and programming for services.

See attached agenda.

5. SubmissionSponsor: Lisa Summers, Secretary

- 1) Save a copy of this form for your records.
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- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org



**TribalHub has partnered with the Midwest Tribal
Technology Council (MTTC) to bring a unique regional
opportunity for tribes in the Midwest- Michigan,
Wisconsin and Minnesota**

May 16-17, 2019

Accept My Invitation

May 16-17, 2019

Mystic Lake Casino Hotel Prior Lake, MN

Who Should Attend?

IT Leaders, CFO's and GM's working within Tribal Government and Gaming in Minnesota, Wisconsin and Michigan.

Can't make it? No problem, send someone else to represent your organization.

Cost

This event offers Free Admission for leaders working in tribal gaming and government from the mid-west region. Rooms are available at reduced pricing at Mystic Lake Casino Hotel. Contact us for the group discount code.

Why Attend?

Come together with leaders of similar tribal organizations and enterprises facing similar challenges and opportunities. Enjoy networking and informative sessions on topics that are important to you!

Deadlines

Accept your invitation prior to April 15th and receive a FREE GIFT

Registration Closes- May 1st

Accept My Invitation

Exclusive Sponsorship Opportunities Available- Contact Katie to Inquire

AGENDA (SUBJECT TO CHANGE)

THURSDAY 5 / 1 6

8:30-9:00

Breakfast/Coffee

9-9:30

Opening Attendee Introductions & Roundtable

9:30-12:00	Regional Agenda led by the Midwest Tribal Technology Council (MTTC)	+
12-1:15	Lunch and Learn	
1:15-2:15	Leadership Session- Assessing your own Strengths and Weaknesses	
2:15-2:30	Break	
2:30-4:30	Uncovering Opportunities in Your Region	+
4:30-5:00	Break on own	
5:00	Transportation to off-site social	
5:30-8:00	Dinner/Social Event and Sponsor Delivery	
8:00	Transportation back to hotel	

FRIDAY 5 / 17

8:30-9:00	Breakfast/Coffee	
9-10:00	Keynote Presentation- The Innovative Mindset	+
10-10:30	Session: Intersection of Business and Technology	
10:30-11:00	What's Important to the Midwest Exercise- Building our Next Regional Agenda	
11-12:00	Midwest Speaker- Success Stories, Getting it Done	
12-1:30	Lunch and closing drawings/giveaways	

I'm Ready to Join my Peers for this Great Event!

Our Info

email contactus@tribalhub.com

(p) 269.459.9890 | (f) 269.459.9889



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Oneida Business Committee Travel Request

Approve the travel request - Secretary Lisa Summers - 2019 Nation Congress of American Indians Mid...

1. OBC Meeting Date Requested: 4 / 10 / 19 ☐ e-poll requested**2. General Information:**Event Name: 2019 NCAI Mid Year Conference & MarketplaceEvent Location: Sparks, NV Attendee(s): Lisa SummersDeparture Date: Jun 23, 2019 Attendee(s): Return Date: Jun 28, 2019 Attendee(s): **3. Budget Information:**☒ Funds available in individual travel budget(s)☐ Unbudgeted☐ Grant Funded or ReimbursedCost Estimate: 1,997.45**4. Justification:**

Describe the justification of this Travel Request:

Attending this NCAI conference will provide an opportunity to network with other tribal nations in order to advance self-governance issues, that impacts our nation's policies and programs. This event offers a unique opportunity to attend Tribal Consultation meetings. As a policy maker, for the Nation, it is important to protect our sovereignty through collaboration with other Tribal Nations and work to implement and developed federal policies to protect all our rights.

The NCAI Mid Year Conference is offering a Policy Research Center's Tribal Leader/Scholar Forum. Another opportunity to network with other Tribal Nations on best practices for self-governance. The Forum also provides an opportunity for researchers, practitioners, community members, and others to present their findings to tribal leaders, policymakers, and tribal members during the Mid Year Conference. The forum is focusing on data and research and Tribes Taking Action. Additionally, the forum will discuss how data research impacts strategic policy making decisions.

The 14th Annual Tribal Leader/Scholar Forum will be held on June 26, 2019 during the NCAI Mid Year Conference and Marketplace in Reno NV scheduled for June 24-27, 2019.

5. SubmissionSponsor: Lisa Summers, Secretary

- 1) Save a copy of this form for your records.
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2019 NCAI Mid Year Conference & Marketplace

Sparks, NV | June 24-27

Nugget Casino Resort

Sunday, June 23

1:00pm - 5:00pm NCAI Executive Board Meeting

DRAFT 2/4/2019

Monday, June 24

8:00am - 4:00pm Registration/Rules & Credentials/Resolutions Open

9:00am - 5:00pm Pre-Meetings

12:00pm - 1:00pm New Member Orientation

6:00pm - 8:00pm Welcome Reception

Tuesday, June 25

7:30am - 5:00pm Registration/Rules & Credentials/Resolutions Open

8:30am - 12:00pm First General Assembly

9:00am - 5:00pm Marketplace Open to Public

1:30pm - 4:00pm Concurrent Breakouts

4:15pm - 6:15pm Subcommittee Meetings

6:30pm - 9:00pm Special Evening Receptions

Wednesday, June 26

7:15am - 8:15am Regional Caucus Meetings

7:30am - 5:00pm Registration/Rules & Credentials/Resolutions Open

8:30am - 12:00pm Second General Assembly & 14th Annual Tribal Leader/Scholar Forum

9:00am - 5:00pm Marketplace Open to Public

1:30pm - 4:00pm Concurrent Breakouts

4:15pm - 6:15pm Full Committee Meetings

6:30pm - 8:00pm Special Evening Receptions, Sessions, & Meetings

Thursday, June 27

7:15am - 8:15am Regional Caucus Meeting (Optional)

8:30am - 12:30pm Third General Assembly

8:00am - 12:00pm Indian Arts and Crafts Open

12:30pm Adjourn

2019 Mid Year Conference & Marketplace
Hotel Information
14th Annual Tribal Leader/Scholar Forum
Conference Agendas
Marketplace
Other Events
Get Involved

Home < Conferences & Events < Event

14th Annual Tribal Leader/Scholar Forum



Invest in the success of our conferences! Review and fill out the Sponsorship Form (http://www.ncai.org/conferences-events/ncai-events/2019_Mid_Year_Sponsorship_Form.pdf) For more information on how you can become a sponsor, contact Bernida Humetewa (<mailto:bhumetewa@ncai.org>?subject=2019%20Mid%20Year%20Sponsor).

The NCAI Policy Research Center’s Tribal Leader/Scholar Forum provides an opportunity for researchers, practitioners, community members, and others to present their findings to tribal leaders, policymakers, and tribal members during NCAI's Mid Year Conference.

SAVE THE DATE!

The 14th Annual Tribal Leader/Scholar Forum will be held on June 26, 2019 during the NCAI Mid Year Conference and Marketplace in Reno NV scheduled for June 24-27, 2019.

A Pre-Conference Data Institute will also be held on June 24, 2019.

The Call for Presentation Proposals is now closed. Agenda available soon!

Questions? Email us at research@ncai.org.

NCAI Links

Policy Issues (/policy-issues)	About Tribes (/about-tribes)
Resources (/resources)	Native Youth (/native-youth)
Conferences & Events (/conferences-events)	About NCAI (/about-ncai)
Initiatives (/initiatives)	



National Congress of American Indians (NCAI)
Embassy of Tribal Nations
1516 P Street NW, Washington, DC 20005
Phone: (202) 466-7767, Fax: (202) 466-7797

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Survivors need ALL of the protections in #VAWA19, #HR1585. Follow this link to contact your representative today! <https://t.co/QXcRhB2iWn>

Oneida Business Committee Agenda Request

Approve the travel request in accordance with § 216.16-1 - Four (4) Comprehensive Health staff - National

1. Meeting Date Requested: 04 / 10 / 19**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:**3. Supporting Materials**☐ Report ☐ Resolution ☐ Contract☐ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☒ Unbudgeted**5. Submission**Authorized Sponsor / Liaison: Primary Requestor/Submitter: Michelle Myers, Community Health Nursing Supervisor
Your Name, Title / Dept. or Tribal MemberAdditional Requestor: _____
Name, Title / Dept.Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Oneida Nation recently achieved public health accreditation. Oneida is only the second tribal nation to achieve this accreditation. Wanting to share our journey with other tribes, representatives working on public health accreditation efforts submitted and was selected to present at this year's National Tribal Public Health Summit in Albuquerque New Mexico.

- 1) Save a copy of this form for your records.
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Oneida Comprehensive Health Division
Oneida Community Health Center
Behavioral Health Services
Anna John Resident Centered Care Community
Employee Health Nursing



Memorandum

From: Oneida Comprehensive Health Division
To: Oneida Business Committee
CC: Debra Danforth, RN, BSN, Comprehensive Health Operations Director
Ravinder Vir, MD, Comprehensive Health Medical Director
Date: March 22, 2019
Subject: Travel Exception for (4) Employees

Justification:

Oneida has been selected to present at the National Tribal Public Health Summit May 13-15th 2019 happening in Albuquerque New Mexico. Oneida Nation is only the second tribal nation to achieve this accreditation status. We will be presenting our journey in the format of four distinct perspectives; Governing Board, Health Officer, Partner, Accreditation Coordinator.

Estimated Costs:

Per Diem:	\$ 192.50
Lodging:	\$ 282.00
Registration:	\$ 500.00
Airfare:	\$ 611.00
Luggage fee:	\$ 50.00
Taxi/shuttle:	\$ 75.00
Total	\$1,710.50 x 4 = \$6,842.00

Mailing Address: P.O. Box 365, Oneida, WI 54155
<https://oneida-nsn.gov/resources/health/>

Oneida Community Health Center
Behavioral Health Services
Anna John Resident Centered Care Community
Employee Health Nursing

525 Airport Rd., Oneida, WI 54155
2640 West Point Rd., Green Bay, WI 54304
2901 S. Overland Rd., Oneida, WI 54155
701 Packerland Dr., Green Bay, WI 54303

Phone: (920) 869-2711 or 1-866-869-2711
Phone: (920) 490-3790 or 1-888-490-2457
Phone: (920) 869-2797
Phone: (920) 405-4492

Fax: (920) 869-1780
Fax: (920) 490-3883
Fax: (920) 869-3238
Fax: (920) 405-4494

Michelle L. Myers

From: National Indian Health Board <registration@nihb.org>
Sent: Tuesday, March 05, 2019 4:35 PM
To: Michelle L. Myers
Subject: Submission Decision - 2019 National Tribal Public Health Summit Call for Proposals

[View in browser](#)

Dear Michelle,

Thank you for your submission for the National Indian Health Board 2019 National Tribal Public Health Summit in Albuquerque, NM in May 13-15, 2019.

We have completed the proposal review process and are pleased to inform you that your presentation has been accepted.

We will be in touch with you to provide further details on the location and timeslot of your presentation, along with session logistics. Please note that all presenters must register for the conference at the early bird rate of \$500.

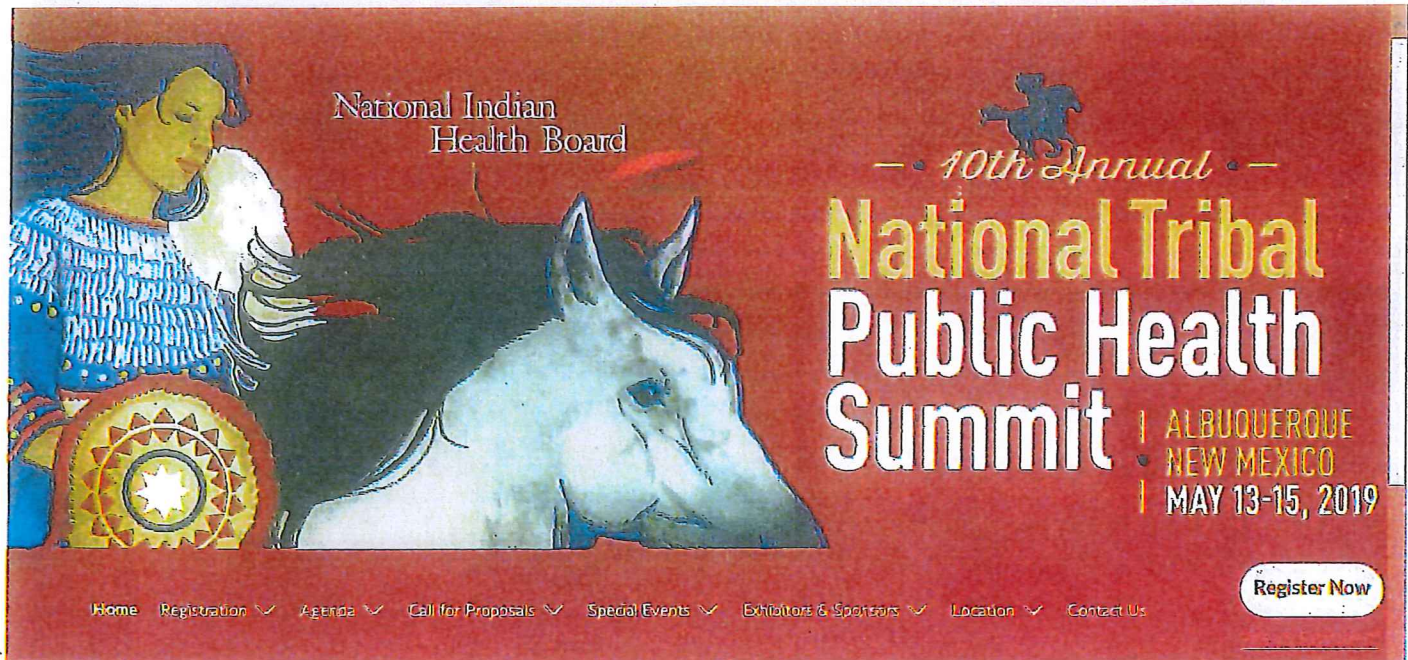
Learn more about the Tribal Public Health Summit and register on the Summit website [HERE](#).

Sincerely,

National Indian Health Board
National Indian Health Board
phs@nihb.org

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2019 National Tribal Public Health Summit

Albuquerque Convention Center
20 First Plaza NW
Albuquerque, NM 87102

Please join The National Indian Health Board (NIHB) for the 10th Annual National Tribal Public Health Summit (TPHS) May 13-15, 2019 in Albuquerque, New Mexico at the Albuquerque Convention Center.

The National Tribal Public Health Summit is a premiere Indian public health event that attracts over 500 Tribal public health professionals, elected leaders, advocates, researchers, and community-based service providers.

This year's Summit will feature dynamic national speakers, interactive workshops and roundtable discussions, a welcome reception, the annual Special Diabetes Program for Indians poster session, a morning fitness event, culture night, as well as the presentation of the 2019 Native Public Health Innovation awards!

Summit Tracks

- Health Promotion and Disease Prevention
- Public Health Policy, Infrastructure and Systems
- Substance Misuse and Behavioral Health
- Environmental Health and Climate Change
- Emergency Preparedness and Emerging Issues in Public Health

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cvent

Oneida Comprehensive Health Division
 Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing


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TRAVEL AUTHORIZATION REQUEST

General Information

Name of Traveler (Legal Name)	Michelle Myers		
Employee Number		Employee Date of Birth	()
Destination	Albuquerque, New Mexico		
Departure date	05/12/19	Return date	05/15/19
Purpose of travel	10th Annual National Tribal Public Health Summit		
Charged GL Account	001-5235903-641-701000-000	Grant Funded:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

GSA Rate Information for the destination

Per Diem rate per day	\$ 55.00	Lodging rate per day	\$ 94.00
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Cost Estimate Information

Description	Rate	Factor	Days Miles	Total
Per Diem initial travel date	\$ 55.00	75%	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	100%	2	\$ 110.00
Per Diem return travel date	\$ 55.00	75%	1	\$ 41.25
Included meals (subtracted from per diem)				
Tribal Vehicle: <input type="checkbox"/> Accepted <input type="checkbox"/> Declined <input type="checkbox"/> Personal Vehicle	0.00%	roundtrip		
Misc exp: ^{\$75} Taxi, car rental, parking, ^{\$90} luggage	N/A	N/A	N/A	\$ 125.00
SUB-TOTAL (Amount for travel advance)				\$ 317.50
Lodging: Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Deadline: <input type="checkbox"/> Yes <input type="checkbox"/> No Date:	\$ 94.00	N/A	3	\$ 282.00
Airfare	NOTE to Approver(s): please allow an extra \$200.00 for possible price change.			\$ 611.00
Registration Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Deadline: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Date: 04/10/19			\$ 500.00
TOTAL Cost Estimate				\$ 1,710.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Michelle Myers</i>	3/19/19	869-4896
Program Director			
Division Director			
Person preparing document	Carol Torres		869-4840

Oneida Comprehensive Health Division
 Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing



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TRAVEL AUTHORIZATION REQUEST**General Information**

Name of Traveler (Legal Name)	Debra J. Danforth			
Employee Number		Employee Date of Birth		
Destination	Albuquerque, New Mexico			
Departure date	05/12/19	Return date	05/15/19	
Purpose of travel	10th Annual National Tribal Public Health Summit			
Charged GL Account	001-5235903-641-701000-000	Grant Funded:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

GSA Rate Information for the destination

Per Diem rate per day	\$ 55.00	Lodging rate per day	\$ 94.00
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Cost Estimate Information

Description	Rate	Factor	Days Miles	Total
Per Diem initial travel date	\$ 55.00	75%	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	100%	2	\$ 110.00
Per Diem return travel date	\$ 55.00	75%	1	\$ 41.25
Included meals (subtracted from per diem)				
Tribal Vehicle: <input type="checkbox"/> Accepted <input type="checkbox"/> Declined <input type="checkbox"/> Personal Vehicle	0.00%	roundtrip		
Misc exp: (\$15) Taxi, car rental, parking, (\$50) luggage	N/A	N/A	N/A	\$ 125.00
SUB-TOTAL (Amount for travel advance)				\$ 317.50
Lodging: Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Deadline: <input type="checkbox"/> Yes <input type="checkbox"/> No Date:	\$ 94.00	N/A	3	\$ 282.00
Airfare	NOTE to Approver(s): please allow an extra \$200.00 for possible price change.			\$ 611.00
Registration Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Deadline: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Date: 04/10/19			\$ 500.00
TOTAL Cost Estimate				\$ 1,710.50

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Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler		3-19-19	
Program Director			
Division Director			
Person preparing document	Carol Torres		869-4840

Oneida Comprehensive Health Division
 Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing


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TRAVEL AUTHORIZATION REQUEST

General Information

Name of Traveler (Legal Name)	Jeffrey Mears		
Employee Number		Employee Date of Birth	
Destination	Albuquerque, New Mexico		
Departure date	05/12/19	Return date	05/15/19
Purpose of travel	10th Annual National Tribal Public Health Summit		
Charged GL Account	001-5235903-641-701000-000	Grant Funded:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

GSA Rate Information for the destination

Per Diem rate per day	\$ 55.00	Lodging rate per day	\$ 94.00
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Cost Estimate Information

Description	Rate	Factor	Days Miles	Total
Per Diem initial travel date	\$ 55.00	75%	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	100%	2	\$ 110.00
Per Diem return travel date	\$ 55.00	75%	1	\$ 41.25
Included meals (subtracted from per diem)				
Tribal Vehicle: <input type="checkbox"/> Accepted <input type="checkbox"/> Declined <input type="checkbox"/> Personal Vehicle	0.00%	roundtrip		
Misc exp: Taxi, car rental, parking, luggage	N/A	N/A	N/A	\$ 125.00
SUB-TOTAL (Amount for travel advance)				\$ 317.50
Lodging: Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Deadline: <input type="checkbox"/> Yes <input type="checkbox"/> No Date:	\$ 94.00	N/A	3	\$ 282.00
Airfare	NOTE to Approver(s): please allow an extra \$200.00 for possible price change.			\$ 611.00
Registration Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Deadline: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Date: 04/10/19			\$ 500.00
TOTAL Cost Estimate				\$ 1,710.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Jeffrey Mears</i>	3/19/19	869-4555
Program Director	<i>M. [Signature]</i>		
Division Director			
Person preparing document	Carol Torres		869-4840

Oneida Comprehensive Health Division
 Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing


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TRAVEL AUTHORIZATION REQUEST

General Information

Name of Traveler (Legal Name)	Eric Krawczyk		
Employee Number		Employee Date of Birth	
Destination	Albuquerque, New Mexico		
Departure date	05/12/19	Return date	05/15/19
Purpose of travel	10th Annual National Tribal Public Health Summit		
Charged GL Account	001-5235903-641-701000-000	Grant Funded:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

GSA Rate Information for the destination

Per Diem rate per day	\$ 55.00	Lodging rate per day	\$ 94.00
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Cost Estimate Information

Description	Rate	Factor	Days Miles	Total
Per Diem initial travel date	\$ 55.00	75%	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	100%	2	\$ 110.00
Per Diem return travel date	\$ 55.00	75%	1	\$ 41.25
Included meals (subtracted from per diem)				
Tribal Vehicle: <input type="checkbox"/> Accepted <input type="checkbox"/> Declined <input type="checkbox"/> Personal Vehicle	0.00%	roundtrip		
Misc exp: Taxi, car rental, parking, luggage	N/A	N/A	N/A	\$ 125.00
SUB-TOTAL (Amount for travel advance)				\$ 317.50
Lodging: Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Deadline: <input type="checkbox"/> Yes <input type="checkbox"/> No Date:	\$ 94.00	N/A	3	\$ 282.00
Airfare	NOTE to Approver(s): please allow an extra \$200.00 for possible price change.			\$ 611.00
Registration Accepts VISA: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Deadline: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Date: 04/10/19			\$ 500.00
TOTAL Cost Estimate				\$ 1,710.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Eric Krawczyk</i>	3/22/19	869-4812
Program Director			
Division Director			
Person preparing document	Carol Torres		869-4840

Oneida Business Committee Agenda Request

Approve the travel request in accordance with § 216.16-1 - Seven (7) Oneida Nation School System staff

1. Meeting Date Requested: 04 / 10 / 19

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header: Travel Request

- ☐ Accept as Information only
☒ Action - please describe:

We are seeking approval to send seven project staff from the BIE Striving Readers Grant to the End of Year Training at the Department of Interior in Albuquerque, New Mexico. Travel costs are covered for in the grant.

3. Supporting Materials

- ☐ Report ☐ Resolution ☐ Contract
☒ Other:

1. School Board minutes with approval 3.
2. Flyer with agenda for the training 4.

☐ Business Committee signature required

4. Budget Information

- ☐ Budgeted - Tribal Contribution ☒ Budgeted - Grant Funded ☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Lisa Liggins, Chair/Oneida Nation School Board

Primary Requestor/Submitter: Sharon Mousseau, Superintendent/Oneida Nation School System
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Name, Title / Dept.

Additional Requestor: Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Until the April 1, 2019, regular Oneida School Board meeting, we were unaware of the new OBC SOP that requires a 30 day window from the date of flights, which in this case is May 1st, for BC approval. Additionally, we received the notice for this training on March 22, 2019, which was after the deadline for the March 27, 2019, regular BC meeting.

The BIE/FACE Striving Reader Comprehensive Literacy (SRCL) Grant End of Year Training will be held at the Department of Interior (DOI) Training Center in Albuquerque, New Mexico on May 2-3, 2019. The full team is expected to attend and it includes the Administrator, FACE Adult Education Teacher, FACE Preschool Teacher, FACE Preschool Co-teacher, FACE Parent Educators (2) and 1 representative Teacher, for a total of seven (7) attendees.

The training will be from 8 to 4 on the first day, May 3rd and from 8 to 2:30 on the second day. The team has been working on a project, first with training and recruiting involvement of school staff, then with inclusion of parents to choose their project and make plans for implementation.

The funding may continue through next year, if the team attends the training and carries through with the project goals.

If staff do not attend, we will not be able to continue the grant to the next year.

In lieu of approval of airfare, the cost of mileage would be 1,410 one way, so 2,820 miles for round trip or \$1,536.90. It would also take over 22 hours for one way, according to Google Maps. We are estimating flights would be about \$600. Driving 11 hours a day, would also cost additional per diem of four days, with two days to get there and two days to drive home.

1) Save a copy of this form for your records.

2) Print this form as a *.pdf OR print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Subject: FW: SRCL Grant: End-of-Year Training
Attachments: image004.wmz; SRCL Grant - End of Year Meeting Flyer.pdf; SRCL Grant - End of Year Training Agenda.pdf; SRCL Grant - End of Year Training Registration.pdf

From: Sharon A. Mousseau
Sent: Monday, March 25, 2019 7:53 AM
To: Jolene D. Hensberger <jhensber@oneidanation.org>
Subject: FW: SRCL Grant: End-of-Year Training

Good morning, again, Here is the Striving Readers Service Learning grant information.

Sharon (Sheri) A. Mousseau, Superintendent

Oneida Nation School System

N7125 Seminary Rd.

Oneida, WI

920-869-4623(office)/920-869-1684 (fax)

smousseau@oneidanation.org

www.oneida-nsn.gov



**PROUD TO BE AN EMPLOYEE OF THE
ONEIDA NATION SCHOOL SYSTEM**

From: FACE <face@familieslearning.org>
Sent: Friday, March 22, 2019 9:46 AM
Subject: FW: SRCL Grant: End-of-Year Training

Hello, SRCL grantees!

Attached to this email is information about the End-of-the-Year Training for the Striving Reader's Comprehensive Literacy (SRCL) grant. The training will take place on **Thursday, May 2nd – Friday, May 3rd, 2019** at the **DOI Training Center in Albuquerque, NM**.

At this training, sites will review, reflect on, and take a deeper dive into Family Service Learning with NCFL staff and BIE staff. In addition, each grantee site will share the Family Service Learning project(s) identified by families and how those projects achieved the goals of the SRCL grant. An email detailing expectations for the project share-out and the resource share-out will be forthcoming. The full team is expected to be present for the training. The full team includes: Administrator, FACE Coordinator, FACE Adult Education Teacher, FACE Preschool Teacher, FACE Preschool Co-teacher, FACE Parent Educators, and one (1) representative teacher from K-3.

Please register for the training by **Friday, April 19th**. To register, please fill out the form and return it to face@familieslearning.org.

If you have any questions, please contact me at aevans@familieslearning.org.

Thank you,
Amanda



BIE/FACE SRCL Grant End-of-the-Year Training For Striving Reader Comprehensive Literacy (SRCL) Grant Recipients

At this training, sites will review, reflect on, and take a deeper dive into Family Service Learning with NCFL staff. In addition, each grantee site will share the Family Service Learning project(s) identified by families and how those projects achieved the goals of the SRCL grant. The full team is expected to be present for the training. The full team includes: Administrator, FACE Coordinator, FACE Adult Education Teacher, FACE Preschool Teacher, FACE Preschool Co-teacher, FACE Parent Educators, and one (1) representative teacher from K-3.

May 2 – 3, 2019

***Must be present for the entire training.**

Location:

DOI Training Center
1011 Indian School Rd NW
Albuquerque, NM 87104
505-563-5400

Please register by Friday, April 19, 2019.

For questions about the training,
contact Amanda Evans aevans@familieslearning.org.

To register, please email the registration form to
face@familieslearning.org.



BIE/FACE SRCL Grant End-of-Year Training May 2 – 3, 2019 Agenda

Training Site: DOI Training Center
1011 Indian School Rd NW
Albuquerque, NM 87104
505-563-5400

Day 1 – Thursday, May 2nd 8:00 am – 4:00 pm

- Welcome / Ice Breaker
- A Deeper Dive into Family Service Learning
- Grantee's Share Out
- Resource Share (Children's Books)

Day 2 – Friday, May 3rd 8:00 am – 2:30 pm

- BIE

****Must be present for the entire training to receive a certificate.**

Please plan your travel around the scheduled release time. Air travel should be scheduled for after 4:30pm.



**Bureau of Indian Education
Division of Performance and Accountability (DPA)
Striving Readers Comprehensive Literacy (SRCL) Program Convening Agenda
May 2-3, 2019**

Day 2-Friday, May 03, 2019

- | | |
|-----------------|---|
| 8:00 a.m. | Welcome and Agenda Overview
Mrs. Margo Delaune, Acting Supervisor-Education Program Specialist-Supplemental Education Programs, DPA |
| 8:30 a.m. | Bureau of Indian Education-Local Literacy Plan Overview
Dr. Carmelia Becenti, Education Program Specialist-Supplemental Education Programs, DPA |
| 9:15 a.m. | BIE SRCL Data Reporting Protocols
Mrs. Cheryl Quimayousie, Education Program Specialist-Supplemental Education Programs, DPA |
| 10:00 a.m. | BREAK |
| 10:15 a.m. | Using Data to Measure Success and Sustaining Continuous School Improvement Practices through Theories of Action-Logic Model Implementation
Dr. Carmelia Becenti, Education Program Specialist-Supplemental Education Programs, DPA |
| 11:00 a.m. | BIE SRCL Project Budget Requirements
Ms. Andrea Bia, Education Program Specialist-Supplemental Education Programs, DPA |
| 12:00-1:00 p.m. | LUNCH |
| 1:00 p.m. | Technical Assistance Action Planning with SRCL Grant Teams
Ms. Andrea Bia, Dr. Carmelia Becenti, Mrs. Margo Delaune, Mrs. Cheryl Quimayousie |
| 2:30 p.m. | Closing and Next Steps with BIE SRCL Programming
Ms. Andrea Bia, Education Program Specialist-Supplemental Education Programs, DPA |

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Sharon A. Mousseau		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #		Date of Birth
Destination	Albuquerque, NM		
Departure date	May 1, 2019	Return date	May 4, 2019
Purpose of travel	BIE /FACE SRCL grant end -of-the-year training		
Charged GL Account	001-5220901-049		

GSA Rate Information for the destination

Per Diem rate per day	\$55.00	Lodging rate per day	\$94.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$55.00	0.75	1	\$ 41.25
Per Diem full day at destination	\$55.00	1.00	2	\$ 110.00
Per Diem return travel date	\$55.00	0.75	1	\$ 41.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$145.00		3	\$ 435
Airfare	\$600.			\$ 600.00
Private Car Mileage	\$			\$ 0.00
Taxi or car rental	\$100.00			\$ 100.00
Luggage Fees	\$50.00			\$ 50.00
Registration – accept VISA? Yes / No	\$			\$ 0.00
Allowable price adjustment				
If travel arrangements exceed the <u>Total Cost Estimate</u> re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,577.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Sharon A. Mousseau</i>	04-01-19	920-595-0063
Program Director	<i>Spa Figgins</i>	04-02-19	Not needed
General Manager			Not needed

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Sara Riley		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #		Date of Birth
Destination	Albuquerque, NM		
Departure date	May 1, 2019	Return date	May 4, 2019
Purpose of travel	BIE /FACE SRCL grant end -of-the-year training		
Charged GL Account	001-5220901-049		

GSA Rate Information for the destination

Per Diem rate per day	\$55.00	Lodging rate per day	\$94.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$ 55.00	0.75	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	1.00	2	\$ 110.00
Per Diem return travel date	\$ 55.00	0.75	1	\$ 41.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$ 145.00		3	\$ 435
Airfare	\$600.			\$ 600.00
Private Car Mileage	\$			\$ 0.00
Taxi or car rental	\$ 100.00			\$ 100.00
Luggage Fees	\$50.00			\$ 50.00
Registration – accept VISA? Yes / No	\$			\$ 0.00
Allowable price adjustment If travel arrangements exceed the Total Cost Estimate re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,577.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Sara Riley</i>	4/2/19	
Program Director	<i>Sharon A. Masseau</i>	4/2/19	Not needed
General Manager			Not needed

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Emilie Jordan		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #		Date of Birth
Destination	Albuquerque, NM		
Departure date	May 1, 2019	Return date	May 4, 2019
Purpose of travel	BIE /FACE SRCL grant end -of-the-year training		
Charged GL Account	001-5220901-049		

GSA Rate Information for the destination

Per Diem rate per day	\$55.00	Lodging rate per day	\$94.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$55.00	0.75	1	\$ 41.25
Per Diem full day at destination	\$55.00	1.00	2	\$ 110.00
Per Diem return travel date	\$55.00	0.75	1	\$ 41.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$145.00		3	\$ 435
Airfare	\$600.			\$ 600.00
Private Car Mileage	\$			\$ 0.00
Taxi or car rental	\$100.00			\$ 100.00
Luggage Fees	\$50.00			\$ 50.00
Registration – accept VISA? Yes / No	\$			\$ 0.00
Allowable price adjustment If travel arrangements exceed the Total Cost Estimate re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,577.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Emilie Jordan</i>	<i>4-1-19</i>	
Program Director	<i>Sharon A. Mousseau</i>	<i>4-1-19</i>	Not needed
General Manager			Not needed

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jacquelyn Summers		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #		Date of Birth
Destination	Albuquerque, NM		
Departure date	May 1, 2019	Return date	May 4, 2019
Purpose of travel	BIE /FACE SRCL grant end -of-the-year training		
Charged GL Account	001-5220901-049		

GSA Rate Information for the destination

Per Diem rate per day	\$55.00	Lodging rate per day	\$94.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$ 55.00	0.75	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	1.00	2	\$ 110.00
Per Diem return travel date	\$ 55.00	0.75	1	\$ 41.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$ 145.00		3	\$ 435
Airfare	\$600.			\$ 600.00
Private Car Mileage	\$			\$ 0.00
Taxi or car rental	\$ 100.00			\$ 100.00
Luggage Fees	\$ 50.00			\$ 50.00
Registration – accept VISA? Yes / No	\$			\$ 0.00
Allowable price adjustment If travel arrangements exceed the Total Cost Estimate re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,577.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	Jacquelyn Summers	4/2/19	
Program Director	Sharon A. Mousseau	4/2/19	Not needed
General Manager			Not needed

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Alicia Summers		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #		Date of Birth
Destination	Albuquerque, NM		
Departure date	May 1, 2019	Return date	May 4, 2019
Purpose of travel	BIE /FACE SRCL grant end -of-the-year training		
Charged GL Account	001-5220901-049		

GSA Rate Information for the destination

Per Diem rate per day	\$55.00	Lodging rate per day	\$94.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$ 55.00	0.75	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	1.00	2	\$ 110.00
Per Diem return travel date	\$ 55.00	0.75	1	\$ 41.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$ 145.00		3	\$ 435
Airfare	\$600.			\$ 600.00
Private Car Mileage	\$			\$ 0.00
Taxi or car rental	\$ 100.00			\$ 100.00
Luggage Fees	\$ 50.00			\$ 50.00
Registration – accept VISA? Yes / No	\$			\$ 0.00
Allowable price adjustment If travel arrangements exceed the Total Cost Estimate re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,577.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Alicia Summers</i>	4/12/19	
Program Director	<i>Sharon R. Mousseau</i>	4/12/19	Not needed
General Manager			Not needed

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Shara Summers		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #		Date of Birth
Destination	Albuquerque, NM		
Departure date	May 1, 2019	Return date	May 4, 2019
Purpose of travel	BIE /FACE SRCL grant end -of-the-year training		
Charged GL Account	001-5220901-049		

GSA Rate Information for the destination

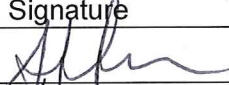
Per Diem rate per day	\$55.00	Lodging rate per day	\$94.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$ 55.00	0.75	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	1.00	2	\$ 110.00
Per Diem return travel date	\$ 55.00	0.75	1	\$ 41.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$ 145.00		3	\$ 435
Airfare	\$ 600.			\$ 600.00
Private Car Mileage	\$			\$ 0.00
Taxi or car rental	\$ 100.00			\$ 100.00
Luggage Fees	\$ 50.00			\$ 50.00
Registration – accept VISA? Yes / No	\$			\$ 0.00
Allowable price adjustment If travel arrangements exceed the Total Cost Estimate re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,577.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler		4-1-19	920-246-2923
Program Director	Sharon A. Mousaou	4-1-19	Not needed
General Manager			Not needed

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Tanya Lopez-Martin		
Please list name as it appears on Travelers Driver's License or WI State ID			
	Employee #		Date of Birth
Destination	Albuquerque, NM		
Departure date	May 1, 2019	Return date	May 4, 2019
Purpose of travel	BIE /FACE SRCL grant end -of-the-year training		
Charged GL Account	001-5220901-049		

GSA Rate Information for the destination

Per Diem rate per day	\$55.00	Lodging rate per day	\$94.00
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Cost Estimate Information

Description	Rate	Factor	Days/ Miles	Total
Per Diem initial travel date	\$ 55.00	0.75	1	\$ 41.25
Per Diem full day at destination	\$ 55.00	1.00	2	\$ 110.00
Per Diem return travel date	\$ 55.00	0.75	1	\$ 41.25
Subtract included meals				\$
Lodging including room rate plus taxes	\$ 145.00		3	\$ 435
Airfare	\$600.			\$ 600.00
Private Car Mileage	\$			\$ 0.00
Taxi or car rental	\$ 100.00			\$ 100.00
Luggage Fees	\$50.00			\$ 50.00
Registration – accept VISA? Yes / No	\$			\$ 0.00
Allowable price adjustment If travel arrangements exceed the Total Cost Estimate re-approval is required				\$ 200.00
Total Cost Estimate				\$ 1,577.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, I shall be held responsible for the full amount advanced and that I may be reprimanded in accordance with the Personal Policies and Procedures for my failure to clear this matter within the time so allotted. Further, in the event that the advance payment is not cleared within 10 calendar days of my return, and I have not filed a formal written dispute as to the amount due, by signing below, I am hereby making a knowing and voluntary wage deduction for the entire amount outstanding.

Signatures / Approvals

	Signature	Date	Contact Phone #
Traveler	<i>Tanya Lopez-Martin</i>	4/2/19	(920) 217-9345
Program Director	<i>Sharon R. Moussieu</i>	4/2/19	Not needed
General Manager			Not needed

[excerpt from March 4, 2019 meeting] Motion by Melinda K. Danforth to accept as information and request the School Board Chair to bring back updates to the May 2019 School Board meeting. Seconded by Aaron Manders. Motion carries.

[excerpt from January 7, 2019 meeting] Motion by RC Metoxen to defer to February School Board meeting. Seconded by Melinda K. Danforth. Motion carried.

C: Deferred Items – none

VII: New Business

1. Memorandum and Resolution re: OBC and Joint Meetings with BCC's – Definitions and Impact

Motion by Melinda K. Danforth to accept as an FYI. Seconded by Aaron Manders. Motion carries.

2. Adopt Social and Economic Development Strategies (SEDS) Grant Resolution and Proposal

Motion by RC Metoxen to adopt Social and Economic Development Strategies Grant Resolution and Proposal with updated Secretary's name on certification/proposal. Seconded by Aaron Manders. Motion carries.

3. Approve FACE travel request for Striving Reader's Comprehensive Literacy grant May 2 to May 3, 2019

Motion by Aaron Manders to approve the FACE travel request for the Striving Reader's Comprehensive Literacy grant. Seconded by RC Metoxen. Motion carries.

4. 2019 Quarterly Report Template and Schedule (report is due on or before May 14, 2019)

Motion by RC Metoxen to request School Board Chair to put quarter 2 report together and to conduct an Epoll for approval. Seconded by Aaron Manders. Motion carries.

VIII: Reports

A. Approve Superintendent report

1. Request to submit a procedural exception to BC for the hiring selection of the YET Student Advocate positions.

Motion by Melinda K. Danforth to approve the procedural exception request and to submit to the BC for approval. Seconded by Aaron Manders. Motion carries.

Motion by Aaron Manders to approve the Superintendent's report. Seconded by Melinda K. Danforth. Motion carries.

B. Administrative Staff reports

1. Accept Business Manager report

Motion by Aaron Manders to accept the Administrative Staff reports. Seconded by Melinda K. Danforth. Motion carries.

2. Accept K-5 Principal report

a. Assistant Principal

b. Gifted and Talented (*no submission*)

Motion by Aaron Manders to accept the Administrative Staff reports. Seconded by Melinda K. Danforth. Motion carries.

3. Accept 6-12 School Principal report and Oneida Language Department report

a. Athletic Report

b. Language Department

Motion by Aaron Manders to accept the Administrative Staff reports. Seconded by Melinda K. Danforth. Motion carries.

Oneida Business Committee Agenda Request

Post one (1) vacancy - Southeastern Wisconsin Oneida Tribal Services Advisory Board

1. Meeting Date Requested: 4 / 10 / 19

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header: New Business

- ☐ Accept as Information only
☒ Action - please describe:

Post one (1) vacancy - Southeastern Wisconsin Oneida Tribal Services Advisory Board

3. Supporting Materials

- ☐ Report ☐ Resolution ☐ Contract
☐ Other:

1. 3.
2. 4.

☐ Business Committee signature required

4. Budget Information

- ☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Lisa Summers, Secretary

Primary Requestor/Submitter: Brooke Doxtator, Boards, Committees, and Commissions Supervisor
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Name, Title / Dept.

Additional Requestor: Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

There is one (1) vacancy on the Southeastern Wisconsin Oneida Tribal Services Advisory Board for a term ending February 28, 2020.

On March 27, 2019 the Oneida Business Committee terminated the appointment of Kim Reyes.

6. Consider a request from the Southeastern Wisconsin Oneida Tribal Services Advisory Board pursuant to §105.7-4 (00:47:32)

Sponsor: Kathryn LaRoque, Chair/SEOTS Advisory Board

Motion by Daniel Guzman King to terminate the appointment of Kim Reyes on the Southeastern Wisconsin Oneida Tribal Services Advisory Board pursuant to §105.7-4, seconded by Trish King. Motion carried:

Ayes: Brandon Stevens, Daniel Guzman King, David P. Jordan, Trish King, Ernie Stevens III, Lisa Summers

Not Present: Kirby Metoxen, Jennifer Webster

Action requested:

To post (1) vacancy on the Southeastern Wisconsin Oneida Tribal Services Advisory Board

1) Save a copy of this form for your records.

2) Print this form as a *.pdf OR print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Oneida Business Committee Agenda Request

Determine next steps regarding request to amend resolution # BC-09-26-18-D

1. Meeting Date Requested: 04 / 10 / 19**2. General Information:**Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:Agenda Header: ☐ Accept as Information only☒ Action - please describe:

Amend resolution # BC-09-26-18-D Boards, Committees, and Commissions Law Stipends to include stipends for the Oneida Nation School Board's responsibilities in the hiring process (i.e. pre-screening and interviews) for Oneida Nation School System Personnel.

3. Supporting Materials☐ Report ☐ Resolution ☐ Contract☒ Other:1. 3. 2. 4. ☐ Business Committee signature required**4. Budget Information**☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted**5. Submission**Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Additional Requestor:

Additional Requestor:



Oneida Nation

School Board

PO Box 365 • Oneida, WI 54155-0365
(920) 869-1676

Memorandum

To: Oneida Business Committee

From: Oneida Nation School Board

Date: April 2, 2019

Re: Request to amend resolution # BC-09-26-18-D

The purpose of this memorandum is to provide information regarding the Oneida Nation School Board's (Board) responsibilities in the hiring process and to request that the Oneida Business Committee (OBC) amend resolution # BC-09-26-18-D to include stipends for this responsibility.

BACKGROUND

The March 21, 1988, Memorandum of Agreement between the Board and the OBC provides that "all hiring, evaluations, promotions, suspensions/dismissals of all personnel employed in the operation of the Oneida Tribal School is to be performed by the Board".

Resolution # BC-10-25-06-D sets the stipend for Board at \$75 for the following:

- Regular meeting or Special meetings
- Half-day pre-screening or interview sessions, provided that the pre-screening or interview was actually conducted and not canceled or postponed
- Grievance hearings, provided that a hearing was conducted and not canceled or postponed

On September 26, 2018, the OBC adopted the Boards, Committees, and Commissions law (law) which provides that the OBC sets stipend amounts by resolution (§ 105.13-2.) and that the OBC determines if, and when, any other stipends are appropriate and that these also be included in the resolution (§ 105.13-7.).

In compliance with the law, the OBC also adopted resolution # BC-09-26-18-D Boards, Committees, and Commissions Law Stipends which sets stipend amounts and defines other, or "miscellaneous", stipends. The miscellaneous stipends authorized by the resolution are for certain activities of the Oneida Pow-wow Committee, the Oneida Election Board, and the Oneida Personnel Commission. No miscellaneous stipends, including job selection pre-screenings or interviews are authorized to the Oneida Nation School Board.

On February 5, 2019, three (3) Board members, along with School Administration and Human Resources, participated in interviews for a position within the Oneida Nation School System. A

stipend request was submitting and subsequently denied. Included in the materials is the legal opinion issued by Attorney McAndrews regarding the stipend request.¹

At the March 4, 2019, regular Board meeting the following action took place:

"Melinda K. Danforth motion to accept the legal opinion as information and direct that official correspondence by the School Board be submitted to the Oneida Business Committee meeting Agenda requesting an amendment to the stipend BC resolution# 9 26 18 D. Seconded by Shanna Torres. Motion carried."

Informal conversations by the Board Chair, Lisa Liggins, and Legislative Reference Office (LRO) staff indicate that the reason why the Board was excluded from the miscellaneous stipends provided by resolution # BC-09-26-18-D Boards, Committees, and Commissions Law Stipends was due to the LRO being unaware of the March 21, 1988, Memorandum of Agreement between the Board and the OBC when drafting the resolution and the exclusion was an oversight.

REQUESTED ACTION

The Oneida Nation School Board is requesting that the Oneida Business Committee amend resolution # BC-09-26-18-D Boards, Committees, and Commissions Law Stipends to include stipends for the Oneida Nation School Board's responsibilities in the hiring process (i.e. pre-screening and interviews) for Oneida Nation School System Personnel.

¹ Members of the Board, along with School Administration and Human Resources, participated in pre-screening on March 12, 2019, and interviews on March 21, 2019, for another position within in the Oneida Nation School System. A stipend request was not submitted for either of these due to the previous denial and legal review issued.

From: Kelly M. McAndrews
Sent: Tuesday, February 19, 2019 2:34 PM
To: Boards
Cc: Cheryl Skolaski; Heidi M. Wennesheimer; Kristen M. Hooker
Subject: Legal Opinion- School Board Hiring Panel & Stipend Payment

Facts

On February 5, 2019 three School Board members participated as panel members for the Hiring Selection Panel for the 'Oneida Language Culture Trainee'. Administration and HRR (Human Resources) also participated. Not all School Board members participated on the panel and there is nothing to indicate that the interviews would either qualify as a "meeting" or "joint meeting". As a result of participation on the Hiring Selection Panel, the School Board members involved requested stipends be paid.

Issue

Whether a stipend can currently be paid to the School Board members who participated on the Hiring Selection Panel.

Brief Answer

No. Currently, the School Board Policy does not comply with the stipend requirements of the Nation's Boards, Committees, and Commissions law and the Business Committee has not authorized the School Board to receive stipends for participating on hiring selection panels. No stipend can be issued until the Policy is amended and the BC approves this miscellaneous category of stipend by resolution. However, although no stipend is currently authorized for School Board members to participate in hiring selection panels for personnel by the school, there is nothing prohibiting School Board members from participating on hiring selection panels.

Analysis

In 1988 the BC and School Board entered into a Memorandum of Agreement (MOA) that addressed administration of the Oneida Tribal School and involvement of the Oneida Tribal School Board "in all personnel matters related to all personnel employed in the operation of the Oneida Tribal School". Specific to personnel matters, the MOA states:

That all hiring, evaluations, promotions, suspensions/dismissals of all personnel employed in the operation of the Oneida Tribal School is to be performed by the BOARD: that hiring, promotions, suspensions/ dismissals shall be conducted pursuant to the Oneida Tribal Management System wherein three (3) member[s] of the BOARD and one (1) Tribal School Administrator, shall sit with one (1) member of the Oneida Tribal Personnel Selection Committee and the EEO Officer, that evaluations of instructional personnel shall be performed, based upon sound educational administration recognizing the contractual and school year provisions for teaching personnel, and that the COMMITTEE shall revise the Oneida Tribal Management System appropriately to accommodate the above.*

Stipend payments were not addressed in the MOA. By way of background, the Business Committee created the Oneida Tribal Management System by resolution 11-7-75-1. Among many things, the Tribal Management System provided uniform rules and regulations amongst tribal programs and ensured accountability. As an example, the Tribal Management System contained employment policies and procedures (hiring/ discipline/ termination) and implemented the Personnel Selection Committee (to monitor hiring and enforce Indian Preference). While the Oneida Tribal Management

System briefly addressed “Standing Committees” (reasons for creation, roles, and compliance with “basic Tribal policies and procedures”), stipends were not addressed in the Tribal Management System. By the early 1990s the Tribal Management System evolved into the Nation’s Personnel Policies and Procedures.

The School Board adopted the School Board Policy (revised March, 2006). This Policy covers educational and administrative policies, while incorporating the School Board requirements that a board’s bylaws would traditionally contain. While the School Board Policy is silent on when stipends are paid and the amount of stipends to be paid, it broadly states:

Should funding permit, it shall be within the authority of the Board to determine a reasonable compensation for remuneration of costs incurred by the Board in the performance of its elected duties. Each year, consistent with the development of the school’s annual budgets, the Board shall devise a formula for the payment of a stipend to its membership.

On its face this paragraph appears inconsistent with the Nation’s law governing boards, committees, and commissions (past and present). Oneida’s Comprehensive Policy Governing Boards, Committees and Commissions (adopted by BC-5-14-97-F) was in place as early as 1997. The Comprehensive Policy governed stipends and sets stipend amounts. The Comprehensive Policy went through various amendments and by 2018 it was known as the Boards, Committees, and Commissions law (“Law”). The 2018 amendment to the Law was effective October 10, 2018 (adopted by BC Resolution BC-09-26-18-C). A corresponding BC Resolution pertaining to payment of stipends and stipend amounts (09-26-18-D) was adopted when the Law was amended.**

Sec. 105.13 of the Law authorizes stipends, reimbursement and compensation for the following, in accordance with an entity’s duly adopted and conforming by-laws:

- Meetings. Provided there is a quorum, the meeting lasts for at least one hour, and the individual is present the entire meeting. Stipends for meetings for elected bodies, such as the School Board are limited to TWO per month (including emergency meetings).
- Joint meetings. Provided there is a quorum, the meeting lasts for at least one hour, and the individual is present the entire meeting. Joint meetings are not counted with regular/emergency meetings.
- Hearings. Before the Judiciary when testimony/evidence is compelled by subpoena.
- Hearings of an entity. For the conduct of hearings (when the body has hearing authority).
- Conferences and training. Reimbursement occurs in accordance with the Nation’s policies concerning conferences/training. The member must attend the full day at the conference/training, the training *must be required by-law/bylaw/resolution*, and travel to and from are excluded.
- Business expenses. Normal business expenses related to membership.
- Miscellaneous. When otherwise determined by the Business Committee. The BC may determine when other stipends are appropriate.
- Task Force/ Ad hoc subcommittees. No stipend is authorized unless an exception is made by the BC or GTC.

The Law requires an entity’s by-laws include a comprehensive list of all stipends members are eligible to receive and the requirements for collecting each stipend. Sec. 105.10-3(e). The School Board Policy currently does not contain this list and its requirements, so it does not comply with the Law’s requirements concerning stipends.*** The School Board should amend its policy to conform with the Law.

Business Committee Resolution #09-26-18-D, a companion resolution to the Law, sets forth stipend amounts and defines when “miscellaneous” stipends may be issued. Specified stipends that do not fall within the standard categories of stipends must be authorized by Business Committee resolution because they fall within the “miscellaneous” category. Currently, miscellaneous stipends are authorized for certain pow-wow activities, election board activities, Personnel Commission interviews and job selection pre-screenings for the Oneida Personnel Commission. No miscellaneous stipends, including job selection pre-screenings are authorized to School Board members in this Resolution. In order to be eligible for a miscellaneous stipend for personnel related functions, such as sitting on a Hiring Selection Panel, not only must the School Board’s policy be amended to conform with the Law, but a corresponding Business Committee resolution is necessary.

Last, although no stipend is currently authorized for School Board members to participate in hiring selection panels for personnel by the school, there is nothing prohibiting School Board members from participating in hiring selection panels.

* This opinion does not address whether the 'Oneida Language Culture Trainee' position falls within the purview of "personnel employed". This is unclear based on the use of the word "trainee".

**Most recently, on January 7, 2013 the General Tribal Council, by 2/3 vote of voting members, approved the adoption of amendments to the Administrative Procedures Act and Legislative Procedures Act (LPA) by GTC Resolution 01-07-13-A. The LPA is the Nation's process for the adoption and amendment of the Nation's laws and a mechanism by which laws are created. The LPA proves a standard process for developing legislation, including process requirements. *Generally*, Legislative Procedures Act Ch. 109.

***Other by-law requirements were not examined for this opinion. It may be advisable for the School Board to separate it's overall policies from its by-laws.

From: Boards
Sent: Thursday, February 14, 2019 4:44 PM
To: Kelly M. McAndrews <kmcandre@oneidanation.org>
Cc: Cheryl Skolaski <cskolask@oneidanation.org>
Subject: FW: ONSB Interview Stipend Payment Forms to be processed
Importance: High

Hi Kelly,

I have another stipend issue, this time with School Board, they are requesting stipends for interviews, but interview stipends for the School Board are not addressed in BC Resolution 09-26-18-D. I've included their stipend request, the BC resolution, BCC law, School Board Bylaws and an MOA with the BC from 1988.

Does an MOA/MOU supersede the law and if they are allowed an interview stipend, how much should they be paid?

Brooke Doxtator
BCC Supervisor
Business Committee Support Office (BCSO)



A good mind. A good heart. A strong fire.

office 920.869.4452
fax 920.869.4040

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 09-26-18-D Boards, Committees, and Commissions Law Stipends

- WHEREAS,** the Oneida Nation 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 Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Boards, Committees, and Commissions law ("the Law") was adopted by the Oneida Business Committee through resolution BC-5-14-97-F and amended by resolutions BC-09-27-06-E, BC-09-22-10-C, and most recently BC-09-26-18-C; and
- WHEREAS,** the Law provides stipends paid by the Oneida Nation to a person serving on a board, committee, and commission of the Nation in order to compensate the individual for his or her contribution of time, effort, and work for the boards, committee, or commission for the betterment of the Nation; and
- WHEREAS,** the Law requires the Oneida Business Committee to set stipend amounts by resolution; and
- WHEREAS,** the Oneida Business Committee shall periodically review the amounts provided for stipends and, based on the availability of funds, shall adjust those amounts accordingly by amending this resolution; and

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee sets forth the following stipend amounts allowed to be paid to a member of a board, committee, or commission of the Nation:

1. *Meetings of a Board, Committee, or Commission of the Nation.* A member of a board, committee, or commission of the Nation shall receive a stipend for attending a duly called meeting of the board, committee, or commission in accordance with the Law.
 - a. *Appointed Boards, Committees, and Commissions.* A member of an appointed board, committee, or commission of the Nation shall receive a stipend of seventy-five dollars (\$75) for a duly called meeting of the board, committee, or commission for up to one (1) meeting per month.
 - i. Appointed boards, committees, and commissions of the Nation include the following:
 1. Anna John Resident Centered Care Community Board;
 2. Oneida Community Library Board;
 3. Environmental Resource Board;
 4. Oneida Nation Arts Board;
 5. Oneida Nation Veterans Affairs Committee;

6. Oneida Personnel Commission;
 7. Oneida Police Commission;
 8. Oneida Pow-wow Committee;
 9. Pardon and Forgiveness Screening Committee; and
 10. Southeastern Oneida Tribal Services Advisory Board.
- b. *Elected Boards, Committees, and Commissions.* A member of an elected board, committee, or commission of the Nation shall receive a stipend of one hundred dollars (\$100) for a duly called meeting of the boards, committee, or commission for up to two (2) meetings per month.
 - i. Elected boards, committees, and commissions of the Nation include the following:
 1. Oneida Nation Commission on Aging;
 2. Oneida Election Board;
 3. Oneida Land Claims Commission;
 4. Oneida Land Commission;
 5. Oneida Nation School Board;
 6. Oneida Trust Enrollment Committee; and
 7. Oneida Gaming Commission;
 - a. Although the Oneida Gaming Commission is an elected commission of the Nation, the Oneida Nation Gaming Ordinance provides that the compensation of Oneida Nation Gaming Commissioners is not subject to the Nation's Boards, Committees, and Commissions law.
2. *Joint Meetings with the Oneida Business Committee.* A member of a board, committee, or commission of the Nation shall receive a stipend for attending a duly called joint meeting between the board, committee, or commission and the Oneida Business Committee in accordance with the Law.
 - a. *Appointed Boards, Committees, and Commissions.* A member of an appointed board, committee, or commission of the Nation shall receive a stipend of seventy-five dollars (\$75) for a duly called joint meeting.
 - b. *Elected Boards, Committees, and Commissions.* A member of an elected board, committee, or commission of the Nation shall receive a stipend of one hundred dollars (\$100) for a duly called joint meeting.
3. *Oneida Judiciary Hearings.* A member of a board, committee, or commission of the Nation shall receive a stipend of fifty dollars (\$50) for attending a hearing of the Oneida Judiciary if the member's attendance at the hearing is required by official subpoena.
4. *Hearings of a Board, Committee, or Commission of the Nation.* A member of a board, committee, or commission of the Nation shall receive a stipend of fifty dollars (\$50) for conducting an official hearing of the board, committee, or commission.
5. *Miscellaneous Stipends.* The Oneida Business Committee shall have the discretion to determine any other stipends deemed appropriate.
 - a. *Pow-wow Activities.* A member of the Oneida Pow-wow Committee shall receive a stipend of twenty-five dollars (\$25) per hour for services he or she provides during each Pow-wow, not to exceed two hundred dollars (\$200) per day, contingent upon available budgeted funds.
 - b. *Election Activities.* A member of the Oneida Election Board shall receive a stipend of ten dollars (\$10) per hour for services he or she provides during an election including, but not limited to, managing the polling site, recounts, and lot drawings.
 - c. *General Tribal Council Meetings.* A member of the Oneida Election Board shall receive a stipend of one hundred dollars (\$100) for attendance and service provided at a General Tribal Council meeting of the Nation.
 - d. *Interviews and Job Selection Pre-Screening.* A member of the Oneida Personnel Commission shall receive a stipend of twenty-five dollars (\$25) for up to four (4) hours of

participating in interviews and/or job description pre-screens conducted by the Human Resource Department, and a stipend of fifty dollars (\$50) for more than four (4) hours of participating in interviews and/or job description pre-screens conducted by the Human Resource Department.

6. *Conferences and Training.* A member of a board, committee, or commission of the Nation shall receive a stipend of one hundred dollars (\$100) per day for attendance at a conference or training that is required by law, bylaw, or resolution.

BE IT FINALLY RESOLVED, that this resolution hereby adopted and shall be effective October 10, 2018.

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; 9 members were present at a meeting duly called, noticed and held on the 26th day of September, 2018; that the forgoing resolution was duly adopted at such meeting by a vote of 8 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."



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



P.O. Box 365 • Oneida, WI 54155
Telephone: 920-869-4364 • Fax: 920-869-4040
BC Resolution # 10-25-06 D



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.

Oneida Nation School Board Stipend

- 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, 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, Section 1 of the Oneida Tribal Constitution by the Oneida General Tribal Council, 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 Oneida Nation School Board continues to clarify and enforce the Oneida Nation School System and Oneida Nation School Board Policies and Procedures for the benefit of the parents, students and employees of the Oneida Nation School System; and
- WHEREAS,** the Oneida Nation School Board has received stipends which offset the cost and expenses related to membership as well as compensate for knowledge given in the course of duties and responsibilities; and
- WHEREAS,** the Oneida Nation School Board is required to participate in screening, interviews, grievance hearings and continuing education training in order to maintain and enhance skills utilized in their duties and responsibilities; and
- WHEREAS,** the stipends paid to the Oneida Nation School Board members have not been adjusted to reflect the current economy for many years; and
- WHEREAS,** the Comprehensive Policy allows entities to petition the Oneida Business Committee for an increased stipend through a Resolution which indicates the reasons why the stipend should be different, and what would be an appropriate stipend; and
- WHEREAS,** the Oneida Nation School Board is forwarding the stipend rates set out below for approval by the Oneida Business Committee,


NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee hereby authorizes a stipend in the amount of \$75 to the Oneida Nation School Board for the following:

- Regular meeting or Special meetings.
- Half-day pre-screening or interview sessions, provided that the pre-screening or interview was actually conducted and not canceled or postponed.
- Grievance hearings, provided that a hearing was conducted and not canceled or postponed.

NOW THEREFORE BE IT FINALLY RESOLVED, that the above stipend rates are effective upon the approval of a budget that accommodates this increase in the stipend rate.

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. 5 members were present at a meeting duly called, noticed and held on the 25 day of October, 2006; that the foregoing resolution was duly adopted at such meeting by a vote of 4 members for; 0 members against; and 0 members not voting; and that said resolution has not been rescinded or amended in any way.



Patricia Hoeft, Tribal Secretary
Oneida Business Committee

Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Phone: 869-2214

Oneida, WI 54155



ONEIDA TRIBAL SCHOOL MEMORANDUM OF AGREEMENT

WHEREAS, the Oneida General tribal Council, on January 8, 1983, by Resolution, directed that an agreement be reached between the Oneida Business Committee and the Oneida Tribal School Board regarding the autonomous administration of the Oneida Tribal School which would provide for full involvement of the Oneida Tribal School Board in all personnel matters related to all personnel employed in the operation of the Oneida Tribal School, and

WHEREAS, the Oneida General Tribal Council further directed that said Memorandum of Agreement be made consistent with existing policies and procedures of the Oneida Tribe as set forth in the Oneida Tribal Management System that accounting, purchasing, budgeting and budget planning of the Oneida Tribal School be consistent with approved policies and procedures of the Oneida Tribal Accounting Office, and

WHEREAS, the Oneida Tribal School Board is an elected body of the Oneida General Tribal Council, any cause against them individually or as a body should be consistent with the Oneida Removal Ordinance, and

WHEREAS, contracts with the federal or state governments on behalf of the Oneida Tribal School require endorsement and approval of the Oneida Business Committee and therefore cooperation and close communications should exist between the Oneida Tribal School Administration, Oneida Business Committee and Tribal School Board.

NOW THEREFORE BE IT RESOLVED, that the following terms and conditions meet the criteria set forth by the Oneida General Tribal Council for the MEMORANDUM OF AGREEMENT above described;

Public Packet

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



95 of 99

UGWA DEMOLUM YATEHE
Because of the help of this
Oneida Chief in cementing
a friendship between the
six nations and the Colony
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tion the United States was
made possible

ONEIDA TRIBAL SCHOOL
MEMORANDUM OF AGREEMENT

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This MEMORANDUM OF AGREEMENT is entered into this 21 day of March, 1988, between the Oneida Business Committee, hereafter referred to as the COMMITTEE, and the Oneida Tribal School Board, hereafter referred to as the BOARD, agree to abide, respect and follow the following provisions:

1. That all hiring, evaluations, promotions, suspensions/dismissals of all personnel employed in the operation of the Oneida Tribal School is to be performed by the BOARD: that hiring, promotions, suspensions/dismissals shall be conducted pursuant to the Oneida Tribal Management System wherein three (3) member of the BOARD and one (1) Tribal School Administrator, shall sit with one (1) member of the Oneida Tribal Personnel Selection Committee and the EEO Officer, that evaluations of instructional personnel shall be performed, based upon sound educational administration recognizing the contractual and school year provisions for teaching personnel, and that the COMMITTEE shall revise the Oneida Tribal Management System appropriately to accommodate the above.
 - A. Where the Oneida Tribal Management System refers to Personnel Administrator it shall be revised by the COMMITTEE to provide for Consultation with the Tribal School Administrator and Chairman of the BOARD.
2. Grievances of employees of the Oneida Tribal School are to be processed by two (2) members of the Oneida Personnel Selection Committee, three (3) BOARD members and the EEO Officer as per grievance procedures outlined in the Oneida Tribal Management System.
3. All contracts, grants and proposals related to the operation or planning of the Oneida Tribal School shall be first reviewed and endorsed by the BOARD. Such review and endorsement shall be presented in writing to the COMMITTEE at times consistent with existing Oneida Tribal Policies and Procedures. The recommendations of the BOARD shall be followed by the COMMITTEE, unless good cause to the contrary is shown, provided that such proposed contracts, grants and proposals are consistent with Oneida Tribal School funding cycles.

MEMORANDUM OF AGREEMENT

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- A. Disputes between the COMMITTEE and the BOARD under this provision shall be negotiated by the parties.
- B. If the matter cannot be resolved, the matter shall be reported at the next meeting of the Oneida General tribal Council or special meeting called therefore.
4. The BOARD shall submit all minutes of all meetings in writing to the COMMITTEE.
 - A. Long and short range planning of the Oneida Tribal School shall be coordinated with the COMMITTEE.
 - B. The BOARD shall make two (2) annual reports in writing to the Oneida General Tribal Council to be available to the Oneida General Tribal Council consistent with the annual reports of all other tribal departments and programs to the regular annual meeting of the Oneida General Tribal Council.
5. The MEMORANDUM OF AGREEMENT shall not be amended except by the Oneida General Tribal Council or at the express direction of the Oneida General Tribal Council and shall be effective upon ratification by the Oneida General Tribal Council.

C E R T I F I C A T I O N

I, the undersigned, as Secretary of the Oneida Business Committee, hereby, certify that the Oneida General Tribal Council in session with a quorum of 76 members present, at a meeting duly called, noticed, and held on the 21 day of March, 19 88; that the foregoing resolution was duly adopted at such meeting by a unanimous vote of those present and that said resolution has not been rescinded or amended in any way.



Anelia Cornelius, Tribal Secretary
Oneida Tribe of Indians of Wisconsin

