



Oneida Business Committee

Quarterly Reports Meeting
8:00 a.m. Thursday, May 24, 2018
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

To get a copy of the agenda, go to: oneida-nsn.gov/government/business-committee/agendas-packets/

I. CALL TO ORDER AND ROLL CALL

II. OPENING

III. ADOPT THE AGENDA

IV. REPORTS *(Scheduled times are approximate and subject to change)*

A. APPOINTED BOARDS, COMMITTEES, COMMISSIONS

1. Accept Anna John Residential Centered Care Community Board FY-2018 2nd quarter report *(8:00 a.m.)*
2. Accept Oneida Nation Arts Board FY-2018 2nd quarter report *(8:15 a.m.)*
3. Accept Oneida Environmental Resources Board FY-2018 2nd quarter report *(8:30 a.m.)*
4. Accept Oneida Community Library Board FY-2018 2nd quarter report *(8:45 a.m.)*
5. Accept Oneida Personnel Commission FY-2018 2nd quarter report *(9:00 a.m.)*
6. Accept Oneida Police Commission FY-2018 2nd quarter report *(9:15 a.m.)*
7. Accept Oneida Pow-wow Committee FY-2018 2nd quarter report *(9:30 a.m.)*
8. Accept Oneida Nation Veterans Affairs Committee FY-2018 2nd quarter report *(9:45 a.m.)*
9. Accept Southeastern Oneida Tribal Services Advisory Board FY-2018 2nd quarter report *(10:00 a.m.)*

(Break scheduled from 10:15 – 10:30 a.m.)

B. ELECTED BOARDS, COMMITTEES, COMMISSIONS

1. Accept Oneida Nation Commission on Aging FY-2018 2nd quarter report *(10:30 a.m.)*
2. Accept Oneida Gaming Commission FY-2018 2nd quarter report *(10:45 a.m.)*

3. Accept Oneida Land Claims Commission FY-2018 2nd quarter report *(11:00 a.m.)*
4. Accept Oneida Nation School Board FY-2018 2nd quarter report *(11:15 a.m.)*
5. Accept Oneida Election Board FY-2018 2nd quarter report *(11:30 p.m.)*
6. Accept Oneida Land Commission FY-2018 2nd quarter report *(11:45 p.m.)*

(Break scheduled from 12:00 p.m. – 1:30 p.m.)

C. CORPORATE BOARDS

1. Accept Bay Bancorporation, Inc. FY-2018 2nd quarter report *(1:30 p.m.)*
2. Accept Oneida ESC Group, LLC. FY-2018 2nd quarter report *(1:45 p.m.)*
3. Accept Oneida Seven Generations Corporation FY-2018 2nd quarter report *(2:00 p.m.)*
4. Accept Oneida Airport Hotel Corporation FY-2018 2nd quarter report *(2:15 p.m.)*
5. Accept Oneida Golf Enterprise Corporation FY-2018 2nd quarter report *(2:30 p.m.)*

(Break scheduled from 2:45 p.m. – 3:00 p.m.)

D. STANDING COMMITTEES

1. Accept Community Development Planning Committee FY-2018 2nd quarter report *(3:00 p.m.)*
2. Accept Legislative Operating Committee FY-2018 2nd quarter report *(3:15 p.m.)*
3. Accept Quality of Life Committee FY-2018 2nd quarter report *(3:30 p.m.)*
4. Accept Finance Committee FY-2018 2nd quarter report *(3:45 p.m.)*

E. OTHER

1. Accept Oneida Youth Leadership Institute Board FY-2018 2nd quarter report *(4:00 p.m.)*

V. ADJOURN

Posted on the Oneida Nation's official website, www.oneida-nsn.gov, at 4:30 p.m., Friday, May 18, 2018, 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: <https://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

1. Meeting Date Requested: 05 / 24 / 18

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:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.



Anna John Resident Centered Care Community (AJRCCC)
 Second Quarter Report to Business Committee
 Period: January, February & March 2018
 Submitted by: Candace House - Chairwoman

The purpose of the Anna John Resident Centered Care Community (AJRCCC) Board is to serve in an advisory capacity ensuring operations of AJRCCC are within the guidelines and policies of the Oneida Nation and within all regulations, rules, policies governing the operation of a nursing home.

The Board ensures the AJRCCC maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician.

AJRCCC BOARD MEMBERS

| Name | Term Expires | Name | Term Expires |
|-------------------|--------------|-----------------|--------------|
| Candace House | 07/31/2021 | Janice McLester | 07/08/2018 |
| Kristin Jorgenson | 07/31/2020 | Carol Elm | 01/28/2018 |
| Pat Moore | 05/27/2018 | Shirley Barber | 07/31/2020 |
| Joshua Hicks | 07/31/2020 | Open Seat | |

MEETINGS

| | | |
|--|---|--------------------------|
| January 24, 2018- Regular January 31, 2018- Special | February 14, 2018- Regular February 21, 2018-Special | March 14, 2018 - Regular |
|--|---|--------------------------|

RESIDENT CENSUS - 2016

| | | |
|-----------|-----------|-------------|
| Jan - 80% | Feb - 80% | March - 80% |
|-----------|-----------|-------------|

Maximum is 48 Beds

HIGHLIGHTS

- Dave Larson is currently the Administrator for the AJRCCC.**

MONTHLY ACTIVITIES – January 2018

The Board welcomed two new members: Shirley Barber and Kristin Jorgenson, appointment goes through 2020. The Board reviewed their bylaws for any additional changes. Once the LOC has their information approved the board will forward their to the law office for approval.

MONTHLY ACTIVITIES – February 2018

The Board had their annual election of officers for FY2018; Chairperson-Candace House, Vice Chairperson-Janice McLester and Secretary-Kristin Jorgenson. Board member attended the LOC Comprehensive Policy Governing Boards, Committees, and Commissions Working meeting. We will continue to follow the LOC regarding the updated policy for necessary changes.

MONTHLY ACTIVITIES – March 2018

The Board completed their 6th month Audit review and returned their findings for final update/review. Joshua Hicks attended the *American Society on Aging Conference* in San Francisco, CA March 26th – March 29th, 2018

STAFFING:

Between the months of January –March 2018, HRD reported the Anna John Resident Centered Care Community had a total of 27 tribal employees working the 7/24 shifts to care for our Residents during the quarter.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Motion to accept the ONAB FY18 Q2 Report.

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: Desirae Hill, ONAB Chair
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Marena Bridges, ONAB Vice-Chair
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Nation Arts Board

Quarterly Report – 2nd Quarter (Jan - Mar, 2018)
May 8, 2018

Oneida Nation Arts Board

Desirae Hill, Chair (Exp. 2021)
 Marena Bridges, Vice Chair (Exp. 2018)
 Dawn Walschinski, Secretary (Exp. 2018)
 Christine Klimmek (Exp. 2019)
 Sylvia Cornelius (Exp. 2018)

Beth Bashara, ONAP Director
 Kirby Metoxen, BC Liaison

Dakota Webster (Exp. 2018)
Jackie Zalim (Exp. 2018)
Patricia Moore (Exp. 2018)



Board Purpose Statement:

To provide guidance to the ONAP and to perform the responsibilities granted to the Board under the Dollars for Arts Program policy. Specific responsibilities include, but are not limited to the following: (a) work with ONAP Director and staff in an advisory capacity on issues related to the arts in Oneida, and (b) strive to provide guidance and recommendations in the development of the ONAP and arts programs throughout the community, and (c) receive reports of the ONAP activities and ONAP staff, and (d) evaluate ONAP, (e) approve policies and programs for the overall coordination and administration of the ONAP.

Update from the Chair

In the 2nd Quarter, the Oneida Nation Arts Board has been able to gather momentum and improve our attendance as we look ahead.

In January we developed a realistic 2018 work plan and have been diligently serving the aims set forth with intention. Our vision is that ONAB will become more impactful through support and stewardship of the arts, both artists and creative endeavors, in the community. And that by creating a solid foundation, we are establishing strength to do the good work ahead.

In February we began work to review the Dollars for Arts Program.

In March, we completed the comprehensive report on DAP requested by the GTC and established DAP talking points for the Board and other community members. We continued our work to review, revise, clarify the DAP law/policy/procedure/guidelines. The Board approved a motion to request WAB to forward any remaining DAP funds from FY18 to rollover for FY19.

The completion of the Performance Assurance Audit helped to clarify where the organization and administration of the board can further be improved. A plan of action and response was submitted which required a slight modification of our work plan. We expect the work to be completed in Q3 and finalized in Q4 prior to FY19.

As we look to mitigate our risks and further efforts to energize our membership we also reached out to all members to inquire about continued interest and activity; subsequently, 3 Board Members resigned early. There are open appointments on the Oneida Nation Arts Board.

Meetings Held

January
February
March

Volunteer Hours

One of our goals is to Board members volunteered t (3 hours) to support Woodland Indian Arts at Artigras and (1 hour) Basket Guild.

Oneida Nation Arts Program Update

Administrative Reports

Staff includes: Beth Bashara, Director
Sherrole Benton, Program Coordinator

Program Reports

Dollars for Arts Program: FY18 had \$15,733 to distribute. All applicants received full request amount for \$9,690. This is \$6,043 remaining.

SEEDS: 9 workshops/performances un Shawano, Onalaska, Howard-Suamico, Wisconsin Rapids, Fall Creek, Egg Harbour, and Green Bay by 4 Native artists reaching a total of 2,014 children in and a 96% satisfaction rating.

MOC: Native Songwriting Retreat, February 4-9. With lots of last minute changes, Sadie Buck, Elizabeth Hill, Annie Humphrey, Kelly Jackson, Wade Fernandez, Frank Montano, Phillip Lopez and Dustin Skenandore were sequestered for 5 days in a house in Wild Rose to write new songs. They created, recorded, and presented 12 original songs and had an additional 4 songs that were not completed but partially recorded. Songs included: They Lied – about bully; Taco Blues; Sun is Shining; Shoes; Now we Can All Fly (dedicated to Jonathan); Elders Lullaby; Choose to Be; Butterfly; Bottom Line; Birds Will Fly; a Hundred Years; and 369 Everybody.

The ONAP partnered with the WEGA arts in Weyauwega to host a performance on Thursday night. We arranged for a bus to leave from Oneida. We reached out to the Recreation Center to bring some of their

kids. We arranged for a bus to leave (CMN sponsored) from Keshena. WEGA arts and ONAP marketed the event. We had 150 people attend the show.

Arts Program Classes:

January

1. *Paint Night with LeAnn Thompson - sold out*
2. *Quilled Earrings with Turtle Big Mountain - sold out*

February

3. *Pine Needle Basket Workshop with Judy Skenandore - 90% capacity*
4. *Family Iroquois Social Music with Kalana and Stephanie - 50% capacity*
5. *Father and Son Pow Wow Drum with Harold Katchenago - sold out*
6. *Young Men's Drumming with Harold Katchenago - 10% capacity*
7. *Loom Beadwork with Breezy - sold out*

March

8. *Baby Moccasins with Sandy Gauthier - sold out*
9. *Raised Beadwork Picture Frames with Sandy Gauthier - 50% capacity*

Future Focus

Art Classes

April: Quillows, Sock Dolls, Strap Dress

May: Plein Air Painting, Basket Making, Two Needle Beading

June: Porcupine Quill Workshop

Oneida Art Camp: June 18 - June 22, M-F, 1-5pm, ages 9 - 14. Artists include LeAnn Thompson, Sayokla Williams, and Coleen Bins.

Events

Submissions for the new plays and preparation for the July CMN collaboration.

Inspiration

An Evidence Review of the Impact of Participatory Arts on Older People (2011) by the Mental Health Foundation (MHF) reviewed a selection of high-quality academic research and 'grey literature' which included unpublished and non-peer reviewed work. The reviewed literature covered the 60–69-year-old age group and a range of artforms including music, drama, visual arts, storytelling, festivals and combined arts. Alongside the physical benefits of more overtly active art forms such as drama and dance the MHF review found that increased levels of general activity gained through activities such as storytelling and visual arts also had positive impacts on the overall health of participants. The review also made connections between involvement in community arts and mental wellbeing. (Arts Council of England)

THE VALUE OF ARTS AND CULTURE TO PEOPLE AND SOCIETY

HIGHLIGHTS FROM OUR EVIDENCE REVIEW

We celebrate the diversity of our national identity

1 BILLION
Global viewers of the London 2012 opening ceremony

68% of UK viewers said it made them proud to be British

SOCIETY

PARTICIPATION IN ARTS AND CULTURE CAN:

- contribute to community cohesion...
- Students who study arts subjects are more employable and more likely to stay in employment
- ...make communities feel safer and stronger...
- ...reduce social exclusion and isolation

ARTS AND CULTURE illuminates our inner lives, enriches our emotional world and teaches us compassion

Arts and cultural intervention can have a positive impact on specific health conditions such as dementia, Parkinson's and depression

HEALTH & WELLBEING

ALMOST 60% of people are more likely to report good health if they've attended a cultural place or event in the last 12 months

Levels of subjective wellbeing are generally reported to be higher amongst those with higher arts and culture engagement

10 MILLION visits to the UK in 2011 involved engagement in arts and culture representing almost half of all tourists

£12.4 BILLION Aggregate turnover of businesses in the UK arts and culture industry, 2011

£13.9 MILLION The impact on Kent's economy the Turner Contemporary in Margate had in its first year

£753.8 MILLION The additional income Liverpool's Capital of Culture year generated for the local economy in 2008

ECONOMY

SECONDARY SCHOOL PUPILS engaged in arts and culture are twice as likely to volunteer in the community and are 20% more likely to vote as young adults

In 2011 there were **337,797** learning sessions in arts and cultural venues, and **11,993** school performances took place by our funded organisations

EDUCATION

78% of children's performance levels in core subjects improved in the first year of In Harmony, a programme of daily music activity for every pupil

Children from low income families who take part in arts activities at school are **three times** more likely to get a degree



Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Accept the ERB FY '18 2nd quarter report.

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: Chad Wilson, Project Manager/Environmental Resource Board
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Al Baird, Chairman/Environmental Resource Board
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

ENVIRONMENTAL RESOURCE BOARD

FY '18 2nd Quarter Report: January, February, March

ERB MEMBERSHIP

| | | |
|---|-------------------------------|---------------------------|
| Al Manders, Chair | Isaiah Skenandore, Vice-Chair | Marlene Garvey, Secretary |
| Ted Hawk | Gerald Jordan | Tom Oudenhoven |
| Richard Baird | Nicole Steeber | Megan White |
| Oneida Business Committee Liaison: Councilman Ernie Stevens III and Daniel Guzman | | |

MINUTES

Action Taken January 4:

- Motion to approve emergency rule and fine schedule for the Domestic Animals Ordinance.
- Outline process for newly acquired properties to be assessed by ERB for inclusion as Natural Areas as appropriate and the designation of access as directed by the Public Use of Tribal Lands law.

Action Taken February 1:

- Public Hearing for Fine Schedule and Rules for Domestic Animals Ordinance
- Motion to approve ERB 1st Quarter Report.
- Motion to approve general scope of work for the Silver Creek Pathway Project.

Action Taken March 1:

- Motion to approve Domestic Animals Fine Schedule and Rule and submit support memo to LRO for final approval.
- Motion to approve the return Turkey Season to 2011-2015 model where “sportsmen to purchase a set of tags for the harvest of one bearded and one hen, after successfully harvesting both, be allowed to purchase another set”.

FINANCIALS

| | |
|---------------------|--------------|
| Tribal Contribution | \$ 301,209 |
| January | \$ 26,046.80 |
| February | \$ 22,477.24 |
| March | \$ 23,982.74 |

SUMMARY OF ACTIVITIES

- Coordinate work schedule for **transfer of hearing authority** with LOC, Judiciary, Oneida Police Department and Conservation Department for duties and responsibilities of transferring hearing responsibilities to the Judiciary. This will include seven laws and ordinances, but with primary emphasis on the Hunting, Fishing, and Trapping Law and the Domestic Animals Ordinance.
- Review of **Comprehensive Policy for Board, Committees, and Commissions** and participate in work meetings, review new sections regarding member expectations and reporting processes and coordinate with Board, Committees, and Commissions staff.
- New emergency ruling making and fine schedule for the updated **Domestic Animal Ordinance** which goes into law on January 1, 2018.
- Participation on **Budget Development Teams** for implementing the objectives for the FY'18 budgets and look forward to projections for the next 3 fiscal years.
- **Onyota'a:ka Lake** management planning for Phase II expansion of lake, walking trail, and recreational amenities.
- Assist in the formation of processes for the **Judicial Advocates** and the opening of their office in August, 2018. Provide onsite Kronos service and temporary technical support for the office.
- Work with Trust Enrollments on **Tribal Identification / Land Use cards** for identification of Oneida Tribal member spouses, descendants, and dependents.
- Review and development of RFP for **Food Enterprise Center** grant funding in coordination with Planning and Internal Services
- Duties as **Building Administrator** for Ridgeview Plaza in coordinating the placement of new departments and entities in renovated spaces.
- Planning for **Hunter's Community Feast** to discuss new initiatives and obtain survey feedback from Oneida's Hunting community.
- Planning for **Oneida Earth Day** activities at Onyota'a:ka Lake in May.
- Assist on project team planning for RFP review, design and permitting for upcoming **Silver Creek Trail project**.
- Coordination of **Agricultural Systems Transition** team and compilation of reporting information as part of OSRAC team activities.
- Coordination of **Industrial Hemp** team, compilation of reporting, and assistance with submittal of information in accordance with WI DATCP permitting.

- Participation on **Energy Team** and review of D.O.E. grant opportunities and begin updates to Oneida Energy Security plan.
- Begin review of process for designating new natural areas for **Land Access Map** in accordance with Public Use of Tribal Lands law and coordination with Oneida Zoning and Shoreland Protection.
- Coordination with **Boards, Committees, and Commissions** staff on reporting and record keeping for board.
- Other **interdepartmental teams** activities or coordination efforts that arise on a short-term basis to meet the vision of the Oneida Nation.

GOALS

| # | GOAL STATEMENT |
|---|--|
| 1 | Maintenance of laws and regulations related hunting, wildlife, domestic animals, land access and other responsibilities, along with the associated public meeting and hearing responsibilities. |
| 2 | Monitor environmental and other projects for compliance with community goals, support Sustainable Community development projects and energy efficiency program development, and appropriate participation on intergovernmental teams. |
| 3 | Provide the Oneida community with environmental education through community events and educational outreach with emphasis on access to Oneida public lands, natural resource management and restoration, and surface water protection. |

OBJECTIVES

| # | OBJECTIVE STATEMENT | MEASUREMENT | COMPLETION DATE | GOAL # (above) |
|---|--|--|-----------------|----------------|
| 1 | Completion of Domestic Animal Ordinance Rule and Fine Schedule | Final Approval | Spring, 2018 | 1 |
| 2 | Coordinate transfer of hearing authority to the Oneida Judiciary. | Interdepartmental coordination (OPD, Judiciary, Law, & Conservation) | Spring, 2018 | 1 |
| 3 | Monitoring hunting, fishing, & trapping levels for natural resource management goals and adjust rule making accordingly. | Review of deer hunting season harvest numbers | Spring, 2018 | 3 |

MEETING REQUIREMENTS

The ERB currently holds meetings once a month. Meetings are normally held on the 1st Thursday of each month. Hearings are held as required. ERB also attends Business Committee meetings, other public meetings, and performs volunteer service in the community as required or deemed appropriate by the ERB. **Yaw^ko!**

2017-18 Hunting Seasons

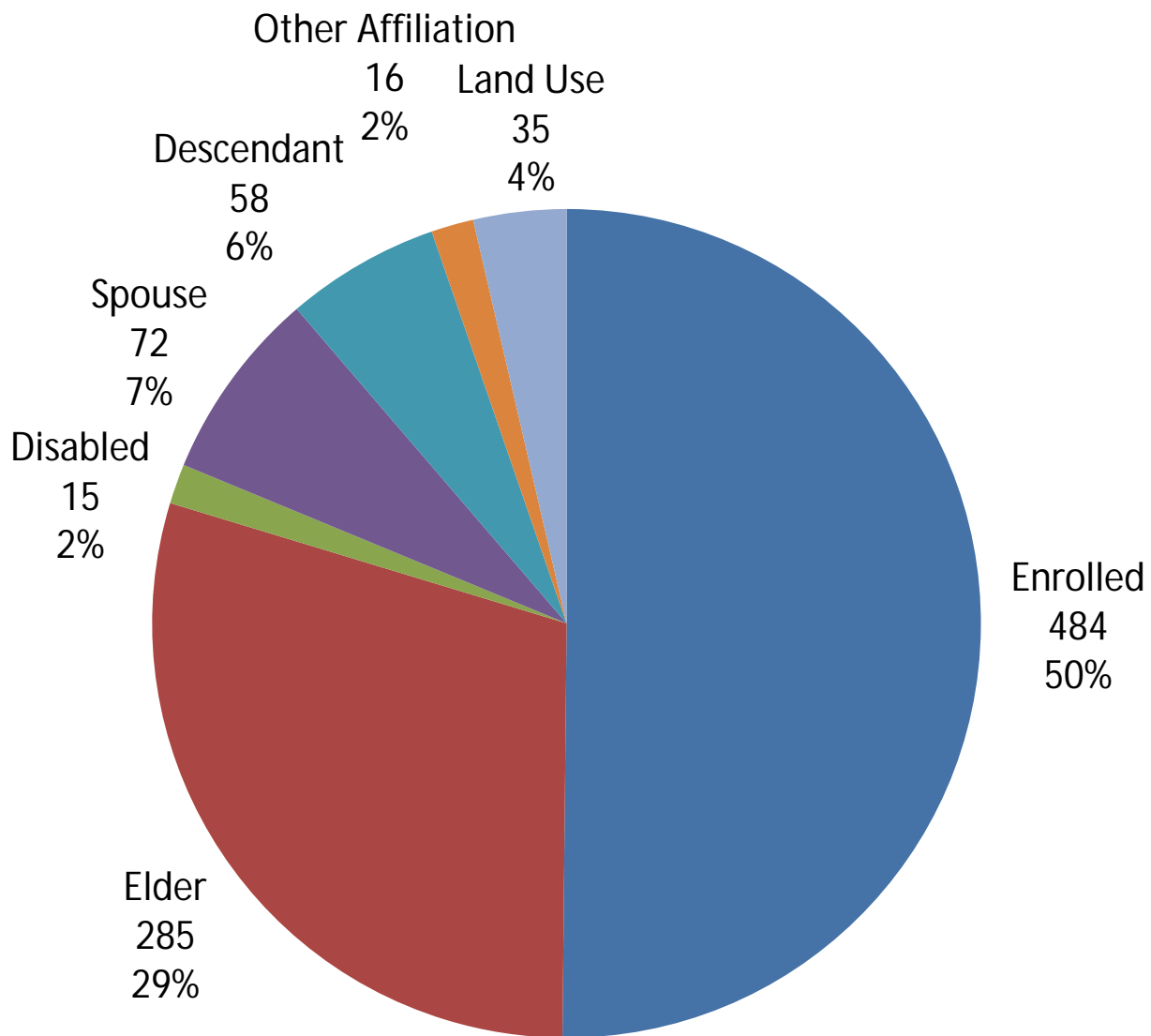
of License Issued

| | |
|-------------------|-----|
| Enrolled | 484 |
| Elder | 285 |
| Disabled | 15 |
| Spouse | 72 |
| Descendant | 58 |
| Other Affiliation | 16 |
| Land Use | 35 |
| | 965 |

| | Bow Season | | Gun Season | | Muzzleloader Season | |
|-----------------------|------------|-----|------------|-----|---------------------|-----|
| | Buck | Doe | Buck | Doe | Buck | Doe |
| Enrolled | 28 | 5 | 25 | 0 | 5 | 17 |
| Elder | 14 | 26 | 14 | 52 | | 18 |
| Disabled | 2 | 0 | 5 | 1 | | 1 |
| Spouse | 3 | 0 | 3 | 0 | | |
| Descendant | 3 | 1 | 7 | 0 | | |
| Other Affil | 3 | 0 | 0 | 0 | | |
| Land Use | 4 | 1 | 4 | 0 | | 2 |
| Sustenance | 0 | 0 | 0 | 3 | | |
| Total Deer Harvested | 57 | 33 | 58 | 56 | 5 | 38 |
| Total Deer Per Season | 90 | | 114 | | 43 | |
| Total Deer Harvested | 247 | | | | | |

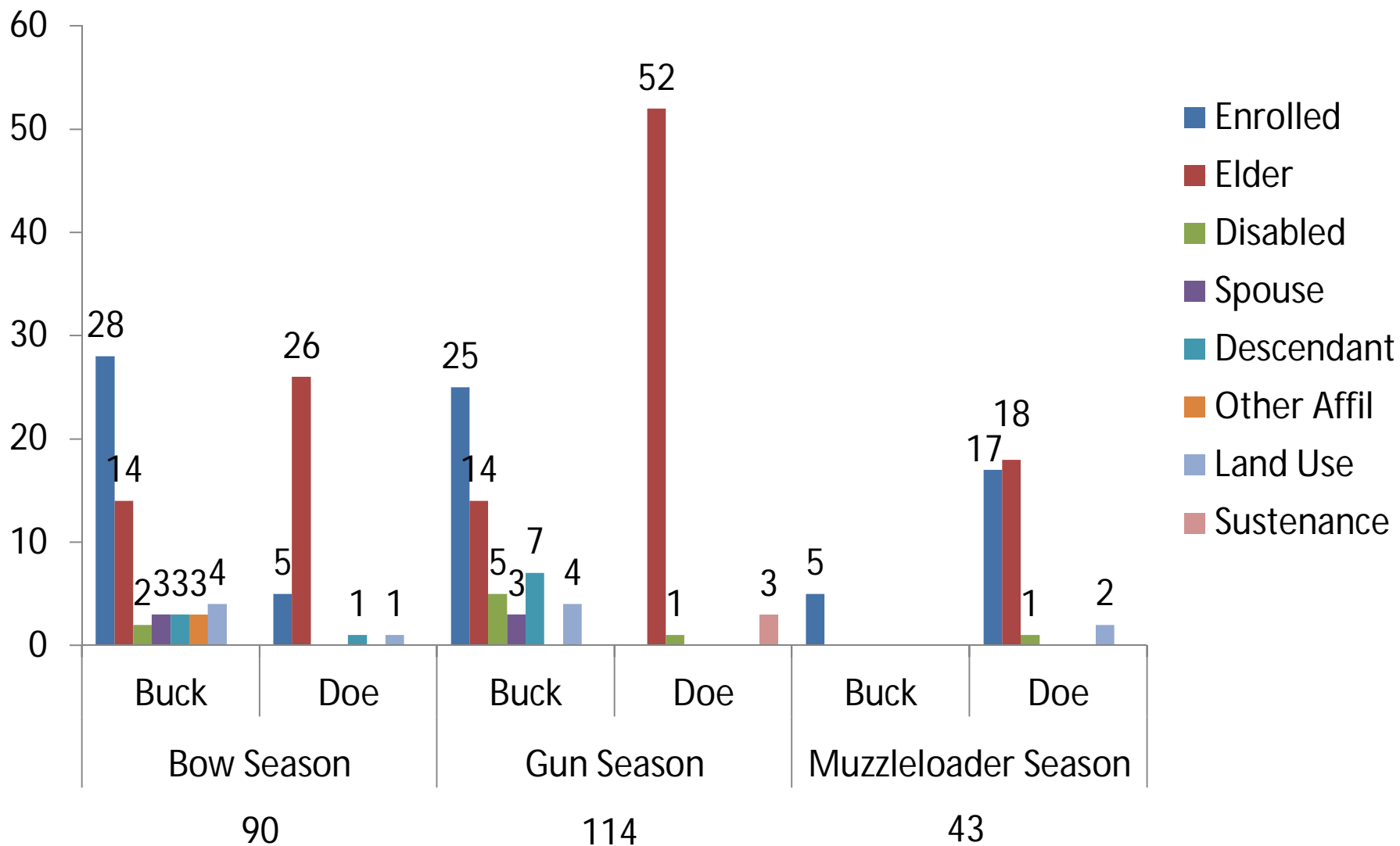
Number of Oneida Licenses Issued by Type in 2017-2018

965 Total Licenses



Number of Deer Harvested by Season and License Type 2017-2018

247 Deer Harvested



Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Library Board 2nd Quarter Report

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: Dylan Benton / Library Board Chair
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:

to give an update as to how things are going with the Library 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 COMMUNITY LIBRARY BOARD
 QUARTERLY REPORT January 2018 – March 2018

MISSION STATEMENT: Provide for the informational needs of the Oneida Community while building a collection that reflects our unique Oneida heritage. All persons will have access to current, balanced materials, services and programs that will enrich their information, cultural and recreational needs.

NAME OF BOARD: Oneida Community Library Board

CONTACT: Dylan Benton, Chair

MEMBERS: Bridget John ,Vice Chair
 Jennifer Hill, Interim-Secretary
 Melinda K Danforth, Member
 -Vacant -

BC LIAISON: Tehassi Hill

MINUTES:

The following meeting minutes have been approved by the Oneida Community Library Board:

January 2018 Regular Meeting
 February 2018 Regular Meeting
 March 2018 Regular Meeting

BOARD MEMBER ATTENDANCE:

January 2018 Regular Meeting; 5/5
 January 2018 Special Meeting; 5/5
 February 2018 Regular Meeting; 5/5
 March 2018 Regular Meeting; 3/4

(Bridget John excused. Roxanne Anderson was relieved from her continuation of term in anticipation of the swearing in of two board members. One appointee declined the position bringing our total 4 members)

ACTION TAKEN:

The Board meets at the Library, the second Wednesday of the month at 4:30 p.m.

HIGHLIGHTS OF THE LIBRARY

January 2018

The return of a staff member on medical leave brought some normalcy to OCL operating hours and staff work load. Mid-Winter Tale-Telling Time: A Puppet Palooza: on 1/27/18 special guest author, Vicky Meawasige Reed, signed copies of her novel, *Path of the Turquoise Warrior*. A puppet show was also held which included story telling and themes of listening/helping- 36 participants. Green Earth Library added newly released and high demand DVD's to their collection. 3 Sisters and NHC Head Start continue to visit the branch. Teachers and library staff do well coordinating activities in the library that align with the current theme of the class participating. Activities include story time, free play in the early literacy areas, group activities and visits run smoothly even when head count gets in the 30's. a new technique to increase book circulation among youth hid "golden tickets" in the Green Earth collection, prizes included family themed board games and such, that event ran through 1/10/18.

*Total Patron Count; 2,781

February 2018

B. Beltran accepted a position in gaming after 13 years of service to the library, opening a Library Aide position. Two children, one from each branch eclipsed a mark of 500 books read in our "1000 Books Before Kindergarten" program (Macsin & Sofiya). LOL (Lovers of the Library, grass-roots Library Appreciation organization) held a Beach Party themed event, 33 attended. Green Earth held a carnival on 1/3/18 with crafts, games, movies, story time, book displays, popcorn and cotton candy all in celebration of February being Library Lover's Month. Children in surrounding school districts had extra days off, Green Earth typically responds with movies, extra reading incentives and more computer time.

*Total Patron Count; 2,345

March 2018

Chantelle Kuchta was added as a permanent staff member, she worked in the Library previously under past grant monies and her Early Childhood Education BS from CMN makes her an excellent addition to the staff, all are excited to have her aboard. Spring Break across the school districts affected the typical flow of patronage but numbers rebounded at the end of the month. "Pancakes, Pancakes"; on 3/17/18 the OCL celebrated author Eric Carle ("*The Very Hungry Caterpillar*", "*Brown Bear, Brown Bear, What Do You See*") with a brunch that included pancakes, sausage, fresh fruit, stories and more, 40 attended. Kim C. at Green Earth continues to expose our youth to STEM activities with coding activities, toy robots that can be configured to do certain tasks and new software for the 3D Printers. Children were able to navigate in a user friendly program that allowed them to design simple items and see them print in real life. At the April Board meeting Dir. Williams brought a simple, pink 3-dimensional heart-shaped medallion designed by one of our youth for the board to admire.

*Total Patron Count; 2,801

R&E

5225840 Library Collection Enhancement Grant

Budget-\$7,000 | Spent-\$2,476 | Variance-\$4,524 (+)

52255860 Library Federated Awards Grant

Budget-\$29,022 | Spent-\$6,183 | Variance-\$22,839 (+)

4225033 Tribal Contribution

Budget-\$160,254 | Spent-\$131,927 | Variance-\$28,327 (+)

SPECIAL EVENTS AND TRAVEL:

No recent board travel, reference highlights for events.

UPCOMING EVENTS

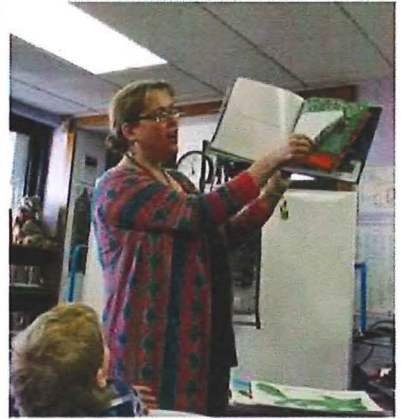
Summer Reading Program 6/11/18 – 8/17/18

“Tyoh^tu Khon” (Hero Convention/Comic-Con) 8/17/18

PERSONAL COMMENTS:

See highlights and pictures

PANCAKES PANCAKES



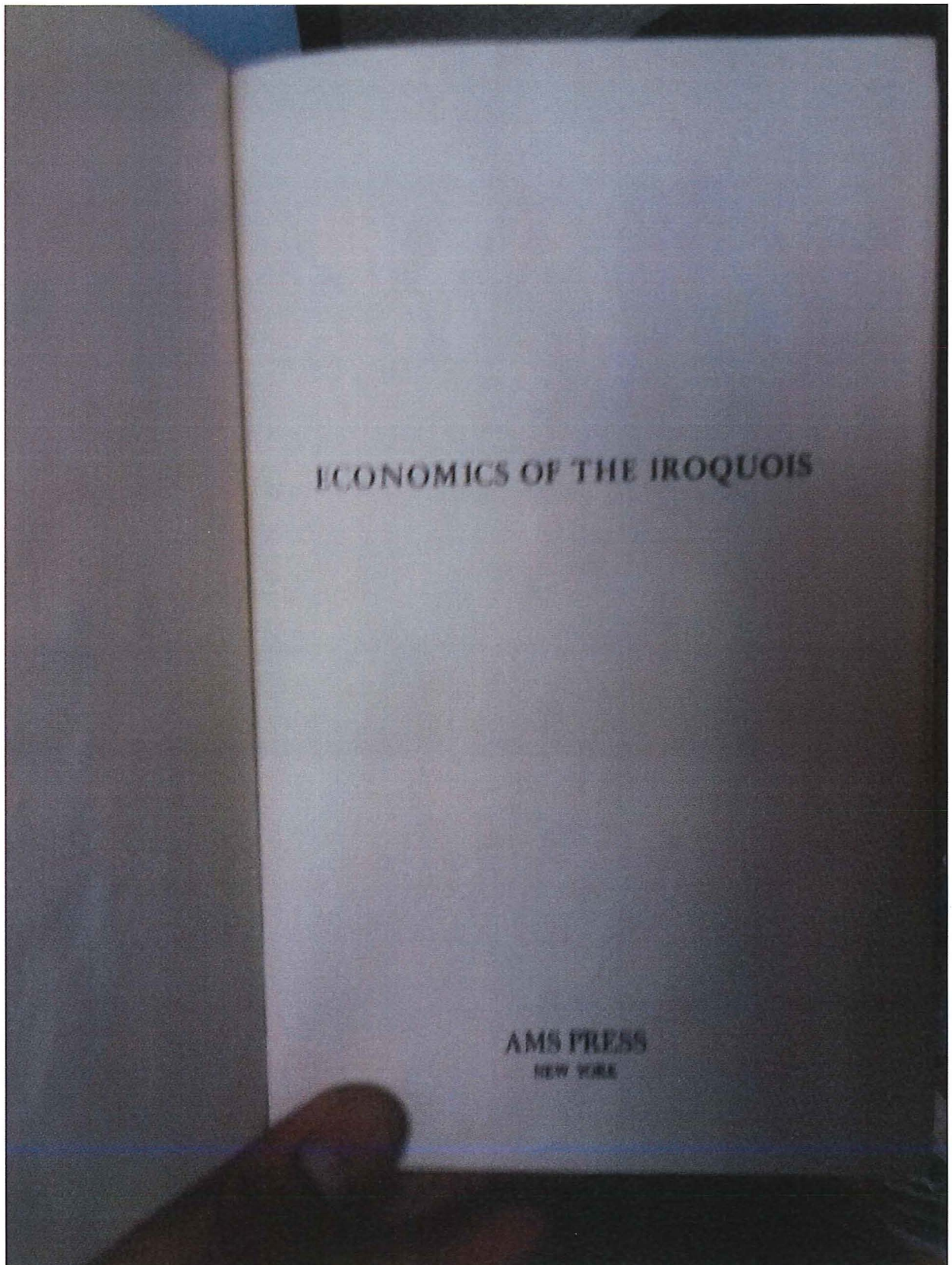
MID WINTER TALE TELLING TIME



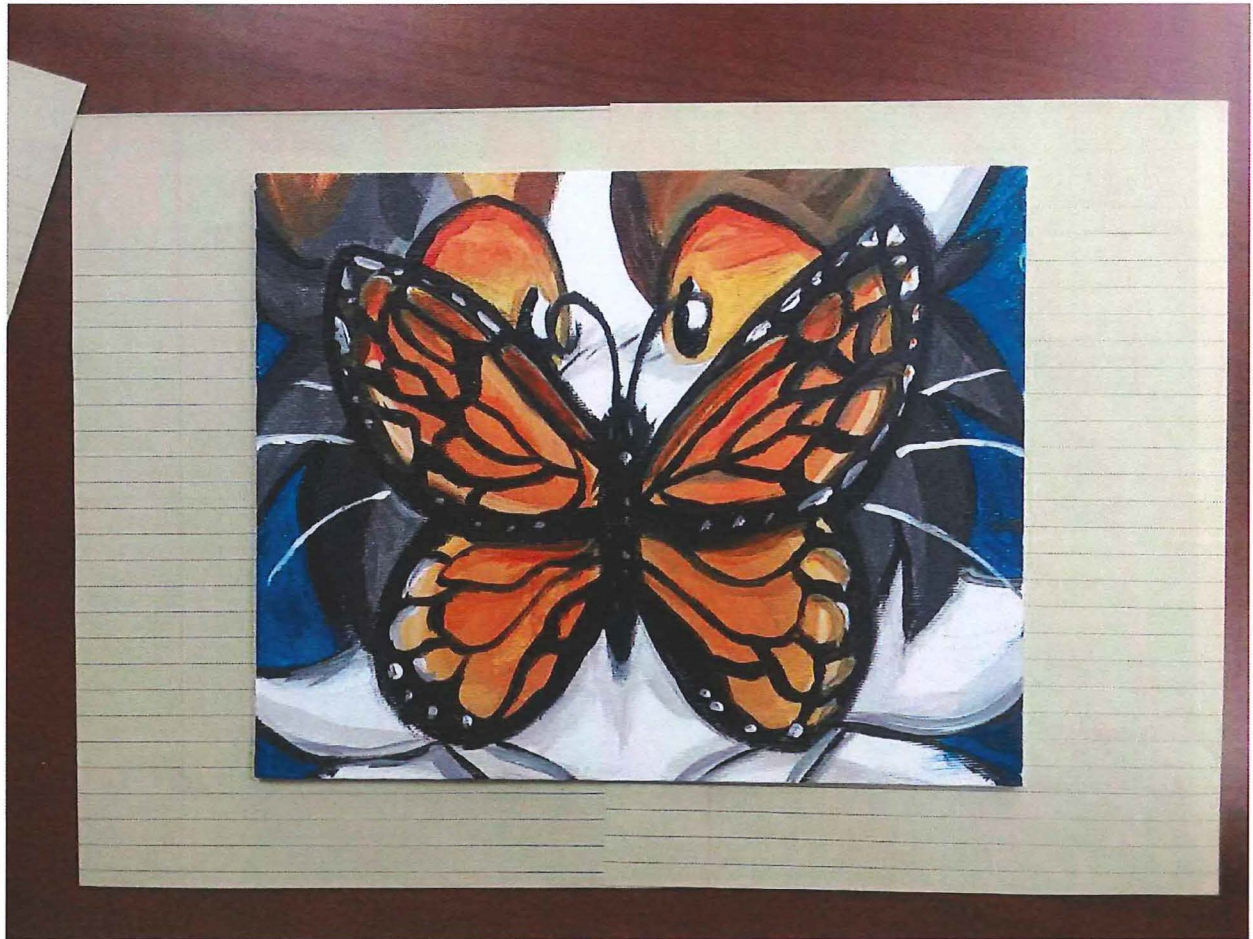
Cookies & Canvas (unfortunately people have left in the past because there is not enough room)



An interesting find in the reference only section

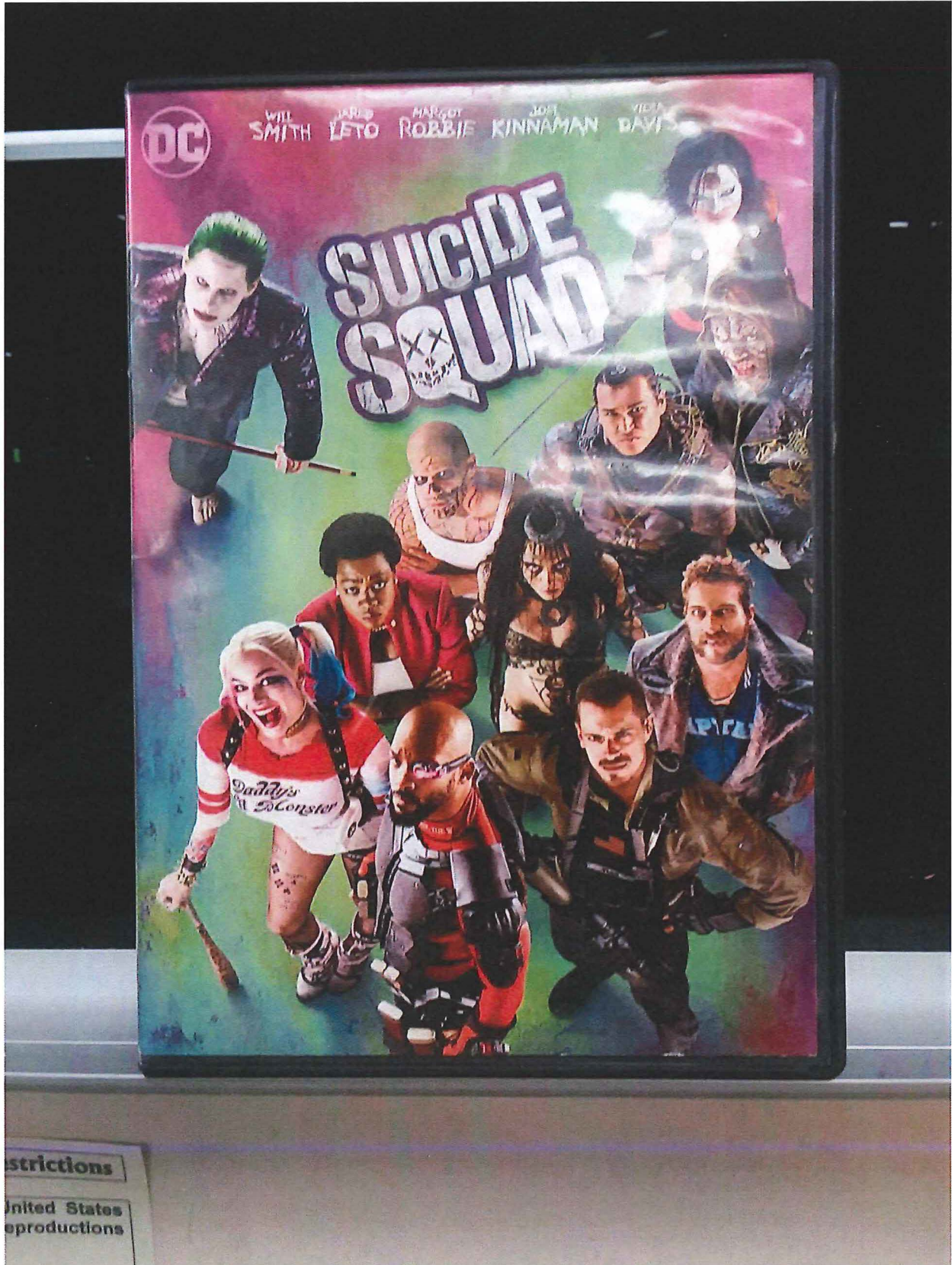


Cookies & Canvas's latest project



Free Books cart in OCL





Popular DVD's in OCL's lending collection

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Accept the Oneida Personnel Commission FY'18 2nd quarter report.

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: Bridget Mendolla-Cornelius, Executive Assistant for the OPC

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:

Oneida Personnel Commission submission of the FY' 18 2nd quarter report for the months of: January, February and March 2018.

- 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 PERSONNEL COMMISSION
 FY 2018- Quarterly Report Second Quarter
 January, February and March 2018
 Submitted by: Bradley Graham

NAMES

Officers: Bradley Graham, Chairperson/Treasurer
 Pearl Webster, Vice-Chairperson

Members: Sharon Alvarez, Secretary
 Richard Elm-Hill
 Jennifer Hill
 Eric Krawczyk
 Carol Smith
 Gerald DeCoteau
 Jason Martinez
 Stacey Nieto
 Patricia Powless
 Yvonne Jourdan
 Gary Smith
 Tina Moore

MINUTES

All approved minutes have been submitted to the Office of the Tribal Secretary.

| | | |
|-------------------|-----------------|----------------|
| January 9, 2018 | Regular Meeting | (Approved) |
| January 16, 2018 | Special Meeting | (Approved) |
| February 1, 2018 | Special Meeting | (Approved) |
| February 13, 2018 | Regular Meeting | (Approved) |
| March 7, 2018 | Special Meeting | (Not Approved) |
| March 13, 2018 | Regular Meeting | (Not Approved) |

FINANCIAL

See attached R&E statements for the months of January, February and March 2018.

SPECIAL EVENTS AND TRAVEL

No out-of-state travel/training occurred during this quarter.

LOCAL TRAINING

Training for the first quarter of this fiscal year included standard initial reviews, grievance hearings, and grievance decisions training which took place in October, November, and December.

ACTIVITY REPORT: ONEIDA PERSONNEL COMMISSION

| Activity | January | February | March | Totals |
|-----------------|---------|----------|-------|--------|
| Pre-Screens | 12 | 19 | 28 | 59 |
| Interviews | 4 | 12 | 23 | 39 |
| Reassignments | 7 | 6 | 1 | 14 |
| Initial Reviews | 1 | 2 | 3 | 6 |

| | | | | |
|---|---|---|---|----|
| Grievances | 6 | 1 | 6 | 13 |
| Deliberations | 1 | 0 | 1 | 2 |
| Decision Writing | 0 | 0 | 3 | 3 |
| Motion Decisions | 0 | 3 | 2 | 5 |
| Regular Meetings | 1 | 1 | 1 | 3 |
| Special Meetings | 1 | 1 | 1 | 3 |
| Training* | 3 | 4 | 5 | 12 |
| Non-Gaming Employees with an advocate | 0 | 0 | 0 | 0 |
| Non-Gaming Employees without an advocate | 2 | 0 | 2 | 4 |
| Gaming Employees with an advocate | 0 | 0 | 0 | 0 |
| Gaming Employees without an advocate | 1 | 0 | 1 | 2 |
| Non-Gaming Management with an advocate | 1 | 0 | 1 | 2 |
| Non-Gaming Management without an advocate | 0 | 0 | 1 | 1 |
| Gaming Management with an advocate | 1 | 0 | 1 | 2 |
| Gaming Management without an advocate | 0 | 0 | 0 | 0 |

- The numbers within the Reassignment boxes are the numbers of employees that were reassigned into different positions for that specific month.
- Training could mean attending out-of-state, local training, or in-house training. New commissioners are mentored by existing commissioners during Initial Reviews, Grievance Hearings, Decision Writing, Hearing Officer Responsibilities, and Motion Decisions. This type of involvement is also considered training.

PERSONAL COMMENTS

The Oneida Personnel Commission (OPC) has gone through some transition with the newly elected Chairperson/Treasure, Vice-Chairperson and Secretary Officers of the Commission. The OPC Officers were elected in December of 2017 and have taken a new approach to leadership by separating themselves from the cohesiveness of the entire Commission and staff. The OPC Officers have also reduced and minimized staff leaving only the Executive Assistant position.

The Oneida Personnel Commission continues to struggle with the Employee Protection Policy and being able to perform investigations and/or audits of employee protection disclosures. The Internal Audit Department is no longer providing this service to the Oneida Personnel Commission which will require the utilization of an outside Investigative Service. The Oneida Personnel Commission utilized the services of API. However due to API's high cost of investigations and the time they took to complete the investigation, we plan to utilize other resources regarding the disclosures that are filed with the Oneida Personnel Commission.

As of April 11, 2018, the Oneida Business Committee took official action to dissolve the Oneida Personnel Commission with BC Resolution # 04-11-18-A, Dissolution of Personnel Commission, Tolling all Timelines in Personnel Related Matters, and Directing the Development of Emergency Amendments to Existing Laws and BC Resolution #04-11-18-B, Creation of the Personnel Selection Committee.

GOALS AND OBJECTIVES – FY 2018

- | | |
|--|--------------------------|
| 1. Personnel Commission By-Laws | REVISIONS |
| 2. Training Manual | IN PROGRESS |
| 3. Updating Qualifications for Commissioners | REVISIONS PENDING AT LOC |
| 3. Interdepartmental Relationships | NEEDS IMPROVEMENT |
| 4. Updating Personnel Commission SOP's | IN PROGRESS |
| 5. Continuous Open Communication with GTC | IN PROGRESS |

OBJECTIVE STATEMENT – FY 2018

1. Optimize organizational efficiency and effectiveness
2. Learning and growth perspective
3. Owner/customer/stakeholder perspective

MEETING REQUIREMENTS

Oneida Personnel Commission By-Laws, Article III. Meetings.

3-1 *Regular Meetings*. The OPC officers shall establish a schedule of regular meetings for the upcoming year beginning in November. Notice of meeting location, agenda and materials shall be forwarded by the Chairperson with the assistance of the Administrator. Robert's Rules of Order shall be used as a guideline for conducting meetings.

3-2 *Special Meetings*. Special meetings shall be called not less than three (3) days prior to the date of the special meeting.

3-3 *Emergency meetings*. Emergency meetings shall be scheduled as needed and provide details of the emergency.

3-4 *Legislative Sessions*. When considering revisions or suggestions to the OPC regarding the labor laws of the Tribe, a Legislative Session may be scheduled to devote a focused exclusive convened working meeting of the OPC to specifically address amendment or revision of existing or proposed labor laws of the Tribe. An internal OPC SOP may be drafted governing the procedures to be followed in implementing such Legislative Session.

3-5 *Quorum*. A quorum shall consist of a majority of the OPC members. In the absence of the Chairperson and the Vice-Chairperson, the members present at the meeting shall elect a Chairperson *Pro Tem* to preside over the meeting.

FOLLOW-UP: None

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

January 9, 2018 - NOON

East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

A. Call to order. Attendance Bradley Graham, Chair called the meeting to order at 12:02p.m.

| | | |
|-------------------|-------------|----------|
| Bradley Graham | Chair | |
| Pearl Webster | Vice- Chair | |
| Sharon Alvarez | Secretary | |
| Gerald DeCoteau | Member | |
| Jennifer Hill | Member | |
| Richard -Elm Hill | Member | |
| Yvonne Jourdan | Member | On Leave |
| Eric Krawczyk | Member | |
| Jason Martinez | Member | |
| Tina Moore | Member | |
| Stacey Nieto | Member | |
| Patricia Powless | Member | |
| Carol Smith | Member | |
| Gary Smith | Member | On Leave |

Also Present:

Gina Buenrostro Administrator

MOTION: Carol Smith motioned to approve the attendance.

SECOND: Richard -Elm Hill

MOTION CARRIED UNANIMOUSLY

B. Approval of Agenda

MOTION: Eric Krawczyk motioned to approve agenda with changes.

New Business: F.1. g. Employee protection issue.
h. Reassignments

SECOND : Jennifer Hill

MOTION CARRIED UNANIMOUSLY

C. Review\Approval of Minutes December 12, 2017-Regular meeting

MOTION: Pearl Webster moved to approve the December 12, 2017 – Regular Meeting Minutes.

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

D. Tabled Business; NONE**BREAK FOR LUNCH Time: 12:07 p.m.****E. Old Business (3)**

1. **Draft article for the Kalihwisaks**
No action

2. **Internal Audit Request dated November 2015 re (HRD)**
Update, Hand out- E-Mail from Loucinda Conway to Gina. Loucinda Conway will contact Gina to set up a meeting to review 1st and 2nd Parts with Audit and the Commission.

MOTION: Sharon Alvarez motioned to accept the update**SECOND:** Pearl Webster**MOTION CARRIED UNANIMOUSLY**

3. Employment Law Draft 22
Update, Gina will e-mail the next set of comments to everyone by Friday.

MOTION: Tina Moore motioned to accept the update**SECOND:** Carol Smith**MOTION CARRIED UNANIMOUSLY****F. New Business (3)****MOTION:** Motion made by Richard Elm-Hill to go into executive session at 12:28p.m.**SECOND:** Jason Martinez**MOTION CARRIED UNANIMOUSLY**

1. Scheduling Initial Reviews, Grievance s, Reassignments and housekeeping – (Gina Buenrostro 30 minutes)

MOTION: Richard Elm-Hill to come out of executive session.**SECOND:** Jennifer Hill**MOTION CARRIED UNANIMOUSLY****a. Five (5) Minute rule pertaining to Timeliness/Attendance**

The Oneida Personnel Commission Manual at 3.7 Meetings states that OPC members arriving more than 5 minutes late or members not staying for the entire meeting will not receive a stipend. These rules also apply for Special Meetings, Interviews, Pre-Screenings, reassignments, Initial reviews and Hearings. Of course there are extenuating circumstances that may be brought up at the next meeting for approval.

MOTION: Pearl Webster to implement immediately.**SECOND:** Yvonne Jourdan**MOTION CARRIED UNANIMOUSLY**

- b. **New Commissioner training status**
Reviewed the training log to see who's trained for Hearing Officers and to do Hearings. After discussion it was decided to have 2 trainees in each hearing to speed up their training.
- c. **Meeting attendance notification reminder**
No notes
- d. **Time off requests/notification reminder.**
Time off requests must be in writing and handed in prior to time off.
- e. **Concerns and resolution regarding 4 commissioners from the same division Governmental Services**
After discussion it was decided that the Business Committee is making the decisions, and then we should send a letter to the BC to make them understand that when they are appointing people, they should be looking at the OPC BY LAWS. The Chair, Bradley Graham will send them a letter.

MOTION: Tina Moore to have the letter written

SECOND: Patricia Powless

MOTION CARRIED UNANIMOUSLY

- f. **Update regarding Employee Protection Policy meeting with the Oneida Business Committee on January 4, 2018-OPC officers.**

Bring this back to commission to discuss. Only 4 attended, all commissioners should have been invited. Special meeting will be held February 1 from 12:00pm to 2:00 pm. Eric Krawczyk and Sharon Alvarez are excused.

MOTION: Carol Smith to have meeting

SECOND: Richard Elm-Hill

ABSTENTIONS: Eric Krawczyk and Sharon Alvarez

MOTION CARRIED with 2 abstentions

2. **Financial Report October 2017**

MOTION: Richard Elm-Hill to accept the report

SECOND: Carol Smith

MOTION CARRIED UNANIMOUSLY

3. **Activity Report- for December 2017**

MOTION: Eric Krawczyk to accept the report

SECOND: Pearl Webster

MOTION CARRIED UNANIMOUSLY

G. Correspondence: Primarily distributed into PC members mail boxes

In our agenda packets were 2 Leave requests:

Pg. 11 Leave for Sharon Alvarez for Medical

MOTION: Eric Krawczyk to approve leave

SECOND: Richard Elm Hill

MOTION CARRIED UNANIMOUSLY

Pg. 12 Leave request for Gary Smith for 4 months

MOTION: Jason Martinez to approve leave

SECOND: Carol Smith

MOTION CARRIED with 1 opposed (Pearl Webster)

Approval of Yvonne Jourdan's stipend she was ill and had to go home
(Extenuating Circumstances).

MOTION: Sharon Alvarez to approve stipend

SECOND: Carol Smith

MOTION CARRIED UNANIMOUSLY

H. Standing and Special Committee Reports:**I. Other:**

1. Next Regular meeting – February 13th 2018 at Noon

2. Pot Luck-person in charge: Eric Krawczyk

MOTION: Carol Smith to adjourn

SECOND: Eric Krawczyk

MOTION CARRIED UNANIMOUSLY

Adjourn Time 1.58 pm

Submitted by Sharon Alvarez - Secretary

ONEIDA PERSONNEL COMMISSION SPECIAL MEETING

January 16, 2018 - 11:00 AM

East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

A. Call to order. Attendance Bradley Graham, Chair called the meeting to order at 11:00am

| | | |
|-------------------|-------------|----------|
| Bradley Graham | Chair | |
| Pearl Webster | Vice- Chair | |
| Sharon Alvarez | Secretary | |
| Gerald DeCoteau | Member | Excused |
| Jennifer Hill | Member | |
| Richard -Elm Hill | Member | |
| Yvonne Jourdan | Member | On Leave |
| Eric Krawczyk | Member | Excused |
| Jason Martinez | Member | |
| Tina Moore | Member | |
| Stacey Nieto | Member | Absent |
| Patricia Powless | Member | |
| Carol Smith | Member | |
| Gary Smith | Member | On Leave |

MOTION: Jason Martinez motioned to approve the attendance.

SECOND: Pat Powless

MOTION CARRIED UNANIMOUSLY

B. Approval of Agenda

MOTION: Jason Martinez Motioned to approve agenda

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

C. Review\Approval of Minutes None

D. Tabled Business; None

E. Old Business None

F. New Business (1)

MOTION: Motion made by Pearl Webster to go into executive session at 11:07 AM.

SECOND Jason Martinez

MOTION CARRIED UNANIMOUSLY

**1. Judiciary Brief- (Entire Commission)
Presenter Attorney Eric Eisenmann**

Discussion

MOTION: Yvonne Jourdan to come out of executive session at 12:20 PM

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

Discussion on leaving Employee complaint packets at the front desk just date stamped.
This will be discussed at another meeting.

Meeting on Thursday at 12:00 PM

MOTION: Jason Martinez to adjourn

SECOND: Carol Smith

MOTION CARRIED UNANIMOUSLY

Adjourn Time 12:34 pm

Submitted by Sharon Alvarez - Secretary

ONEIDA PERSONNEL COMMISSION SPECIAL MEETING MINUTES

FEBRUARY 1, 2018 - NOON

EAST WING CONFERENCE ROOM

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Chairman:

- A. Call to Order: Attendance (12:02p.m.) Gate Keeper: Bradley Graham, Chairman, called the meeting to order at 12:02p.m.

| | |
|------------------|------------|
| Bradley Graham | Chair |
| Pearl Webster | Vice Chair |
| Gerald Decoteau | Member |
| Yvonne Jourdan | Member |
| Jason Martinez | Member |
| Tina Moore | Member |
| Patricia Powless | Member |
| Carol Smith | Member |

Also Present:

| | |
|-------------------|---------------------|
| Bridget Cornelius | Executive Assistant |
|-------------------|---------------------|

EXCUSED:

| | |
|----------------|--------|
| Sharon Alvarez | Member |
| Jennifer Hill | Member |
| Eric Krawczyk | Member |
| Gary Smith | Member |

UNEXCUSED:

| | |
|------------------|--------|
| Richard Elm-Hill | Member |
|------------------|--------|

MOTION: Motion to approve the attendance by Carol Smith

SECOND: Patricia Powless

MOTION CARRIED UNANIMOUSLY

- B. APPROVAL of AGENDA (5 MINUTES)

MOTION: Carol Smith moved to approve the agenda with changes

SECOND: Patricia Powless

MOTION CARRIED UNANIMOUSLY

- C. Review\Approval of Minutes NONE
- D. Tabled Business NONE
- E. Old Business NONE
- F. New Business (1)

1. Review of the Employment Protection Policy. Entire Commission 1 hour, 50 minutes.

Discussion evolved around the DRAFT attachment received from the LOC Re: Summary of changes: Current Law to Draft #3:

Commissioners are not knowledgeable about the Employee Protection Policy. Some new members admit to not reading the Policy, in addition to verbalizing concerns that this concept was not adequately explained to them. They were asked to attend meetings regarding the Policy, yet have not been properly educated on the Policy.

Lengthy discussion by Commissioners, regarding the EP Policy purpose, practice and outcomes.

Bridget was asked to join the meeting to give a brief overview, which she did. This was very helpful.

It was agreed the OPC will continue these meetings to determine how to proceed with the Draft. In addition Bridget has agreed to bring back some history, and application examples of said policy.

MOTION: Carol Smith to put the EPP on the February 13, 2018 regular agenda for discussion.

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

2. Vacation Request-Pearl Webster
SECOND: Gerald Decoteau
MOTION CARRIED UNANIMOUSLY
3. ADD ON (FYI) Judicial Brief Update
4. MOTION: Yvonne Jourdan to adjourn
SECOND: Tina Moore
MOTION CARRIED UNANIMOUSLY
Time: 1:58p.m.

ONEIDA PERSONNEL COMMISSION REGULAR MEETING
February 13, 2018 - NOON
East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

A. Call to Order: Bradley Graham, Chair called the meeting to order at 12:00pm

Attendance:

| | | |
|-------------------|-------------|-----------|
| Bradley Graham | Chair | |
| Pearl Webster | Vice- Chair | Excused |
| Sharon Alvarez | Secretary | Additions |
| Gerald DeCoteau | Member | |
| Jennifer Hill | Member | |
| Richard -Elm Hill | Member | |
| Yvonne Jourdan | Member | |
| Eric Krawczyk | Member | Excused |
| Jason Martinez | Member | |
| Tina Moore | Member | |
| Stacey Nieto | Member | |
| Patricia Powless | Member | |
| Carol Smith | Member | |
| Gary Smith | Member | On Leave |

Also Present:

Gina Buerenrostro Administrator

MOTION: Richard -Elm Hill motioned to approve the attendance.

SECOND : Carol Smith

MOTION CARRIED UNANIMOUSLY

B. Approval of Agenda

Additions added to New Business F.1

- g. Stipend Request Jennifer Hill
- h. EEO Training - Schedule
- I. Leave Early Jason 2;00
Pat 3:00 and Richard
- j. Sharon – Part Time

MOTION: Jason Martinez motioned to approve agenda with changes.

SECOND : Jennifer Hill

MOTION CARRIED UNANIMOUSLY

C. Review\Approval of Minutes January 9, 2018-Regular meeting
January 16, 2018 Special Meeting

MOTION: Jason Martinez moved to approve the January 9, 2018 meeting minutes and the January 16, 2018 Special meeting minutes with the changes.

SECOND: Richard – Elm Hill

MOTION CARRIED UNANIMOUSLY

D. Tabled Business; NONE

Break for lunch Time: 12:15 pm.

Return to meeting Time: 12:24 pm.

E. Old Business (3)

1. Draft article for the Kaliwisaks

No update

2. Internal Audit Request Update

No Update

3. Employment Law Draft 22

No Update, Gina -- Direct the Chair to let the whole BC know that the Commission would like to give their perspective at the June Meeting when they propose the Employment Law.

MOTION: Tina Moore motioned to direct Chair to send letter.

SECOND Carol Smith

MOTION CARRIED UNANIMOUSLY

F. New Business (3)

MOTION: Motion made by Richard Elm-Hill to go into executive session at 12:29pm.

SECOND Jason Martinez

MOTION CARRIED UNANIMOUSLY

1. Scheduling Initial Reviews, Grievances, Reassignments and Housekeeping (Gina Buenrostro) 30 minutes.

MOTION made by Jason Martinez to come out of executive session. 12:39 pm

SECOND Jennifer Hill

MOTION CARRIED UNANIMOUSLY

- a. Update on Appointed Commissioner positions (Bradley Graham) 5 Minutes
Brad will send a letter to Kirby Metoxen and Tehassi Hill to let them know about the Appointed Commissioners. FYI

The Chair said that we could delete B, C and D

MOTION made by Jennifer to delete

SECOND Richard Elm-Hill

MOTION Carried

Delete b. Goals and Objectives 2018 on Quarterly Report (Bradley Graham)

Delete c. Employee Protection RN Bradley Graham 30 Min Exec

Delete d. HRD Training for Tina Moore (Bradly Graham) 5 Min

- e. Schedules from all Commissioners to be submitted to HRD and GPC (Bradley Graham) 20 Minutes
Discussion: by Gina and Sharon Alvarez Explanation of exactly what was being requested from the Administrator. A Motion was made that the Administrator will notify HRD (Marianne Close) and GPC (Wendy Alvarez) when our commissioners will not be available because of meetings, Special Meetings, Training, Hearings or Leaves.

MOTION made by Jason Martinez

SECOND Gerald Decoteau

OBJECTIONS Yvonne Jourdan and Stacey Nieto

ABSTENTIONS Jennifer Hill

MOTION CARRIED with 2 Objections and 1 Abstention.

- f. 1st Quarter Report FY 2018- oct-Nov-Dec- 2017, (entire Commission) 10 min Report is enclosed with our packet for review.

MOTION Jennifer Hill would like to have added that the commission would like to have a part in the June BC meeting

SECOND Carol Smith

MOTION CARRIED UNANIMOUSLY

- g. Approval of Jennifer Hills Stipend

MOTION made by Jason Martinez ro approve stipend

SECOND Patricia Powless

MOTION CARRIED UNANIMOUSLY

- h. EEO Training - Schedule a training
Training will be Wednesday March 21, 2018 . Gina will check to see if we can have 2 sessions on that day, one in the morning and one in the afternoon. Gina will e-mail everyone.

MOTION made by Tina Moore
SECOND Patricia Powless
MOTION CARRIED UNANIMOUSLY

2. Financial Report November 2017

MOTION made by Yvonne Jourdan
SECOND Jennifer Hill
MOTION CARRIED UNANIMOUSLY

3. Activity Report- for December 2017/January 2018

MOTION made by Jennifer Hill
SECOND Richard Elm Hill
MOTION CARRIED UNANIMOUSLY

4. Training Log-Handout

Defer to March
MOTION made by Jennifer Hill
SECOND Patricia Powless
MOTION CARRIED UNANIMOUSLY

5. Executive Session (Entire Commission)

MOTION made by Jennifer Hill to go into Executive Session
SECOND Jason Martinez
MOTION CARRIED UNANIMOUSLY

MOTION made by Jennifer Hill to come out of Executive Session
SECOND Richard Elm Hill
MOTION CARRIED UNANIMOUSLY

G. Correspondence: Primarily distributed into PC members mail boxes

H. Standing and Special Committee Reports:

I. Other:

1. Next Regular meeting – March 13th 2018 at noon
2. Pot Luck-person in charge: Yvonne Jourdan

MOTION made by yvonne Jourdan to adjourn
SECOND Tina Moore
MOTION CARRIED UNANIMOUSLY

Adjourn Time 1:58 pm

Submitted by Sharon Alvarez - Secretary

ONEIDA PERSONNEL COMMISSION SPECIAL MEETING

March 7, 2018 - 12:00 PM

East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

A. Call to order. Attendance: Bradley Graham OPC Chair called the meeting to order at 12:00 pm

| | | |
|-------------------|-------------|----------|
| Bradley Graham | Chair | present |
| Pearl Webster | Vice- Chair | present |
| Sharon Alvarez | Secretary | present |
| Gerald DeCoteau | Member | present |
| Jennifer Hill | Member | excused |
| Richard -Elm Hill | Member | excused |
| Yvonne Jourdan | Member | present |
| Eric Krawczyk | Member | excused |
| Jason Martinez | Member | present |
| Tina Moore | Member | present |
| Stacey Nieto | Member | present |
| Patricia Powless | Member | present |
| Carol Smith | Member | present |
| Gary Smith | Member | On Leave |

MOTION: Jason Martinez motioned to approve the attendance.

SECOND: Pat Powless

MOTION CARRIED UNANIMOUSLY

B. Approval of Agenda

MOTION: Jason Martinez Motioned to approve agenda

SECOND: Tina Moore

MOTION CARRIED UNANIMOUSLY

C. Review\Approval of Minutes None

D. Tabled Business; None

E. Old Business None

F. New Business (1)**1. Employee Protection Disclosure – (Entire Commission 2 hours)**

Conference call with OPC Attorney Eric Eisenmann before the Oneida Personnel Commission.

Attorney Eric Eisenmann explained the purpose of this meeting. An Employee Protection case has come before the OPC Commission that is of a very serious nature. The Initial Panel that heard this case decided that this should come before the OPC Commission in order to have transparency. Attorney Eric Eisenmann is available to respond to any questions, concerns, or comments.

Discussion evolved around “why” was this issue being brought to the Commission if respective OPC panel members have already made their decision? It was explained in order to assure transparency and understanding by all Commissioners it was paramount to share the proposed plan of action to the entire Commission. This would mean filing a petition with the OBC to get on the GTC meeting agenda.

There were no verbalizations of resistance to said plan. Attorney Eric Eisenmann felt if all were in agreement this plan could move forward without a specific motion stated.

It was made clear Confidentiality is of extreme importance with this information.

MOTION: Pearl Webster to adjourn

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

Adjourn Time 12:48 pm

Submitted by Sharon Alvarez - Secretary

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

March 13, 2018 – NOON

East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

A. Call to Order:

Bradley Graham called the meeting to order at 11:59 p.m.

Attendance:

| | |
|------------------|-----------------|
| Bradley Graham | Chair/Treasurer |
| Pearl Webster | Vice-Chair |
| Jennifer Hill | Member |
| Eric Krawczyk | Member |
| Richard Elm-Hill | Member |
| Stacey Nieto | Member |
| Carol Smith | Member |
| Patricia Powless | Member |
| Gerald DeCoteau | Member |
| Jason Martinez | Member |
| Tina Moore | Member |

Also Present:

| | |
|----------------------------|---------------------|
| Gina Buenrostro | Administrator |
| Bridget Mendolla-Cornelius | Executive Assistant |

EXCUSED:

| | |
|----------------|-----------|
| Gary Smith | Member |
| Yvonne Jourdan | Member |
| Sharon Alvarez | Secretary |

MOTION: Tina Moore moved to approve the attendance excusing Gary Smith, Yvonne Jourdan and Sharon Alvarez.

SECOND: Eric Krawczyk

MOTION CARRIED UNANIMOUSLY

B. Approval of Agenda:

MOTION: Eric Krawczyk motioned to move New Business F.1. (b) to the top of agenda and Richard Elm-Hill asked to be excused at 1:00 pm.

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

C. Review\Approval of Minutes: **February 13, 2018 – Regular Meeting**
February 1, 2018 – Special Meeting
December 4, 2018 – Special Meeting
December 11, 2018 - Special Meeting

MOTION: Richard Elm-Hill moved to approve the February 13, 2018, Regular Meeting Minutes.

SECOND: Carol Smith

ABSTAIN: Eric Krawczyk

MOTION CARRIED

MOTION: Carol Smith moved to approve the February 1, 2018, Special Meeting Minutes.

SECOND: Jason Martinez

ABSTAIN: Eric Krawczyk and Richard Elm-Hill

MOTION CARRIED

MOTION: Richard Elm-Hill moved to place the December 4, 2018, Special Meeting Minutes to the April 10, 2018, Regular Meeting

SECOND: Jennifer Hill

DISCUSSION: Pearl Webster and Tina Moore will go through their notes from this meeting to produce minutes.

MOTION CARRIED UNANIMOUSLY

MOTION: Richard Elm-Hill moved to place the December 11, 2017, Special Meeting Minutes to New Business F.1. (c)

SECOND: Jennifer Hill

MOTION CARRIED

D. Tabled Business: NONE

E. Old Business: (3)

1. Draft Article for the Kahliwisaks

No Action

2. Internal Audit Request dated November 2015 re: (HRD)

Update: Audit is still not ready for review; Internal Audit has to present it to the BC for approval.

3. Employment Law

No Action

F. New Business:**1. (b) Executive session concerns by office staff****MOTION:** Jennifer Hill moved to go into executive session.**SECOND:** Carol Smith**MOTION CARRIED UNANIMOUSLY****TIME:** 12:27 PM**MOTION:** Jennifer Hill moved to come out of executive session.**SECOND:** Patricia Powless**MOTION CARRIED UNANIMOUSLY****TIME:** 1:46 PM**MOTION:** Jennifer Hill moved to make the following changes to the Officer Responsibilities SOP:

Qualifications: Prior to being elected officer

3.4 Must have completed all required training within a period of 24 months.

3.5 Must be an Oneida Personnel Commission for six (6) months.

Chairperson:

3.12 Chairperson shall have sign off authority of \$50,000.00 for budgeted items and \$10,000.00 for unbudgeted items.

SECOND: Stacey Nieto**MOTION CARRIED UNANIMOUSLY****MOTION:** Tina Moore moved to make the following changes to the Stipend Payment Process SOP:

3.8.3 OPC Members must complete EEO I& II (Interview Certification Training) prior to conducting Pre-Screening, Interviews, and Reassignments and annually thereafter.

3.15 Meetings.

3.15.1 OPC Members will receive \$50.00 for their participation in Regular, Special and Emergency OPC Meetings providing the meeting are at least one (1) hour in duration.

3.15.3 OPC Members will receive \$50.00 for a record of Work Meeting with 3rd Party.

3.17 Approval

3.17.1 The Chairperson, Vice-Chairperson, Treasurer, Administrator and Executive Assistant has the authority to sign off on stipends.

SECOND: Patricia Powless**MOTION CARRIED UNANIMOUSLY**

MOTION: Patricia Powless moved to have SOP changes go into effect immediately
SECOND: Stacey Nieto
ABSTAIN: Eric Krawczyk
MOTION CARRIED

MOTION: Stacey Nieto moved to have all Pro Temp OPC stipends signed off today
SECOND: Patricia Powless
MOTION CARRIED UNANIMOUSLY

MOTION: Carol Smith moved to remove Chairperson
SECOND: Patricia Powless
MOTION FAILED – CHAIRPERSON BROKE THE TIE.

MOTION: Eric Krawczyk moved to adjourn and defer March 13, 2018, Agenda Items to the April 10, 2018, OPC Meeting agenda.
SECOND: Jason Martinez
MOTION CARRIED UNANIMOUSLY
Time: 2:35pm

Minutes taken for the secretary by Gina Buenrostro/Bridget Mendolla-Cornelius

Bridget Mendolla-Cornelius

4273007 - PERSONNEL BOARD
 STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE
 REPORT RUNDATE/TIME: 2/14/2018 08:21:28 ONEIDA NATION

CBRUNE01
 04JAN/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
 REVENUE AND EXPENSE SUMMARY
 FOR THE PERIOD ENDING: 1/31/2018

CURRENT MONTH

YEAR TO DATE

| CLASS DESCRIPTION | PRT-ACCNT#-SUB | ACTUAL | BUDGET | VARIANCE | ACTUAL | BUDGET | VARIANCE |
|--------------------------------|----------------|-----------|-----------|----------|---------|---------|----------|
| REVENUE | | | | | | | |
| TRIBAL CONTRIBUTION | 000-458100-000 | 38,672.38 | 32,771.00 | (5,901) | 126,641 | 131,085 | 4,444 |
| TOTAL REVENUE | | 38,672.38 | 32,771.00 | 5,901 | 126,641 | 131,085 | (4,444) |
| EXPENSES (LABOR/PAYROLL) | | | | | | | |
| PERSONNEL | 000-502100-000 | 6,051.48 | 8,481.00 | 2,430 | 26,317 | 33,927 | 7,610 |
| WAGE ACCRUAL EXPENSE | 000-502100-999 | 1,130.50 | | (1,131) | 1,131 | | (1,131) |
| SALARIES - TRAINING | 000-502110-000 | | | | 47 | | (47) |
| OVERTIME | 000-503100-000 | | | | 51 | | (51) |
| PAID TIME OFF | 000-504000-000 | 1,485.20 | | (1,485) | 5,880 | | (5,880) |
| FRINGE BENEFIT | 000-505000-000 | 3,373.10 | 3,904.00 | 531 | 14,314 | 15,615 | 1,301 |
| FRINGE ACCRUAL EXPENSE | 000-505000-999 | 505.97 | | (506) | 506 | | (506) |
| TOTAL LABOR/PAYROLL EXP. | | 12,546.25 | 12,385.00 | (161) | 48,246 | 49,542 | 1,296 |
| EXPENSES (PURCHASES) | | | | | | | |
| TOTAL PURCHASES | | | | | | | |
| EXPENSES (EXTERNAL & INTERNAL) | | | | | | | |
| SUPPLIES & MATERIALS | 000-700001-000 | | 167.00 | 167 | 235 | 664 | 429 |
| COPY CHARGES | 000-700010-000 | 544.69 | 54.00 | (491) | 545 | 218 | (327) |
| TRANSP. & PER DIEM | 000-701000-000 | | 167.00 | 167 | | 664 | 664 |
| OUTSIDE SERVICES | 000-702010-000 | 7,106.73 | 208.00 | (6,899) | 21,430 | 836 | (20,594) |
| LEGAL SERVICES | 000-702400-000 | 8,827.90 | 5,000.00 | (3,828) | 17,678 | 20,000 | 2,322 |
| EMPLOYEE INCENTIVE | 000-705000-000 | | 109.00 | 109 | | 436 | 436 |
| TRAINING & EDUCATION | 000-705010-000 | | 833.00 | 833 | | 3,336 | 3,336 |
| RENTAL USAGE | 000-705202-000 | 102.47 | 96.00 | (6) | 488 | 382 | (106) |
| HEAT & LIGHTS | 000-705211-000 | 353.53 | 375.00 | 21 | 903 | 1,500 | 597 |
| WATER & SEWER | 000-705212-000 | 6.61 | 8.00 | 1 | 25 | 36 | 11 |
| TELEPHONE | 000-705213-000 | 36.82 | 36.00 | (1) | 148 | 142 | (6) |
| BUSINESS EXPENSE | 000-705300-000 | | 17.00 | 17 | | 64 | 64 |
| MEETING EXPENSE | 000-705301-000 | | 42.00 | 42 | | 164 | 164 |
| STIPENDS | 000-705305-000 | | | | 233 | | (233) |
| INSURANCE | 000-705500-000 | 76.76 | 55.00 | (22) | 307 | 220 | (87) |
| I/T SUPPLIES & MATERIALS | 000-750001-000 | | 8.00 | 8 | | 36 | 36 |
| I/T - PRINTING | 000-750009-000 | | 8.00 | 8 | | 36 | 36 |
| SECURITY CHARGES - INTRATRIAL | 000-752040-000 | | | | 174 | | (174) |

4273007 - PERSONNEL BOARD
 STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE
 REPORT RUNDATE/TIME: 2/14/2018 08:21:28 ONEIDA NATION

CBRUNE01
 04JAN/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
 REVENUE AND EXPENSE SUMMARY
 FOR THE PERIOD ENDING: 1/31/2018

CURRENT MONTH

YEAR TO DATE

| CLASS DESCRIPTION | PRT-ACCNT#-SUB | ACTUAL | BUDGET | VARIANCE | ACTUAL | BUDGET | VARIANCE |
|-------------------------------|----------------|-----------|-----------|----------|---------|---------|----------|
| I/T RENT EXPENSE | 000-755201-000 | | 292.00 | 292 | | 1,164 | 1,164 |
| I/T UTILITIES EXPENSE | 000-755210-000 | .08 | | | | | |
| I/T DEPRECIATION ALLOCATION | 000-755216-000 | 231.93 | | (232) | 928 | | (928) |
| INDIRECT COSTS | 000-758300-000 | 1,229.23 | 1,209.00 | (20) | 5,267 | 4,831 | (436) |
| INDIRECT COST ACCRUAL EXPENSE | 000-758300-999 | 184.38 | | (184) | 184 | | (184) |
| STIPENDS | 100-705305-000 | 4,125.00 | 7,146.00 | 3,021 | 15,000 | 28,582 | 13,582 |
| STIPENDS | 200-705305-000 | 650.00 | 417.00 | (233) | 1,800 | 1,664 | (136) |
| STIPENDS | 400-705305-000 | 600.00 | 692.00 | 92 | 2,450 | 2,764 | 314 |
| STIPENDS | 500-705305-000 | 1,900.00 | 2,898.00 | 998 | 10,300 | 11,596 | 1,296 |
| STIPENDS | 600-705305-000 | 150.00 | 550.00 | 400 | 300 | 2,200 | 1,900 |
| TOTAL EXT./INT. EXPENSES | | 26,126.13 | 20,387.00 | (5,740) | 78,395 | 81,535 | 3,140 |
| TOTAL EXPENSES | | 38,672.38 | 32,772.00 | (5,901) | 126,641 | 131,077 | 4,436 |
| NET TOTALS | | | (1.00) | 1 | | 8 | (8) |

4273007 - PERSONNEL BOARD
 STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE
 REPORT RUNDATE/TIME: 3/14/2018 09:33:50 ONEIDA NATION

CBRUNE01
 05FEB/2018

REPORT NAME: PRG_REVEXP
 4273007 - PERSONNEL BOARD
 REVENUE AND EXPENSE SUMMARY
 FOR THE PERIOD ENDING: 2/28/2018

CURRENT MONTH

YEAR TO DATE

| CLASS DESCRIPTION | PRT-ACCNT#-SUB | ACTUAL | BUDGET | VARIANCE | ACTUAL | BUDGET | VARIANCE |
|--------------------------------|----------------|-----------|-----------|----------|---------|---------|----------|
| REVENUE | | | | | | | |
| TRIBAL CONTRIBUTION | 000-458100-000 | 27,717.20 | 32,771.00 | 5,054 | 154,358 | 163,856 | 9,498 |
| TOTAL REVENUE | | 27,717.20 | 32,771.00 | (5,054) | 154,358 | 163,856 | (9,498) |
| EXPENSES (LABOR/PAYROLL) | | | | | | | |
| PERSONNEL | 000-502100-000 | 5,619.92 | 8,481.00 | 2,861 | 31,937 | 42,408 | 10,471 |
| WAGE ACCRUAL EXPENSE | 000-502100-999 | 8.28 | | (8) | 1,139 | | (1,139) |
| SALARIES - TRAINING | 000-502110-000 | | | | 47 | | (47) |
| OVERTIME | 000-503100-000 | 34.32 | | (34) | 86 | | (86) |
| PAID TIME OFF | 000-504000-000 | 1,928.20 | | (1,928) | 7,808 | | (7,808) |
| FRINGE BENEFIT | 000-505000-000 | 3,382.53 | 3,904.00 | 521 | 17,697 | 19,519 | 1,822 |
| FRINGE ACCRUAL EXPENSE | 000-505000-999 | 1.75 | | (2) | 508 | | (508) |
| TOTAL LABOR/PAYROLL EXP. | | 10,975.00 | 12,385.00 | 1,410 | 59,222 | 61,927 | 2,705 |
| EXPENSES (PURCHASES) | | | | | | | |
| TOTAL PURCHASES | | | | | | | |
| EXPENSES (EXTERNAL & INTERNAL) | | | | | | | |
| SUPPLIES & MATERIALS | 000-700001-000 | 92.71 | 167.00 | 74 | 328 | 831 | 503 |
| COPY CHARGES | 000-700010-000 | | 54.00 | 54 | 545 | 272 | (273) |
| TRANSP. & PER DIEM | 000-701000-000 | | 167.00 | 167 | | 831 | 831 |
| OUTSIDE SERVICES | 000-702010-000 | 1,874.49 | 208.00 | (1,666) | 23,305 | 1,044 | (22,261) |
| LEGAL SERVICES | 000-702400-000 | 7,994.50 | 5,000.00 | (2,995) | 25,672 | 25,000 | (672) |
| EMPLOYEE INCENTIVE | 000-705000-000 | | 109.00 | 109 | | 545 | 545 |
| TRAINING & EDUCATION | 000-705010-000 | | 833.00 | 833 | | 4,169 | 4,169 |
| RENTAL USAGE | 000-705202-000 | 102.47 | 96.00 | (6) | 591 | 478 | (113) |
| HEAT & LIGHTS | 000-705211-000 | 360.20 | 375.00 | 15 | 1,263 | 1,875 | 612 |
| WATER & SEWER | 000-705212-000 | 9.10 | 8.00 | (1) | 34 | 44 | 10 |
| TELEPHONE | 000-705213-000 | 36.96 | 36.00 | (1) | 185 | 178 | (7) |
| BUSINESS EXPENSE | 000-705300-000 | | 17.00 | 17 | | 81 | 81 |
| MEETING EXPENSE | 000-705301-000 | | 42.00 | 42 | | 206 | 206 |
| STIPENDS | 000-705305-000 | | | | 233 | | (233) |
| INSURANCE | 000-705500-000 | 76.76 | 55.00 | (22) | 384 | 275 | (109) |
| I/T SUPPLIES & MATERIALS | 000-750001-000 | | 8.00 | 8 | | 44 | 44 |
| I/T - PRINTING | 000-750009-000 | | 8.00 | 8 | | 44 | 44 |
| SECURITY CHARGES - INTRATRIAL | 000-752040-000 | | | | 174 | | (174) |

4273007 - PERSONNEL BOARD
 STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE
 REPORT RUNDATE/TIME: 3/14/2018 09:33:50 ONEIDA NATION

CBRUNE01
 05FEB/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
 REVENUE AND EXPENSE SUMMARY
 FOR THE PERIOD ENDING: 2/28/2018

CURRENT MONTH

YEAR TO DATE

| CLASS DESCRIPTION | PRT-ACCNT#-SUB | ACTUAL | BUDGET | VARIANCE | ACTUAL | BUDGET | VARIANCE |
|-------------------------------|----------------|-----------|-----------|----------|---------|---------|----------|
| I/T RENT EXPENSE | 000-755201-000 | | 292.00 | 292 | | 1,456 | 1,456 |
| I/T UTILITIES EXPENSE | 000-755210-000 | .03 | | | | | |
| I/T DEPRECIATION ALLOCATION | 000-755216-000 | 231.93 | | (232) | 1,160 | | (1,160) |
| INDIRECT COSTS | 000-758300-000 | 1,236.69 | 1,209.00 | (28) | 6,504 | 6,040 | (464) |
| INDIRECT COST ACCRUAL EXPENSE | 000-758300-999 | 1.36 | | (1) | 186 | | (186) |
| STIPENDS | 100-705305-000 | 1,875.00 | 7,146.00 | 5,271 | 16,875 | 35,728 | 18,853 |
| STIPENDS | 200-705305-000 | 400.00 | 417.00 | 17 | 2,200 | 2,081 | (119) |
| STIPENDS | 400-705305-000 | 500.00 | 692.00 | 192 | 2,950 | 3,456 | 506 |
| STIPENDS | 500-705305-000 | 1,800.00 | 2,898.00 | 1,098 | 12,100 | 14,494 | 2,394 |
| STIPENDS | 600-705305-000 | 150.00 | 550.00 | 400 | 450 | 2,750 | 2,300 |
| TOTAL EXT./INT. EXPENSES | | 16,742.20 | 20,387.00 | 3,645 | 95,139 | 101,922 | 6,783 |
| TOTAL EXPENSES | | 27,717.20 | 32,772.00 | 5,055 | 154,361 | 163,849 | 9,488 |
| NET TOTALS | | | (1.00) | 1 | (3) | 7 | (10) |

4273007 - PERSONNEL BOARD
 STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE
 REPORT RUNDATE/TIME: 4/12/2018 16:03:44 ONEIDA NATION

CBRUNE01
 06MAR/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
 REVENUE AND EXPENSE SUMMARY
 FOR THE PERIOD ENDING: 3/31/2018

CURRENT MONTH

YEAR TO DATE

| CLASS DESCRIPTION | PRT-ACCNT#-SUB | ACTUAL | BUDGET | VARIANCE | ACTUAL | BUDGET | VARIANCE |
|--------------------------------|----------------|------------|-----------|----------|---------|---------|----------|
| REVENUE | | | | | | | |
| TRIBAL CONTRIBUTION | 000-458100-000 | 29,429.80 | 32,771.00 | 3,341 | 183,788 | 196,627 | 12,839 |
| TOTAL REVENUE | | 29,429.80 | 32,771.00 | (3,341) | 183,788 | 196,627 | (12,839) |
| EXPENSES (LABOR/PAYROLL) | | | | | | | |
| PERSONNEL | 000-502100-000 | 7,614.42 | 8,481.00 | 867 | 39,551 | 50,889 | 11,338 |
| WAGE ACCRUAL EXPENSE | 000-502100-999 | (1,138.78) | | 1,139 | | | |
| SALARIES - TRAINING | 000-502110-000 | | | | 47 | | (47) |
| OVERTIME | 000-503100-000 | 2.86 | | (3) | 89 | | (89) |
| PAID TIME OFF | 000-504000-000 | 6,120.16 | | (6,120) | 13,928 | | (13,928) |
| FRINGE BENEFIT | 000-505000-000 | 4,461.68 | 3,904.00 | (558) | 22,158 | 23,423 | 1,265 |
| FRINGE ACCRUAL EXPENSE | 000-505000-999 | (507.72) | | 508 | | | |
| TOTAL LABOR/PAYROLL EXP. | | 16,552.62 | 12,385.00 | (4,167) | 75,773 | 74,312 | (1,461) |
| EXPENSES (PURCHASES) | | | | | | | |
| TOTAL PURCHASES | | | | | | | |
| EXPENSES (EXTERNAL & INTERNAL) | | | | | | | |
| SUPPLIES & MATERIALS | 000-700001-000 | 353.78 | 167.00 | (187) | 682 | 998 | 316 |
| COPY CHARGES | 000-700010-000 | 597.14 | 54.00 | (543) | 1,142 | 326 | (816) |
| TRANSP. & PER DIEM | 000-701000-000 | | 167.00 | 167 | | 998 | 998 |
| OUTSIDE SERVICES | 000-702010-000 | 16.99 | 208.00 | 191 | 23,322 | 1,252 | (22,070) |
| LEGAL SERVICES | 000-702400-000 | | 5,000.00 | 5,000 | 25,672 | 30,000 | 4,328 |
| EMPLOYEE INCENTIVE | 000-705000-000 | | 109.00 | 109 | | 654 | 654 |
| TRAINING & EDUCATION | 000-705010-000 | | 833.00 | 833 | | 5,002 | 5,002 |
| RENTAL USAGE | 000-705202-000 | 102.47 | 96.00 | (6) | 693 | 574 | (119) |
| HEAT & LIGHTS | 000-705211-000 | 347.08 | 375.00 | 28 | 1,610 | 2,250 | 640 |
| WATER & SEWER | 000-705212-000 | 9.02 | 8.00 | (1) | 43 | 52 | 9 |
| TELEPHONE | 000-705213-000 | 37.10 | 36.00 | (1) | 222 | 214 | (8) |
| BUSINESS EXPENSE | 000-705300-000 | | 17.00 | 17 | | 98 | 98 |
| MEETING EXPENSE | 000-705301-000 | | 42.00 | 42 | | 248 | 248 |
| STIPENDS | 000-705305-000 | | | | 233 | | (233) |
| INSURANCE | 000-705500-000 | 76.76 | 55.00 | (22) | 461 | 330 | (131) |
| I/T SUPPLIES & MATERIALS | 000-750001-000 | | 8.00 | 8 | | 52 | 52 |
| I/T - PRINTING | 000-750009-000 | | 8.00 | 8 | | 52 | 52 |
| SECURITY CHARGES - INTRATRIBAL | 000-752040-000 | | | | 174 | | (174) |

4273007 - PERSONNEL BOARD

STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE

REPORT RUNDATE/TIME: 4/12/2018 16:03:44

ONEIDA NATION

CBRUNE01

06MAR/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
REVENUE AND EXPENSE SUMMARY
FOR THE PERIOD ENDING: 3/31/2018

CURRENT MONTH

YEAR TO DATE

| CLASS DESCRIPTION | PRT-ACCNT#-SUB | ACTUAL | BUDGET | VARIANCE | ACTUAL | BUDGET | VARIANCE |
|-------------------------------|----------------|-----------|-----------|----------|---------|---------|----------|
| I/T RENT EXPENSE | 000-755201-000 | | 292.00 | 292 | | 1,748 | 1,748 |
| I/T UTILITIES EXPENSE | 000-755210-000 | .08 | | | | | |
| I/T DEPRECIATION ALLOCATION | 000-755216-000 | 231.93 | | (232) | 1,392 | | (1,392) |
| INDIRECT COSTS | 000-758300-000 | 2,240.57 | 1,209.00 | (1,032) | 8,745 | 7,249 | (1,496) |
| INDIRECT COST ACCRUAL EXPENSE | 000-758300-999 | (185.74) | | 186 | | | |
| STIPENDS | 100-705305-000 | 4,500.00 | 7,146.00 | 2,646 | 21,375 | 42,874 | 21,499 |
| STIPENDS | 200-705305-000 | | 417.00 | 417 | 2,200 | 2,498 | 298 |
| STIPENDS | 400-705305-000 | 350.00 | 692.00 | 342 | 3,300 | 4,148 | 848 |
| STIPENDS | 500-705305-000 | 3,500.00 | 2,898.00 | (602) | 15,600 | 17,392 | 1,792 |
| STIPENDS | 600-705305-000 | 700.00 | 550.00 | (150) | 1,150 | 3,300 | 2,150 |
| TOTAL EXT./INT. EXPENSES | | 12,877.18 | 20,387.00 | 7,510 | 108,016 | 122,309 | 14,293 |
| TOTAL EXPENSES | | 29,429.80 | 32,772.00 | 3,343 | 183,789 | 196,621 | 12,832 |
| NET TOTALS | | | (1.00) | 1 | (1) | 6 | (7) |

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Approval of of Report. A quarterly report is required of the Oneida Police Commission to the Oneida 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:

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

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Nation
 Oneida Police Commission
 3759 W Mason St
 Ridge view Plaza Suite 4
 Oneida WI 54155



Sandra Reveles, President
 Lois Strong, Vice President
 Beverly Anderson, Secretary
 Kory Wesaw, Member
 Vacant Member

Lisa Summers, Primary Liaison
 Ernest Stevens, Primary Liaison
 Daniel Guzman, Alternate

Oneida Police Commission
2nd Quarterly Report - Jan, Feb, Mar 2018
 Due May 15 for May 24, 2018

CONTACT FOR REPORT

Sandra Reveles/Carol Silva

MINUTES

All approved meeting minutes are submitted to the Tribal Secretary's office quarterly from October 2017 to March 2018. Meetings are held the 4th (fourth) Wednesday of the month at 5:00PM at Ridge View Plaza, Suite 4. Meetings are open to the public except for Executive Session.

SPECIAL EVENTS/MEETINGS

- The Bylaws were approved on March 2002. The Police Commission is still working on the Bylaws due to the upcoming revisions of the Comprehensive Policy Governing Boards, Committees and Commission.. According to LOC the policy may be approved in June 2018.
- The Chief of Police is required to attend all regular monthly meetings. This requirement ensures the needs of the department are being met and enables the supervision of the Chief of Police.
- On 10-30-17 a board member resigned and the position was posted and deadline of Dec 15, 2017. There were no applicants. It was reposted with a deadline of February 9, 2018. There was one applicant that was not selected. The position again is being reposed with a deadline of May 11, 2018. Why was the one qualified applicant not appointed?
- Budget: As of March 31, 2008 amount spent was \$36,029. We are currently operating within our budgeted projections.
- Approved Purchase Orders, SOP'S, Training requests, Hiring, interviews, etc.

1. Staffing

The following is a list of positions that the Police Department is authorized and the amount that are staffed as of June.

| <u>Position</u> | <u>Authorized</u> | <u>Staffed</u> | <u>Action</u> |
|-----------------------------|-------------------|----------------|---------------|
| Chief | 1 | 1 | |
| Assistant Chief | 1 | 1 | |
| Lieutenant | 1 | 1 | |
| Sergeant | 3 | 3 | |
| Detective/Sergeant | 1 | 1 | |
| Patrol Officer | 12 | 11 | |
| DARE Officer | 1 | 1 | |
| PSLO | 1 | 1 | |
| Community Resource Officer | 1 | 1 | |
| Office Manager | 1 | 1 | |
| Admin Assistant | 1 | 1 | |
| Dispatch Supervisor | 1 | 1 | |
| Dispatcher | 5 | 4 | |
| Gang Task Force Coordinator | <u>1</u> | <u>1</u> | |
| Total | 31 | 29 | |

Patrol (Sergeants and Police Officers) and Dispatch (Dispatch Supervisor and Dispatcher) work a rotation of 5 days on, 3 days off. Shifts are 6a-2p, 2p-10p, and 10p to 6a. There are 2-3 officers per shift and 1-2 Dispatchers per shift.

Chief, Assistant Chief, Lieutenant, Detective Sergeant, DARE, PSLO, Office Manager, and Admin Assistant work normal business hours. Community Resource Officer and Gang Task Force Coordinator work normal business hours, but is available at different times due to programming in the community that may need to be attended.

2. BUDGET/GRANTS

FY 18 Budget - \$3,959,621 (97% tribal contribution, 2.5% BIA funding, 0.5% grants)

YTD UNDERSPENT: \$ (59,870.00)

Tribal Contribution and overall expenses YTD underspent \$59,870.00

Payroll/Fringe benefits YTD underspent \$42,094.00

3. Grants

Submitted 2018 Coordinated Tribal Assistance Solicitation (CTAS).

| 4. Incident Type Description | Qtr 2 JAN,FEB, MAR 2017 | Qtr 2 JAN,FeB,- MAR 2018 | % Change |
|------------------------------|-------------------------------|--------------------------------|----------|
| CRIME PREVENTION | 1379 | 1138 | -17% |
| TRAFFIC STOP | 631 | 288 | -54% |
| ASSIST | 202 | 162 | -20% |
| MOTORIST ASSIST | 142 | 111 | -22% |
| TRAFFIC SAFETY INCIDENTS | 131 | 298 | 56% |
| WELFARE CHECK | 101 | 91 | -10% |
| ANIMAL | 95 | 69 | -27% |
| BUILDING SECURITY | 93 | 147 | 37% |
| MEDICAL | 77 | 79 | 3% |
| ACCIDENT | 61 | 56 | -8% |
| SUSPICIOUS VEHICLE | 56 | 43 | -23% |
| ALARM | 40 | 37 | -8% |
| DISTURBANCE | 39 | 31 | -21% |
| SUSPICIOUS SITUATION | 39 | 40 | 3% |
| THEFT | 37 | 21 | -43% |
| DRUGS | 37 | 30 | -19% |
| CIVIL MATTER | 36 | 25 | -31% |
| WARRANT | 34 | 41 | 17% |
| CIVIL PROCESS | 30 | 26 | -13% |
| MISCELLANEOUS | 30 | 30 | 0% |
| 911 HANG UP | 30 | 19 | -37% |
| TRAFFIC HAZARD | 24 | 22 | -8% |
| RECKLESS DRIVING | 23 | 19 | -17% |
| SUSPICIOUS PERSON | 16 | 17 | 6% |
| DOMESTIC DISTURBANCE | 14 | 17 | 18% |
| JUVENILE COMPLAINTS | 13 | 14 | 7% |
| DAMAGE TO PROPERTY | 13 | 10 | -23% |
| ALCOHOL | 12 | 8 | -33% |
| LOST / FOUND | 10 | 3 | -70% |
| HARASSMENT | 9 | 13 | 31% |
| ORDINANCE | 8 | 6 | -25% |
| RUNAWAY | 7 | 6 | -14% |
| TRANSPORT | 7 | 5 | -29% |
| TRESPASSING | 7 | 14 | 50% |

| | | | |
|--------------------------|-------------|-------------|-------------|
| FIRE CALL | 7 | 1 | -86% |
| FRAUD | 6 | 5 | -17% |
| 911 ASSIST | 6 | 7 | 14% |
| ABANDONED VEHICLE | 5 | 12 | 58% |
| CARBON MONOXIDE | 5 | 1 | -80% |
| SEX OFFENSE | 5 | 10 | 50% |
| RETAIL THEFT | 4 | 2 | -50% |
| VIOLATION OF COURT ORDER | 4 | 7 | 43% |
| AUTO THEFT | 4 | 5 | 20% |
| BATTERY | 3 | 1 | -67% |
| FIRE ALARM | 3 | 4 | 25% |
| OPEN DOOR | 3 | 3 | 0% |
| TRUANCY | 3 | 0 | -100% |
| PARKING COMPLAINT | 2 | 8 | 75% |
| WEAPON | 2 | 2 | 0% |
| EMERGENCY COMMITTAL | 2 | 1 | -50% |
| DISTURBANCE WITH WEAPON | 2 | 0 | -100% |
| DEATH | 2 | 0 | -100% |
| ACCIDENT WITH INJURY | 2 | 1 | -50% |
| DISORDERLY CONDUCT | 1 | 3 | 67% |
| BURGLARY | 1 | 2 | 50% |
| COMPUTER CRIME | 1 | 0 | -100% |
| FIREWORKS | 1 | 0 | -100% |
| MISSING PERSON | 1 | 1 | 0% |
| NOISE COMPLAINT | 1 | 2 | 50% |
| TOTALS | 3559 | 3014 | -18% |

| 5. CUSTODIAL ARRESTS | Total | Alcohol Related | Drug Related | Gang Related |
|-----------------------------|--------------|------------------------|---------------------|---------------------|
| BROWN COUNTY THIS 1/4 | 150 | 43 | 76 | 0 |
| LAST 1/4 | 158 | 18 | 55 | 0 |
| OUTAGAMIE COUNTY THIS 1/4 | 61 | 16 | 3 | 0 |
| LAST 1/4 | 65 | 11 | 20 | 0 |

Note: Some may be drug, alcohol and gang related arrests and theses only show the number of arrests, but may be counted more than once.

| 6. TRAFFIC CITATIONS | This 1/4 | Last 1/4 |
|-----------------------------|-----------------|-----------------|
| BROWN | 73 | 61 |
| OUTAGAMIE | 18 | 16 |
| TRIBAL CITATIONS | 4 | 5 |

| 7. RESPONSE TIMES | This 1/4 | Last 1/4 |
|--------------------------|-----------------|-----------------|
| EMERGENCY | 5:42 | 4:57 |
| NON EMERGENCY | 8:29 | 8:28 |

| 8. MUTUAL AID | This 1/4 | Last 1/4 |
|----------------------|-----------------|-----------------|
| | 162 | 164 |

| 9. DRUG OVERDOSES | This 1/4 | Last 1/4 |
|--------------------------|-----------------|-----------------|
| | 0 | 1 Cocaine |

10. Mutual Aid

All the sworn staff is deputized in Brown County – if a request is made for our Officers to respond off the Reservation, we are able to do so within Brown County. We are able to request Mutual Aid from other jurisdictions outside the reservation in time of need.

In Outagamie County, the Officers are deputized within the reservation boundaries – the Officers are not able to respond outside of the boundaries of the reservation. We are only able to request assistance from Outagamie County and if additional assistance is required, the Outagamie County Sheriff's Department would have to make the request.

11. Activity/Training

Dispatch had a resignation and is currently in the hiring process. We have one officer in field training and two officers attending the Police Academy at Northeast Wisconsin Technical College. Cadets will graduate in May.

Community Resource Officer Latsi Hill continues to be involved with the Tribal Action Plan (TAP) as it moves forward toward implementation. In conjunction with the Wisconsin Department of Justice we conducted Drug Identification and Human Trafficking training. The training was attended by just over 500 employees from throughout the Nation to include: Surveillance, Security, Radisson, Wingate, Gaming, Environmental Health and Safety, Comprehensive Housing Division, Conservation Wardens and Retail.

12. Oneida Gang Task Force Coordinator

Work daily with the youth involved in the Yethiyatanunha Program, currently working with 4 students who will graduate with high school diplomas. Wrote for purpose area 9 of the Coordinated Tribal Assistance Solicitation (CTAS). Purpose area 9 focuses on youth intervention and development. Continued work on TAP to create work groups which focus on substance abuse. I am currently working on goal 5, Youth development in an effort to create more programming after school, on weekends and during the summer to provide intervention and prevention for the Nation's youth.

13. Conservation

Calls for Service: 1

Non-tribal fishing at Oneida Lake, gone on arrival

Contacts: 50

Contacts made during calls for service and patrol

Citations: 0

Warnings:

Taught 2 Sessions Hunter Safety Classes

14. Internal Security

There were 938 Incident Reports during the quarter of January 18 – March 18. The following is in part, a breakdown:

| | | | |
|---------------------------|-----|----------------------|-----|
| Customer/Employee Dispute | 05 | Emergency Drop | 30 |
| Keywatcher | 244 | Lost/Missing Item | 04 |
| Medical | 120 | Procedure Infraction | 158 |

| | | | |
|---------------------|----|---------------------|-----|
| Property Damage | 19 | Customer Removal | 145 |
| Suspicious Activity | 43 | Suspicious Currency | 18 |
| Unsecure Door | 12 | Variance | 50 |
| Vehicle Assists | 86 | | |

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

2. General Information:

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

Other - Pow-wow Committee 2nd Quarter Report

Agenda Header: Reports

Accept as Information only

Action - please describe:

We are asking for 4 extra meeting dates as it gets closer to the pow-wow.

3. Supporting Materials

Report Resolution Contract

Other:

- 1.
- 2.
- 3.
- 4.

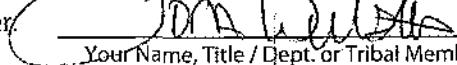
Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Ernest L. Stevens III, Councilmember

Primary Requestor/Submitter:  Pow-wow Chair
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:

We are asking for 4 extra meeting dates as it gets closer to the pow-wow. One (1) extra meeting May and three (3) extra meeting dates in June. This is necessary to meeting with all the departments we work with which include gaming security, utilities, dpw, OPD, Norbert Hill Maintenance and electricians, retail, and environmental.

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 Pow-wow Committee Quarterly Report
April 2018

Tonya Webster – Chair
Wayne Silas Jr.- Vice Chair
Yasiman Metoxen - Secretary
Vicki Cornelius – Committee Member
Jeremy King – Committee Member
William King – Committee Member
Teresa Schuman – Committee Member
Kalene White – Committee Member
Worden “Shane” Webster – Committee Member

MEETING REQUIREMENTS

The Powwow Committee shall be appointed by the OBC. The regular meeting time, place, and agenda shall be determined at a regular meeting. If no designation is made by the Powwow Committee, the regular meeting shall be the first Tuesday of the month. Stipends are currently \$50 per month. During Powwows there is a stipend of \$200 per day for members in charge of or working at services. (Security, carts, parking, tabulations, registration, admissions, concessions, etc.)

MINUTES

Our monthly minutes and meeting announcements shall be sent to Brooke Doxtator BBC Supervisor, The General Boards Mailbox, OBC Liaison and alternate.

POW-WOWS

We had our Honor the Youth Pow-wow on February 17, 2018 at the Radisson in the three clan’s ballroom. This was a very large and successful pow-wow. Our crowd was larger than normal this year. There was a shortage on chairs shortly after the first grand entry started at 1pm. We had 2 invited drums one was a youth drum and one was an adult drum. We had 10 uninvited drums set up. We had 194 registered dancers where we paid the Junior and teen dancers more than the normal rate because it was a youth pow-wow. (In 2017 we had 19 drums and 226 registered dancers.) As always we had a youth arena director along with an adult to learn the roles. We also had three youth head dancers. Our specials were geared towards our Jr. and Teen categories. We also had one smoke dance special for all ages. We had 22 craft vendors and 2 education vendors set up which is always good for our customers and revenue line item. Overall the pow-wow was a huge success.

ACTIONS TAKEN

Fundraising will become a priority throughout the fiscal year. We currently have two dates (April 7th & May 12th) reserved for a 50/50 raffle and bake sale at our bingo hall. At these fundraisers we get donations for raffles and have bake sales. We also have 50/50 raffles at our two pow-wows we do at the Radisson Hotel and Conference Center, and at other surrounding pow-wows.

UPCOMING 4TH OF JULY POW-WOW PREPARATION

- Our flyer is finished and being used for all of our advertising. – We work with Tourism on our advertising schedule.
- Our prize money has also been finalized. – Flyer attached with prize money listing.
- Contracts will be started soon for all of our head-staff which are also confirmed.
- Contracts are being started for all of our service vendors such as the RV's, Spot Lights, Golf Carts, Sound, Tents, and porta potty's.
- Our supply advance has been approved by our Finance Committee
- We have our nurses lined up for our first aide stand – NPHS Nurse Practitioner Health Services. They are requesting Epi-pens this year which I am researching for ways to pay for since we do not have them in our budget. Epi-Pens are \$600 each and they would like to have 2 for the weekend. – I recently worked it out with the Oneida Pharmacy to replace the nurses epi-pens if used. (Jim Poels and Dr. Vir confirmed this)
- Our Water Donation has been approved from Coke.
- We have a pow-wow room block set up at the Radisson (\$94) & Wingate (\$69) Hotels
- Our admission prices are lower this year. We changed the weekend pass from \$15 to \$12 and the daily pass from \$8 to \$7. We can compare previous years when the prices were higher.
- We have a t-shirt design started.
- Advanced ticket sales will start on June 1st at all One-Stops. They are also available from the pow-wow committee. Advanced Weekend Tickets will be \$10 which is \$2 off regular price.
- 10 of our 12 food vendors allowed are reserved.
- 10 of our 28 craft vendors are reserved.
- Preparation will continue until the pow-wow is here.

GOALS AND OBJECTIVE

Our main goal is to coordinate three annual powwows with from our approved tribal budget and fundraising efforts.

A second goal is to generate revenues thru raffles, concessions, admissions, (July only), donations, and vendor booth sales.

REQUEST

Every year we request 3 additional pow-wow meetings during the month of June to finish our preparations and meet with all necessary business units to make the pow-wow a success. This year we would like to request one extra meeting in May in addition to the 3 extra meeting in June. We meet with DPW, Norbert Hill Maintenance, Electricians, Planning, Gaming Security, OPD, Environmental, and nursing staff.

46th Annual
ONEIDA
 Pow-Wow

June 29 – July 1, 2018 • Norbert Hill Center
 5 Miles West of Green Bay on Hwy. 54

Join us in song and dance at the
46TH ANNUAL ONEIDA CONTEST POW-WOW!
OVER \$91,000 IN PRIZE MONEY WILL BE AWARDED!

MC: Clifton Goodwill, Ojibwe/Cree/Lakota/Dakota, Reserve, KS

MC: Wallace Coffey, Commanche, Lawton, OK

Arena Director: Sateko Danforth, Oneida

Arena Director: Nigel Schuyler, Oneida/Odawa, Detroit, MI

Head Drum Judge: Kevin Kingbird, Chippewa, Redlake, MN

Head Female Dance Judge: Dionne Jacobs, Oneida, Oneida, WI

Head Male Dance Judge: Calvin Campbell, Dakota, Prairie Island, MN

Smoke Dance Coordinator: John Brown, Oneida, Ontario, Canada

ONEIDA TOURISM SPECIAL

\$1,000 Men & Women Fancy Spotlight "Battle Style"

ONEIDA POW-WOW COMMITTEE SPECIALS

Men & Women Smoke Dance Spotlight "Battle Style"

Luck of the Draw – 1 category per session

5th Annual Singers Iron Man Contest

2nd Annual Singers Best Leads Special

Men's Traditional 18 & Over in Honor of Lloyd E. Powless Jr.

FAMILY OF FLOYD KING SPECIAL

Welcoming Floyd King to Adults: Teens vs. Mens Traditional

**The Public
 is Welcome!**

Advance tickets available
 at all Oneida One-Stops
 beginning June 1 for \$10.

Admission

Grand Entries

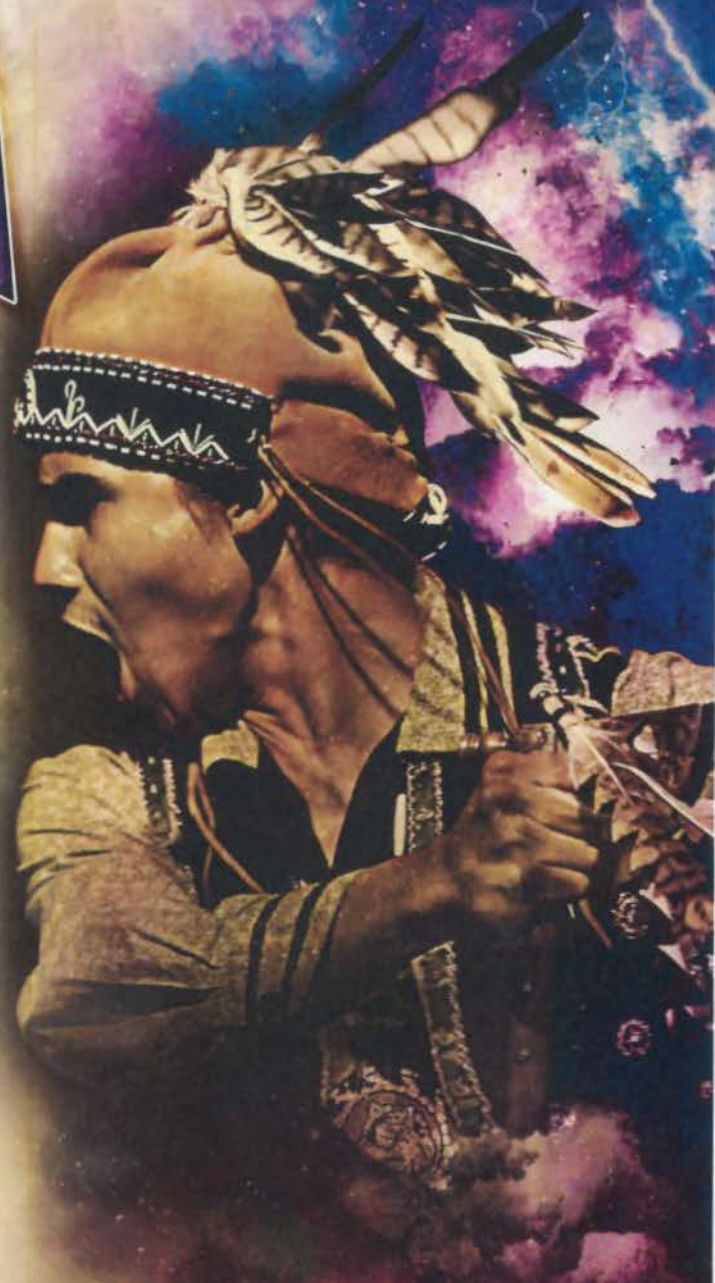
Registration

| | | | | | |
|--------------|------|-------------------|-----------|-------------------|--------------|
| Weekend Pass | \$12 | Friday, June 29 | 7pm | Friday, June 29 | 4pm-6:30pm |
| Daily Pass | \$7 | Saturday, June 30 | 1pm & 7pm | Saturday, June 30 | 11am-12:30pm |
| 60 & older | FREE | Sunday, July 1 | 12 Noon | | |
| 5 & under | FREE | | | | |

**ATTENTION DANCERS
 AND SINGERS**

Point System competition will begin Friday, June 29. Singers please bring your own chairs. No registration fee required, but must purchase weekend pass to compete.

NO CANOPIES ALLOWED. For more information, call the Oneida Pow-Wow Committee at 920-362-5425 (Tonya), or 920-327-9237 (Wayne Jr.). Reserve your room now at the Radisson Hotel & Conference Center (920-494-7300), or at the Wingate Wyndham Green Bay/Airport (920-617-2000). Please ask for the pow-wow room block at both hotels. Rates based on availability.



Welcome Golf Fans!
www.thornberrycreeklpga.com
 July 3-8, 2018



Proud Sponsors:



Prize Money – 46th Annual Pow-Wow June 29-July 1, 2018

Golden Age Women & Men 60+

Traditional

| | |
|-----------------|---------|
| 1 st | \$1,100 |
| 2 nd | \$800 |
| 3 rd | \$600 |
| 4 th | \$400 |

Jr. Adult Women & Men 18-34

Traditional / Jingle / Grass / Feather / Shawl

| | |
|-----------------|---------|
| 1 st | \$1,100 |
| 2 nd | \$800 |
| 3 rd | \$600 |
| 4 th | \$400 |

Teen Girls & Boys 13-17

Traditional / Jingle / Grass / Feather / Shawl

| | |
|-----------------|-------|
| 1 st | \$300 |
| 2 nd | \$250 |
| 3 rd | \$200 |
| 4 th | \$150 |

Junior Girls & Boys 7-12

Traditional / Jingle / Grass / Feather / Shawl

| | |
|-----------------|-------|
| 1 st | \$150 |
| 2 nd | \$125 |
| 3 rd | \$100 |
| 4 th | \$75 |

Drum Contest

| | |
|-----------------|----------|
| 1 st | \$10,000 |
| 2 nd | \$7,000 |
| 3 rd | \$4,000 |
| 4 th | \$2,000 |

Sr. Adult Women & Men 35-59

Traditional / Jingle / Grass / Feather / Shawl

| | |
|-----------------|---------|
| 1 st | \$1,100 |
| 2 nd | \$800 |
| 3 rd | \$600 |
| 4 th | \$400 |

Woodland Women & Men 18+

| | |
|-----------------|---------|
| 1 st | \$1,100 |
| 2 nd | \$800 |
| 3 rd | \$600 |
| 4 th | \$400 |

Southern Women & Men 18+

| | |
|-----------------|---------|
| 1 st | \$1,100 |
| 2 nd | \$800 |
| 3 rd | \$600 |
| 4 th | \$400 |

Smoke Dance Women & Men 18+

| | |
|-----------------|---------|
| 1 st | \$1,100 |
| 2 nd | \$800 |
| 3 rd | \$600 |
| 4 th | \$400 |

Smoke Dance Teen Girls & Boys 13-17

| | |
|-----------------|-------|
| 1 st | \$300 |
| 2 nd | \$250 |
| 3 rd | \$200 |
| 4 th | \$150 |

Smoke Dance Junior Girls & Boys 7-12

| | |
|-----------------|-------|
| 1 st | \$150 |
| 2 nd | \$125 |
| 3 rd | \$100 |
| 4 th | \$75 |

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Approval of of Report. A quarterly report is required of the Oneida Veteran Affairs Committee to the Oneida 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:

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

Additional Requestor: Gerald Cornelius, Vice Chairman
Name, Title / Dept.

Additional Requestor: John Brueninger, Secretar
Name, Title / Dept.



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

James Martin, Chairman
 Gerald Cornelius, Vice Chairman
 John L. Breuninger, Secretary
 Arthur Cornelius
 Floyd J. Hill II
 Kenneth House
 Benjamin Skenandore
 Dale Webster
 Carol Silva

Kerry Metoxen – Veterans Service Officer
 Jennifer Webster – Primary Liaison
 Lisa Summers - Alternate
 Daniel Guzman - Alternate

MEETINGS: Jan 9, 2018
 Feb 13, 2018
 Mar 13, 2018

Purpose: The purpose of the Oneida Veterans Advisory Committee (ONVAC) is to serve as an advisory body to the Oneida Veterans Service Office in all matters related to the Oneida Tribe Veteran’s rights and benefits and veterans affairs issues, and to protect the honor and integrity of the Oneida Tribe and all veterans who served honorably in the United States Armed Forces. It shall be the purpose of the ONVAC to provide advice and constructive input to the veterans Service Office Director on all veterans’ affairs and/or issues in order that the Office can formulate veteran services and programs for the Oneida Veterans. ONVAC coordinates veteran events with the assistance of the Veterans Service Office and other organized groups that are representatives of Oneida Veterans and the Oneida Tribe.

Summary Points: 2nd Quarterly Report: January 2018 thru March 2018

ONVAC is requesting to participate in the National Native American Memorial Dedication in Washington DC in 2020. Per Business Committee member request, this item will be brought up at every quarterly meeting for the purpose of notification that we (ONVAC) will be requesting additional resources in our FY 2020 Budget request. We will obtain cost estimates for trip for our nine member Committee and include them in our next Quarterly Report.

BUDGET: As of March 2018, ONVAC has spent approximately \$3,653.00 which is in compliance with our approved budget. Majority of our spending is in the 3rd and 4th quarter. ONVAC member attended the requested budget meetings.

JOSIAH POWLESS MEMORIAL: The ONVAC has included the grandchildren of Dr. Powless (Roy Huff and Betty Bins) in several meetings within which the proposed memorial has been discussed.

John Breuninger is following up with 2-3 monument companies to get bids for a comparable marker. Once the costs, location and proposed implementation are completed, the family will be notified and invited back to our next ONVAC meeting for their input on the inscription. Furthermore, we are still working on the previous medal to upgrade to Medal of Honor for Dr. Josiah Powless, this is a very timely process which may take approximately 5 years to complete. Kerry Metoxen, VSO reported that the Application Process for the “upgrade” of the Dr. Powless Award was submitted and the application was returned because it did not fall within the original timeline. Mr. Metoxen resent the application to start the process over. The request went to the

Records Retrieval storage area in St. Louis. Regarding the proposed “monument” Mr. Breuninger will get a final bid from Mark Pasowicz and then we can start raising the necessary funding for the monument. The family members will be invited to the next meeting to discuss the location and the wording and picture to be placed on the memorial stone. The ONVAC voted to locate the monument adjacent to the Memorial Wall and will finalize this discussion with the family. All members of the ONVAC will be “sketching out” an individual plan proposal for the future development of the Memorial Wall site.

VETERAN SERVICE OFFICE: ONVAC continues to work with the VSO on the following items :

1. The development and implementation of an Oneida Veteran Data Base. Our intent is to get an accurate as possible listing of all of our Oneida Veterans. The Trust/Enrollment Committee denied our request to add a box on the Per Capita forms. Therefore, ONVAC & the Veterans department will be working on a mail out to all 18 years and older Tribal members requesting their response of the individually and/or any household members who may have served in any of the United States Armed Services and can prove so by providing a DD-214 (discharge paper).
2. Assisting our Communities’ Veterans and Veteran Organizations.
3. Continuous upgrading and maintenance on the Veteran’s Memorial Site along HWY 54. The ONVAC wishes to thank the Department of Public Works (DPW) and the Tourism Department for their continued support with our efforts. We would also like to recognize Mick Davister a non-Native Veteran who assists with maintaining the park site on a voluntary basis.
4. Selling and acquiring and installation of “pavers” for Veterans at the Memorial Site. As of 10-10-17 we have a total of 279 pavers.
5. ONVAC continues to work with the VSO to have all Civil War headstones replaced at all local cemeteries. This is a continuing process.
6. The ONVAC and VSO continue to collaborate with all of the Oneida Veterans Organizations in serving as Honor and Color Guards for GTC and other Organizational Meetings, external Veterans Activities, meetings, funerals, etc.
7. ONVAC and the VSO are also communicating and coordinating Veteran Events with the SEOTS Veterans organization.
8. ONVAC is working on updating the bylaws due to the new Comprehensive Policy Governing Boards, Committees and Commission.

SPECIAL EVENTS

ONVAC remains engaged in extracurricular activities within our Oneida Community and have assisted the Veterans Service Officer with Veterans Meetings, celebration meals, etc. Attendance at these events have been very good and it is great to have our Community Veterans participating in these events, along with their respective families.

- Color Guard Requests: On February 21, 2018 Color guard for dedication of Ho-Chunk new building. On February 17, 2018 attended the Honor the Youth Pow Wow.

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



- On Feb 7, 2018 ONVAC member assisted Vets Office host first taco luncheon to celebrate the first harvesting of tilapia from aquaponics system.
- ONVAC member attended the State of the Tribes Address on February 13, 2018.
- Honor Flights: Badger Honor Flights from Green Bay and Milwaukee will continue later in the year and the Organization is requesting someone from Oneida to sit on the Honor Flights Board. ONVAC felt that Kerry Metoxen should be the Oneida Representative.
- In January 2018 a new ONVAC member, Dale Webster was appointed to the Committee.
- The Oneida Community lost two Oneida Veterans in January 2018 with the passing of Dean Smith and Reginald Baird. Mr. Baird was the oldest Oneida Veteran and the VFW & WIVA Color Guards provided the Veteran's Ceremony.
- Three ONVAC members attended Training "Connect to Courage" at Fox Valley on March 20th in 2018. There was no cost for the training.
- Four ONVAC members attended the February 22, 2018 Boards, Commissions and Committee meeting at NHC.
- The ONVAC will once again host the Annual Code Talkers Day (Holiday) Golf Tournament at Thornberry Creek at Oneida Golf Course. We anticipate an outstanding community celebration and event centered around the game of golf. Marketing and advertising for the "outing" is already in the communication channels within the community. The event is scheduled for 8:00 AM on Friday, May 25th 2018. Anyone who may want to play is welcome to participate (maximum field 144 on first come first served basis).

GOALS AND OBJECTIVES

It is the Mission of ONVAC to ensure the Oneida Veterans are provided with quality service and assistance in the delivery of entitlement and benefits due the Oneida Veteran and their families. ONVAC accepts the responsibility to advocate for Oneida Veterans and their families, while protecting the integrity of the Veteran Community of the Oneida Nation

MEETING REQUIREMENTS

ONVAC meetings are held the second Tuesday of each month at 5:00 pm at the Oneida Veterans Office at 134 Riverdale Drive, Oneida.

ONVAC also holds "special meetings" as appropriate, to conduct business on issues of immediate concern and/or is directed by the Oneida Business Committee.

All meetings are open to the public.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

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 Report - Southeastern 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:

Primary Requestor/Submitter: Mark W. Powless, SEOTS Director
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Southeastern Oneida Tribal Services Advisory Board

2018 Second Quarter Report

Submitted May 15, 2018



Photo Credit: D. King of Images

Board Purpose

It shall be the purpose of the Southeastern Oneida Tribal Services (SEOTS) Advisory Board to provide advice and constructive input to the SEOTS Director in order that the SEOTS office can formulate social services and programs for the Oneida people residing in Southeastern Wisconsin. Each member of the Board shall act as an ambassador for the SEOTS program by promoting its mission whenever possible; shall review the program's budget; shall guide and advise SEOTS administration and shall adhere to the appropriate chain of command in any and all relative communications with the Oneida Business Committee.

Members and Terms

| Name | Officer | Term Expires |
|-----------------|---------|--------------|
| Diane Hill | | 2/28/20 |
| Kim Reyes | | 2/28/20 |
| Lloyd Ninham | | 2/28/21 |
| Kathryn LaRoque | | 2/28/21 |
| Michael Coleman | | 2/29/20 |
| Arthur Elm | | 2/29/20 |
| Tracie Sparks | | 2/29/20 |

Due to the terms of two Board members' terms ending in November of 2017 and three more Board members' terms ending in January 2018, the SEOTS Board just recently received new appointments and will fill the remaining vacant seats on Wednesday, May 23. While the existing Board did meet during the second quarter, they did not have quorum to meet officially.

Southeastern Oneida Tribal Services Mission

SEOTS' Mission is strengthening our cultural connection and providing services and programs to enhance the well-being of On^yote?a-ka living in southeastern Wisconsin.

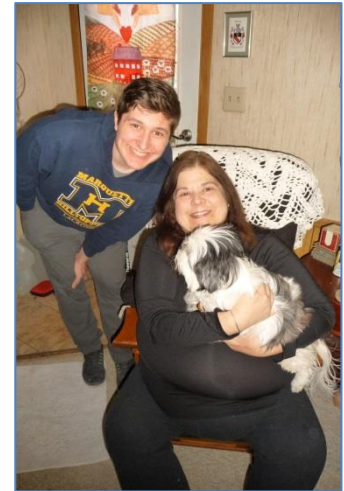
SEOTS Utilization Statistics (Second Quarter)

Service Area Population: Southeastern Wisconsin: 2,143 Oneida Tribal Members (December 31, 2017 – Oneida Enrollments Department)

Client Visits to the SEOTS Office and SEOTS Events/Activities: 1,563. The utilization rate is an increase of about 6% over the same time period in FY2017. The client visits served 526 different people, some of whom visited on multiple occasions.

Incoming Phone Calls: 2,783

Notable events during the 2nd Quarter included Suicide Prevention Training (January 27, 47 attendees), Elder In-Home Assistance Program (February 20-March 2, 25 homes visited), Empower You Event (March 24, 63 attendees) and Bowling Family Outing (March 31, 42 attendees). We also started a Young Women's Group that had 42 attendees over 3 events, or an average of 14 per event. Medication Distribution (551), Elder Activities (312), and Craft Classes (152) had the highest participation. An area for improvement is Language Class which had 36 attendees over 3 months, or an average of about 3 per class.



The Elder In-Home Assistance Program is an annual two-week program offered to complete odd jobs in Elder homes.

Advisory Board Meeting Outcomes

- Seeking to establish Board training.
- The Board is in the process of revising their Board by-laws.

Third Quarter SEOTS Events

- Young Women's Group, Third Saturday of each month, 1:00pm-4:00pm
- Haudenosaunee Tattoo & Regalia Traditions, May 19, 11am-3pm
- Community Picnic, Saturday, June 23, 11am-3pm

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Requirement for ONCOA to submit quarterly report to OBC

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.

ONCOA FY18 Q2 REPORT TO OBC**May 2018****Period: January February March 2018**

MISSION: ONCOA ADVOCATES FOR ALL SERVICES THAT PLACE PRIORITY ON THE WELL-BEING OF OUR ELDERS

ONEIDA NATION COMMISSION ON AGING

Patricia Lassila, Chairwoman

Arlie Doxtator, Vice Chairman

Dale Webster, Secretary

Eugene Danforth, Member

Carol Elm, Member

Mary Ann Kruckeberg, Member

Lois Powless, Member

Dellora Cornelius, Member

Florence Petri, Member

Primary Focus Areas for ONCOA

- **Long Term Care Services & Support** – Alzheimer's & Other Dementia Diseases; Affordable & Accessible Elder Housing; Adult Day Care Services; and Personal Care Agency
- **Communication** -- Tribal Elders, Elder Service Staff and Community
- **Training & Education** -- ONCOA and staff

| ONCOA Meetings January February March 2018 | | |
|---|----------------------------|----------------------|
| January 9 January 13 | February 13 February 27 | March 13 March 27 |

FINANCIALS

Our financial report for period ending March 2018 shows that ONCOA has a positive variance of \$11,317. This positive variance is a trend that occurs for ONCOA throughout the fiscal years. ONCOA has state and national trainings scheduled during the final quarter of FY2018. It is expected that our year end financials will meet our budget projections or FY2018.

MINUTES

All approved minutes are submitted to the Tribal Secretary's office monthly.

PROJECTS & INITIATIVES

| | |
|---|---|
| <ul style="list-style-type: none"> • Alzheimer's Awareness & Research collaboration with UW-Madison Research Center <ul style="list-style-type: none"> ○ Dementia Diagnostic clinic ○ Memory Screening Event ○ Alzheimer's Community Advisory Board ○ Alzheimer One-day conference in Oneida – August 2018 • Annual Elder Expo – August 2018 | <ul style="list-style-type: none"> • Adult Day Care Services CIP (Concept Plan) • CIP#05-013 Elder Apartment Garages • Elder Service Apartment Security Cameras with Elder Services • Elders Memorial Garden CIP • Solar Deployment in Oneida (support) • Conferences/training (Long Term Care; Alzheimer's & Other Dementias; Oneida cultural events) • |
|---|---|

ONCOA FY18 Q2 REPORT TO OBC

May 2018

Period: January February March 2018

| | |
|--|--|
| <ul style="list-style-type: none"> • Elder Village II (11-14 cottages) • Elder Tree II (technology grant) • Community Outreach Events with Oneida Elders • Wisconsin Tribal Long Term Care Study Group (Tribal Operated Waiver Plan) | <ul style="list-style-type: none"> • Hemp Production in Oneida (support) • Money Follows the Person Grant (Monies to be used for developing Personal Care Agency) • ONCOA Bylaws (waiting for completion on Comprehensive Policy Governing Boards, Committees & Commissions) |
|--|--|

COMMENTARY

Alzheimer's Awareness and Research Initiative

- **Alzheimer's and Dementias 32nd Annual Conference:** ONCOA collaborated with the UW-Madison Research team to present at this conference. **Workshop title: Community Based Movement to Build Health Equity and Address Alzheimer's Disease in Wisconsin's Indian Country. Partial Workshop Description:** Although data describing the prevalence of Alzheimer's disease and related dementias (ADRD) is sparse, recent analyzes suggest the disease will disproportionately burden Native Americans. Leaders from the Oneida community are taking steps to address these misconceptions, partnering with faculty and staff from Wisconsin Alzheimer's Disease Research Center and the Wisconsin Alzheimer's Institute to expand their community's access to dementia diagnostic services, build awareness of ADRD, support caregivers, and promote participation in ADRD research.
- In **December 2014**, ONCOA connected with the Wisconsin Alzheimer's Disease Research Center after meeting representatives at the Annual Wisconsin Alzheimer's Conference. The UW-Madison's Alzheimer Disease Research Center is one of the Nation's leading research centers providing scientific research, resources, and expertise in Alzheimer's Disease and related illnesses. ONCOA supports Oneida Tribal Members to expand their awareness of Alzheimer's Disease and other Dementias and to participate in the national effort to end Alzheimer's.
- In **May 2015**, Dr. Dorothy Farrar-Edwards, Dr. Carey Gleason, Fabu Carter and Carol Hutchinson from the University of Wisconsin School of Medicine and Public Health Alzheimer's Disease Research Center (ADRC) met with Oneida Elders and others at the AJRCCC Meal Site to provide Alzheimer's Disease information. This was an eventful meeting which initiated the strong collaboration between the UW-Madison ADRC and ONCOA.
- ONCOA held a meeting with Dr. Dorothy Edwards and Dr. Carey Gleason to discuss the potential collaboration between Oneida and UW-Madison's Alzheimer's Disease

Research Center. Potential areas of collaboration are Training Dementia Care Specialist; Community Education; Promoting Timely Recognition of Memory Disorders; Connecting to Oneida Health Center and Anna John Resident Centered Care Community. The Green Bay Area has a large Native Population and would be ideal for a Satellite Center for a UW-Madison Alzheimer's Resource Center.

ONCOA FY18 Q2 REPORT TO OBC
May 2018
Period: January February March 2018

- **Alzheimer's Clinical Trials** -- ONCOA continues to work on encouraging tribal members to become participants in Alzheimer's Clinic Trials. There is very little information on Native Americans that would indicate how prevalent the disease is in Indian country. We can fight this disease by becoming research volunteers who provide critical data needed to move science forward. Several Oneida volunteers have already signed up and are encouraging others to participate.
Status: Staff from UW-Madison Research team met in Oneida to discuss future planning. The Oneida Health center continues to work with the Wisconsin Alzheimer's Institute, University of Wisconsin to create an Alzheimer/Dementia Diagnostic Clinic within the Oneida Community Health Center. ONCOA will work on developing an Alzheimer's Community Awareness Education Plan with the representatives from the Wisconsin Alzheimer's Institute. ONCOA is now part of the Wisconsin ADRC Alzheimer's Disease and Related Dementia's (ADRD) Project. This group was formed in December 2017.

Elder Services & ONCOA

- **ONCOA requests the Oneida Business Committee to provide a copy of the Comprehensive Re-Organization Plan for Elder Services to ONCOA.** Elder Services management sent ONCOA a copy of the revised Elder Services Organization Chart. We are still waiting for the Comprehensive Re-Organization Plan for Elder Services from the Governmental Services Department Division Director (GSD Director.) and the Elder Services Manager. This request dates back to **October, 2016**. There must be a plan which was generated from the revised Elder Services Organization Chart.
- **Treasurer's Budget Planning – FY2019, FY2020, & FY2021**
 We started the initial phase to begin work on a Triennial Budget in January 2018. It is expected that the ONCOA budget will remain the same. The only variance will be the Treasurer's mandates such as employment costs, indirect costs and fringe rate.

Elder Tree II – January 2018

- The Elder Tree project was created at The Center for Health Enhancement Systems Studies, University of Wisconsin-Madison.
- This project is a new grant opportunity for elders. It is called *Helping Older Patients with Multiple Chronic Conditions*. It's a test of an updated Elder Tree system where the focus is on older adults with poorer health and it has a "Clinician Report" which connects Elder Tree II to their doctor's office. The doctor can be alerted to any worsening health symptoms automatically by the Elder Tree II system.
- The plan is to see if elders with multiple chronic conditions will see improved quality of life and health outcomes from using Elder Tree with the Clinician Report compared to those who do not get Elder Tree with Clinician Report.
- Debra Danforth, OCHC Operations Director, supports moving ahead with this project and arrangements will be made to discuss the formalities.

ONCOA FY18 Q2 REPORT TO OBC
May 2018
Period: January February March 2018

Elder Village – Redesign of Phase II of ten (10) Cottages

- Affordable and accessible housing for our elders is a priority need in our community. To address this need, ONCOA played a major role in identifying the Elder Village Concept as a neighborhood that would enhance “Quality of Life Principles” for elders. The cottages are unique with materials, varied layout, and are in a park-like settings with ample green space surrounding the homes. There is a trail connecting to other Oneida areas like Site I, Turtle School, and eventually Site II. The Elder Village homes meet the minimum ADA standards.
- A Project Team has been formed to redesign Phase II of the next ten to fourteen cottages. Representatives include the following areas: ONCOA, Oneida Housing Authority, Senior Architect, Planning, and Solar Energy,
- The redesign was completed taking into account the best quality of life needs of elders. There will be some minor adjustments for the cottages as well as considering smaller units to keep cost down. Solar panels for future homes were discussed. The bedrooms and garages need ADA clearance. We need to have a discussion about the total costs of the cottages. It’s not just about the design. For example, the bidding package could be broken down so we get more potential contractors working at the same time.
- **Status of March:** Considering the delays of completing the architectural designs, the construction bids did go out as expected. Actual construction will begin in Spring 2018. There has been a delay in starting construction and ONCOA is checking into this matter

Adult Day Services

- ONCOA has identified the need for Adult Day Services and garages for the Tribal Elder Apartments. The Adult Day Service was deleted from the original ORCCC project and slated for a future development CIP. These projects are related to the development of the Lee McLester II Complex. ONCOA will be working with Elder Services to support moving these projects forward.
- **Status Adult Day Services:** The designated planning team person changed employment and no other staff person has been assigned to this project. As a result this project has been put on the back burner. Next step is to seek another planning person to take over this project.

Tribal Elder Apartment Garages

- In **February 2005** Elder Services started the plans for a capital improvement project request for garages for tenants occupying the Elder Service apartments. Project justification continues to be for health and safety issues. Because the existing building is located on top of a hill, it can be extremely windy with harsh weather conditions. Elders are especially susceptible to health problems caused by these conditions and it can be very difficult for elders to get to and from their vehicles in inclement weather.
- **Status Apartment Garages:** There has been little movement on this project during Fiscal 2017. With the newly formed Comprehensive Housing Department effective October 1, 2017, the team to manage the plan will most likely be changed. The FY2018 Tribal budget approved the CIP cost to build the garages and equipment garage. ONCOA will continue to play a role in the on-going development of the project.

ONCOA FY18 Q2 REPORT TO OBC
May 2018
Period: January February March 2018

Long Term Care Group

- During the past months the waiver plan was changed to Tribally Operated Waiver. It is expected that solutions will be developed to narrow the health care gap in critical risk areas experienced disproportionately among American Indians.
- **Status:** The **Tribal Long Term Care Study Group**, consisting of State and Tribal Representatives, continues to work with CMS to get the Tribal Waiver approved. As of the date of this report, no resolve has been reached with CMS regarding the Tribal Waiver Category approved for Wisconsin.
- **Issue:** Brown County will fully implement the Family Care Program in July, 2018. This means that the COP will no longer be available to Oneida families. With no tribal waiver plan available all eligible native people will have to plan for health care through Family Care. ONCOA is unaware of the current status of this matter.

Money Follows the Person (MFP) Tribal Initiative

- The Centers for Medicare and Medicaid Services is offering states and tribes between \$850,000 and \$1.93 million in grant funding in order to build Sustainable Community-Based Long Term Services and supports specifically for Tribal Members. Wisconsin must have an active partnership with the participating tribes or tribal organizations in order to be eligible for the grant.
- The project Oneida has selected to develop is a **Tribal Personal Care Agency** along with needed infrastructure to deliver Long Term Care services to Oneida Tribal Members. Having a Personal Care Agency will allow **Elder Services and Oneida Health Center** to obtain Third Party Billing Payments through Medicaid for In-Home Care and Home Chore Services. Currently, Oneida provides In-Home Care and Home Chore Services that are paid through Tribal Contribution.
- ONCOA supports having a Personal Care Agency to help defray Tribal Contribution costs for Elder related services. The reimbursement will come from those services provided to clients who meet low income eligibility (Medicaid).
- **Status:** David Larson, OCHC Ancillary Services Director, is the person in charge of this grant for Oneida with ONCOA serving on the planning group. Dave Larson met with ONCOA and stated that we will continue work on the Personal Care Agency and will be able to utilize the Phase III funding for needed education and training.

Great Lakes Native American Elders Association (GLNAEA)

- GLNAEA meetings are held quarterly and membership is comprised of Native Elders from the eleven tribes in Wisconsin. Each tribe takes a turn at sponsoring a meeting on their reservation. Tribal news and current issues in Indian country are discussed at the meetings. Social interaction between the tribes is an important aspect of the association that keeps members participating in the meetings.

Wisconsin Tribal Aging Directors Association

- ONCOA Members participate in bi-monthly meetings. All eleven tribes belong to this association and meet to discuss Aging Issues in Indian Country and to formulate ways to best meet the needs of our Native Elders. This is a very informative meeting.
- This is a collaborative relationship that ONCOA has maintained with Elders Services and the other tribes since the inception of the organization.

ONCOA FY18 Q2 REPORT TO OBC
May 2018
Period: January February March 2018

Elder Service Staff Meetings

- Elder Service Staff Meetings are held on the first Tuesday of each month. ONCOA is pleased to announce that we are invited to attend these meetings.

Title V – Senior Community Service Employment Program (SCSEP)

- SCSEP is Elder job training funded through a grant from the U.S. Dept. of Labor.
- ONCOA has employed Title V staff for the past 8 years and we have always had great success working with the Title V program. Since our budget is limited we seek out resources to assist us in meeting our administrative needs.
- **Status:** We continue to seek applicants to work with ONCOA in the administrative area.

Meeting Requirements

ONCOA meets on the second and fourth Tuesday of each month at 1:00 p.m. in the Elder Services, Conference Room. Special Meetings are held during the month to address specific topics related to the goals and objectives of ONCOA. Meetings are open and community members are encouraged to attend. Dates and times of meetings are published in the DRUMS and Kaliwisaks publications.

GOALS

| | |
|-----------------|--|
| GOAL I | ONCOA will create policies and work together with Elder Services in an effort to improve the quality of life of our Elders. |
| GOAL II | ONCOA will communicate with Elders on issues, policies and services in order to increase their awareness and participation. |
| GOAL III | ONCOA will advocate at all levels (tribal, local, state, national) for resources to provide for elder services |

Each commissioner, along with the ONCOA staff, brings with him/her a varied background of employment, life experiences, education, and community/state/national involvement to work toward a common goal of advocating for services that place emphasis on our elders. The following list demonstrates the extent of current community/state/national involvement for the ONCOA commissioners and staff:

| | |
|---|-----------------------------------|
| Oneida Nutrition Board | ADRC Brown County |
| Oneida Election Board | ADRC Outagamie County |
| National Indian Council on Aging (NICOA) | Oneida Police Commission |
| Wisconsin Indian Veterans Association | Oneida Hotel Corporation |
| National Indian Child Welfare Association | Oneida Veterans Affairs Committee |
| Great Lakes Native American Elders Association (GLNAEA) | |

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Motion to accept the OGC 2nd Qtr Report

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: Matthew W. Denny, OGC Chairman
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Tammy Van Schyndel, Executive Director
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Quarterly Report to the Business Committee

FY18 2nd Quarter Report

ONEIDA GAMING COMMISSION

Report Submitted By: Matthew W. Denny, Chairman

OGC Elected Members:

Chairman, Matthew W. Denny
 Vice-Chair, Mark A. Powless Sr.
 Secretary, Reynold "Tom" Danforth
 Commissioner, Michelle Braaten

OBC Liaison: Kirby Metoxen

Staff: The OGC is comprised of four departments that report to:
 Executive Director, Tamara Van Schyndel

47 of 50 full time employees are Oneida enrolled

- **Administration:** Shannon Davis, Executive Assistant (1 Administrative Assistant)
- **Compliance:** Connie Herlache, Compliance Manager (2 Regulatory Compliance Specialists)
- **Investigations & License:** Steve Hill, Investigations & License Manager (4 Investigators & 1 Investigator Trainee)
- **Surveillance:** Jason King, Surveillance Director (1 Administrative Assistant, 5 Supervisors, 24 Surveillance Officers, 1 Training Coordinator, 1 Tech Supervisor, 5 Techs)

OGC MINUTES/ACTIONS TAKEN

- NIGC 1st Quarter Payment (01/10/18 Approved; 01/15/18 Ratification)
- Gaming Semi-Annual Safety Inspections for Main, IMAC, & Mason St (01/29/18 Approved; 02/05/18 Ratification)
- IGT Settlement/Contract was ratified after approval was tabled pending investigation (01/26/18 Approved; 02/05/18 Ratification)
- Blackjack ROP Recommendation & Revision (02/12/18 Approved; 02/19/18 Ratification)
- MS Data Insight LLC Communication (02/28/18 Approved & Forwarded to Gaming Management; 03/05/18 Ratification)

| OGC Approved | SOP's | Promotions | Progressive Malfunctions/ Transfers | Employee Licenses | Vendor Licenses | Gaming Contracts |
|--------------|-------|------------|-------------------------------------|-------------------|-----------------|------------------|
| January | 1 | 8 | 6 | 19 | 0 | 3 |
| February | 5 | 9 | 17 | 24 | 1 | 14 |
| March | 1 | 1 | 9 | 13 | 2 | 6 |

| OTHER UPDATES | |
|---|--|
| <p>Surveillance System Replacement Project</p> <ul style="list-style-type: none"> WM Casino camera replacements complete and cutover to Genetec system (March) <p>Employee License Criteria re-evaluated (no updates made at this time)</p> <p>Bingo Area Asset Security and Access Control reviewed and recommendations made</p> <p>OGC Roles & Responsibilities meeting (03/26) clarified BC and OGC roles in Gaming oversight</p> | |
| SPECIAL EVENTS/TRAVEL | |
| <u>January:</u> N/A | |
| <u>February:</u> | |
| <ul style="list-style-type: none"> Emergency Preparedness for Casinos in Chandler, AZ (02/13/18 - 02/15/18) TGPN Conference and Surveillance Tour in Cabazon, CA (02/15/18 – 02/15/18) | |
| <u>March:</u> | |
| <ul style="list-style-type: none"> Game Protection Training hosted at Oneida for Table Games and OGC departments (03/06/18 – 03/08/18) GLI Roundtable in Las Vegas, NV (03/06/18 – 03/09/18) World Game Protection Conference in Las Vegas, NV (03/11/18 – 03/16/18) National Tribal Gaming Commissioners/Regulators Conference in Spokane, WA (03/19/18 – 03/23/18) | |
| GOALS & OBJECTIVES UPDATE | |
| <p>1) Oneida Gaming Minimum Internal Control Standards (OGMICS) Revision Project to be completed.</p> <ul style="list-style-type: none"> Bingo section revisions complete, reviewed by Gaming Management, and finalized Technical Standards for Class II Gaming Systems and Equipment section revisions complete, reviewed by Gaming Management, and finalized Gaming Machines section revisions in progress | |
| <p>2) Ensure processes, policies, standard operating procedures and applicable flow charts are documented and/or updated for all Gaming Commission departments.</p> <ul style="list-style-type: none"> Ongoing process of documentation, review, revision and approval of internal documents | |
| <p>3) Train all departments and levels of staff thoroughly on responsibilities, processes and operational knowledge. Ongoing - <i>See Special Events/Travel</i> section.</p> | |
| MEETINGS | |
| Regular meetings are scheduled for 9:00 AM on the first and third Monday of every month | January 16, 2018 (Rescheduled from January 15, 2018) |
| | February 05, 2018 |
| | February 19, 2018 |
| | March 05, 2018 |
| | March 19, 2018 (Cancelled) |
| HEARINGS | |
| One (1) Employee License Hearings was conducted (01/18/18) | |

The Oneida Gaming Commission and its departments collectively promote and ensure the integrity, security, honesty and fairness of the regulation and administration of all Gaming activities within the jurisdiction of the Oneida Nation.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

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:

Dakota Webster, LCC Secretary

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

ONEIDA LAND CLAIMS COMMISSION**2nd QUARTER REPORT**

January 1, 2018 to March 31, 2018

Submitted by Dakota Webster, LCC Secretary 920-228-0623

Landclaims_comm@oneidanation.org

LAND CLAIMS COMMISSIONERS:

Officers: Chairperson- Loretta Metoxen, Vice Chair-Chris Cornelius, Secretary/Treasurer- Dakota Webster

Commissioners: Donald McLester, Tomas Escamea, Charles Wheelock, Sheila Shawanokasic

LCC Liaison: Jennifer Webster and Kirby Metoxen

PURPOSE:

The Oneida Land Claims Commission (OLCC) will make informed thoughtful recommendations to the General Tribal Council (GTC) and Oneida Business Committee (OBC) on issues pertaining to all Oneida land claim issues. We encourage and seek active participation from the membership.

MISSION:

Actively pursuing education, recommendations, and resolutions to all land claim settlement offers; honoring our ancestors, treaties, and the next seven generations.

MINUTES:

January- Oneida Land Claims Commission has been working to iron out misunderstandings with the BC support staff duties and responsibilities and the MOU agreement. The OLCC is working to collect, compile, and discuss feedback from the November, 2017 New York trip which provided a better understanding about needed improvements and recommendations

concerning the utilization of the NY properties. The OLCC created a subcommittee to work on an Oneida Land Claims calendar of historical events for membership education.

February- .Continue to work with Steve Webster on OLCC support staff needs. Elections were held and the results were: Loretta Metoxen - Chair, Chris Cornelius -Vice Chair, Dakota Webster - Secretary / Treasurer. The first quarter report was completed. The OLCC continued to work on their By-Laws. The OLCC discussed Land Claims membership education and book purchases for the membership and OLCC education.

March- The OLCC reviewed past OLCC recommendations to sell New York properties and voted to oppose the previous OLCC position. Information from the Division of Land Management revealed that 2 properties in New York are on the OLCC asset registry. The OLCC is researching what this means regarding responsibilities to that land. The OLCC By Laws were updated and they are 75% complete. The By-Laws should be ready to submit, as soon as the LOC starts accepting updated by laws; which is pending approval of the changes to the Comprehensive Policy Governing Boards, Committees and Commissions. The OLCC approved the Division of Land Management (DOLM) request to demolition the buildings on New York properties located at 4853 State Route 31 in Vernon NY; these are the OLCC asset registry properties.

FINANCIAL:

January meetings = \$ 600 stipends 2 regular meetings

February meetings = \$600 stipends 1 regular meeting 1 working meeting

March meetings = \$800 stipends 2 regular meetings 1 working meeting

GOALS AND OBJECTIVES:

The OLCC is working to schedule community outreach events to educate the membership about the NY Land Claims and collect feedback from GTC participation in order to provide recommendations to the Business Committee. The OLCC is seeking new ways to engage the community about our land claims. The OLCC will continue to meet jointly with the OBC regarding the Oneida Land Claims. The OLCC will continue to study other Tribal Land Claims Settlements and share this information with the membership. The OLCC will schedule and hold

a public hearing to obtain membership input. The OLCC continues to work on their by-laws with respect to the evolving Comprehensive Policy governing Boards, Committees and Commissions. Once the Comprehensive Policy is approved the OLCC will move forward and seek approval of the updated OLCC By-Laws.

MEETING REQUIREMENTS:

The OLCC meets twice a month, the first and third Thursday of every month at 5:30 p.m. at Cottage 2. Meetings are held in accordance with the OLCC By-Laws.

FOLLOW-UP:

The OLCC is waiting to finalize a meeting time and date with the Land Commission and the Oneida Business Committee (OBC) to further discuss on the New York Land and Claims. The OLCC is continuing to work with planning in order to find a solution to OLCC records storage and office space needs. The OLCC is working with the BC support staff for administrative assistance on special OLCC projects, as outlined in the By-Laws and the MOU. The OLCC will schedule a date to hold a public hearing as outlined in the OLCC By-laws 2-6. A.

The Oneida Land Claims Commission is a GTC elected governing body tasked to meet the needs of the General Tribal Council for Oneida Land Claims.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

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:

Debbie Danforth / School Board Chair
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:

Per the MOA between the Oneida Business and Oneida Nation Elementary School and School Board, the Quarterly Report is to be submitted as an update.

- 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@oneidation.org



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



DATE: May 15, 2018

REPORT: Quarter 2 School Board Report

BOARD: Oneida Nation School Board

MEMBERS: Debra Danforth, Chair
Todd Hill, Vice Chair
(Vacant), Secretary
Melinda K. Danforth, At-Large Member
Fred Muscavitch, At-Large Member
Shanna Torres, Parent Member
Melinda J. Danforth, Parent Member
Rhiannon Metoxen, Parent Member
Shannon Metoxen, Parent Member
Vacant, Parent Member

CONTACT PERSON: Debbie Danforth

OBC LIAISON: Brandon Yellowbird-Stevens

MINUTES: January 2018
February 2018
March 2018

UPDATES

As of May 8, 2018, the School Board recently lost a valuable member, Margaret Ellis. Margaret has a sincere compassion to see the next generations succeed in life. Her eagerness and dedication to learn, guide, and share ideas will surely be missed!

The School Board has gained a new Parent Member, Shannon Metoxen. We welcome her and look forward to meeting with her at the next regularly scheduled School Board meeting in June, 2018.

During this year's elections, there will be four vacancies. The School Board is excited and looks forward to filling all vacant positions! There are many items to complete and we are seeking

energetic members, who are willing to devote their time and effort to help the Oneida School System be a first choice school for our community.

The total O.N.S.S. student enrollment is 439, which includes 20 students in the 3-5 year-old Family And Children Education (F.A.C.E.) Center-Based program; 209 students in grades K-5; 85 middle school students; and 125 High School students. The F.A.C.E. program currently has 43 families with infants and toddlers ages birth through 3 years-old. There are two Parent Educators who do home-visits to these families.

May 4, 2018 was the mid-quarter mark of fourth quarter. With the school year coming to an end, there are additional staff vacancies as a result of this year's staff retirees. The School Board sends many thanks and appreciation to the staff retiring: Ms. Gail Danforth, Middle School Language & Culture teacher; Ms. Shery Zika, Elementary Special Education Teacher; Ms. Annette King, Middle School Special Education Teacher; and Mr. Tom Pivovar, Middle School Social Studies Teacher. They were honored at the April 27th Honors and Perfect Attendance Assembly for their many years of dedication to the ONSS students and School System.

Kindergarten Honor Day is June 1, 2018 from 10AM until noon at the elementary school. Seven F.A.C.E. students will be graduating to kindergarten this year. Their graduation will be at the elementary school and is scheduled for June 4, 2018 at 5PM.

June 7, 2018 is the last day of classes and graduation ceremonies for both 8th Grade and Seniors. Congratulations to all of the Graduates! The 8th Grade graduation is scheduled for 1PM in the O.N.E.S. Big Gym. The High School Graduation will be at 6PM at the Radisson.

Administration is utilizing the highly qualified staff who volunteered to fill some of those vacant positions: Ms. Keta Quiver is transferring from 5th grade to the Middle School Reading Teacher; Ms. Linda Schuyler is transferring from 5th grade to the Middle School Social Studies position; Ms. Pauline Centers is transferring from 1st grade to the Middle School Reading Intervention position.

ONSS and the School Board welcome the new School Nurse, Ms. Kristine Labby, who will be working at both the High School and Elementary School. This is a well-needed position and we are thankful for the assistance of the Oneida Nation Community Health Department for finding her to fill the position. The School Board and Administration would also like to thank the trained staff for administering minor medical attention to students.

In addition to the filled positions, we also have a new L.T.E. Elementary School Counselor, Ms. Stacy Lewis. Ms. Cinthia Dziaduch is another L.T.E. who started initially as a Substitute Teacher and is now the K-5 Cross Categorical Teacher under Special Education. Mr. Michael Jenkins is an L.T.E. and is teaching High School Math. We look forward to seeing their progress with our students and appreciate their dedication and service.

Even with the transferring of current staff to other positions and hiring of L.T.E. positions, ONSS is still in need of hiring more staff. Vacant positions have been approved to be posted at HRD; however, there have been multiple requests, not only by parents but staff as well, to increase the number of co-teachers/teacher aides to better support the teachers in classrooms.

On April 25, 2018, the School Board held a Parent/Community Input Session to obtain parents/community feedback of strategies, priorities, resources, and ideas of how to improve the Anti-Bullying Policy currently in place. This was a well-attended meeting by not only the community, but by staff as well. Some School Board members attended, not to form a Board, but as a parent/guardian. The discussion was facilitated by Mr. Jay Rasmussen, who did a great job at keeping the motivation and interest of the audience. Everyone worked together in teams and groups to develop ideas of priorities that the School Administration can use to create a more effective policy against bullying. The follow-up meeting will be held in the ONES Library on May 23, 2018 from 5PM until 7PM

On May 14, 2018, the School Board held a Special Meeting to work on updating the Superintendent's evaluations, expectations, and to conduct an overall review of the current organization. A follow-up meeting is scheduled to take place on May 21, 2018.

GOALS AND OBJECTIVES

With the transition of the Language Department to the School System, our students will continue to increase their knowledge of Oneida language and culture, as they attend language / culture and social dance classes as part of their daily education. The three year A.N.A. Grant awarded to the Language Department has been beneficial as six Language Apprentice positions were able to be filled, as well as other resources and tools to help make this program successful. These staff will continue to be in training to learn more about the language, how to speak, and how to teach others. This new transition will be beneficial for students, their families, and the community.

The completion and submission of the Education Law continues to be a goal for 2018. This Law is foreseen to include many areas of education, including the teaching and learning of the Oneida Language and Culture. There is a dire need to have all areas of education collaborate

with each other to promote awareness and support to increase community members' self-sufficiency within our Nation.

Lastly, maintaining the safety of our staff and students remain on the 2018 list of goals. Staff and students will continue to practice the A.L.I.C.E. training. School Administration will continue their efforts of ensuring that both the elementary school and high school are in safe operating conditions. Fall trainings are already being organized and scheduled, which includes the on-going Conscious Discipline Training. In addition to training, highly qualified staff are needed to promote a safer and more positive environment for our students and staff.

MEETING REQUIREMENTS

The Oneida Nation School Board holds open meetings the first Monday of every month at 5:00 p.m. in the library at the Oneida Nation Elementary School, N7125 Seminary Road, Oneida, WI. Special meetings are held when deemed necessary and duly called by the School Board Chair.



Oneida Nation School Board Meeting Minutes

Date: Monday, April 2, 2018

Time: 5:00 p.m.

Place: O.N.E.S. Library

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth, Todd Hill, Fred Muscavitch, Rhiannon (RC) Metoxen, Margaret Ellis, Melinda K. Danforth

Excused: Shanna Torres, Melinda J. Danforth

Others: Sheri Mousseau, Artley Skenandore, Patti Morin, Mandi Schneider, Fay LeMense, Tony Romandine, Linda Jenkins, Tracy Christensen

Called to order by: Debbie Danforth **Time:** 5:05 p.m. **Opening by:** Artley Skenandore

I: Approve Agenda

Motion by Fred Muscavitch to approve the agenda. Seconded by Todd Hill. Motion carried.

II. Short Program Graduates – None

III. Minutes

A: Regular Meeting

1. March 5, 2018

Motion by Todd Hill to approve the minutes. Seconded by Fred Muscavitch. Motion carried.

B: Special Meetings

1. March 9, 2018

Motion by Todd Hill to approve the minutes. Seconded by RC Metoxen. Melinda K. Danforth abstained. Motion carried.

2. March 23, 2018

Motion by Margaret Ellis to approve the minutes. Seconded by Todd Hill. Motion carried.

V: E-Polls to Ratify

1. CTAS Grant (Tribal Youth Program (OJJDP) Purpose Area 9) Resolution [approved] – Mandy Schneider

Motion by Fred Muscavitch to ratify CTAS Grant Epoll. Seconded by Todd Hill. Motion carried.

Secondary motion by RC Metoxen to request to have quarterly updates. Seconded by Margaret Ellis. Motion carried.

2. Head Start Language Immersion Grant Narrative [approved] – Tracy Williams [not present]

Motion by Fred Muscavitch to ratify Head Start Language Immersion Grant Narrative. Seconded by Todd Hill.

Motion carried.

Secondary motion by RC Metoxen to request the yearly evaluation plan results to be shared with the School Board. Seconded by Melinda K. Danforth. Motion carried.

VI: Tabled Business – None

VII: Standing Agenda Items / Follow-Up**A: Standing Agenda Items****1. CIP / High School** – Verbal update by Artley Skenandore

A meeting was held last week with Planning. They have new leadership and are working on an update. Admin asked them to go back to CFO to have a follow up meeting between B.C. and School Board on the Bond. Admin summarized that they need the Bond sponsored and Admin can make the payments on the O&M side. Planning will come back with an update. Planning has new leadership and they pledged to provide information on the Capital Improvement process and what they have to fulfill. Also had meeting with the Recreation. They are discussing who should be the new client as they want to make changes to the Recreation Facility and change the client to the school system.

Motion by RC Metoxen to accept update. Seconded by Todd Hill. Motion carried.

2. Athletics – Update by Artley Skenandore

Seymour did not yet confirm partnership a 3 on 3. We would probably host Friday and Saturday games. The benefit for us to have Seymour use the gyms and the ONHS Booster Club is it will keep all profits from concession sales. April 13 is the date. May 5, Saturday, going to be supporting local LAX with 4 men's teams and 4 women's team basketball adult tournaments. June 26 and 27 cosponsoring basketball clinic in elementary school gym. H.S. is doing Track and Softball – inviting middle school to attend practice with Varsity; currently have three girls which helps add to the numbers.

Motion by Melinda K. Danforth to accept report. Seconded by Todd Hill. Motion carried.

Discussion by Todd Hill: Request to have 6th grade boys basketball recognized for their accomplishments as well as the coach.

3. JOM Program – [No meeting held in March]

a. Minutes

b. Budget

Next meeting is April 26th at 10:00 a.m.

B: Follow-up**1. Ramah Navajo Settlement Funds/Proposed Education Endowment Resolution and Atty Review**

Motion by Fred Muscavitch to approve red-lined version with the recommended changes. Seconded by Melinda K. Danforth. Motion carried. Requesting School Board Administrative Assistant to make recommended changes and to resend changes to School Board Attorney to obtain a final draft and then to send to the Treasurer to establish a meeting date.

Discussion by Fred: Like everything on page 44. On page 45, one change, 2nd and 3rd line, it's at a 50% but SB could change this to a Quorum. Further on in same paragraph, 2nd -3rd bottom of paragraph, change wording of Adopting a Resolution to An adopted resolution. Page 46, #5, missing a word – the word "Interest" needs to be added to state Endowment Interest. We have been able to spend the money originally set aside, \$300,000 or so. Treasurer has not yet deducted the \$300,000. There are items that are on the list but haven't been purchased.

Melinda K. Danforth: Can the list of Teacher items requested be brought back before the School Board?

[excerpt from March 5, 2018]: School Board Admin received phone call today from Treasurer's Assistant with recommendation to reschedule meeting. Treasurer will request new meeting and will send updated draft.

[excerpt from February 5, 2018 Minutes]: Motion by Rhiannon Metoxen to review and forward to attorney and to bring it back to March meeting, and have School Board Admin follow up with Treasurer's office to find out if the School Board needs to respond and by when, if needed. Seconded by Todd Hill. Motion carried.

3. Educational Leave request to attend UW-Madison Capstone Program:[Deferred until 9/2018]

[excerpt from August 17, 2017 Minutes]: Motion by Melinda K. Danforth to defer until September 2018 meeting. Seconded by Fred Muscavitch. Motion carried.

[excerpt from July 10, 2017 Minutes]: Motion by Margaret Ellis to accept update and to note agenda that update should be expected after end of program in September 2018. Seconded by RC Metoxen. Motion carried.

[excerpt from June 5, 2017 Minutes]: Motion by Melinda K. Danforth to approve request. Seconded by Shanna Torres. Motion carried. Discussion: Request update upon return.

VIII: New Business – None

IX: Reports

A. Superintendent

Motion by Fred Muscavitch to approve the Superintendent's report. Seconded by Todd Hill. Motion carried.

B. Administrative Staff

1. Business Manager
2. K-8 Principal
 - a. Assistant Principal [add-on]
 - b. Gifted and Talented
 - c. PBIS
3. 9-12 School Principal
 - a. PBIS
4. Language Program
5. Special Education
6. Technology
7. FACE

Motion by Fred Muscavitch to accept the administrative staff reports. Seconded by Margaret Ellis. Motion carried.

C. FYI: Monthly School Calendar

1. April (no action needed)

Motion by RC Metoxen to go into executive session at 5:50 p.m. Seconded by Margaret Ellis. Motion carried.

X: Executive Session

Motion by Melinda K. Danforth to come out of executive session at 6:17 p.m. Seconded by RC Metoxen. Motion carried.

Present: Debbie Danforth, Todd Hill, Fred Muscavitch, RC Metoxen, Melinda K. Danforth, Margaret Ellis

Excused: Shanna Torres, Melinda J. Danforth

Others: Sheri Mousseau

1. Resignation of Middle School Social Studies Teacher (T.P.)

Motion by RC Metoxen to accept resignation and approves to post position. Seconded by Margaret Ellis. Motion carried.

2. Resignation of Elementary School Special Education Teacher (S.Z.)

Motion by Fred Muscavitch to accept resignation and approves to post position. Seconded by RC Metoxen. Motion carried.

3. Five School Board Candidate Applications [close date was March 9, 2018][term dates 9/01/17-8/31/20]

Motion by Fred Muscavitch to accept application of Shannon Metoxen and to forward the recommendation to the Tribal Secretary. Seconded by Melinda K. Danforth. Motion carried.

School Board Chair, Debbie Danforth, appoints Shannon Metoxen to fulfill the parent position vacancy.
 Yays for Shannon Metoxen: Melinda K. Danforth, Fred Muscavitch, RC Metoxen, Margaret Ellis, Todd Hill.
 Yays for Latsi Hill: Fred Muscavitch, RC Metoxen
 Yays for Fern Diamond: Not a parent/guardian; ineligible for Parent Position
 Yays for Paul Metoxen: None
 Yays for Rita Madrid: None

4. ONSS Employee Indirect Compensation SOP: Trade Back for Cash [add-on if received by Attorney]

Motion by Fred Muscavitch with recommended changes and to contact School Board Attorney for her legal opinion of Food Service Employees as they just entered into their first contract this year and should be eligible. Seconded by Melinda K. Danforth. Motion carried.

Page 3, 6 lines down, last sentence: Take off A in area. 8 more lines down, 3.6.1. No "r" on the end in Trade back for Cash. Kitchen staff – do they get this or not?

Do an addendum to include Food Service Employees to receive benefits

5. FY 2018 Oneida Nation School System Employee Incentive Awards [please see Attorney's email]

Title should be clear of whether this is for the school system only or if it is for the Nation. The Receipt form, 5.0, 5.3, 5.4 suggests where the money comes from – so it should be clearer in the title.

Motion by Melinda K. Danforth to accept as an FYI as a draft and for another draft to brought back with clarification. Seconded by RC Metoxen. Motion carried.

[excerpt from March 5 Minutes]: Defer all items to Friday and to notify HRD of the meeting. Invite Geraldine Danforth and Marianne Close to attend and send them the contracts for their preview. Conflict of Interest form needs to be updated with Joanne Harmon Curry, and will be available after contracts are approved.

XI: ADJOURN

Motion by Melinda K. Danforth to adjourn at 6:28 p.m. Seconded by Margaret Ellis. Motion carried.

Respectfully submitted,



Margaret Ellis
 Secretary
 Oneida Nation School Board

Approved: 5/7/18
 Date

Corrected: _____
 Date



Oneida Nation School Board Minutes *Special Meeting*

Date: Friday, March 23, 2018

Time: 1:00 p.m.

Place: O.N.E.S. Conference Room

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth, Todd (Moon) Hill, Margaret Ellis, Rhiannon (RC) Metoxen, Shanna Torres, Melinda K. Danforth

Excused: Melinda J. Danforth, Fred Muscavitch

Others: Sheri Mousseau, Yvette Peguero, Tracy Christensen, Artley Skenandore

Called to order by: Debbie Danforth **Time:** 1:07 p.m. **Opening by:** Artley Skenandore

I: Approve Agenda

Motion by Melinda K. Danforth to approve the agenda with the add-on of community member's memo to School Board regarding bullying concerns and recommendations. Seconded by RC Metoxen. Motion carried.

*Handout of School Board's Attorney's review distributed regarding B.C. Treasurer's proposed Resolution for Ramah Navajo settlement money.

II: Follow Up

1. Anti-Bullying Policy

a. Community member's (J. D.) Memo with recommendations on anti-bullying

Motion by Margaret Ellis to direct Superintendent and Administration to develop a plan of action, which will include scheduling a community input meeting with parents/community members, then take that input and bring back to the Board to draft an Anti-Bullying Policy based on the input and the community/parent anti-bullying concern and recommendations. After draft policy is complete, it will be brought back to parent/community. This plan of action should be sent out via flyers to be sent home with students and through the regular media output process – school website and school Facebook page. Seconded by Todd Hill. Motion carried.

Secondary Motion by Todd Hill to request School Board Administrative Assistant to draft a follow up response to the community member/grandparent regarding the bullying recommendations/concerns and noting that recommended timelines are not be feasible. Seconded by RC Metoxen. Motion carried.

Motion by RC Metoxen to go into Executive Session at 2:18 p.m. Seconded by Todd Hill. Motion carried.

III: Executive Session [Sheri Mousseau, Artley Skenandore, Tracy Christensen, Yvette Peguero departed]

1. Superintendent's Expectations/Agreement/Evaluation of Performance

Motion by RC Metoxen to have School Board members bring back examples of Superintendent's

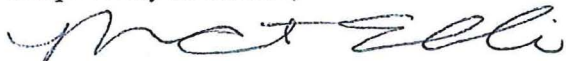
agreement with expectations comparable to other schools, including B.I.E. schools and to schedule another meeting to discuss within 30 days. Seconded by Melinda K. Danforth. Motion carried.

Motion by RC Metoxen to come out of executive session at 2:30 p.m. Seconded by Melinda K. Danforth. Motion carried.

IV: Adjourn

Motion by RC Metoxen to adjourn at 2:40 p.m. Seconded by Melinda K. Danforth. Motion carried.

Respectfully submitted,



Margaret Ellis
Secretary
Oneida Nation School Board

approved / corrected on 4/2/18
Date



Oneida Nation School Board Retreat Minutes

Date: Friday, March 09, 2018

Time: 12:00 p.m.

Place: O.N.E.S. Conference Room

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth, Todd (Moon Hill), Fred Muscavitch, Shanna Torres, Melinda J. Danforth, Rhiannon (RC) Metoxen

Excused: Margaret Ellis, Melinda K. Danforth

Others: Sheri Mousseau, Marianne Close, Jolene Hensberger [recorder]

Called to order by: Debbie Danforth

Time: 12:05 p.m.

Opening by: None

I: **Approve Agenda**

Motion by Melinda J. Danforth to approve the agenda. Seconded by Todd Hill. Motion carried.

II: **Executive Session**

1. 2018-2019 Employee Contract

Update all "Oneida Tribe of Indians of WI" to Oneida Nation throughout the contract.

Change contract beginning year from 2017 to 2018 and ending year of 2018 to 2019 throughout contract.

Pg 2: approve teacher work day to begin at 7:30 a.m. to 3:30 p.m.

Pg 3: Letter D, last sentence, change "Tribe" to "Nation"

Pg 4: delete last underlined sentence of paragraph 1 stating, "However, the Employee is responsible..."

Pg 4: In section Letter B: Indirect Compensation: Reduce language and use generic language referencing that the Indirect Compensation – Trade Back for Cash SOP (#8) will be followed.

Pg 7: In section VI, last sentence, remove "Business Committee" and replace with "Oneida Law Office of the Oneida Nation".

Pg 9: In section XI, second sentence, change word "Tribe" to "Nation" and strike out (formerly known as the Oneida Appeals Commission).

Motion by Fred Muscavitch to approve SY18-19 Employee Contract with recommended changes. Seconded by Melinda J. Danforth. Motion carried.

2. 2018-2019 Food Service Employee Contract

Update all "Oneida Tribe of Indians of WI" to "Oneida Nation" throughout the contract.

Change contract beginning year from 2017 to 2018 and ending year of 2018 to 2019 throughout contract.

Pg. 1: In section I, third paragraph, strike out "and the Oneida employment law,".

Pg. 3: In section III, delete last underlined sentence of paragraph 1 stating, "However, the Employee is responsible..."

Pg. 5: In section V, change "Oneida Nation School System" to "Supervisor or designee".

Pg. 8: In section XI, delete (formerly known as the Oneida Appeals Commission).

Motion by Fred Muscavitch to approve SY18-19 Food Service Contract with recommended changes. Seconded by Melinda J. Danforth. Motion carried.

3. 2018-2019 Superintendent Contract

Update all "Oneida Tribe of Indians of WI" to "Oneida Nation" throughout the contract.

Change contract beginning year from 2017 to 2018 and ending year of 2018 to 2019 throughout contract.

Pg 3: In section III, A, delete the underlined last sentence stating, "However, the Employee is responsible..." Change the word "Tribe" to "Nation".

Pg 4: In section B. 1, delete lines 6 – 14. However, utilize the language of lines 6-11 into the SOP #8, Indirect Compensation with clarification that any personal and vacation hours total of 200 hours that the individual accumulated...is in the SOP. [RC Metoxen departed at 12:51 p.m. and returned at 12:54 p.m.]

Pg 4: In section B.1, last paragraph, in addition to changing the Oneida Tribe to Oneida Nation, delete the word "on" and use "as of" the date of separation from employment.

Pg 5: In section B.3, put this into the Staff Handbook

Pg 6: In section V, first paragraph, delete "his/her immediate supervisor and add "the Oneida Nation School Board or designee". Second paragraph, first sentence, delete "Superintendent's immediate supervisor and replace with Oneida Nation School Board or designee". *This needs to updating in the Policies and Procedures and needs formal Board action to change.

Pg 6: 1. Examples of strengths. (remove colon). Add "#5: Review the Performance Expectations/Agreement, if any".

Pg 7: First paragraph, last sentence, delete "Business Committee" and replace with "Oneida Law Office".

Pg 8: In section IX.A, first sentence, add the word Board: In the unlikely event that the "Board" is unsuccessful... Correct "(3.0)" to "(30)". Clarification is requested in regards to "when" the 30 day period starts, i.e. at the time when the certified letter is mailed or when recipient receives certified mail. [one member recommends at the time when the certified letter was mailed (dated)].

Pg 9: In section XI, delete (formerly known as the Oneida Appeals Commission).

Motion by Fred Muscavitch to approve SY18-19 Superintendent Contract with recommended changes. Seconded by Melinda J. Danforth. Motion carried.

Secondary motion by Melinda J. Danforth to have a Special Meeting within 30 days to create the Performance Expectations/Agreement. Seconded by Rhiannon (RC) Metoxen.

4. 2018-2019 Administrator Contract

Update all "Oneida Tribe of Indians of WI" to "Oneida Nation" throughout the contract.

Change contract beginning year from 2017 to 2018 and ending year of 2018 to 2019 throughout contract.

Pg 3: In section III, first paragraph, delete last underlined sentence "However, the Administrator is responsible..."

Pg 3: In section III. B., insert a sentence with a reference to SOP #8, Indirect Compensation.

Pg 5: In section 2., in red-lined added text, add the word "personal", i.e. "The Administrator is eligible to trade back for cash unused vacation/**personal** time consistent..."

Pg 9: In section XI, delete "(formerly known as the Oneida Appeals Commission)".

Motion by Fred Muscavitch to approve SY18-19 Administrator Contract with recommended changes. Seconded by Melinda J. Danforth. Motion carried.

5. Conflict of Interest

School Board Attorney will review and provide feedback as soon as possible. The Nation's Conflict of Interest form had been updated and needs to be used.

6. Indirect Compensation SOP #8

Motion by Melinda J. Danforth to request HRD to review SOP #8, Indirect Compensation –Trade Back for Cash and to have comments submitted no later than Monday, March 12, 2018. Recommendation to insert a table in the SOP for clarification of eligible and non-eligible employees who can utilize the SOP, and to clarify if eligible employees can trade back twice during a year – once when the contract ends, and then if the Nation authorizes a Trade-Back for all employees, and to clarify whether Food Service Employees were eligible or not. Seconded by Todd Hill. Motion carried.

7. Employee Incentive Awards SOP

Motion by Melinda J. Danforth to request HRD to review Employee Incentive Awards SOP and to have comments submitted no later than Monday, March 12, 2018.

Motion by Melinda J. Danforth to request HRD to review SOP and to have comments submitted no later than Monday, March 12, 2018. Seconded by Todd Hill. Motion carried.

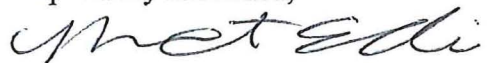
Motion by Melinda J. Danforth to come out of executive session at 1:20 p.m. Seconded by Rhiannon (RC) Metoxen. Motion carried.

School Board Chair requests research on Performance Appraisals for School Wide Evaluations.

III: ADJOURN

Motion by Melinda J. Danforth to adjourn at 1:30 p.m. Motion carried.

Respectfully submitted,



Margaret Ellis
Secretary
Oneida Nation School Board

approved / corrected on 4/2/18
Date



Oneida Nation School Board Meeting Minutes

Date: Monday, March 5, 2018

Time: 5:00 p.m.

Place: O.N.E.S. Library

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie J. Danforth, Fred Muscavitch, Shanna Torres, Todd (Moon) Hill, Melinda K. Danforth, Margaret Ellis, Rhiannon (RC) Metoxen

Excused: Melinda J. Danforth

Others: Tracy Christensen, Sheri Mousseau, Linda Jenkins, Fay LeMense, Yvette Peguero, Artley Skenandore, Jackie Summers, Kirby Metoxen, Tracy Williams, Jennifer Webster, Daniel Guzman-King, Michelle Hill, Stephanie Metoxen, Brandon Yellowbird Stevens, Trish King, Jennifer Stevens, Keri Tucker, Mandi Schneider, Priscilla Belisle, Lori Lopez...

Called to order by: Debbie J. Danforth **Time:** 5:10 p.m. **Opening by:** Artley Skenandore

I: Approve Agenda

Motion by Margaret Ellis to approve the agenda. Seconded by RC Metoxen. Motion carried.

II: 1st Grade Injury Incident Discussion – Community input (no action required)

III. Short Program Graduates – None

IV. Minutes

A: Regular Meeting

1. February 5, 2018

Motion by Fred Muscavitch to approve the minutes. Seconded by Melinda K. Danforth. Motion carried.

B: Special Meetings

1. February 6, 2018

Motion by Todd Hill to approve the minutes. Seconded by RC Metoxen. Motion carried.

Discussion: Get the two meetings scheduled and to move up the Anti-bullying Policy meeting.

V: E-Polls to Ratify

1. Amended Quarter 1 Report to BC (updated members' titles)

[excerpt from February 5, 2018 Minutes]: Motion by Rhiannon Metoxen to ratify. Seconded by Shanna Torres. Motion carried.

Motion by RC Metoxen to approve the amended Quarter 1 report. Seconded by Margaret Ellis. Motion carried.

VI: Tabled Business – None

VII: Standing Agenda Items / Follow-Up

A: Standing Agenda Items

1. CIP / High School – Planning Dept. staff not present. Verbal update by Artley Skenandore. A clan meeting was held at the H.S. last week, on the 26th sponsored by the High School. School Board members and the Business Committee were invited. RC Metoxen and Melinda J. Danforth attended on behalf of the School Board.

Discussion was on areas of concern and things to work on, such as building conditions. The allegations of mold present in a building was cleared up; there wasn't any mold except a few years ago but this had been corrected. Motion by Melinda K. Danforth to accept update. Seconded by RC Metoxen. Motion carried.

2. Athletics – Verbal update by Artley Skenandore

Winter season just finished. The boys and girls on varsity side went as far as Regionals. Booster club is in beginning stages and have seen some of the benefits of it this year. Spring season Golf, track, lax, softball. Lax and track for middle school is about to begin; they would like to get softball and golf incorporated into middle school. Also had four ladies recognized by the M&O all-conference awards. First and second team in honorable mention. School has the most recognitions in the conference. Boys side, one boy was recognized for second team all-conference.

Motion by Todd Hill to accept update. Seconded by Margaret Ellis. Motion carried.

3. JOM Program – [No meeting held in February]

- a. Minutes
- b. Budget

B: Follow-up

1. ~~Ramah Navajo Endowment Funds/Education Endowment Documents – Finance Committee/OBC~~

March 5, 2018: Canceled per request of OBC Treasurer. Treasurer will request new meeting and will send updated draft.

[excerpt from February 5, 2018 Minutes]: Motion by Rhiannon Metoxen to review and forward to attorney and to bring it back to March meeting, and have School Board Admin. follow up with Treasurer's office to find out if the School Board needs to respond and by when, if needed. Seconded by Todd Hill. Motion carried.

2. PBIS: Request by RC Metoxen to receive an update when completed

High School: had Winter Carnival - indoor activity and all went well. Just had monthly drawing for four individuals recognized for being helpful in school. Working diligently on advanced-ed.

Elementary School: Principal Peguero provided verbal update for the elementary school: Turtle Tickets are utilized. Positive recognition of students began where teachers can write referrals of students' good behavior and the students can be eligible to be entered into drawings.

Motion by RC Metoxen to accept update. Seconded by Margaret Ellis. Motion carried.

[excerpt from February, 2018 Minutes]: This is an ongoing monthly activity. 30-40 students are being recognized. Another recognition event was this morning during opening. Teachers will soon be recognized. Motion by Todd Hill to accept update. Seconded by Shanna Torres. Discussion: Melinda K. Danforth: Requesting Sheri Mousseau to check into Tribal Wide Incentive Program.

[excerpt from October 2, 2017 Minutes]: Update provided by Artley Skenandore One initiative is positive behaviors. Having staff recognize students who do good things. Five out of 60 were chosen from the last 4 weeks. Winners get a \$10 gift certificate card.

3. Educational Leave request to attend UW-Madison Capstone Program:[Deferred until 9/2018]

[excerpt from August 17, 2017 Minutes]: Motion by Melinda K. Danforth to defer until September 2018 meeting. Seconded by Fred Muscavitch. Motion carried.

[excerpt from July 10, 2017 Minutes]: Motion by Margaret Ellis to accept update and to note agenda that update should be expected after end of program in September 2018. Seconded by RC Metoxen. Motion carried.

[excerpt from June 5, 2017 Minutes]: Motion by Melinda K. Danforth to approve request. Seconded by Shanna Torres. Motion carried. Discussion: Request update upon return.

VIII: New Business

1. Tribal Youth Program (OJDP) Purpose Area 9

Motion by Fred Muscavitch to approve the application. Seconded by RC Metoxen. Motion carried.

2. 2018-2019 School Calendar

Motion by Fred Muscavitch to approve 2018-2019 school calendar. Seconded by Shanna Torres. Motion carried.

3. ONSS Partial Lock-Down follow-up for Safety Measures/Communication-Request by Rhiannon Metoxen.

Is there a process for students who are walking from HS to Elementary

Brandon Stevens – working with GB school district; there was no protocol for other school districts to be notified – school district to school district

Todd Hill: Doors were not completely shut and he walked right into the building unescorted during Aftercare hours.

4. Job Description – High School Principal/Cultural based Program Leader

Motion by Fred Muscavitch to approve job description with the additions under minimum qualifications of having knowledge of culture and language. Seconded by Todd Hill. Motion carried.

IX: Reports

A. Superintendent

1. Substitute Teacher Compensation Comparison

Motion by Fred Muscavitch to approve report. Seconded by Todd Hill. Motion carried.

B. Administrative Staff

1. Business Manager

2. K-8 Principal

a. Assistant Principal

b. Gifted and Talented

3. 9-12 School Principal

4. Special Education

5. Technology

6. FACE

7. Language Program

Daniel Guzman-King: Are there any requirements for Teachers to learn the language? Sheri: Yes, 1 hour.

Motion by Fred Muscavitch to accept reports. Seconded by Melinda K. Danforth. Motion carried.

C. FYI: Monthly School Calendar

1. March (no action needed)

X: Executive Session

1. 2018-2019 Employee Contract [add-on]

2. 2018-2019 Food Service Employee Contract [add-on]

a. change year from 2017 to 2018

3. 2018-2019 Superintendent Contract [add-on]

4. 2018-2019 Administrator Contract [add-on]

5. Conflict of Interest Disclosure Form [add-on]

6. ONSS Employee Indirect Compensation SOP: Trade Back for Cash [add-on]

7. FY 2018 Oneida Nation School System Employee Incentive Awards [add-on]

8. March 2, 2018 Student Incident [add-on]

Defer all items to Friday and to notify HRD of the meeting. Invite Geraldine Danforth and Marianne Close to attend and send them the contracts for their preview. Conflict of Interest form needs to be updated with Joanne Harmon Curry, and will be available after contracts are approved.

Motion by Fred Muscavitch to go into executive session at 6:40 p.m. and to request presence of Sheri Mousseau and

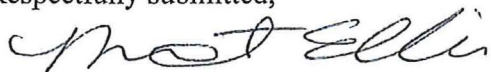
Daniel Guzman-King. Seconded by Shanna Torres. Motion carried.

Motion by Fred Muscavitch to come out of executive session at 7:06 p.m. Seconded by Todd Hill. Motion carried.

XI: ADJOURN

Motion by Fred Muscavitch to adjourn at 7:09 p.m. Seconded by Todd Hill. Motion carried.

Respectfully submitted,



Margaret Ellis
Secretary
Oneida Nation School Board

approved / corrected on 4/2/18
Date



Oneida Nation School Board Retreat Minutes

Date: Tuesday, February 06, 2018

Time: 12:30 p.m.

Place: O.N.E.S. Conference Room

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Todd Hill, Fred Muscavitch, Melinda K. Danforth, Shanna Torres, Rhiannon (RC) Metoxen, Melinda J. Danforth [departed at 1:13 p.m.]

Excused: Debbie Danforth

Others: Sheri Mousseau, Artley Skenandore, Yvette Peguero, Jolene Hensberger [recorder]

Called to order by: Todd Hill

Time: 12:40 p.m.

Opening by: None

I: Approve Agenda

Motion by Fred Muscavitch to approve agenda with add-on of item III. C. under New Business. Seconded by Melinda K. Danforth. Motion carried.

II: Follow Up

A. Policies and Procedures

[excerpt from December 27, 2018] Next meeting will start at section 5-000 with section 5-101 being review by Administration. Request School Board Administrative Assistant email draft of reviewed policies and procedures to Board members prior to next meeting on January 5th, and to include School Board Orientation Handbook and Code of Ethics review and update for the next meeting. Lastly, to request School Board Attorney to review questions needing legal review/clarification.

[excerpt from December 9, 2017] Ended on page 3-101; continue review on December 27, 2017

[excerpt from December 8, 2017] Ended on page 2-102, continue review Saturday, December 9, 2017

Section 5-000: Requesting word change/add regarding Immunizations such as adding, "according to the State of WI...." Recommendation to obtain any updates from Nursing Staff, if able.

Section 5-100 and on: Sheri will review and rewrite with assistance from Librarian and other Admin

III. New Business

A. Yethiyatanunha and other Programs under ONSS and School Board Positions

[excerpt from 1/10/2018 email from Rhiannon Metoxen]: Is the Yethiyatanunha officially a part of the school now? For instance if someone wants to be on the Board and their child is in the program, is that parent eligible for a school board position?

Board agreed that as long as the program is under the Oneida Nation School System and a parent/guardian has a child enrolled in that program, the parent/guardian is able to apply for an available School Board position.

B. Anti-Bullying Policy

a. Artley Skenandore's hand-out from a previous School Board meeting

b. Melinda J. Danforth's hand-out from a previous School Board meeting

Board reviewed Administration's updated draft and agreed to table the item until another draft be submitted, and to include Conscious Discipline in the new draft. Fred Muscavitch requested Artley Skenandore to find an Oneida word to use in lieu of "Anti-Bullying".

C. Approval to extend reposting of vacant School Board position

Motion by Melinda K. Danforth to extend reposting of vacant School Board position. Seconded by Shanna Torres. Motion carried.

III: ADJOURN

Motion by Rhiannon Metoxen to adjourn at 3:05 p.m. Seconded by Margaret Ellis. Motion carried.

NOTES: Need to schedule two future dates for retreats.

First meeting:

- 1) School Board Orientation Handbook
- 2) Code of Ethics
- 3) Pardon and Forgiveness Law
- 4) Anti-Bulling Policy
- 5) Education Law

Second meeting:

Strategic Planning – Rhiannon Metoxen noted a request to obtain a ToP Facilitator

Respectfully submitted,



Margaret Ellis
Secretary
Oneida Nation School Board

approved / corrected on 3/5/18
Date



Oneida Nation School Board Meeting Minutes

Date: Monday, February 5, 2018

Time: 5:00 p.m.

Place: O.N.E.S. Library

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Fred Muscavitch, Debbie Danforth [via telephone], Melinda K. Danforth, Rhiannon Metoxen, Todd Hill, Shanna Torres, Margaret Ellis, Melinda J. Danforth [via telephone at 5:30 p.m.]

Excused:

Others: Sheri Mousseau, Yvette Peguero, Fay LeMense, Linda Jenkins, Art Skenandore, Tony Romandine, Tanya Lopez Martin, Tracy Christensen

Called to order by: Fred Muscavitch

Time: 5:01 p.m.

Opening by: None

I: Approve Agenda

Motion by Rhiannon Metoxen to approve amended agenda with additional add-ons of items 1-3, under New Business. Seconded by Todd Hill. Motion carried.

II. Short Program Graduates – None

III. Minutes

A: Regular Meeting

1. January 8, 2018

Motion by Rhiannon Metoxen to approve minutes. Seconded by Debbie Danforth. Motion carried.

B: Special Meetings - None

IV: E-Polls to Ratify

1. L.T.E. Contract for H.S. Math Teacher (approved on January 4, 2018)

Motion by Debbie Danforth to ratify. Seconded by Rhiannon Metoxen. Motion carried.

2. Extend posting date of Vacant School Board Parent Position (Insufficient votes)

No action

3. Quarter 1 School Board Report to O.B.C. (approved)

Motion by Rhiannon Metoxen to ratify. Seconded by Shanna Torres. Motion carried.

V: Tabled Business

1. School Board Candidate (R.M.) Application with a term expiration date of 8/31/2020 (Insufficient votes)

[excerpt from January 8, 2018 Minutes]: Motion by Margaret Ellis to table item until verification of whether candidate has enrolled student in school system. Seconded by RC Metoxen. Motion carried.

[excerpt from December 4, 2017 Minutes]: Motion by Melinda K. Danforth to have School Board Administrative Assistant provide the term date and application in an e-poll to decide whether to accept. Seconded by Rhiannon Metoxen. Motion carried.

Motion by Rhiannon Metoxen to remove from table. Seconded by Margaret Ellis. Motion carried.

Motion by Debbie Danforth to keep application on file for the vacant position. Margaret seconded. Motion carried.

VI: Standing Agenda Items / Follow-Up**A: Standing Agenda Items**

1. CIP / High School – Planning Department

Artley Skenandore provided update: setting up date for meeting to take place in about two weeks and will be with B.C., Planners, High School Staff, and School Board.

Motion by Rhiannon Metoxen to accept update. Seconded by Todd Hill. Motion carried.

2. Athletics – Artley Skenandore

Kana Zacarias Skenandore was invited to sing two songs, one for parents and one for players. This went very well and was powerful for the crowd. 6th grade boys and all M.S. players played well. Hitting regionals w/girls varsity; 22nd first game/girls this weekend; boys next weekend. Girls are in 1st place and Boys are in 3rd. We have a well-rounded athletic program and it's growing every year.

Motion by Margaret Ellis to approve update. Seconded by Rhiannon Metoxen. Motion carried.

3. JOM Program –Sheri Mousseau

a. Minutes: [No meeting held on January 25, 2018]

b. Budget

No action.

B: Follow-up**1. Youth Risk Behavior System (YRBS)**

a. Subcommittee – Artley Skenandore

[excerpt from January 8, 2018 Minutes]: Art will meet with Tina next week.

[excerpt from December 4, 2017 Minutes]: Art provided update that a summary should be ready by the January School Board meeting. Last survey was done approximately 7 years ago and collaborated with Behavioral Health and Quality of Life and it was for all eligible high school students in Brown and Outagamie County and it was a formal request by ex BC member, Fawn Billie. Motion by Todd Hill to accept. Seconded by Rhiannon Metoxen. Motion carried.

[excerpt from October 2, 2017 Minutes]: Motion by Melinda J. Danforth to accept the update and requested results to be brought back to the December meeting. Seconded by Melinda K. Danforth. Motion carried.

[excerpt from September 11, 2017 Minutes]: School survey is delayed for approximately two weeks.

Hand-out provided by Artley Skenandore. Received, reviewed, and finalized results and now the team knows more information.

Motion by Margaret Ellis to accept update. Seconded by Shanna Torres. Motion carried.

Discussion: Melinda K. Danforth: some questions are cut off/missing. Art: it will be corrected and resent.

2. PBIS: Request by RC Metoxen to receive an update when completed

[excerpt from October 2, 2017 Minutes]: Update provided by Artley Skenandore

One initiative is positive behaviors. Having staff recognize students who do good things. Five out of 60 were chosen from the last 4 weeks. Winners get a \$10 gift certificate card.

Artley Skenandore: This is an ongoing monthly activity. 30-40 students are being recognized. Another recognition event was this morning during opening. Teachers will soon be recognized.

Motion by Todd Hill to accept update. Seconded by Shanna Torres.

Discussion: Melinda K. Danforth: Requesting Sheri Mousseau to check into Tribal Wide Incentive Program.

3. Anti-Bullying Policy: Request by Principal Peguero to be deferred until February 2018 meeting

[excerpt from January 8, 2018 Minutes]: Motion by RC Metoxen to defer to February meeting. Seconded by Todd Hill. Motion carried.

[excerpt from December 4, 2017 Minutes]: Motion by Melinda K. Danforth to request that school administration, which includes Roy Redhail, Heidi Mathey, and any other staff, if they can, review the policy and make recommendations to bring back to school board by the January 2018 meeting as an

update, and to also bring back a recommendation of replacing the word Bullying. Seconded by Rhiannon Metoxen. Motion carried.

Amendment to the motion by Melinda J. Danforth to also review this policy at the upcoming scheduled School Board Policies and Procedures meeting to discuss what can be done right now. Seconded by Todd Hill. Motion carried.

Motion by Rhiannon Metoxen to accept update. Seconded by Melinda K. Danforth. Motion carried.

4. Succession Plan and Organization Chart Review

[excerpt from January 8, 2018 Minutes]: Motion by Melinda K. Danforth to look at succession plan during next Policies and Procedures meeting. Seconded by Rhiannon Metoxen. Motion carried.

[excerpt from June 5, 2017 Minutes]: Motion by Fred Muscavitch to approve Organization Chart. Seconded by Margaret Ellis. Melinda K. Danforth opposed. Motion carried. Secondary motion by Melinda K. Danforth to bring back Org Chart item to succession plan meeting, which should be within six (6) months, to make sure the organizational hierarchy is functioning properly. Seconded by Fred Muscavitch. Motion carried.

5. Educational Leave request to attend UW-Madison Capstone Program: *Item deferred until 9/2018*

[excerpt from August 17, 2017 Minutes]: Motion by Melinda K. Danforth to defer until September 2018 meeting. Seconded by Fred Muscavitch. Motion carried.

[excerpt from July 10, 2017 Minutes]: Motion by Margaret Ellis to accept update and to note agenda that update should be expected after end of program in September 2018. Seconded by RC Metoxen. Motion carried.

[excerpt from June 5, 2017 Minutes]: Motion by Melinda K. Danforth to approve request. Seconded by Shanna Torres. Motion carried. Discussion: Request update upon return.

6. Tour of Wildlife Sanctuary's Nature Pre-K Program (link to website in email) – Submitted by Melinda J. Danforth on behalf of Daniel Guzman King, B.C. Councilman.

[excerpt from January 8, 2018 Minutes]: Motion by Melinda K. Danforth to request Sheri Mousseau to look into this program to find out if it is for our students and to inform the Board if members are able to attend. Seconded by Todd Hill. Motion carried.

[Tour is scheduled Feb 5, 2018 at 1:30 p.m. at 1660 East Shore Dr., Green Bay]

Motion by Margaret Ellis to remove from Agenda and to allow Administration to determine whether or not to proceed with program. Seconded by Shanna Torres. Motion carried. Rhiannon Metoxen abstained. Motion carried.

VII: New Business

1. Approve Guidance Counselor (K-5) Job Description

[excerpt from January 8, 2018 Minutes]: Motion by Margaret Ellis to approve the posting of the vacant school guidance counselor position pending receipt of the hiring paperwork and to approve an E-Poll if needed. Seconded by Todd Hill. Motion carried.

Motion by Melinda K. Danforth to approve job description with new logo to be added. Seconded by Margaret Ellis. Motion carried.

2. Approve Substitute Teacher Job Description

a. Approve to post position

Motion by Margaret Ellis to approve job description and to post position. Seconded by Todd Hill. Motion carried. Discussion: Margaret: Request Administration to review daily pay rate.

3. Ramah Navajo Endowment Forecast / Education Endowment Documents

Motion by Rhiannon Metoxen to review and forward to attorney and to bring it back to March meeting, and have School Board Admin. follow up with Treasurer's office to find out if the School Board needs to respond and by when, if needed. Seconded by Todd Hill. Motion carried.

VIII: Reports**A. Superintendent****B. Administrative Staff**

1. Business Manager
2. K-8 Principal
 - a. Assistant Principal
 - b. Gifted and Talented
3. 9-12 School Principal
4. Special Education
5. Technology
6. FACE

Motion by Rhiannon Metoxen to approve both Superintendent and Admin reports. Seconded by Margaret Ellis. Motion carried.

C. Language Department

Motion by Rhiannon Metoxen accept report and to move item under admin reports for future agendas. Seconded by Margaret Ellis. Motion carried.

D. FYI: Monthly School Calendar

1. February

IX: Executive Session

Motion by Rhiannon Metoxen to go into executive session at 5:55 p.m. Seconded by Melinda K. Danforth. Motion carried.
 Motion by Rhiannon Metoxen to come out of executive session at 6:00 p.m. Seconded by Melinda K. Danforth. Motion carried.

1. Election of School Board members

[excerpt from January 8, 2018 Minutes]: Motion by RC Metoxen to defer school board elections to next school board meeting. Seconded by Todd Hill. Motion carried.

Chairperson: Debra J. Danforth; **Vice Chair:** Todd (Moon) Hill; **Secretary:** Margaret Ellis

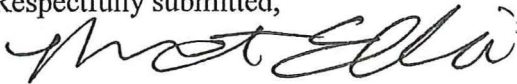
Motion by Rhiannon Metoxen to approve election results. Seconded by Melinda K. Danforth. Motion carried.

X: ADJOURN

Motion by Rhiannon Metoxen to adjourn at 6:02 p.m. Seconded by Shanna Torres. Motion carried.

NOTE: Policies and Procedures meeting is scheduled for Tuesday, February 6, 2018 at 12:30 p.m. at O.N.E.S.

Respectfully submitted,



Margaret Ellis
 Secretary
 Oneida Nation School Board

approved / corrected on

3/5/18
 Date



Oneida Nation School Board Meeting Minutes

Date: Monday, January 8, 2018

Time: 5:00 p.m.

Place: O.N.E.S. Library

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth, Rhiannon (RC) Metoxen, Melinda K. Danforth, Todd Hill, Shanna Torres, Margaret Ellis [arrived at 5:06 p.m.]

Excused: Melinda J. Danforth, Fred Muscavitch

Others: Fay LeMense, Tracy Williams, Linda Jenkins, Jacqueline Summers, Daniel Guzman, Artley Skenandore

Called to order by: Debbie Danforth

Time: 5:03 p.m.

Opening by: Tracy Williams

I: Approve Agenda

Motion by Melinda K. Danforth to approve the agenda with add-ons and to move item #2 from Executive Session to first item on the agenda; move #4 from Follow Up to second item on the agenda; and move #1 from Executive Session to third item on the agenda, and to item Guidance Counselor vacant position to #4 under Executive Session. Seconded by Rhiannon Metoxen. Motion carried.

II. Short Program Graduates – None

III. Minutes

A: Regular Meeting

1. December 4, 2017

Motion by RC Metoxen to approve minutes. Seconded by Todd Hill. Motion carried.

B: Special Meetings

1. December 8, 2017 – Policies and Procedures, Anti-Bullying, and Ed Law Retreat

Motion by Margaret Ellis to approve minutes. Seconded by RC Metoxen. Motion carried.

2. December 9, 2017 – Policies and Procedures, Anti-Bullying, and Ed Law Retreat

Motion by Margaret Ellis to approve minutes. Seconded by RC Metoxen. Motion carried.

3. December 27, 2017 – Policies and Procedures, Anti-Bullying, and Ed Law Retreat

Motion by Margaret Ellis to approve minutes. Seconded by RC Metoxen. Motion carried.

IV: E-Polls

1. School Board Candidate Application with a three year expiring term date of 8/31/2020

Insufficient votes – not approved to proceed with application process.

[excerpt from December 4, 2017 Minutes] Motion by Melinda K. Danforth to have School Board Administrative Assistant provide the term date and application in an e-poll to decide whether to accept. Seconded by Rhiannon Metoxen. Motion carried.

Motion by Margaret Ellis to table item until verification of whether candidate has enrolled student in school system. Seconded by RC Metoxen. Motion carried.

[Motion by RC Metoxen to go into Executive Session at 5:18 p.m. Seconded by Shanna Torres. Motion carried.]

Present: Debbie Danforth, RC Metoxen, Melinda K. Danforth, Todd Hill, Shanna Torres, Margaret Ellis, Sheri Mousseau, Tracy Williams

[Motion by RC Metoxen to come out of Executive Session at 5:32 p.m. Seconded by Margaret Ellis. Motion carried.]

V: Tabled Business – None

VI: Standing Agenda Items / Follow-Up

A: Standing Agenda Items

1. CIP / High School – Planning Department

Motion by Margaret Ellis to accept update. Seconded by RC Metoxen. Motion carried.

2. Athletics – Artley Skenandore

Motion by Todd Hill to accept update. Seconded by Melinda K. Danforth. Motion carried.

3. JOM Program –Sheri Mousseau

a. Minutes: December

Next meeting is January 25, 2018 at 10:00 a.m.

Motion by Melinda K. Danforth to accept update. Seconded by Todd Hill. Motion carried.

Discussion: RC Metoxen – possible error with date in report under Item #4 (date should be 12/21)

B: Follow-up

1. Youth Risk Behavior System (YRBS)

a. Subcommittee – Artley Skenandore

[excerpt from December 4, 2017 Minutes] Art provided update that a summary should be ready by the January School Board meeting. Last survey was done approximately 7 years ago and collaborated with Behavioral Health and Quality of Life and it was for all eligible high school students in Brown and Outagamie County and it was a formal request by ex BC member, Fawn Billie. Motion by Todd Hill to accept. Seconded by Rhiannon Metoxen. Motion carried.

[excerpt from October 2, 2017 Minutes] Motion by Melinda J. Danforth to accept the update and requested results to be brought back to the December meeting. Seconded by Melinda K. Danforth. Motion carried.

[excerpt from September 11, 2017 Minutes] School survey is delayed for approximately two weeks.

Art will meet with Tina next week. As a follow-up to this survey, the PBIS at HS is going to conduct a survey on resilience. A draft will be shared prior to conducting it. May want to conduct this survey twice per year. It gives kids information on various topics including but not limited to homelessness and ‘weekend homelessness’ – where students are left home alone over the weekend or for a few days at a time. This resilience survey will give opportunities for students to share their frustrations. Eight (8) food baskets were delivered to families by students before Christmas; parents/grandparents were very appreciative and the event was very impactful.

Motion by RC Metoxen to accept the update. Seconded by Melinda K. Danforth. Motion carried.

2. PBIS: Request by RC Metoxen to receive an update when completed

[excerpt from October 2, 2017 Minutes] Update provided by Artley Skenandore

One initiative is positive behaviors. Having staff recognize students who do good things. Five out of 60 were chosen from the last 4 weeks. Winners get a \$10 gift certificate.

Positive behaviors have been a smashing success. Clan levels at elementary school will also conduct same type of positive reinforcement. Key word in Conscious Discipline is saying Thank You.

Motion by Melinda K. Danforth to accept update. Seconded by RC Metoxen. Motion carried.

3. Anti-Bullying Policy: Request by Principal Peguero to be deferred until February 2018 meeting

[excerpt from December 4, 2017 Minutes]: Motion by Melinda K. Danforth to request that school administration, which includes Roy Redhail, Heidi Mathey, and any other staff, if they can, review the policy and make recommendations to bring back to school board by the January 2018 meeting as an update, and to also bring back a recommendation of replacing the word Bullying. Seconded by Rhiannon Metoxen. Motion carried.

Amendment to the motion by Melinda J. Danforth to also review this policy at the upcoming scheduled School Board Policies and Procedures meeting to discuss what can be done right now. Seconded by Todd Hill. Motion carried.

Motion by RC Metoxen to defer to February meeting. Seconded by Todd Hill. Motion carried.

4. Language House Program Close-Out Report to B.C. [add-on]

[excerpt from December 4, 2017 Minutes] Motion by Melinda K. Danforth to request Tracy Williams to work with School Board Administrative Assistant to complete close-out report and to submit to January 2018 School Board meeting. Seconded by Rhiannon Metoxen. Motion carried.

Motion by Melinda K. Danforth to approve close-out report and to send to BC in addition to requesting Tracy (the Transition Manager) and Art Skenandore to continue to work together to keep the school board updated on any issues. Seconded by Margaret Ellis. Motion carried.

5. Educational Leave request to attend UW-Madison Capstone Program: *Item deferred until 9/2018*

[excerpt from August 17, 2017 Minutes] Motion by Melinda K. Danforth to defer until September 2018 meeting. Seconded by Fred Muscavitch. Motion carried.

[excerpt from July 10, 2017 Minutes] Motion by Margaret Ellis to accept update and to note agenda that update should be expected after end of program in September 2018. Seconded by RC Metoxen. Motion carried.

[excerpt from June 5, 2017 Minutes] Motion by Melinda K. Danforth to approve request. Seconded by Shanna Torres. Motion carried. Discussion: Request update upon return.

VII: New Business

1. Tour of Wildlife Sanctuary's Nature Pre-K Program (link to website in email) – Submitted by Melinda J. Danforth on behalf of Daniel Guzman King, O.B.C. Councilman.

Present: Councilman Daniel Guzman King – as Native people, we should be learning more about and using nature for food and other means. Requested School Board members to attend a meeting at the Wildlife Sanctuary to further discuss the program.

Motion by Melinda K. Danforth to request Sheri Mousseau to look into this program to find out if it is for our students and to inform the Board if members are able to attend. Seconded by Todd Hill. Motion carried.

VIII: Reports

A. Superintendent

Still waiting on the Enhancement Grant, may need to do an epoll, as three (3) staff will need to attend training. RC Metoxen – How does the Administrative Staff get evaluated? Through Onbase.

Motion by Melinda K. Danforth to approve report. Seconded by Todd Hill. Motion carried.

B. Administrative Staff

1. Business Manager
2. K-8 Principal
 - a. Assistant Principal
 - b. Gifted and Talented
3. 9-12 School Principal
4. Special Education
5. Technology
6. FACE

RC Metoxen – Is the Maple House building completed? Can someone move the trash bins? Art: The Maple House structure is done. The trash bins have slowly been getting moved, little by little. Another request can be submitted to have them completely moved.

RC Metoxen – Referenced back to Art's recommendation in his report of needing School Board action to meet with the BC to discuss personnel issues. Art: Since the meeting on December 27th, it appears that the hiring/personnel issues are moving forward, but there are still issues from the Nation's hiring freeze/cap.

Margaret Ellis asked about the programs that the Technology Coordinator was talking about regarding programs that talk with each other. Technology seems to have fallen behind. Art: to add on the assessment side, MAP testing, for '18 and '19 we're doing 4 tests instead of 3 within two days due to the advanced technology. Models at high

school is now being used at elementary school.

Melinda K. Danforth – is the nutritionist still involved with the kitchen area? Art: Yes, but we have a new person.

Motion by Melinda K. Danforth to accept reports. Seconded by RC Metoxen. Motion carried.

C. Language Department

[excerpt from June 5, 2017 Minutes] Motion by Fred Muscavitch to approve Organization Chart. Seconded by Margaret Ellis. Melinda K. Danforth opposed. Motion carried. Secondary motion by Melinda K. Danforth to bring back Org Chart item to succession plan meeting, which should be within six (6) months, to make sure the organizational hierarchy is functioning properly. Seconded by Fred Muscavitch. Motion carried.

Motion by Melinda K. Danforth to look at succession plan during next Policies and Procedures meeting. Seconded by Rhiannon Metoxen. Motion carried.

Discussion: Councilman Daniel Guzman King – Proposing new language program in the future where students can learn the Oneida Language on a full-time educational level similar to college with receiving payment for housing. Need to find funding but hoping that the Language Department can take this program under its umbrella.

E. FYI: Monthly School Calendar

1. January

IX: Executive Session

1. Special Education Cross Categorical Teacher position [add-on]

- a. Approve updated job description
- b. Approve to hire Cynthia Dziaduch on a Limited Term Contract
- c. Approve to post position

Motion by RC Metoxen to approve the Special Education updated job description, hire Cynthia Dziaduch on a limited term contract, and to post the position. Seconded by Margaret Ellis. Motion carried.

2. Language Department updated job descriptions [add-on]

- a. Language Director
- b. Language Facilitator – Fluent Speaking
- c. Language/Culture Elder Supervisor
- d. Language Multi Media Specialist
- e. Trainee – Language/Cultural
- f. Language/Cultural Apprentice

Motion by RC Metoxen to approve updated job descriptions with new Nation logo and reporting structure under ONSS for Language Director, Fluent Speaking Language Facilitator, Language/Culture Elder Supervisor, Language Multi Media Specialist, Language Cultural Trainee, and Language/Cultural Apprentice. Seconded by Todd Hill. Motion carried.

3. Election of School Board members

Motion by RC Metoxen to defer school board elections to next school board meeting. Seconded by Todd Hill. Motion carried.

4. Guidance Counselor vacant position [add-on]

Motion by Margaret Ellis to approve the posting of the vacant school guidance counselor position pending receipt of the hiring paperwork and to approve an E-Poll if needed. Seconded by Todd Hill. Motion carried.

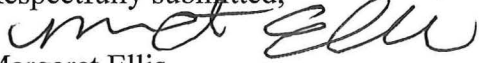
X: ADJOURN

Motion by RC Metoxen to adjourn at 6:21 p.m. Seconded by Margaret Ellis. Motion carried.

*Note - Request Administrative Assistant to send options of meeting dates and times for rescheduled P&P meeting.

**Note – Request Sheri Mousseau to look into discussion of Language Dept. employee at the fire

Respectfully submitted,


Margaret Ellis
Oneida Nation School Board Secretary

approved / corrected on 2/5/18
Date

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Approve Election Board 2nd quarter report.

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 ELECTION BOARD FY2018 SECOND QUARTER REPORT
January – March, 2018

Report Submitted By: Racquel Hill, Chairperson
Election_Board@oneidanation.org

Officers: Teresa Schuman, Vice Chairperson
 Sunshine Wheelock, Secretary

Members: Vicki L. Cornelius
 Patricia Lassila
 Christina Liggins
 Tina Skenandore
 Tonya Webster

BC Liaison: Tehassi Hill, BC Chairman
 Alternate: Lisa Summers, BC Secretary

Meetings:

| | Regular | Special | GTC |
|----------|---------|---------|-----|
| January | 1 | 2 | 1 |
| February | 1 | 0 | 0 |
| March | 0 | 0 | 1 |

Highlights for the quarter:

1. Proposed Special Election date of July 14, 2018 for annual board, committee, and commission elected vacancies submitted to and approved by the Business Committee (per Election Law: 102.12-6. Dates of all Special Elections shall be set, as provided for in this law, by the Business Committee as recommended by the Election Board or as ordered by the Judiciary in connection with an election challenge.)
 - a. Caucus will be held at 1:00 pm on May 5, 2018 at the Norbert Hill Center, Business Committee Conference Room.

2. Election Board held special meetings in January to discuss and prioritize the issues in the parking lot stemming from the previous elections held in 2017. This resulted in the Board sharing concerns and issues with staff of the Legislative Reference Office with suggestions for amendments and updates to the Election Law. In addition, the Board updated and amended the following SOPs along with the Board's Code of Conduct:

- | | |
|----------------------------|--------------|
| * Applications | * GTC Duties |
| * Caucus | * Hearings |
| * Conducting Elections | * Recounts |
| * E-poll (Newly Developed) | |

Goals and Objectives (Remain consistent):

- ❖ Conduct the Nation's elections in compliance with the Nation's laws and Election Board processes and procedures. .
- ❖ Develop, adopt, and review applicable standard operating procedures.
- ❖ Strive to serve the Oneida membership fairly while being fiscally responsible.

Meeting requirements: The Oneida Election Board is required to meet once per month with special meetings scheduled as needed. Two (2) special meetings were held in the FY2018 second quarter to address parking lot issues and amend and/or develop standard operating procedures. FYI: Election Board has more regular meetings when in "election cycle mode" to prepare for and conduct elections in the upcoming third and fourth quarters.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 23 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Approve Land Commission 2nd quarter report.

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.

**LAND COMMISSION
QUARTERLY REPORT
JANUARY – MARCH 2018**

The Land Commission Goals for 2018

Exercising Sovereignty

Reestablish roles & responsibilities to fully implement the 2033 Plan approved by GTC.

Progress toward Goal

Joint Meeting with the Oneida Business Committee to return funds cut during the budget process to Land Acquisition if there is a carry over of funds at the end of the year. Awaiting further follow up.

Promoting Positive Community Relations

Develop Land use policy to better serve the needs of the membership. Focus on programs to serve individual farmers, entrepreneurs, and community organizations.

Progress toward Goal

Implementation of a reduction in agricultural rents to individual farmers.

Promoting Positive Community Relations

Bi-annual presentation to GTC

Progress toward Goal

Presented the land report to General Tribal Council on January 28, 2018 and March 19, 2018.

Land Commissioners

Rae Skenandore, Chairperson
Racquel Hill, Vice-Chairperson
Julie Barton, Secretary
Lloyd Powless, Jr., Commissioner
Rebecca Webster, Commissioner
Jennifer Hill, Commissioner
Vacant, Commissioner

Meetings

Regular meetings are the 2nd Monday monthly. Acquisition Meetings are the 4th Monday monthly.

Stipends

| | |
|--------------------------|----------|
| Land Commission Meetings | \$ 50.00 |
| Public Meetings | \$ 50.00 |
| Hearings* | \$ 50.00 |

* Note a hearing body consists of 3 Commissioners

Meetings

3 Regular
3 Acquisition
4 Special
1 Joint Meeting with the Oneida Business Committee

Hearings

None

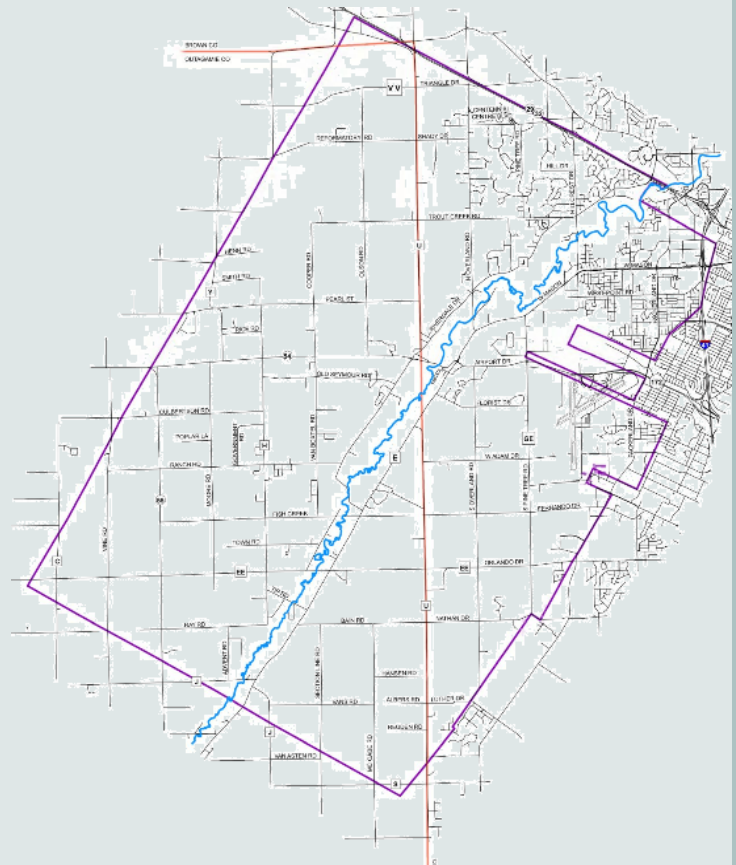
LAND COMMISSION QUARTERLY REPORT JANUARY – MARCH 2018

ACQUISITIONS

| | | |
|-----------|--------------------------------------|-------------------|
| 1/19/2018 | 1156 & 160 Riverdale, 4045 Hillcrest | 65.7 |
| 1/22/2018 | W127 & W140 Service Road | 0.99 |
| 1/31/2018 | 760 Airport Drive | 11.18 |
| 2/8/2018 | 3011 West Point Road | 0 (Reacquisition) |
| 2/28/2018 | 1200 Eldora Lane | 0.23 |
| 2/28/2018 | 2660 Shagbark | 0.3 |
| 2/28/2018 | W230 Blk County Road V. V. | 37.01 |
| 3/16/2018 | 220 Seminole Lane | 0.33 |
| 3/28/2018 | 2949 Ferndale Drive | 0.24 |
| 3/29/2018 | N7800 Blk County Road U | 2.19 |

The Oneida Land Commission approved the purchase of 119.87 acres in the second quarter. 78.19 acres were purchased in Brown County and 41.69 in Outagamie County. The Nation now owns approximately 26,933 acres or 42% of the land available on the reservation.

The Oneida Land Commission makes decisions on the future land use of acquisitions based on the Land Use Technical Unit recommendations.



Land Acquisition

To exercise sovereignty & jurisdiction, maintain rural character, control development, ensure sustainability, enhance community development, grow food, provide housing, and for Oneida pride and identity

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

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:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Additional Requestor:

Oneida Business Committee Agenda Request

6. Cover Memo:

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

Bay Bank is presenting its quarterly corporate report to the BC in Open Session. Management of Bay Bank will provide a summary of the Bank's financial results for the quarter ended 3/31/18.

- 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

Bay Bank**QUARTERLY REPORT**

Quarter ended March 31, 2018

A. **BAY BANK**

Submitted by: Jeff Bowman, Board Member
Directors: Nathaniel King, Fern Orie, Bob Jossie
Jeff Bowman, Pete King, Elaine Skenandore-Cornelius

Oneida Business Committee Contact: David Jordan

B. **MINUTES**

None Submitted

ACTION TAKEN

No Tribal Policy change.

D. **FINANCIAL**

Note that various financial reports

December 31, 2018 is Bay Bank's fiscal year end.

E. **SPECIAL EVENTS AND TRAVEL**

None

F. **PERSONAL COMMENTS**

Bay Bank account numbers as of March 31, 2018:

| | |
|-------|----------------------------|
| 1,248 | Checking Accounts |
| 395 | Business Checking Accounts |
| 74 | Money Market Accounts |

| | |
|-------|---|
| 1,631 | Savings Accounts |
| 373 | Certificates of Deposit |
| 95 | Commercial Real Estate Loans |
| 904 | Residential Real Estate Loans |
| 202 | Business Loans |
| 570 | Consumer Loans |
| 32 | Oneida Small Business 2000 Loan Program Loans |

The Oneida Small Business Loan Program 2000 that is administered by Bay Bank started on May 1, 2002. As of this date over \$ 12.2 million in new loans have been made to over 128 new or growing Oneida tribal member owned businesses.

The Section 184 mortgage loans serviced under FHLB MPF program totaled \$68.9 million at March 31, 2018. There are 576 loans in the program currently.

G. GOALS AND OBJECTIVES

2018 GOALS:

GOAL A: Bay Bank will strive to attain a minimum 0.50% Return on Assets for the year ending December 31, 2018. Return on Assets (ROA) is a common measurement of a bank's profitability. This ratio informs you how well the bank is managing and investing the bank's assets.

| 2018 ROA Goal | 2018 YTD ROA Actual | 2018 Peer Group Average |
|---------------|---------------------|-------------------------|
| 0.50 % | 0.91% | 1.02% |

GOAL B: Bay Bank will strive to attain a minimum 6.00 % Return on Equity for the year ending December 31, 2018. Return on Equity (ROE) is the measurement of how well the bank is performing for its stockholder.

| 2018 ROE Goal | 2018 YTD ROE Actual | 2018 Peer Group Average |
|---------------|---------------------|-------------------------|
| 6.00 % | 4.90 % | 7.44 % |

Bay Bank had budgeted total loans for the quarter ended March 31, 2018 in the amount of \$ 58.0 million. Total loans at March 31, 2018 were \$ 57.9 million or \$ 0.1 million less than projected. Loans increased \$ 2.4 million over the 12-month period ended March 31, 2018.

Bay Bank had budgeted total deposits for the quarter ended March 31, 2018 in the amount of \$ 71.2 million. Total deposits at March 31, 2018 were \$ 70.4 million or \$ 0.8 million less than projected balances. Deposits increased \$ 0.8 million for the past twelve months, the result of increase in transaction and savings accounts offset to a lesser degree by a decrease in time deposits.

H.

MEETINGS

Monthly meeting on the third Thursday of each month. Well attended.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Business Committee approval of report

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: Jacquelyn Zalim, OESC Chairwoman of the Board
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida ESC Group, LLC

2nd Quarter Report – FY 2018

May 9, 2018

OESC Board of Managers:

Jacquelyn Zalim, Chair

John L. Breuninger

Leslie Wheelock

Oneida ESC Group, LLC (OESC), was formed in 2012 as a holding company to house subsidiaries to do business with the federal government. OESC has four subsidiaries, Oneida Total Integrated Enterprises (OTIE), Mission Support Services (MS2), Sustainment and Restoration Services (SRS) and Oneida Engineering Solutions (OES).

OESC's subsidiaries are supported by OESC with general management and administrative functions, including accounting and contracting management, human resource management, IT support, overall management, and marketing, bid and proposal. Below is a summary of OESC and its subsidiary's activities.

Narrative Report

a. Explanation of the core of the Corporation's business practices and market overview

OESC's subsidiary limited liability companies focus on contracts issued by the government agencies for engineering, science and construction work. OESC's revenue is derived from the subsidiaries that operate in the Small Business Administration Business Development Markets primarily as 8(a) and Small Business designated companies.

OESC and its subsidiaries are a highly technical organization providing research /investigation, design, engineering and project management. Oneida ESC operates in five core services:

- Environmental services – Assessment, investigation, design, testing and monitoring
- Remediation – Action Planning, project management, extraction of contaminated materials.
- Construction and demolition – Repair, service, abatement, renovation and new.
- Engineering Services – Design and project managements for sites and site design, structural, mechanical, roads, bridges and water systems.
- Munitions response services – Investigation and remediation of munitions and ordinances.

Oneida Total Integrated Enterprises (OTIE) –Competes in the full and open marketplace as a small business (less than 750 employees). Core competencies will include environmental services, environmental remediation and project management.

Mission Support Services (MS2) – 8a Graduation date is 3/15/2022.

MS2 is focused on construction management contracts. Core competencies will include construction management services, New and renovated structures, HVAC systems and controls Utility systems - water, sewer, gas, electrical, Electrical power generators, transformers, and distribution, Communication and security systems, Interior remodeling, upgrades focused on the federal market with supplemental markets includes commercial and tribal construction projects.

Sustainment & Restoration Services (SRS) – 8a Graduation date is 2/18/2023.

SRS core competencies include facility investigations, corrective measures design/implementation, remedial designs/remedial actions, including characterization, assessment, and cleanup, Wetlands assessment and wetlands restoration design, Brownfields

– Phase I & II ESAs, Technical Enforcement Support Facility and asset inventory, evaluation, and assessment Engineering design for site development, utility systems, and facilities Engineering design for wastewater treatment and sewerage systems.

Oneida Engineering Solutions (OES) - OES focuses on performing transportation engineering services for governmental agencies (Federal, State and Local). Work is federally funded and abides by the Brooks Act; requiring selection based on competency, qualifications and experience. OES is in the process of certifying as a Disadvantage Business Enterprise in the state of WI.

b. Explanation of the Corporation's current place within the market

OESC operates in a fiercely competitive and expanding market. An abundance of Architecture / Engineering / Construction (AEC) firms provide similar services offered by OESC. Competitive factors for our success include performance reputation, network, price, geographic location, and availability of technically skilled personnel (flexibility).

Three of the top five federal spending agencies awarding non-competitive contracts are OESC customers.

c. Explanation of the outlines of strategies by the Corporation for improved value in the market

OESC's subsidiaries are positioned to take advantage of existing relationships, contracts and networks OTIE established since 2008.

We constantly evaluate solutions to broaden and capture a larger share of the Federal and State markets. Each subsidiary would operate based on primary NAICS codes with secondary NAIC codes that overlap with the sister companies.

d. Explanation of the Corporation's relative performance vs. competitors and identification of key competitors within the market

Our competitors include: Small Businesses, Alaskan Native Corporations (ANCs); Native American Owned, tribally-owned small businesses; and Native Hawaiian Organizations (NHOs). Each of these businesses is treated in a category of small business that may be awarded prime contracts without competition. Oneida ESC subsidiaries also compete against other 8(a) firms for set-aside acquisitions, including small businesses that are categorized as Woman-Owned, HUB Zone, Service Disabled Veteran Owned small business, and others. Finally, Oneida ESC competes in the full and open markets without restrictions.

Typical competitors for OTIE include Small Business firms with fewer than 750 employees in NAICS 562910. Another area of significant competition is the regional Transportation Engineering firms in Wisconsin for WI DOT work (OES).

e. Explanation of any material changes or developments in the market or nature of business the Corporation is primarily engaged in since the last reporting period.

The threat of a government shutdown and the actual 3 day temporary shutter of governmental services in January have caused significant delays in contract awards and execution.

f. Identification of the primary goals and targets of the Corporation and progress made towards accomplishment of the same

Goals for Oneida ESC Group

Growth at a reasonable rate is the primary business goal for OESC. Financial reward for OESC is when we align our investment strategies according to our client's mission priorities.

Targets for OESC Subsidiaries:

Opportunities continue to exist in geographies where OTIE, MS2, SRS and OES have successful past performance; and, where personnel involved in such projects have established strong relationships with teaming partners and clients. Opportunities continue to emerge based on combined efforts of OESC's marketing and sales efforts. Target clients continue to include Department of Defense agencies (various bases – Navy, Air Force, and Army), Environmental Protection Agency, WI Department of Transportation, Milwaukee Metropolitan Sewer District and the Oneida Nation.

New target clients include expended services on existing bases, geographical growth on "new" bases OESC has not performed work on in the past, municipalities geographical related to OESC offices and other Tribal Nations.

g. Identification of key elements for success in strategies given, including risks, resources and relations available and needed in order to successfully fulfill outlined strategies

Key elements for success in the OESC model include:

- Key performance indicators include safety, staff turnover, profitability, staff utilization, backlog and capacity.
- Adapting to a changing customer base, contract type, or key skill set. We recognize and reconfigure based on identified needs to delivery strategic growth.
- Identification of contract capacity and access is under regular review.
- Increasing our geographic footprint and capabilities.

Risk in the marketplace

- We operate in highly competitive industries
- Contracting is often erratic and unpredictable; cancellations or delays in pending awards by government agencies could adversely affect us
- International operations carries additional risk
- Loss of key personnel
- Adoption of new contract laws or regulations.

h. Identification of medium (two to five year) and long (greater than five year) prospects and sustainability of the Corporation given the present status, strategies and risks

Our medium and long range prospects for sustainability are balanced by business diversification and consistent project management delivery.

We have successfully groomed long-term business relationships with key US Agencies for services delivered around the world. Contracting with the US government remains a reliable strategy in terms of payment, stability, and growth opportunity.

Medium-term prospects

OESC's prospects in the two- to five-year term rely on our sturdy performance in engineering, science and construction to existing clients; adjacent clients/services and geographic areas; and new service offerings to new clients. OESC continues to focus on business development and talent acquisition to meet our growth metrics.

Long-term prospects

OESC envisions steady growth with our key customers over the long term. OESC is nimble and agile where we can focus on governments funding flows.

Continued reliance on low-price awards is a staple in our business model and we continue to adjust the pricing structure to ensure that we remain competitive. We continue to concentrate marketing efforts on maximizing our return on investment through expanding support for existing customers, developing tasks under existing contracts, and collaborating with firms that need either small business participation or our specialized expertise.

i. Explanation of market growth (if any) experienced by the Corporation, identifying sources of growth (i.e., organic growth through market share increase, volume of business increase, acquisition of competition or other assets, etc.)

- Short term
 - 52 pending proposals, \$19.5 M in estimated backlog.
 - IDIQ Capacity drawdown of 8.7% from previous quarter. A contract that government clients use for a small number of pre-approved companies to compete on task orders.
 - 224% of FY18 revenue in IDIQ proposals.
 - Note: Often there are multiple winners for these IDIQ contracts and OESC firms may only see a small percentage of the potential backlog.
- Medium to long term
 - 962% in Operational sales leads
 - This is intelligence gathered from CO, PM and other contacts in the field with pending RFQ, RFP and Sources Sought. This represents a total and does not break out contract terms.

- Note: often we are a sub or partner with several other companies in these proposals and will only see a small percentage of the potential revenue.

j. Summary of the assets of the Corporation, including but not limited to its financial, physical, employee, customer, brand or intellectual property, and supply assets.

| OESC ASSETS |
|--|
| <p><u>Financial (On Balance Sheet)</u> Cash –Checking Account Work In Process on Current Projects Fixed Assets such as Vehicles, Furniture and Fixtures, and Miscellaneous Equipment Other Assets such as Prepaid Expenses, Investment</p> <p><u>Employees</u> OESC - 47 employees OTIE – 211 employees MS2 - 25 employees SRS - 37 employees OES – 24 employees</p> <p><u>Customers</u> 95% of Revenue from Federal clients.</p> |

k. Summary and status of any pending legal action to which the Corporation is a party and any relevant government regulation to which the Corporation may be subject.

None

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

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:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.



Oneida Seven Generations Corporation

Narrative Report:

Explanation of the core of the Corporation's business practices:

The purpose of Oneida Seven Generations Corporation (OSGC) is to promote and enhance economic diversification on behalf of the Oneida Tribe of Indians of Wisconsin. OSGC manages commercial developments such as the Bellin facility on Commanche Avenue, the Schneider facility on Glory Road, the Badger Sheet Metal Works facility on Partnership Drive, and the West Mason and Packerland malls. As of March 2018, we have only one property with lease space available; an office / retail suite on Packerland Drive. We have talked with potential tenants on this available space and expect to have it leased by July 2018. There are fifteen properties under OSGC's management; with over thirty leasable areas.

Explanation of the Corporation's market information:

Property Management: OSGC employs one part-time tribal elderly member who assists in managing approximately 30 tenant leases. In addition to monitoring the leases, the leasing person assists in making sure the corporation buildings are insured and that tenants insure their occupancy, implementing property management procedures, and compiling data information.

Identification of the primary goals and targets of the Corporation and progress made towards accomplishment of the same:

The vision for OSGC is to increase the profitability of the company's income real estate base by searching for development opportunities. The primary goal is to promote the benefits of the Free Trade Zone and the HUB Zone properties that are available through OSGC.

The progress we have made towards this goal: working with local Chambers of Commerce to pursue potential tenants.

We are also marketing our properties through Facebook and other social media outlets. We have seen an increase in properties being marketed through the internet which is less costly and has the ability to reach more businesses looking for space. In order to remain competitive we are moving into this market area.



Oneida Seven Generations Corporation

Identification of medium (two to five year) and long (greater than five year) prospects and sustainability of the Corporation given present status, strategies and risks:

Our medium to long range goals includes the following:

- To dissolve OSGC, per the GTC motion, once it's economically feasible due to the current lawsuits.

Summary of the assets of the Corporation, including but not limited to its financial, physical, employee, customer, brand or intellectual property, and supply assets:

Financial / Physical: Checking accounts; Buildings; Other Business Ventures

Employees: OSGC has two employees; one full-time and one part-time.

Main Customers: Bellin Health Systems; Schneider National; Badger Sheet Metal Works; United States Postal Services and Oneida Nation.

Summary and status update of any pending legal action to which the Corporation is a party and any relevant government regulation to which the Corporation may be subject:

OSGC has settled the lawsuit with the City of Green Bay; and Green Bay has paid OSGC Two and a Half-Million Dollars. OSGC has used that money to pay the WEDC loan back in full as well as other creditors related to the waste to energy project.

OSGC has also entered into hold harmless settlement with a former contractor in which both parties agreed to walk away from any other litigation or issues regarding the waste to energy project.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Motion to accept the FY17 2nd Quarter Report

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:

To update the Business Committee on the performance of OAHC d/b/a Radisson Hotel & Conference Center and Three Clans Airport d/b/a Wingate by Wyndham for the 2nd Quarter of FY17.

Request a motion to accept the OAHC 2nd Quarter Report for FY17.

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 Airport Hotel Corporation
Radisson Hotel & Conference Center
Quarterly Report
For the quarter ended: April 30, 2018

Narrative Section

Business practice, market overview, place within market:

- Q1 STR Occupancy YOY index down 8.4%; ADR YOY index up 3.2%; RevPar YOY index down 5.5% - compared to comp set. Q2, had loss of playoff game compared to prior year, as well as loss of 2 regional rotating conferences. Sales was able to secure Taste of Wine and Cheese event from comp set, therefore higher ADR acquired.
- Sales team attended American Bus Association Marketplace, Circle Wisconsin Midwest Marketplace and Adventures in Travel Showcase in Chicago; also conducted sales blitz to the local and regional market with other Radisson Managers. The sales team continues to network at events including Chamber Networking breakfasts monthly; BNI meetings weekly; Current luncheons/events monthly; Management Women events monthly; and MPI event Quarterly; – to gain leverage for the Radisson in the Green Bay market.

Competitive analysis:

- Casino food outlets continue to be a source of competition for F&B revenue
- KI Expansion and Appleton Convention Center continue to be a source of competition for large convention groups
- Appleton Airport also competes for group/transient business with better flights

Strategies for improved value:

- Developed packaging in Corporate/Association Meetings, Tour & Travel, Wedding, Travel Agents and Transient markets to gain short term bookings for need months
- Working with Radisson Corporate in all Sales markets to gain leverage and recognition
- Working with Aimbridge Regional properties to gain leverage and recognition
- Working closely with Green Bay CVB in all Sales markets to keep top of mind and participate in all sales initiatives

Material changes or developments in market/business:

- Radisson Appleton will undergo renovation and become a Red Lion– in our STR comp set
- Holiday Inn Appleton due to change to a Marriott product – in our STR comp set
- Ramada in our comp set will undergo construction starting Feb 1, due to reopen July 2018 as a Delta by Marriott

Market growth:

- Northland Hotel started construction on 160 room hotel downtown to compliment the KI Convention Center expansion, due to be complete in early Fall
- 4 Star Lodge Kohler property being built on Packer property near the stadium with 141 rooms – opened July 2017
- Home 2 Suites to be built on Holmgren Way across from Grainger – 100 rooms opened December 2017
- Comfort Suites/Mainstay Suites – combined at 92 rooms due to open Fall of 2018
- Appleton added a Convention Center on land near the Radisson Appleton; 33,000 square feet of meeting space, – opened January 2018
- StayBridge Suites due to break ground and open in 2017 – 70 room property

Pending legal action:

- Nothing at the moment

Oneida Airport Hotel Corporation
Three Clans Airport, LLC
Quarterly Report
For the quarter ended: March 31, 2018

Narrative Section

Business practice, market overview, place within market:

- The Wingate by Wyndham Green Bay won the Best of the Wingate Award. This award is given out to the top performing Wingate's across the country and is based on a guest feedback scores and compliance to brand standards. This is the first time the Wingate Green Bay has won this award and they were recognized for this award at the Wyndham Conference.
- The Wingate by Wyndham Green Bay won the 2017 Guest Review Award given out by booking.com, this is the fourth year in a row that the Wingate has won this award.
- The Wingate by Wyndham Green Bay won the 2017 Loved by Guest Award given out by hotels.com, this is the third year in a row that the Wingate has won this award.
- Ranking for the second quarter from the STR Report the Wingate is 2 out of 5 based on REVPAR and 4 out of 5 based on Occupancy.
- For the second quarter, the Wingate saw a decline in the Airline Crew Business due to the airline cutting some routes. This is the second quarter in a row that the airline crew business declined.
- The Wingate averaged a 53.39% occupancy for the second quarter, this was a .71% increase year over year.
- The Ramada located on Ramada Way was closed for renovations during the 2nd quarter. We saw an immediate upswing in our competitive set occupancy picking up the displayed guests that were staying at the Ramada. When the hotel reopens it will be The Delta by Marriott.

Competitive analysis:

- The competitors ran a REVPAR of \$56.05 to Wingate's \$40.48 for the quarter.
- The competitive set had an occupancy of 60.8% to the Wingate's 53.4%.

Strategies for improved value:

- The Wingate's strategy is to continually grow rate is to yield rates sooner especially on high demand dates and to offer less heavily discounted rates on slow dates. Discounted rates will still be offered for slower dates but not as much as they have been in the past.
- The Wingate continues to use all 3rd party booking channels to increase bookings on low demand dates but is not using opaque rates as often.

- The Radisson Sales team continues to cross sell the hotel. We have begun to see new leads and new bookings from this joint effort.
- The Wingate is also focusing on growing its small meeting business offering new meeting room packages to entice guests to book their meetings at the Wingate.

Material changes or developments in market/business:

- The Wingate continues to see increases in the corporate business traveler averaging a stay of 2.3 days.
- We also were able to negotiate rates with some new local companies to add to the Wingate's preferred list.

Market growth:

- For the second Quarter, the Wingate ended with a 72.2% REVPAR Index. The Wingate saw an increase of 7.5% year over year for REVPAR Index.
- Revenues for the second quarter were \$287787 which was down from prior year by \$8381.00. The loss was due to the Green Bay Packer's losing season and the decline in the airline crew rooms. All of the revenue lost was in the month of January.

Pending legal action:

- Nothing at the moment

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 5 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Motion to accept OGE 2nd Quarter Report for FY2018.

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:

Update the Business Committee on the performance of Oneida Golf Enterprise d/b/a Thornberry Creek at Oneida for the 2nd Quarter of FY2018.

Request a motion to accept OGE 1st Quarter Report for FY2018.

- 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 Golf Enterprise Corporation

Fiscal year-To-Date Reporting for period Ending:

March, 2018

The Oneida Golf Enterprise Corporation (OGEC) is a corporation of the Oneida Nation established to oversee and manage the business known as Thornberry Creek at Oneida.

Narrative Report

Business Practice, Market Overview, Place Within Market:

- Thornberry Creek at Oneida (TCO) is a 27 hole premier golf course settled in a rural, prestigious housing development on the Oneida reservation.
- TCO is the Official Golf Course of the Green Bay Packers.
- TCO Legends Course was ranked “Best of the Bay” 2018 best golf course by Green Bay Press Gazette.
- TCO is considered a leader in charitable golf event hosting and a leading choice for future brides.
- Thornberry Creek at Oneida has 15,000 square feet of flexible banquet space with large windows and spectacular views. This space will accommodate up to 300 guests at round tables at a time. We also feature a porch room that accommodates up to 40 people. Included in this space is the Cupola available for smaller wedding ceremonies and intimate gatherings.
- Thornberry Creek at Oneida also offers a full range of conference equipment and amenities for the corporate client.
- TCO hosted 9 special events in the 1st quarter for a total of 46 special events in the FY 2018.
- TCO hosted 0 golf events in the 2nd quarter for a total of 4 in FY 2018. .
- FY2018 season pass revenue is up 3% year to date over FY2017.

Competitive Analysis:

GOLF

- Competitive analysis will be completed in the 3rd or 4th quarters.

Strategies for Improved Value:

- TCO continues to maximize opportunities with golf outings, weddings and special events throughout the summer months booking into 2018 and 2019. Saturdays in 2018 are sold out from May to September with many Fridays booked as well. In FY2018 we will continue to maximize green fee revenue by now charging premiums for Thursday and Friday golf

outings. This will allow us to move some outings away from peak times and sell more peak green fees and free us up to book our banquet areas on Fridays.

- Our brand image continues to be elevated as we're seen and heard across all the major networks: FOX, CBS, NBC and WIXX.
- TCO continues to be a major supporter in donations and giving within the community.

Material Changes or Developments in Market/Business:

- The Eagle room has been utilized throughout the winter and spring with mostly pass holder parties but we have begun to actively sell the room. We will plan to sell most golf outings the Eagle room so that we can keep the pub and ballroom open for patrons and weddings.
- Staffing continues to be a challenge however we feel we have on boarded well and as soon as the summer help gets out of school we will start a much more detailed training program.
- We have implemented a new initiative to improve culture at TCO with Dignify. We have gone through all the training and will begin to utilize the service through the year. Initial response from managers has been good and we will continue ensure that the program but integrated and used daily with our management staff who will then bring it down to the front line team members.
- Manager positions continue to turn over for various reasons including quality managers moving on or termination. Despite the adversity and turnover we have worked very hard to get a good group of managers in place for the 2018 season and we are excited for what they can do. Since December we had our HR assistant relocate due to personal reasons and most recently one of our restaurant managers is moving on with a position outside of the service industry. We have filled the HR position and are searching for a restaurant manager.
- Our current manager structure is as follows;
 - Josh Doxtator – COO
 - Justin Fox – General Manager
 - Donelle Walters – Food and Beverage Director
 - Wes Suzawith, Joy Lundberg – Restaurant Managers
 - Ken Hein – Executive Chef
 - Heather Buchberger, Amanda Pierce – Catering Coordinators
 - Steve Archibald – Golf Course Superintendent
 - Pete Nowak – Assistant Golf Course Superintendent
 - Ed Brusky – Golf Course Fleet Mechanic
 - Justin Nishimoto – Head Golf Professional
 - Travis Relyea – Golf Operations Manager
 - Ashley Morrow – Human Resources Administrator
 - Nicole Binnebose – Accounting Assistant
- The Pub continues to struggle outside of the golfing season and the expectation of growth is minimal unless major changes are made to the concept and product offered.

Market Growth:

- Social media had a 3% growth from January 1 to March 31.
- We attribute great revenues in March to some timely media representation, a new perch recipe and overall quality and atmosphere improvement in the restaurant. The restaurant beat budget by over \$6,000 in March.
- Revenues are still down over all but we have continued to control expenses. Our expense budget is under nearly \$70,000 to budget and over \$125,000 compared to the prior year.
- Net Income is \$31,000 better than budgeted and \$68,000 better than previous year.
- With Net Income being \$68,000 better than previous year this shows that we are more profitable with less revenue proving that we are becoming more efficient and focusing more on expenses (events, advertising, staffing) that ensure that we are profitable.

Pending Legal Action:

- No litigation pending.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 23 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Motion to accept the Community Development Planning Committee (CDPC) FY18 2nd Quarter Report.

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: Cathy Bachhuber, Executive Assistant

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

Community Development Planning Committee**Quarterly Report for FY18 2nd Quarter**

January, February, March 2018

**CDPC Members**

Ernest Stevens III, CDPC Chair
Daniel Guzman-King, CDPC Vice-Chair
Trish King, CDPC Member
Kirby Metoxen, CDPC Member

Brandon Stevens, CDPC Member
Jennifer Webster, CDPC Member
Tehassi Hill, CDPC Ad Hoc Member

Purpose

To ensure that the Land Use Plan, Comprehensive Plan, Vision Oneida Plan, Housing Plan, all economic development efforts and land use recommendations are working in coordination with each other to improve the Oneida Tribal community and operations.

Meetings

The CDPC meets every 1st Thursday of the month at 9 a.m. in the Business Committee Conference Room at the Norbert Hill Center.

Activities Summary

For the 2nd quarter of FY18, the following meetings were held:

- January 4, 2018 CDPC Regular Meeting
- January 31, 2018 CDPC Work Session
- February 8, 2018 CDPC Regular Meeting
- February 22, 2018 CDPC Work Session
- March 8, 2018 CDPC Regular Meeting
- March 15, 2018 CDPC Work Session

Highlights**Upper Oneida**

The CDPC discussed the ideas and opportunities for tourism, incorporating culture, and discussed the goals and challenges associated with future development of this area. The conceptual plans have been presented and supported by the CDPC, Land Commission and Business Committee.

This Planning Department Initiative has a two phased approach which incorporated community input, the Oneida Comprehensive Plan, Quality of Life Survey, and Live Sustain Grow Plan. The first phase of work will begin this year with transportation related items:

- Safety improvements to include sidewalks and crosswalks
- Improvement to County Highway J to include on–street parking, intersection improvements, and curb-cut access points
- Park and ride parking area for Central Oneida and regional trail system
- Public plaza
- Streetscape elements such as trees and seating
- Lighting
- Wayfinding signage

As funding becomes available the second phase for non-transportation related items will begin, this includes structures and design elements.

Capital Improvement Plans

The Budget Management and Control Act adopted in 2017 established requirements for separate Capital Improvement Plans for Government Services and Enterprises.

Last quarter, the CDPC reviewed and provided input on Planning’s recommendations for the *Capital Improvement Plan for Government Services* and forwarded to the General Tribal Council for their consideration. The plan for Government Services is required to cover a period of five to 10 years and is required to be approved by the General Tribal Council. This item was added to the regular annual GTC meeting agenda for January 28, 2018, and deferred to a special GTC meeting. The special GTC meeting was held on March 19, 2018 and this item was not addressed. The GTC will next consider the plan on May 12th at the reconvened special GTC meeting.

This quarter, the CDPC reviewed and approved the *Capital Improvement Plan for Enterprises*. This plan identifies three major categories of capital projects for enterprises:

1. Health, Safety & Welfare
2. Maintenance Improvements
3. Expansions/New

Cultural Heritage Site

A team with representatives from Governmental Services, Environmental, and Internal Services Divisions worked together to present options for improving the culture heritage site at Hwy FF and West Mason. The CDPC supported a concept which would create a park like setting with options to gradually expand amenities over several years. The CDPC discussed

next steps for the team including gathering community input and working with the Land Commission and Environmental Resource Board, and updating the full Business Committee on the conventional options for the site.

Hemp

Last quarter the CDPC established subcommittees to look at legislative, administrative, and partnership opportunities involving hemp. This quarter, the subcommittee began work on an Industrial Hemp Readiness Plan as directed by the CDPC. Updates to the CDPC and subcommittee work sessions have continued to occur throughout the quarter. The next steps include determining the process, cost analysis, and readiness assessment.

Oneida Wellness Initiative

The CDPC began discussing the prior assessment and research done on an Oneida Community Recreation Complex. After discussions, the CDPC renamed this item to “Oneida Wellness Initiative” and determined the focus should be on whether or not current facilities and programs can meet the needs of the community or if a physical new complex is needed. A series of work sessions between the CDPC and the planning department will be held.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 4 / 25 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Approve the FY18 Legislative Operating Committee's Second Quarter Report

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: Jennifer Falck, LRO Director

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.



FY18 2nd Quarter Report January 1, 2018- March 31, 2018 Legislative Operating Committee (LOC)

Executive Summary

During the second quarter, the LOC focused on work meetings, policy decisions, and drafting law. The LOC focused on the GTC Meetings Law, Comprehensive Policy Governing Boards, Committees, and Commissions, the Election Law, and the Sanctions and Penalties Law. Current high priorities include (as of April 9, 2018).

- | | |
|---------------------------------------|--|
| -Election Law Amendments | -Child Support Amendments |
| -Real Property Amendments | -Wellness Court |
| -GTC Meetings law | -Sanctions & Penalties law |
| -Wellness Court | -Employment Law |
| -Industrial Hemp Law | -Uniform Commercial Code |
| -Petition: Metivier- Treatment Clinic | -Comprehensive Policy Governing Boards, Committees, & Commissions |
| -Real Property Amendments | |

Table 1. Summary of Second Quarter LOC Meeting Agenda Items

| |
|--|
| Current Business |
| Real Property Amendments |
| GTC Meetings Law |
| New Submissions |
| Vehicle Driver and Fleet Management |
| Internal Audit Amendments |
| Child Support Amendments |
| Administrative Rulemaking |
| Membership Ordinance Rule #2 was certified and forwarded to the Business Committee for adoption. The Business Committee adopted the rule on February 14, 2018. |
| Criminal Code (removed from AFL because Wellness Court was added) |
| Community Support Fund Rule Handbook Statement of Effect E-poll- results were entered into the record |
| Business Committee Meetings Law Six Month Evaluation was approved and forwarded to the Business Committee for approval |
| Current General Tribal Council Items |
| Petition: Metivier-Treatment Clinic |
| Election Law Amendments- added to the Active Files List as a result of a November 12, 2017 General Tribal Council motion to direct the LOC to identify amendments to the Election Law and bring back to the GTC in calendar year 2018. |

Table 2. LOC Meetings Held in Second Quarter

| Legislative Operating Committee Meetings | |
|--|--|
| January 3, 2018 | Cancelled- staff focused on drafting and analysis, no LOC actions needed |
| January 17, 2018 | Cancelled-sStaff focused on drafting and analysis, no LOC actions needed |
| February 7, 2018 | Regular LOC Meeting |
| February 21, 2018 | Regular LOC Meeting |
| March 7, 2018 | Regular LOC Meeting |
| March 21, 2018 | Cancelled- staff focused on drafting and analysis, no LOC actions needed |
| Public Meetings | |
| No public meetings were held in the second quarter | |

Featured Legislation: Comprehensive Policy Governing Boards, Committees, and Commissions

The Legislative Operating Committee is currently developing amendments to the Comprehensive Policy Governing Boards, Committees and Commissions. This legislation has been carried over from the last two LOC terms. The Comprehensive Policy Governing Boards, Committees and Commissions governs boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of persons, creation of bylaws, maintenance of official records, stipends, and other items related to the management of boards, committees, and commissions.

Collaboration

All boards, committees, and commissions were invited to participate in the development of the current proposed amendments, and representatives from twelve (12) boards, committees, and commissions of the Nation attended work meetings or provided comments for that purpose. The Legislative Operating Committee has held six (6) work meetings to review and consider comments and suggestions collected from members of boards, committees, and commissions, as well as the Business Committee Support Office and the Management Information Systems Department. The proposed amendments to the Comprehensive Policy Governing Boards, Committees and Commissions reflect issues that the LOC and entities those affected by the law feel are necessary.

A legislative analysis is currently being completed for the proposed amendments. The analysis will review the legislation's terms and substance, intent of the legislation, and a description of key issues, and potential impacts of the amendments and policy considerations. Once the legislative analysis is completed, a public meeting will be held for this item.

Featured Legislation: Sanctions & Penalties Law

The LOC is developing a Sanctions and Penalties law. This item was carried over from the previous LOC term. The purpose of the proposed Sanctions and Penalties law is to develop a consistent set of sanctions and penalties for misconduct by elected and appointed officials, including members of the Oneida Business Committee. Currently, the only penalty that elected or appointed officials may be subject to is removal from office or termination of appointment, meaning that less serious misconduct will either go unrecognized or result in a penalty that might be considered too extreme for a particular violation.

Collaboration

The proposed draft of the Sanctions and Penalties law has been developed cooperatively in work meetings with various members of boards, committees, and commissions, and research into other tribal laws regarding sanctions and penalties.

The LOC will be holding a community meeting and potluck for the purpose of collecting thoughts and discussing options for the proposed Sanctions and Penalties law on May 3, 2018, from 5:00 p.m. until 7:30 p.m. in the Norbert Hill Center Cafeteria. The LOC hopes that the community takes advantage of the opportunity to contribute ideas and comments regarding the Sanctions and Penalties law and participate in the legislative process.

Legislative Reference Office (LRO) Second Quarter Accomplishments

The LRO is the support office for the LOC. The LRO drafts law, analyzes law, holds public meetings, collects public comment, and involves various departments in work meetings where the LOC discusses policy and makes decisions. The LRO also maintains a legislative record of the LOC's work, including the Oneida Register. Other activities in the second quarter included;

- Completed drafts of the GTC Meetings Law, Comprehensive Policy Governing Boards, Committees, and Commissions amendments, and the Sanctions & Penalties Law
- Collaboration with the Election Board to discuss potential amendments to the Election Law, per GTC directive.
- Completed Oneida Business Committee Meetings Law Six Month Evaluation. This project will lead to other evaluations of Oneida laws and legislation.
- Collected comments regarding the draft Employment Law from the Oneida Personnel Commission, Human Resources Department, and Gaming.
- Collaboration with the Comprehensive Health Division with regard to their accreditation efforts.

Third Quarter Plans

The LOC will focus on a few specific items in the third quarter;

- **Sanctions & Penalties Law Community Meeting Pot Luck:** May 3, 2018 from 5:00pm-7:30pm p.m. in the Norbert Hill Center Cafeteria. See the Featured Legislation content above for more information.
- Complete legislative analyses and schedule public meetings for; GTC Meetings Law, Comprehensive Policy Governing Boards, Committees, and Commissions, and Sanction and Penalties Law.
- Attorney assigned to the Wellness Court legislation will travel to Houston, TX, May 30-June 2 to attend the National Association of Drug Court Professionals Annual Conference.
- Prepare for and present the proposed Employment Law at the June 18 Special GTC Meeting.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 23 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Motion to accept the Quality of Life (QOL) Committee FY2018 2nd Quarter Report.

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: Cathy Bachhuber, Executive Assistant

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.



Quality of Life Committee

FY 2018 Quarterly Report (January – March 2018)

PURPOSE

The Quality of Life Committee is a standing committee of the Oneida Business Committee that has oversight responsibility of the following areas of the Tribe: Language and Culture, Health, Human Services and Public Safety. This oversight responsibility also extends to any board, committee, or commission related to these specific areas.

COMMITTEE MEMBERS

Councilman Brandon Stevens, Quality of Life Committee Chair
 Councilman Ernest Stevens III, Quality of Life Committee Vice Chair
 Councilman Daniel Guzman-King, Quality of Life Committee Member
 Councilman Kirby Metoxen, Quality of Life Committee Member
 Councilman Tehassi Hill, Quality of Life Committee Member

Other partners include: Wellness Council, Oneida Police Department, Division Directors, other senior leaders and their staff

MEETINGS

Quality of Life Committee meetings are held on the second Thursday of every month starting at 8:30 a.m. Meetings in the first quarter were held January 11th, February 15th, and March 15th. A work session was held on February 26th.

ACTIVITIES SUMMARY

Strategic Goal: Inspiring Yukwatsistay[^]

Strategy 2: Continue to work with TAP to develop a comprehensive program to support BC Resolution #05-10-17-C Tribal Action Plan to address alcoholism and other substance abuse.

The Tribal Action Plan (TAP) team, representing the Tribal Coordinated Committee, has continued to provide regular updates at the Quality of Life Committee meetings on their efforts to combat drug and substance abuse problems in the Oneida community. They have organized sub-teams and worked with internal and external groups to support the Tribal Action Plan efforts.

In February, the CDPC reviewed with TAP the updated Tribal Action Plan goals. These goals are broken down into tasks covering the next three years and identify leads and outcomes. The Tribal Action Plan team presented a Communication Plan Timeline as part of one of their 1st goals which is “By the end of year 3 raise the awareness of the drug and alcohol epidemic in our community from Denial/Resistance (level 2) to

Preplanning (level 4) on the Community Readiness Assessment scale.” This objective identifies types of tasks, those responsible, and timelines for implementation.

Also in February, the CDPC met with Housing and Police Department representatives to better understand the processes and circumstances in which housing units may be entered when illegal activity is suspected.

In March, the TAP team updated the CDPC on the establishment of a physical TAP office at Ridgeview Plaza, Suite 2. The TAP group also updated the CDPC on the meetings they have been participating in internally and externally in order to support efforts for bringing rehab resources to the community.

REQUESTED ACTION:

Motion to accept the Quality of Life Committee FY2018 2nd Quarterly Report.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

Accept/approve the Finance Committee FY18 Second Quarter Report (Jan.-Mar. 2018)

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:

Larry Barton, Chief Financial Officer

Primary Requestor:

Denise Vigue, Exec. Assist. in Finance

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:

per the Tribal Secretary's office all Boards, Committees, & Commissions are to provide quarterly reports to 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



FINANCE COMMITTEE

**2nd Quarter Report
(Jan. to Mar. 2018)**

Purpose: *The Finance Committee is a working sub-committee of the Oneida Business Committee and is responsible for recommending financial policies and budgets that support the mission, values, and strategic goals of the Nation and organization.*

Who We Serve

The Finance Committee works with all departments within the Nation to ensure all expenditures of any substantial amounts are procured in the most cost effective and fair manner as established by the Purchasing Procurement Manual. The FC also serves Oneida Community groups, local charitable organizations, and Oneida members through the Finance Committee Donation Policy and the Community Fund.

Finance Committee Members

Members of the FC include two BC council members and the Treasurer who chairs the meetings. Other members include: the Chief Financial Officer who acts as the Vice-Chair; one member from Executive Management; one member from Program Management; and one Community Elder Member.

Second Quarter Meetings

The Finance Committee met 6 times in Q2 on: Jan. 2nd & 15th; Feb. 5th & 19th; and Mar. 5th & 19th, 2018. The FC also held 3 work meetings on Jan. 15th, Feb. 5th & 19th 2018 to work on updates for the SOP's for the Community Fund, the FC Bylaws, and an Education (Ramah) Endowment. The FC Elder member attended 3 meetings (including work meetings) and was paid a stipend of \$150.00 total for the second quarter.

FY18 Goals

The identified goals as reported in the annual GTC report include:

- 1. Continue to develop endowments for the Nation in the areas of Language, Land, and Health in order to sustain funding for these important areas for future generations;*
- 2. Demonstrate consistent community commitment by providing Donations to Not-for-Profits, veteran's groups, and charitable organizations; and by offering Community Funds/Products to the Oneida membership and Oneida community groups and;*
- 3. Continue to support and improve all processes, procedures, laws, budgets, and resolutions that pertain to responsible financial oversight for the Nation.*

FINANCE COMMITTEE SUMMARY OF FY18 – SECOND QUARTER ACTIVITIES

REQUESTS FROM THE ORGANIZATION

In the Second Quarter the FC reviewed and approved 25 requests from the organization that included: Sole Source Contracts for Comprehensive Health, Cash Reimbursement (Retail); Pilot Program Funding, Capital Expenditures; Insurance Premium Payments; and FY18 Blanket Purchase Orders. The total amount spent from these requests was \$5,496,408.93; all were budgeted requests.

The FC also reviewed 26 internal updates including: FC Monthly Reports, Investment Reports, Government to Government Agreements, Slot Lease/Percentage Games; Asset Disposal and Follow up information from previous requests. Work meeting items are identified in earlier section of this report.

INVESTMENT UPDATES

At the March 19th FC meeting the investment manager from Sage Point provided the 2017 recap/updates to the Finance Committee of the performance of the investments his firm manages for the Oneida Nation (Large Cap Equity). He provided handouts of the two funds he manages for the Oneida Nation and discussed the recap of 2017 investment earnings of 20.57%, but he also noted that it was an unusually strong year in the market and not to look forward to that in the coming year due to the tumultuous nature in Wall Street in the recent months. Now that the year has concluded he is in the process of rebalancing the portfolio to remove/replace the underperformers.

DONATIONS

The FC has designated that they review Donation Requests at their second meeting of each month. The Donation Line total allocation for FY18 was \$50,000. After the Q1 expenditures a balance remained of \$40,000. In the Second Quarter the FC reviewed four (4) Donation Requests on: Jan. 15th, Feb. 19th, & Mar. 19th, 2018. There were 3 approved Donation Requests for a total expenditure of \$7,500.00. After the Q2 expenditures the Mid-Year balance is \$32,500.

Per the Finance Committee Donation Policy all requests approved represent the following categories: 1) Oneida Community Causes; 2) Local Groups (charitable); and 3) Nation Groups (Indian Affiliated). An attached spreadsheet offers more details.

COMMUNITY FUND

The FC has designated that they review Community Fund requests at their first meeting of each month. The FY18 allocated amount for the Community Fund is \$50,000. At the end of the first quarter \$36,309.00 remained for funding.

In the Second Quarter, the FC reviewed Community Fund requests for funds and products on Jan. 2nd; Feb 5th; Mar. 5th, 2018. The FC reviewed Forty-Four (44) funding requests for a total amount of \$14,165.25 after adjustments. The approved requests went mostly towards youth development activities, such as high school class trip fees, dance club fees; gymnastics fees and various sporting activities such as volleyball, basketball, football, lacrosse and baseball. Adult requests included weight loss program registration costs, fitness & kayaking costs, and conference registration costs. The mid-year balance was \$22,330.75 after adjustments.

The Community Fund-Product is tracked by Contract Year (July 1, 2017 to June 30, 2018). The allocated amount for product is \$5,000 which equates to approximately 494.55 Cases for CY17/18. In CY-Q3 (Jan-Mar. 2018), there were five (5) Coca-Cola Product Requests approved for a total of 175 Cases of Product for a spend total \$1,470 between 4 requests. One of the five was a short notice request and the FC did have returned product from an earlier request from last fall so that product, amounting to 6 cases, was provided to the requestor. The balance after three contract quarters is \$1,937.08 or approximately 191.60 cases remaining.

The Second Quarter CF Funding/Product Request List is attached that offers added details. It is anticipated, based on prior years that during the next quarter the product from future requests will be depleted and the funding from future requests may be depleted for the fiscal year.

Oneida Finance Committee - FY 2018

DONATIONS - SECOND QUARTER

| Q2 | | | | | | | |
|-----------|--------------------|----------------------------|-------------|---------------|-------------------|---|-------------------------------------|
| 15-Jan-18 | John Breuninger | Woodland Indian Arts, Inc. | \$ 2,500.00 | 1/Oneida Comm | FY18-043-010318-D | Woodland Indian Arts and Market in June | Approved \$2500.00 |
| 19-Feb-18 | David Powless | MCI President | \$ 2,500.00 | 1/Oneida Comm | FY18-044-011818-D | Mountain Chief Institute-Oneida camps 2018 | Approved \$2500.00 |
| 19-Feb-18 | Rev.Roger Patience | Holy Apostles Church | \$ 2,500.00 | 2/Local Group | FY18-045-012918-D | Holy Apostles Church-AC replmt in church ofc. | Approved \$2500.00 |
| 19-Mar-18 | George Melchert | Oneida Member | \$ 1,951.00 | 1/Oneida Comm | FY18-046-022818-D | Harvest Maple Sap & Product Maple Syrup | DENIED |

SECOND QUARTER DONATIONS

| Designations/Percentages | Bal. after Q1 | Expenditures | Balance |
|---------------------------------------|--------------------|-------------------|--------------------|
| 1. Oneida Community Causes - 40% | \$17,500.00 | \$5,000.00 | \$12,500.00 |
| 2. Local Groups (Charitable) - 40% | \$12,500.00 | \$2,500.00 | \$10,000.00 |
| 3. Nat'l Groups (Indian Affil.) - 20% | \$10,000.00 | \$0.00 | \$10,000.00 |
| | \$40,000.00 | \$7,500.00 | \$32,500.00 |

FY 2018 Finance Committee - Second Quarter Funding
for the COMMUNITY FUND

| FC Mtg Date | Requestor | Reason /Descriptionj of Request | CF Category | Funds Approved |
|-------------|-----------|---------------------------------|--|--------------------|
| 1 | 2-Jan-18 | Rhiannon Metoxen | Recreational Youth B-Ball League fees for son | SD-Youth \$ 87.00 |
| 2 | 2-Jan-18 | Rhiannon Metoxen | Team WI Box Lacrosse Tournament fees for son | SD-Youth \$ 465.00 |
| 3 | 2-Jan-18 | Dana Calmes | Freedom Dance club fees for daughter | SD-Youth \$ 300.00 |
| 4 | 2-Jan-18 | Constance Danforth | STARZ Academy Gymnastics fees for daughter | SD-Youth \$ 500.00 |
| 5 | 2-Jan-18 | Cindy Bork | T-Ball fees for daughter | SD-Youth \$ 40.00 |
| 6 | 2-Jan-18 | Cindy Bork | 10U Softball team fees for daughter | SD-Youth \$ 40.00 |
| 7 | 2-Jan-18 | Cindy Bork | Summer Softball team fees for daughter | SD-Youth \$ 55.00 |
| 8 | 2-Jan-18 | Joshua Bailey | Jackrabbit Cheer Tumbling classes for daughter | SD-Youth \$ 62.10 |
| 9 | 2-Jan-18 | Joshua Bailey Morningstar | Jackrabbit Cheer Tumbling classes for daughter | SD-Youth \$ 31.05 |
| 10 | 2-Jan-18 | Cornelius | Jackrabbit Cheer Tumbling classes for daughter | SD-Youth \$ 62.10 |
| 11 | 5-Feb-18 | Judy Nicholas | Ideal Weight Start Up Costs-resubmitted | SD-Adult \$ 500.00 |
| 12 | 5-Feb-18 | Jeff Mears | WI Powere Volleyball fees for daughter | SD-Youth \$ 500.00 |
| 13 | 5-Feb-18 | Lisa Rauschenbach | Team 1848 AAU basketball registration for son | SD-Youth \$ 500.00 |
| 14 | 5-Feb-18 | Zandra John | UW-Whitewater Youth Football camp for son | SD-Youth \$ 260.00 |
| 15 | 5-Feb-18 | Phillip Wisneski | Oneida Future Thunderhawks Team Tournament fees | SD-Youth \$ 750.00 |
| 16 | 5-Feb-18 | Timothy Ninham | H.S. Student Class Trip to Washington, D.C. for daughter | SD-Youth \$ 500.00 |
| 17 | 5-Feb-18 | Angelena S. Bain | Better Body Fitness Class fees | SD-Adult \$ 368.00 |
| 18 | 5-Feb-18 | Kateri Baker | ACA Certification-Kayaking | SD-Adult \$ 440.00 |
| 19 | 5-Feb-18 | Lee Schuyler | Impact Sports Academy-BaseBall Team fees for son | SD-Youth \$ 500.00 |
| 20 | 5-Feb-18 | Michelle Reed | AAU WI Blaze Team fees for daughter | SD-Youth \$ 500.00 |
| 21 | 5-Feb-18 | Karen S. Hill | Green Bay Purple Aces Basketball fees for daughter | SD-Youth \$ 500.00 |
| 22 | 5-Feb-18 | Sam & Margaret VandenHeuvel | DePere Sluggers Little Sluggers Baseball fees for son | SD-Youth \$ 36.00 |
| 23 | 5-Feb-18 | Sam & Margaret VandenHeuvel | DePere Sluggers Little Sluggers Baseball fees for son | SD-Youth \$ 36.00 |
| 24 | 5-Feb-18 | VandenHeuvel | DePere Baseball Minor League fees for son | SD-Youth \$ 45.00 |
| 25 | 5-Mar-17 | Lisa Liggins | Pulaski HS Band Trip fees for daughter | SD-Youth \$ 270.00 |
| 26 | 5-Mar-17 | Alicia Tisch | Synergy Sports Perfor Acad-Winter Track for son | SD-Youth \$ 323.00 |
| 27 | 5-Mar-17 | Lois Barker | Education First: Explore America trip fees for daughter | SD-Youth \$ 500.00 |
| 28 | 5-Mar-17 | Jason Widi | Boy Scout Summer Camp for son | SD-Youth \$ 500.00 |
| 29 | 5-Mar-17 | Jason Widi | Cub Scout Summer Camp for son | SD-Youth \$ 170.00 |
| 30 | 5-Mar-17 | Lorraine Frias | Allouez Stampede Soccer team fees for son | SD-Youth \$ 275.00 |
| 31 | 5-Mar-17 | Lorraine Frias | Allouez Stampede Soccer team fees for son | SD-Youth \$ 275.00 |
| 32 | 5-Mar-17 | Constance Danforth | CEC-Baby Moccasin Class fees | SD-Adult \$ 40.00 |
| 33 | 5-Mar-17 | Sharon Metoxen | Ideal Weigh Start Up Costs | SD-Adult \$ 500.00 |
| 34 | 5-Mar-17 | Jeremiah Danforth | Enspire LLC -Blaze Basketball registration for daughter | SD-Youth \$ 250.00 |
| 35 | 5-Mar-17 | Cherie Elm | 2018 Great Mother Conference Registration | SD-Adult \$ 150.00 |
| 36 | 5-Mar-17 | Cherie Elm | 2018 Great Mother Conference Registration for son | SD-Youth \$ 500.00 |
| 37 | 5-Mar-17 | Cherie Elm | 2018 Great Mother Conference Registration for son | SD-Youth \$ 500.00 |
| 38 | 5-Mar-17 | Arthur King | Firecracker Softball Team fees for daughter | SD-Youth \$ 500.00 |
| 39 | 5-Mar-17 | Arthur King | Firecracker Softball Team fees for daughter | SD-Youth \$ 500.00 |
| 40 | 5-Mar-17 | Sherry Flauger | Green Bay Purple Aces Basketball fees for daughter | SD-Youth \$ 500.00 |
| 41 | 5-Mar-17 | Amanda Danforth | Green Bay Elite Cheer class fees for daughter | SD-Youth \$ 450.00 |
| 42 | 5-Mar-17 | Sacheen Lawrence | Enspire LLC -Blaze Basketball registration for daughter | SD-Youth \$ 500.00 |
| 43 | 5-Mar-17 | Sacheen Lawrence | Enspire LLC -Blaze Basketball registration for daughter | SD-Youth \$ 375.00 |
| 44 | 5-Mar-17 | Debra Cloud | Enspire LLC -Blaze Basketball registration for daughter | SD-Youth \$ 375.00 |

FY 2018 Finance Committee - Second Quarter Product
for the COMMUNITY FUND

| | FC Mtg Date | Requestor | Reason /Descriptionj of Request | CF Category | Product Approved |
|---|-------------|-----------------|--|--------------|--------------------------|
| 1 | 2-Jan-18 | John Breuninger | 2018 Woodland Indian Art Show & Market | CommunityEvt | 25 Cases |
| 2 | 5-Feb-18 | Dan Skenandore | Hillcrest Elementary School-Family Fun Night | Fundraiser | 25 Cases |
| 3 | 5-Feb-18 | Abby Danforth | Holy Apostles Church - Fish Fry Fridays | Fundraiser | 25 Cases |
| 4 | 5-Feb-18 | Tonya Boucher | Family Fundraiser for the Boucher Family | Fundraiser | Approved fr rtned amt |
| 5 | 5-Mar-17 | Tonya Webster | Annual Oneida Powwow in July 2018 | Fundraiser | 100 Cs-Water |

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 05 / 24 / 18

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:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.



Oneida Youth Leadership Institute

2nd Quarter Report - Jan.-Mar. 2018

Improving Process

The Oneida Youth Leadership Board continues to develop their internal process to serve community members and future awardees. Our primary focus is to work with existing community youth groups while we build our general endowment that will offer funding to a wider community groups. We established a Sponsored Organization application process, Fiscal Sponsor Agreement, and Disbursement Policy, and have a volunteer sign-up. We launched our website which serves a resource as well as a marketing hub for stakeholders.

Revised Visions & Mission Statement

We revised our mission and vision statements to be more precise and actionable. Our vision is to continue the legacy of our nation by empowering future Oneida Leaders. Our mission is to build endowments, to steward funds and to provide financial opportunities that invest in youth leadership initiatives.

Quarterly Spotlight

We presented our very first check to the Oneida Community Lacrosse Program in the amount of \$5,195.91 for their team volunteerism. An article was published in the Kalihwisaks.



Accounts & Activity

Distributed Funds: \$5,195.91
 Restricted Funds: \$26,086.55
 Unrestricted Funds: \$1,110.00
 Total in Accounts: \$27,196.55

oneidayouthleadership.org



The Oneida Youth Leadership Institute is a 7871 charitable organization of the Oneida Nation located in Oneida, Wisconsin. We raise and provide funding to develop young Oneida leaders.

Values

Traditional Heritage & Culture
 Healthy Minds & Bodies
 Citizen Engagement
 Academic Excellence
 Entrepreneurial Spirit

Board Members

Richard Elm-Hill
 Margret King
 Margret Ellis
 Jeffrey House
 Jennifer Hill-Kelley
 Melissa Metoxen
 Elijah Metoxen

Grants Department

Cheryl Stevens

Meeting Dates

January 17, 2018
 February 28, 2018
 March 21, 2018