



NATIONAL INDIAN EDUCATION ASSOCIATION Board of Directors Meeting Minutes

Date: 10-12-15
Time: 8:00 a.m. PST

Location: Portland, OR
Facilitated by: Melvin Monette

| Board Attendees | Present | Absent Excused | Absent Unexcused |
|---|---------|-------------------|---------------------|
| Melvin Monette, President | X | | |
| Dr. Teresa Makuakane-Drechsel, Vice President | X | | |
| Patricia Whitefoot, President-Elect | X | | |
| Dr. Sylvia Hussey, Treasurer | X | | |
| Daphne Littlebear, Secretary | X | | |
| Dr. Robin Minthorn, Parliamentarian | X | | |
| Ronalda Warito-Tome | X | | |
| Ryan Wilson | | | X |
| Chris Bordeaux | X | | |
| Robert Cook | X | | |
| Yatibaey Evans | X | | |
| Samantha Eldridge | X | | |
| Ahniwake Rose, ED | X | | |

| Time | Discussions |
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| 3:34 p.m. | <p>Call to Order (Melvin Monette)</p> <ul style="list-style-type: none"> ▪ Prayer – Chris Bordeaux ▪ Roll Call – Daphne Littlebear |
| | <p>Agenda Review (Melvin Monette)</p> <ul style="list-style-type: none"> ▪ Approve Agenda <p><i>Ronalda motion to approve Agenda; seconded by Robin (no opposition, no abstentions, motion carried)</i></p> |
| | <p>Approval of BOD Meeting Minutes (Melvin Monette)</p> <ul style="list-style-type: none"> ▪ September 2015 BOD Meeting Minutes <p><i>Robin motion to approve September 2015 BOD Meeting Minutes; seconded by Yatibaey (no opposition, no abstentions, motion carried)</i></p> |
| | <p>Treasurers Report and Budget Presentation (Sylvia Hussey)</p> <ul style="list-style-type: none"> ▪ September Financial Results ▪ Financial Summary Statement of Financial Position ▪ September 2015 Statement of Activities ▪ Cash Forecast through 12/31/15 <p><i>*attached reports in dropbox</i></p> <p><i>Robert motion to accepted agenda as amended; seconded by Daphne. (no opposition, no abstentions, motion carried)</i></p> |



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| | <p><i>Discussion: Robert asked about consider picking up a development director in the future, NIEA had a director in the past</i></p> <ul style="list-style-type: none"> ▪ Budget Summary and Comparisons FY 2016 ▪ Discussion: <ul style="list-style-type: none"> ○ Net Surplus/(Deficit) ○ Organization Membership: looking at dues for membership, categories for K-12, Higher Education and TEDs/ <ul style="list-style-type: none"> ▪ Pre-Convention Session Four Section Members: Policy, Native Language, Research and Assessment, Teacher Development and Higher Education (using NIEA as the convener) ▪ Budget does not have the infrastructure for services for organization membership. ▪ Engaged past-presidents, Educator of the Year, ○ Gates Grant for sustainability consultant ○ Kellogg Grant for sustainability consultant <ul style="list-style-type: none"> ▪ Revamp the Website ▪ Communication plans/Non-Native teaching our students. ○ Membership: <ul style="list-style-type: none"> ▪ K-12 Schools ▪ Teachers: lowering ▪ Parents: lowering ▪ Higher Education based on enrollment <p>National School Boards Association</p> <p>Contract position for sustainability/</p> <p><i>Sylvia motion to approve the budget negative balance for investment in organization capacity building in 2016 and that the 2017 is not going to be negative; seconded by Robin.</i></p> <p><i>(no opposition, no abstentions, motion carried)</i></p> <p>Chris Abstain</p> <p><i>*attached reports in dropbox</i></p> |
| | <p>Committee Actions – no action required since no committee meetings took place since last September BOD meeting</p> |
| | <p>President’s Report (Melvin Monette)</p> |



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| | <ul style="list-style-type: none"> ▪ Travel/Speaking Engagements: NIEA Convention and Tradeshow October 8-18, Melvin will cover all travel and food expenses. NIEA will cover lodging expenses. ▪ Meetings: Melvin was invited to the Dine’ School Board Association’s Annual Meeting in Albuquerque. He attended at no cost to NIEA to invite members to convention and to consider membership. Past-President Alan Tsinigine invited NIEA to present. ▪ Additional Duties: None ▪ Press ▪ Upcoming Travel/Speaking Engagements: NCAI and Ahniwake will be updating with resolutions and such. |
| | <p>Executive Director’s Report & Summary of Year’s Highlights (Ahniwake Rose)</p> <ul style="list-style-type: none"> ▪ Checking Account Balance: \$493,883.49 ▪ Grants Updates: <ul style="list-style-type: none"> ○ Department of Education TA Grant – lost the grant based on cost ○ Gates – negotiations for next 3 years 2 million, grants was NIEA to building their capacity, turning NIEA into a resource center. ○ Kellogg School Climate Proposal 25,000 in a planning grant long going Children’s Agenda renamed First Kids First. Funding of 70% of our ask around 2 million dollars for the next two years. Signing taking place at NCAI 2015. <ul style="list-style-type: none"> ▪ Native Children’s Agenda/First Kids First Grant ▪ Legislative & Administrative Updates: <ul style="list-style-type: none"> ○ BIE Reform ○ ESEA Reauthorization ▪ Pre-Convention: How Do I Say: 28, Practical Close Reading: 9 (\$1,215) , Native Control of Education: 60 (\$3,000) , and Nike: 37 (\$2,775). ▪ Convention Updates: Registrations: 1,195, Trade Show Registrations: 118, and Awards Luncheon: 368 ▪ Sponsorships: \$123,000/78% of goal: Barona - \$1,000, Choctaw Nation - \$10,000, Ak-Chin - \$10,000, Firekeepers Casino (Huron Band of Potawatomi)– \$2,000, Chickasaw - \$5,000, Umatilla - \$2,500, Kellogg Foundation - \$4,000, Forest County - \$15,000, Siletz - \$5,000, Self-Governance Advisory Committee - \$2,500, Office of Hawaiian Affairs - \$2,000, Office of Hawaiian Affairs, DC - \$5,000, Native Hawaiian Education Association - \$2,000, Native Hawaiian Education Council - \$2,500, Shakopee - \$4,000, Tonto Apache - \$1,000, Amerind - \$5,000, Cow Creek - \$1,000, Na Lei Na’auao Alliance/ Kanu o ka’Aina Learning ‘Ohana - \$1,000, Lewis & Clark Law School - \$500, Hobbs Strauss Dean & Walker - \$1,000, Coquille Indian Tribe - \$1,500, University of Oregon - \$2,000, Confederated Tribes of Grande Ronde - \$2,500, Kamehameha |



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| | <p>Schools - \$2,500, Northwest Health Foundation - \$2,500, McRel International - \$3,000, American Foundation of Teachers - \$10,000, National Education Association - \$15,000, Nez Perce Tribe - \$1,000, and Jamestown S’Klallam Tribe - \$1,000.</p> <p>Strategic Plan 2014-2019 / October 2015 Progress Report</p> <p><i>Yatibaey motion to approve President and Organizational Report; seconded by Sylvia . (no opposition, no abstentions, motion carried)</i></p> |
| | <p>Review Convention Week Agenda (Ahniwake Rose)</p> <p>Resolution Discussions (Patsy Whitefoot, Teresa Makuakane-Drechsel)</p> <ul style="list-style-type: none"> ▪ Highlighted Resolution in session on Thursday 10/15 3:45-5:00 pm and Friday 10/16 Q&A sessions. ▪ Ballot ▪ Resolutions: ▪ NIEA Resolution 2015-01 In Support of Allowing Students to Wear Eagle Feathers at High School Graduation <p><i>Patricia motion to approve NIEA Resolution 2015-01; seconded by Ronalda (no opposition, no abstentions, motion carried)</i></p> <ul style="list-style-type: none"> ▪ NIEA Resolution 2015-02 A Call for the Department of Education to Exempt Tribes from FERPA’s Advance Consent Requirement and Thereby Provide Tribal Access to Student Records of Tribal Citizens <p>Discussion concerned with Sped student and parents rights.</p> <p>Changed language submitted by submitter:</p> <p>THEREFORE BE IT RESOLVED, that the NIEA calls upon the DOED to use its authority under 20 U.S.C. § 1232g(b)(1)(c) and 34 C.F.R. § 99.31(a)(3)(iii) to exempt tribes and TEAs from FERPA’s advance consent requirement by designating TEAs as the Secretary of Education’s authorized representatives for <u>certain federal programs that tribes and TEAs are operating under STEP programs enforcement, compliance, and implementation of the programs;</u></p> <p><i>Robert motion to approve NIEA Resolution 2015-02; seconded by Sylvia Chris and Ronalda oppose (no abstentions, motion carried)</i></p> |



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| | <ul style="list-style-type: none"> ▪ NIEA Resolution 2015-03 Support the Inclusion of Native Hawaiian in the Head Start Reauthorization Program for American Indian and Alaska Native Head Start Program. <p><i>Namaka Rawlins and Kanoe Naone has withdrawn Resolution 2015-03; no board action required.</i></p> <ul style="list-style-type: none"> ▪ Emergence Resolutions <ul style="list-style-type: none"> ○ Introduce to 2nd General Assembly Session <p><i>Robert motion to approve NIEA Resolution 2015-04; seconded by Samantha (no opposition, no abstentions, motion carried)</i></p> <ul style="list-style-type: none"> ▪ Friday Deadline 8am morning at registration desk |
| | <p>Board Assessment Results (Robin Minthorn)</p> <ul style="list-style-type: none"> ▪ Overview for current sitting board results. ▪ Comment: Meaningful personal updates before business to improve relations. |
| | <p>Personnel Policies Review</p> <p>Discussion 1.10 HOLIDAY LEAVE:</p> <p><i>Yaitbaey motion to add President's Day in NIEA Personal Policies in 1.10 HOLIDAY LEAVE; seconded by Samantha (no opposition, no abstentions, motion carried)</i></p> <p>Discussion Absences and Tardies I.8.f: Monthly sick leave reports for all staff will be submitted to BOD by the ED</p> <p><i>Teresa motion to strike the following Absences and Tardies I.8.f per HIPPA; seconded by Ronalda</i></p> <p><i>Daphne motion to go into Executive Session; seconded by Sylvia.</i> <i>Yatibaey to come out of Executive Session: Ronlada</i></p> <p>Proposed Language: K.12 Severance Pay. NIEA does not offer severance as a general benefit to individuals leaving employment with the organization. The only exceptions to this general prohibition shall be when severance is expressly provided for in an employee contract or if in the judgment of the Board a severance payment is warranted</p> |



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| | <p>and in the best interests of NIEA.</p> <p><i>Daphne motion to add General Policy K.12 Severance Pay; seconded by Robin</i></p> <p><i>K.2.c Variable Pay</i> <i>NIEA recognizes the need to have multiple ways to retain and reward its staff including recognition via variable compensation pay strategies. Such strategies may include, but not be limited to, one-time cash bonus or additional paid time off. Individual performance evaluations must be the basis for variable pay consideration(s) in addition to the context of what is in the best interest of NIEA (e.g., fiscal). Board approval must be given to the Executive Director’s proposal(s) for any compensation action.</i></p> <p><i>Chris abstain</i> <i>(no opposition, motion carried)</i></p> |
| | <p>Working Groups for Capacity Building (discussions)</p> <ul style="list-style-type: none"> ➤ Partner Organization, Tribal Education, State Education, and Federal Education <ul style="list-style-type: none"> ➤ Advocacy ➤ Building Tribal Education Capacity ➤ Cultural-Based Learning ➤ Skilled Teachers and Leaders ➤ Standards Assessments and Accountability ➤ 1st Kids 1st ➤ Post-Secondary Success ➤ Students, Families, Communities, and Stakeholders ▪ World Café at Convention Questions and Discussions <ul style="list-style-type: none"> ○ In the next 50 years, what do we want our Native education systems to look like? ○ What should be the three main priorities for NIEA as we move into our next 50 years? ○ (Building off question above) What resources, tools, etc. will our schools need to create this future for our schools? <p>Comment: How can we better include urban families and student in the picture or reach them better to make them feel included.</p> |
| | <p>ED Evaluation Discussion</p> <p><i>Yatibaey motion to remove ‘bi-annual and’ in the NIEA Personnel Policies</i></p> |



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| | <p><i>EXECUTIVE DIRECTOR EVALUATION J.I.c; seconded by Robert.</i></p> <p>The ED and Board work together to develop annual goals and objects in alignment with the ED annual performance review rubric. The ED performance review will be carried out in accordance with the procedures outlined in the NIEA Personnel Policies.</p> <p>IV. SUPPORT AND EVALUATE THE EXECUTIVE DIRECTOR B. Establish Regular Performance Reviews</p> <p><i>Patricia motion to replace IV. SUPPORT AND EVALUATE THE EXECUTIVE DIRECTOR B. Establish Regular Performance Reviews with the language below; seconded by Ronlada</i></p> <p><u><i>The ED and Board will work together to develop annual goals and objectives in alignment with NIEA Strategic Plan and operating needs which will be utilized as the ED's annual performance evaluation.</i></u></p> <p><u><i>The Board President will facilitate the performance review process with the Vice President and President Elect. The President, Vice President and the President Elect will: A) Gather multiple inputs of the Executive Director's performance in constructing the annual performance evaluation; B) Meet with the Executive Director; and C) File the final performance evaluation in the records of the organization.</i></u></p> <p><i>(no opposition, no abstentions, motion carried)</i></p> |
| | <p>Outgoing Board Presentations</p> <ul style="list-style-type: none"> ▪ Melvin Monette ▪ Daphne Littlebear ▪ Chris Bordeaux ▪ Robin Minthorn |
| | <p>Closing Remarks (Melvin Monette) Prayer (Patsy Whitefoot)</p> |
| 5:00 pm | Meeting Adjourned |