



NATIONAL INDIAN EDUCATION ASSOCIATION

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BOARD OF DIRECTORS MEETING

October 18, 2015

Board Members Attendees	Present	Absent Excused	Absent Unexcused
President, Patricia Whitefoot	X		
President-Elect, Yatibaey Evans	X		
Vice-President, Ronald Warito-Tome	X		
Treasurer, Sylvia Hussey	X		
Secretary, Dr. Jolene Bowman	X		
Parliamentarian, Brett Locklear	X		
Member, Robert Cook			X
Member, Dr. Teresa Makuakane-Drechsel	X		
Member, Ryan Wilson	X		
Member, Angie Butler	X		
Student Board Member, Samantha Eldridge	X		
Student Board Member, TaNeel Bird	X		
Executive Director, Ahniwake Rose	X		
Guest Time Log In		Time In	Time Out
Staff, Nancy Dewire	X	8:30 AM	3:34 PM

The following documents were either brought to or provided at the meeting for the Board members:

1. NIEA Constitution & By-laws
2. NIEA Strategic Plan and Fund-raising Plan
3. NIEA Board Policies – Oath of Office, Code of Ethics, Conflict of Interest, Record Retention and Documentation Destruction Policy, Board Development Menu
4. Policies – Board, Fiscal, Investment, Personnel, Convention Planning Guide,
5. Budget Financial Report and Status
6. Contracts/Agreements – Board, Legal Counsel, Executive Director, MABU, Accounting

BOARD OF DIRECTORS MEETING

Sunday, October 18, 2015

1. Call Meeting to Order and Opening Prayer

President Patsy Whitefoot called the meeting to order at 8:30 a.m., opened the meeting with prayer and provided Board members an opportunity to share what was in their heart and on their minds. Board members shared and Board member Robert Cook left the meeting at 9:30 a.m.

2. Approval of Agenda

Action: Moved by Teresa Makuakane-Drechsel to approve the agenda as presented; seconded by RONALDA WARITO-TOME; discussion held and edits made (e.g., constitution and bylaws proposed changes, additions to Executive Director's section of the report); all voted to approve the agenda as amended.

3. Approval of Minutes - October 12, 2015

Draft minutes of the October 12, 2015 meeting were uploaded into DropBox in the morning; and the review and approval will be deferred to the next Board meeting.

4. Treasurer's Report-Budget(s) Overview and Approval

Sylvia Hussey reviewed the September 30, 2015 financial report as given at the Saturday morning convention general session; and the 2016 Budget as approved by the Board at the October 12th meeting. For information only.

5. Executive Director's Report

Executive Director Ahniwake Rose reviewed the following documents with the Board: (A) Strategic Plan and Outcomes; (B) Fund-raising Plan and Outcomes; (C) Gates Project and Capacity Building; and (D) Memorandum of Understanding (MOU) First Kids 1st (Native Children's Agenda); four anchor organizations—National Congress of American Indians (NCAI), National Indian Child Welfare Association (NICWA), NIEA and National Indian Health Board (NIHB)

Action: Moved by Ryan Wilson to approve the MOU; seconded by Teresa Makuakane-Drechsel; discussion held and all voted to approve the NIEA First Kids 1st Initiative MOU with NCAI, NICWA and NIHB.

Discussion held regarding the Legislative Summit event including feedback from Board members and membership about the value of the event, alternatives to holding an event and

BOARD OF DIRECTORS MEETING

Sunday, October 18, 2015

related activities (e.g., Hill Day); opportunities to collaborate, involve students, lower cost, simplifying.

Action: *Moved by Ryan Wilson to accept the Executive Director's report; seconded by Brett Locklear; all voted to approve.*

Action: *Moved by Ryan Wilson to approve the attendance of Board member Samantha Eldridge and Executive Director Ahniwake Rose at the NCAI convention in San Diego next week as NIEA representatives; all voted to approve.*

7. 2015-16 Election of Officers

A. President-Elect

Nomination(s) for the Office of President-Elect: Yatibaey Evans

Action: *Moved by Ronalda Warito-Tome to accept Yatibaey Evans as President-Elect; seconded by Teresa Makuakane-Drechsel; approved by acclimation.*

B. Vice President

Nomination(s) for the Office of Vice President: Teresa Makuakane-Drechsel and Ronalda Warito-Tome; Teresa Makuakane-Drechsel subsequently declined the nomination.

Action: *Moved by Yatibaey Evans to accept Ronalda Warito-Tome as Vice President; seconded by Ryan Wilson; approved by acclimation.*

C. Treasurer

Nomination(s) for the Office of Treasurer: Sylvia Hussey

Action: *Moved by Ryan Wilson to accept Sylvia Hussey as Treasurer; seconded by Teresa Makuakane-Drechsel; all voted to approve by acclimation.*

D. Secretary

Nomination(s) for the Office of Secretary: Jolene Bowman

Action: *Moved by Ryan Wilson to accept Jolene Bowman; seconded by Teresa Makuakane-Drechsel; all voted to approve by acclimation.*

BOARD OF DIRECTORS MEETING

Sunday, October 18, 2015

E. Parliamentarian

Nomination(s) for the Office of Parliamentarian: Brett Locklear

***Action:** Moved by Sylvia Hussey to accept Brett Locklear as Parliamentarian; seconded by Jolene Bowman; all voted to approve by acclamation.*

8. Review of Various Documents and Other Matters

A. The Executive Director reviewed all of the documents Board members needed to review, sign and return: Oath of Office, Code of Ethics, Conflict of Interest, Record Retention and Documentation Destruction Policy and Board Development Menu.

B. An overview of the Conflict of Interest and Code of Conduct policy elements was provided by Sylvia Hussey. Subsequent discussion held regarding various examples and situations.

C. Section K.12 Severance Pay Paragraph

Patsy Whitefoot allowed Executive Director Ahniwake Rose to point out the changes needed in *Section III. COMPENSATION* of the Board Policies, page 23.

Action: Moved by Jolene Bowman to approve the proposed striking of the last phrase, “Severance pay will not be allowed.”; seconded by Teresa Makuakane-Drechsel in the “III. COMPENSATION” section of the Board Policies and Procedures.

III. COMPENSATION

In consideration of performance of duties and acceptance of responsibilities by the Director as described in this Agreement, NIEA agrees to pay the Director a salary of \$_____per annum. The Director may receive a cost-of-living increase to the base salary by the Board of Directors, to be determined at the conclusion of each calendar year. Any cost-of-living increase shall be based upon economic factors as determined by the Board of Directors. ~~Severance pay will not be allowed.~~

Discussion held noting that at the October 12, 2015 Board meeting, the Board approved the following language in the Personnel Policies:

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

BOARD OF DIRECTORS MEETING

Sunday, October 18, 2015

employee contract or if in the judgment of the Board a severance payment is warranted and in the best interests of NIEA.

Action: *The motion was amended by Sylvia Hussey and seconded by Teresa Makuakane-Drechsel to mirror the language in a new Section K.12 Severance Pay of the Personnel Policies in the Board Policies; discussion held and all voted to approve.*

- D. The Executive Director raised concerns regarding the following new section in the Personnel Policies as approved by the Board at the October 12, 2015 Board meeting:

K.2.c Variable Pay

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.

The Executive Director raised concerns regarding her interpretation of the implementation of the policy and expressed her reading of the new policy, limits her ability to manage the staff and make staff related decisions, such as compensation. Suggestions such as eliminating the K.2.c. section or striking the last line, “*Board approval must be given to the Executive Director's proposal(s) for any compensation action.*” were offered.

The Board went into Executive Session at 1:30 p.m. and exited Executive Session at 1:57 p.m.

The Board shared with the Executive Director that it decided to: (A) Make no changes to the previously approved section K.2.c Variable Pay in the Personnel Policies; and (B) Form a Human Resources sub-committee and add it to the Fiscal Committee (along with the Audit sub-committee); and (C) Have the HR sub-committee work with the Executive Director in supporting and implementing the new K.2.c. Variable Pay policy.

9. Old Business

Teresa Makuakane-Drechsel provided an overview of documents provided to the new Board members, including the following: (A) Policies - Board, Fiscal, Investment, Personnel; (B) Board Assessment Overview; and (C) Executive Director Evaluation Overview.

BOARD OF DIRECTORS MEETING

Sunday, October 18, 2015

10. New Business

A. Committee Assignments – President Patsy Whitefoot announced the co-chairs of each of the committees followed by Board members’ committees selection and assignments.

Committee	Eastern Standard Time (EST)
Board of Directors	4 th Tuesday, 3 pm
Projects, Programs & Research <ul style="list-style-type: none"> • Ronalda Warito-Tome, Co-Chair • Patsy Whitefoot, Co-Chair • Angie Butler • Sylvia Hussey 	2 nd Wednesday, 1 pm
Legislative & Resolutions <ul style="list-style-type: none"> • Yatibaey Evans, Co-Chair • Ryan Wilson, Co-Chair • Angie Butler • TaNeel Real Bird • Robert Cook 	3 rd Wednesday, 3 pm
Organizational Policy <ul style="list-style-type: none"> • Teresa Makuakane-Drechsel, Co-Chair • Joleen Bowman, Co-Chair • Brett Locklear • Samantha Eldridge 	1 st Thursday, 2 pm
Convention & Events <ul style="list-style-type: none"> • Yatibaey Evans, Co-Chair • Samantha Eldridge, Co-Chair • TaNeel Real Bird • Ryan Wilson • Brett Locklear • Robert Cook 	1 st Thursday, 3 pm
Fiscal (Audit, HR Sub-Committees) <ul style="list-style-type: none"> • Sylvia Hussey, Co-Chair • Brett Locklear, Co-Chair • Joleen Bowman • Teresa Makuakane-Drechsel 	3 rd Thursday, 2 pm

BOARD OF DIRECTORS MEETING

Sunday, October 18, 2015

Committee	Eastern Standard Time (EST)
Convention Planning Committee (CPC) – National Planning Committee <ul style="list-style-type: none">• Yatibaey Evans• Sylvia Hussey• RONALDA Warito-Tome• Ryan Wilson	2 nd Thursday, 4 pm
Executive Committee <ul style="list-style-type: none">• Patsy Whitefoot, President• Yatibaey Evans, President-Elect• RONALDA Warito-Tome, Vice President• Joleen Bowman, Secretary• Sylvia Hussey, Treasurer• Brett Locklear, Parliamentarian	4 th Monday, 2 pm

Action: Brett Locklear moved to approve Co-Chairs and Committee assignments for FY 2015-16; seconded by Teresa Makuakane-Drechsel; approved by all.

B. CPC/C&E/Legislative Immediate Tasks

- 1) 2015 Convention Report – provided earlier by the Executive Director (ED)
- 2) Legislative and Resolutions Follow-Up - ED will work with Legislative & Resolutions Committee
- 3) 2016 Convention Theme – October 3-9 (5, 6, 7, 8)
- 4) 2016 Artwork Solicited/Selected
- 5) CPC Recommendations/Appointments – done, see above
- 6) Sponsorships Planned-working on increases in sponsorships for convention
- 7) New Conv. Registration Timeline & Outreach – early bird registration for Reno will begin in July 2016

C. FERPA Letter

Action: Ryan Wilson moved to approve the drafting of a letter to USDOE Secretary Duncan to support the intents of NIEA Resolution 2015-2 re: FERPA waiver for STEP programs, seconded by Joleen Bowman supporting the intents of the tabled resolution; 8 Ayes; 2 Nay and 1 Abstention

BOARD OF DIRECTORS MEETING

Sunday, October 18, 2015

D. Stabilizing Indigenous Languages Symposium

***Action:** Ryan Wilson moved to approve in kind (e.g., sharing the information with the NIEA membership via NIEA network, non-cash) co-sponsorship for the mid-May 2016, Stabilizing Indigenous Languages Symposium in Denver; seconded by Yatibaey Evans; discussion held and approved by all.*

Closing prayer offered by Yatibaey Evans and the meeting was adjourned at 3:34 p.m.

DRAFT