

RESOLUTION NO: _____

**RETENTION AND RECRUITMENT OF EARLY CHILDHOOD
EDUCATION PROGRAM POSITIONS – EARLY HEAD START, HEAD
START AND CHILD CARE CENTER**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians' mission is to improve the health, welfare, and education of its members and their families; and

WHEREAS, the Board of Directors has identified the recruitment and retention of the Tribe's Early Childhood Education Programs' positions are a priority of the Tribe.

NOW, THEREFORE BE IT RESOLVED, the Board of Directors' authorizes the Early Childhood Education Program to implement recommended retention and recruitment efforts through the following Board of Directors' directives:

1. Approval of the Early Childhood Education Program (ECP) Retention Plan for all ECP staff, including Early Head Start, Head Start and Child Care Center.
2. Approval of the Early Childhood Education Program Recruitment Plan for all new ECP staff, including Early Head Start, Head Start and Child Care Center.
3. Approval of updated Early Childhood Program structure under a functional aligned structure with updated job titles and job descriptions for child care aides, teacher aides and instructors that are re-factored and re-graded by Blue Stone Strategies and administration.
4. Approval to transfer existing Early Childhood Education Program team members into the new ECP titles and job descriptions for child care aides, teacher aides and instructors as defined in the recommended ECP structure, including a one-time waiver of any conflicting HR policies.
5. Entire Early Childhood Education Program will be included in the comprehensive Governmental Compensation Study to establish salary ranges and to be evaluated for years in position for grid placement which is currently in process.
6. Approval to post and fill new or vacant positions as defined in the new Early Childhood Education Program structure for child care aides, teacher

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aides and instructors, as approved and as supported by any approved administrative budget modifications for this purpose.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribe's Executive Director or designee to execute any and all documents, including administrative budget modifications for signing and reallocations within available funding sources; and approval of all necessary HR paperwork for Recruitment and Retention Bonus Incentives per the above Plans; and

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes and approves the use of any and all funds, including Office of Head Start, Tribal Support and ARPA to facilitate the retention and recruitment of positions.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BOARD OF DIRECTORS SPECIAL MEETING

August 27, 2024
Sponsor's List

RESOLUTIONS:

Retention and Recruitment of Early Childhood Education Program Positions – Early Head Start, Head Start, and Child Care Center – Stephanie Sprecker / Shondra Gervais

MEMORANDUM

TO: Board of Directors
FROM: Lona Stewart, Board Administrator
DATE: August 22, 2024
RE: Workshop Agenda for August 27, 2024

AGENDA **Closed Session**

8:30

Tour of JKL Schools

9:30

JKL Fiduciary Committee Meeting

10:30

Kewadin Casino Gaming Authority Meeting

10:45

Budgets

11:00

Executive Reports – Casinos/EDC

12:00 – 1:00

Lunch Break

1:00

Health Advisory Board

2:00

Recovery Project Presentation

Mobile Medical Unit Usage

Telemedicine Expansion Outside 7 County Service Area

3:00

Rx Kids Project – Dr. Mona Hanna

4:30

Agenda Review

5:00

Special Board of Directors Meeting