

**BOARD OF DIRECTORS SPECIAL MEETING
KEWADIN CASINOS CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
MINUTES
AUGUST 27, 2024**

This meeting was opened at 5:02 p.m. by Chairman Austin Lowes

Present: Michael McKerchie, Kimberly Lee, Aaron Payment, Kimberle Gravelle, Rob McRorie, Lana Causley-Smith, Kimberly Hampton, Bridgett Sorenson, Tyler LaPlaunt, Shawn Borowicz (Z), Isaac McKechnie, Larry Barbeau, Austin Lowes

Absent: None

Moved by Director Hampton, supported by Director Sorenson, to approve the agenda as read.

Motion carries unanimously.

Moved by Director Payment, supported by Director Sorenson, to approve Resolution 2024-257, Retention and Recruitment of Early Childhood Education Program Positions – Early Head Start, Head Start and Child Care Center.

Without objection, the reading was waived.

No objection.

Moved by Director Payment, supported by Director Hampton, to go into Closed Session.

Motion carries unanimously.

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 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.

Roll Call Vote: Motion carries unanimously.

Adjourned at 5:39 p.m.

Date: 9/3/24

Secretary: 
Kimberly Hampton

Others Present: Jessica Dumback, Aaron Schlehuber, Ashlee Mielke, Joseph Street, Christine McPherson, Robert Schulte, Stephanie Sprecker, Shondra Gervais, Josh Elliot, Jen Clerc (Z)