



NATIONAL INDIAN EDUCATION ASSOCIATION

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NIEA BOARD OF DIRECTORS QUARTERLY MEETING Monday, August 2, 2021 1:00pm to 5:00pm EST

M I N U T E S

Board Members Attendees	Present	Absent Excused	Absent Unexcused
1. Jason Dropik, President	X		
2. Dr. Connie Locklear, 1 st VP, Southeast General Board Member	X (left at 4:27pm)		
3. Patricia Whitefoot, 2 nd VP, West General Board Member	X (late; missed first vote)		
4. Dr. Sylvia Hussey, Treasurer, Hawaii General Board Member	X (excused between 2:34- 3:37pm)		
5. Dr. Lori Quigley, Secretary, Northeast General Board Member	X		
6. Dr. Brenda Deese, At Large General Board Member	X		
7. Brandon Thoms, Great Plains General Board Member	X		
8. Dr. Jolene Bowman, At Large General Board Member	X		
9. Tesia Zientek, At Large General Board Member	X		
10. Teresa Sarabia, Alaska General Board Member	X		
11. Ben Baldwin, Student Board Member	X		
12. Jaylyn Suppah, Student Board Member	X (late; missed first vote)		
13. Robin Butterfield, Ombudsman	X		
Staff/Guest Time Log In		Time In	Time Out
Diana Cournoyer, Executive Director	X	1:00pm	3:30pm
Miriam Davis-Rosenbaum, Operations Director	X	1:00pm	4:20pm

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
1:00pm	<p>Call Meeting to Order, Prayer & Roll Call</p> <p>Pres. Jason Dropik called the meeting to order at 1:05pm; Sylvia Hussey provided the opening prayer; Sec. Lori Quigley took roll call; quorum established.</p>	Jason Dropik, President
1:05pm	<p>Agenda</p> <p>Action:</p> <p>Moved by Jolene Bowman, seconded by Ben Baldwin to approve the August 2, 2021 Board of Directors quarterly meeting agenda, with the addition of the proposed action items from the Fiscal Committee; no further discussion; 10 approved, 0 opposed, 0 abstained; motion carried.</p>	Jason Dropik, President Lori Quigley, Secretary
1:10pm	<p>Meeting Minutes</p> <p>Action:</p> <p>Moved by Connie Locklear, seconded by Tesia Zientek to approve the May 10, 2021 BOD Quarterly Meeting minutes; 12 approved; 0 opposed; 0 abstained; motion carried.</p>	Lori Quigley
1:15- 1:40pm	<p>Presentation of Operations Goals</p> <p>Patsy Whitefoot began with an overview of the Advocacy Committee goals and strategic objectives. The next committee goals and objectives she reviewed was Governance Committee.</p> <p>Membership Committee.</p> <p>Fiscal Committee. The Committee has been reviewing the Fiscal policies and procedures, as well as the FY22 budget proposal.</p> <p>Action:</p> <p>Moved by Patsy Whitefoot, seconded by Sylvia Hussey to approve the committee goals and committee membership list pending approval of membership standing; no further discussion; 12 approved; 0 opposed; 0 abstained; motion carried.</p>	Patsy Whitefoot, 2 nd Vice President
1:40- 2:05pm	<p>Advocacy: Legislative/Bill Support</p> <p>Patsy Whitefoot indicated the Advocacy Committee is working toward meeting the NIEA legislative deadline for work they are doing on critical race theory. The resolution then will be reviewed by membership at the annual convention prior to vote. The Committee has been reviewing states that are anti-critical race theory, as well as critical race theory from an indigenous point of view/perspective.</p> <p>Jason pointed out the importance of teaching tribal history (appropriately) in all curriculum. He noted that there are some states that are passing legislation against this curriculum and CRT. The anti-CRT movement is becoming problematic to Indian country.</p>	Patsy Whitefoot

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	<p>Patsy also noted that many are moving forward with land acknowledgements as well across states and municipalities. Mascots, treaties, tribal sovereignty are also being touched upon.</p> <p>Action:</p> <p>No action at this time.</p>	
2:05-3:00pm	<p>Organization Update</p> <p>NIEA Executive Director Diana Cournoyer presented slides that began with the NIEA mission and values, and then moved into the organizational chart for NIEA Staff. One change is moving Rusty Creed Brown from working on the Gates grant to working under Judi Urquhart, Development Director, to assume the position of Grant Compliance Manager, where his strengths are.</p> <p>Adrienne Elliott’s position is being divided into two: Tribal Education Policy Associate (working closely with BIE schools and living in DC—experience in policy needed) and legislative associate.</p> <p>Diana indicated that NIEA is still seeking funding for the Native Educator Initiative work. Work continues around Native teacher recruitment, building of culture and language resources, tribal communities in schools (NIEA is seeking certification in this area), trauma-informed practices (healing historical trauma), and highlighting Native veterans project.</p> <p>Grant-funded initiatives also include Native Education for All (WEND Foundation) focusing on creating opportunities to transform education systems where Native peoples have been invisible or erased from contemporary text and educational conversations; and the Supporting Student Success (Navajo Nation; 13 curricular projects).</p> <p>Other potential grant funding include:</p> <ul style="list-style-type: none"> • US Dept of Education Teacher Preparation – NAU and NSU • Native Teaching Fellows (Kellogg) – Arizona, New Mexico, Michigan partners • DOJ – in partnership with FHI360 create a youth advocacy and empowerment curriculum and training to disseminate in partnership with Indian Centers in Denver, Baltimore, Boston • ANA Native Language – in partnership with the Endangered Languages Project to create a language curricular assets with teaching and evaluation tools • Nellie Mae – to create a Tribal Community Schools Model in Maine tribal schools <p>Diana also explained some of the work being accomplished via the Staff Retreat and specific to Strategic Planning. This was especially important given new staff (team building and community connections) and staffing changes.</p> <p>Lastly, Diana has been traveling for the following:</p> <ul style="list-style-type: none"> • Presentations on Culturally and Linguistically Responsive Language, Culture Based Prevention 	Diana Cournoyer, Executive Director

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	<ul style="list-style-type: none"> • Trauma Informed Education – (Blanket Exercise) Red Cloud High School, Omaha Tribal Education • Traveling to DC for Adrienne’s last week with NIEA <p>Jason Dropik inquired if NIEA has any data on staffing levels, lack of student teachers/teacher needs, and on impact on teaching. Diana indicated she will begin gathering this information as best as possible.</p> <p>Sylvia Hussey noted her appreciation for NIEA staff staying the course during the pandemic and up to the present, with staff challenges, staffing changes, and more. She applauded Diana for her leadership and stance that “NIEA is here to support.”</p> <p>Diana emphasized the importance of the staff retreat in addressing the challenges and elevating the work being accomplished by NIEA.</p> <p>Tesia Zientek also added that her department is in the midst of creating standards and inquired if there was a NIEA staff member who could assist in developing Tribal Education Standards. Diana noted there are staff who can assist in this work and she will assist in making the connection.</p> <p>Patsy Whitefoot inquired if there were any connections to the Regional Laboratories/technical assistance centers. Diana responded that the relationship is mainly one of sharing of information.</p> <p>Teresa Sarabia inquired about the NIEA relationship with Alaska. Diana noted the past partnership with the Lumina Foundation grant work.</p> <p>Convention Update</p> <p>Diana presented slides which provided a quick update on convention planning, from the venue to badges. NIEA staff has been assigned “expert” areas that they will take the lead in (e.g., Youth Day, ribbons, workshops, food and beverage, merchandise, registration, sponsors, voting and resolutions, and tradeshow). Diana also reviewed event attire and some convention highlights.</p> <p>Convention Travel</p> <p>BOD members are urged to work with Miriam Rosenbaum-Diaz in making arrangements to book air travel to the convention. BOD members may also make/pay for their own travel as part of their annual required donation to NIEA.</p> <p>Lori Quigley inquired if a change in proposed BOD schedule could be made since Tuesday is scheduled as a free day; meaning, could BOD members arrange to arrive Sunday instead of Saturday, and then have full-day meetings on Monday and Tuesday, instead of Sunday and Monday. <i>After discussion, the Board agreed to hold meetings on Sunday and Monday, with Board travel to Omaha on Saturday.</i></p> <p>There is an airport shuttle available to the hotel.</p> <p>Convention Agenda</p>	

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	<p>BOD members reviewed the Board’s responsibilities during convention, as well as the convention highlights in general. One addition is the post-convention Sunday all-day meeting for next year’s board. New board member orientation usually takes place on Saturday after the General Assembly—TBD.</p> <p>Currently, approximately 500 have pre-registered under the Early Bird Registration period. This is roughly half of what the numbers are in a “normal” year.</p> <p>Jason also inquired about last-minute events that may cause changes to the planning (i.e., rising COV-19 numbers, mask mandates/suggestions, inability to attend inperson vs. remote attendance). Diana replied that she and staff and convention planning team are all keeping abreast of all news and changes. Only if the CDC and state of Nebraska shut down public events/venues will NIEA receive a full refund on the convention fees/costs.</p>	
3:10-3:20pm	Break	
3:10-3:15pm	<p>Awards Discussion</p> <p>To date, no awards nominations have been submitted.</p> <p>Ombudsman Robin Butterfield reviewed the two awards given out by the Board of Directors: the Lifetime Achievement Award and the Dr. Demmert Language Achievement Award. In the past, the Board has voted on these once names are given.</p> <p>Award nominations for the Lifetime Achievement Award should be for those who are NIEA members, are towards the end of their careers, and whose contributions are far-reaching, beyond their community and/or school. Current board members cannot be nominated.</p> <p>For the Demmert award, the focus is on language immersion programs and/or language development/maintenance of language, and should go to programs, but could be given to an individual.</p> <p>Award nominations should have been received and voted on by now as travel arrangements need to be made for awardees to receive their awards at the luncheon. The Lifetime Achievement awardee is also given the opportunity to speak at convention.</p> <p>A list of previous winners will be emailed out, along with a list of award nomination criteria. The goal date for nominations is tentatively set for August 16, with electronic vote selection by the BOD within the following week’s time.</p>	Robin Butterfield, Ombudsman
3:15-3:45pm	<p>Committee Updates</p> <p>Fiscal Committee. Treasurer Sylvia Hussey introduced the committee’s action items.</p> <p>Action:</p> <p>The Fiscal Committee recommends approval to the Board of the:</p>	Committee Chairs

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	<p>A. Financial Statements as of and for the six months ended June 30, 2021 (July 21, 2021 Fiscal Committee Meeting);</p> <p>B. Q2, June 30, 2021 transactions >\$10,000 as listed (July 21, 2021 Fiscal Committee Meeting);</p> <p>C. Financial Statements as of and for the five months ended May 31, 2021 (June 15, 2021 Fiscal Committee Meeting);</p> <p>D. Financial Statements as of and for the four months ended April 30, 2021 (May 19, 2021 Fiscal Committee Meeting).</p> <p>Motion by Sylvia Hussey, seconded by Jolene Bowman to approve the Fiscal Committee action items (above); no further discussion; 10 approved; 0 opposed; 0 abstentions; motion carried.</p> <p>The chairs of the following committees presented updates:</p> <p>Governance Committee. Dr. Jolene Bowman presented the final draft of the Board Policies and Procedures for approval.</p> <p>Action:</p> <p>Motion by Lori Quigley, seconded by Patsy Whitefoot to approve the proposed draft of the NIEA Board of Directors Policies and Procedures dated July 31, 2021; no further discussion; 12 approved; 0 opposed; 0 abstained; motion carried.</p> <p>The Governance Committee also reviewed the NIEA Committee Handbook. Patsy also noted that many eyes and hours were expended in revising and/or creating these handbook policies and procedures. She also stressed the importance of these documents for NIEA members.</p> <p>Action:</p> <p>Motion by Patsy Whitefoot, seconded by Ben Benjamin to approve the NIEA Committee Handbook dated July 31, 2021; no further discussion; 12 approved; 0 opposed; 0 abstained; motion carried.</p> <p>The Governance Committee also reviewed the Finance Committee’s Gift Acceptance Policy. The committee forwarded back to Fiscal some suggested edits, which the Fiscal Committee has accepted. The policy essentially codifies policies and procedures for accepting gift donations to NIEA.</p> <p>Sylvia Hussey reviewed the overall policy by explaining various sections and providing rationale for the policies set forth in the document.</p> <p>Action:</p>	

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	<p>Motion by Jolene Bowman, seconded by Sylvia to approve the NIEA Fiscal Committee’s Gift Acceptance Policy as presented; no further discussion; 12 approved; 0 opposed; 0 abstained; motion carried.</p> <p>Robin Butterfield also requested on behalf of the committee to hire an editor to retype and finalize the formatting of these Board-approved documents. Sylvia noted that this could be considered post-Board/committee work, and if available, the NIEA budget could support with a line item allocation in the future.</p> <p>Discussion ensued regarding BOD committee boardwork budget requests. Sylvia Hussey recommended that the ED survey directors for budget needs to be planned for the FY22 budget.</p> <p>Connie Locklear introduced the committee chairs for NEED to present their reports. From the NPEN Native Professional Educator Network, Brandon Thoms summarized a letter that is being prepared for members to sign in support of legislation—more to come.</p> <p>Brenda Deese presented the work of the Native Research, Assessment and Evaluation subcommittee. The group has been looking to establish a repository via a digital platform for NIEA members as a member benefit. They are hoping to identify the platform prior to convention.</p> <p>Tesia Zientek noted that the Native Education Systems subcommittee has disseminated a survey (focused on virtual learning and JOM programs), and is in the process of analyzing the survey results to be presented at convention.</p> <p>Advocacy. Patsy Whitefoot added that the Committee has been working to collect all of the operational committee goals/strategic plans.</p>	
4:00-4:20pm	<p>Unfilled Board Position Issue</p> <p>The ombudsman, Robin Butterfield, provided a letter pertaining to improper action by the BOD in filling the position created by Brian Jackson’s resignation as Board member.</p> <p>In effect, the NIEA President, Jason Dropik, moved to open an additional At-Large position to be filled this October at Convention.</p> <p>Jaylyn Suppah noted that one barrier for students is the NIEA membership requirement.</p> <p>Robin suggested that Board members volunteer to nominate individuals for Board membership.</p>	Robin Butterfield

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4:20-4:40pm	<p>ED Mid-Year Evaluation</p> <p>Feedback and Discussion</p> <p>Robin Butterfield summarized for the Board the results of the mid-year evaluation of ED Diana Cournoyer. Citing the Board policies and procedures, the Board is responsible for providing support for the executive director; hence, the evaluation form is being used for this purpose.</p> <p>Robin noted that a three BOD members have not returned the forms to her.</p> <p>Regardless, according to the COBL, the President, 1st and 2nd Vice Presidents are responsible for meeting with the executive director to provide her guidance. The timeliness has not been ideal this year. A formal evaluation will be conducted at BOD meetings during convention week.</p> <p>Lastly, Robin recommended that documentation be created on any follow-up discussions with the ED, as well as any professional development plans.</p> <p>Final discussion included comments and concerns for Board members not all having access to documents needed to fully complete the evaluation rubric.</p> <p>Jason noted that he's asked for brief monthly updates from the ED to the Board, which will prove helpful.</p>	Robin Butterfield
5:00pm	<p>Wrap Up, Discussion and Adjournment</p> <p>The Committee Chair meetings scheduled for this Friday are both cancelled.</p> <p>Robin recommended that the Board do something to recognize its appreciation to Walter Kahumoku for all the work he contributed to NIEA and the work of the Board. All agreed.</p> <p>Action:</p> <p>Moved by Lori Quigley, seconded by Patsy Whitefoot to adjourn the meeting; all approved, motion carried, meeting adjourned at 4:46p.m. EST.</p> <p><i>Next meeting is scheduled for October 10, 2021, (and October 11, 2021) in Omaha, NE, for a full day prior to the NIEA Annual Convention and Trade Show.</i></p>	Jason Dropik