

FOND DU LAC ORDINANCE #17/93, AS AMENDED

CHARTER OF THE FOND DU LAC OJIBWE SCHOOL

**Adopted by the Fond du Lac Reservation Business Committee by Resolution #1358/93 on November 18, 1993.
Amended by Ordinance #01/95 of the Fond du Lac Reservation Business Committee, adopted by Resolution #1014/95 on January 10, 1995.**

Amended by Ordinance #04/96 of the Fond du Lac Reservation Business Committee, adopted by Resolution #1087/96 on March 26, 1996.

Amended by Ordinance #09/96 of the Fond du Lac Reservation Business Committee, adopted by Resolution #1231/96 on September 10, 1996.

Amended by Ordinance #03/97 of the Fond du Lac Reservation Business Committee, adopted by Resolution #1112/97 on April 30, 1997.

Amended by Ordinance #01/08 of the Fond du Lac Reservation Business Committee, adopted by Resolution #1085/08 on March 26, 2008.

Amended by Resolution #1000/11 of the Fond du Lac Reservation Business Committee on January 4, 2011.

Amended by Resolution #1208/15 of the Fond du Lac Reservation Business Committee on July 8, 2015.

Amended by Resolution #1276/17 of the Fond du Lac Reservation Business Committee on August 15, 2017.

Amended by Resolution #1104/21 of the Fond du Lac Reservation Business Committee on March 17, 2021.

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CHARTER OF THE FOND DU LAC OJIBWE SCHOOL

Pursuant to the authority granted by Article VI of the Revised Constitution of the Minnesota Chippewa Tribe, and as recognized under Section 16 of the Indian Reorganization Act, 25 U.S.C. § 476, the Fond du Lac Reservation Business Committee, as the Governing Body of the Fond du Lac Band of Lake Superior Chippewa, does hereby charter the Fond du Lac Ojibwe School to engage in those activities prescribed herein relating to the administration and operation of the Fond du Lac Ojibwe School on the Fond du Lac Reservation in Cloquet, Minnesota.

101. **Name.** The name of the organization shall be the Fond du Lac Ojibwe School (hereinafter referred to as the "School").
102. **Purpose.** The purpose of the School shall be to provide for the education of members of the Fond du Lac Band of Lake Superior Chippewa and other eligible individuals in a manner which is consistent with applicable law and with the values, customs and traditions of the Ojibwe people.
103. **Structure of the School.** The School shall be structured in the following manner:
 - a. **Governing Board.** The governing board of the School shall be the Fond du Lac Ojibwe School Board (hereinafter referred to as the "School Board"), which is hereby assigned the responsibilities and delegated the authority prescribed herein to carry out the purpose of the School.
 - b. **Superintendent of Education.** The chief administrative officer of the School shall be the Fond du Lac Superintendent of Education. The Superintendent shall be directly accountable to the Fond du Lac Ojibwe School Board, shall serve as the agent of communication between the School Board and the Reservation Business Committee, and shall report to the School Board monthly on all matters related to school administration and operations of the School. In the event that the Superintendent is unable to attend a School Board meeting, a delegate of the Superintendent shall report to the School Board.
 - c. **Principal.** The Principal of the School shall be responsible for the day-to-day administration and operation of the School, including all personnel management and student disciplinary matters, subject to the review and supervision of the Superintendent of Education. The Superintendent shall report to the School Board on all aspects of the School's operations.
 - d. **Policies and Procedures.** The personnel policies of the Reservation Business Committee shall serve as the personnel policies of the School. The School Board or the Superintendent, as authorized by the School Board, may recommend to the Reservation Business Committee such supplemental personnel policies as may be

necessary to the particular needs or purposes of the School, or as may be required under applicable law. Student conduct at the School shall be governed by a Student Handbook, which will inform the students of the rules of the School and of the students' rights and privileges. The Student Handbook shall be subject to the review and approval of both the School Board and the Reservation Business Committee.

104. **Attributes.** The School is a subdivision of the Fond du Lac Band of Lake Superior Chippewa, and the actions taken by the School Board shall be imbued with those privileges and immunities inherent to the Fond du Lac Band, except as limited herein. Nothing in this Charter shall be deemed or construed as a waiver of the sovereign immunity of the Fond du Lac Band, or to constitute consent by the Fond du Lac Reservation Business Committee or the School Board to suit, except as provided herein.
105. **Admission to the School.** Preference for admission to the School shall be given to enrolled members of the Fond du Lac Band who are otherwise eligible to attend the School. Eligibility for admission to the School for all other individuals, consistent with the purpose set forth under Article 102 of this Charter, shall be granted according to the following order of priority:
- a. Enrolled member of the Fond du Lac Band of Lake Superior Chippewa;
 - b. Child of a Fond du Lac Band member;
 - c. Grandchild of a Fond du Lac Band member;
 - d. Member of another federally-recognized Indian tribe;
 - e. All others.
106. **School Board Membership.** The School Board shall consist of seven (7) members, who shall be appointed by the Reservation Business Committee to terms of four (4) years. Of the seven (7) members, six (6) members shall reside on the Fond du Lac Reservation and shall consist of two members from each District (Brookston, Cloquet and Sawyer), and one (1) member shall be at-large. The Reservation Business Committee may appoint temporary members to the School Board, consistent with the provisions of this Charter, as necessary to serve out the remainder of existing terms on the School Board. The Reservation Business Committee may consider the recommendations of the School Board Chair in making such appointments, and shall notify both the appointee and the School Board of such appointments. A majority of School Board members must be enrollees of the Fond du Lac Band. If a Board member moves out of the district they represent they will be allowed to complete their current term of office.
107. **Resignation, Removal or Suspension of School Board Members.** A member of the School Board may resign from the Board by providing written notice of resignation to the Board Chairperson. A member with three (3) consecutive absences shall be removed from the School Board. A member of the School Board may be removed by the Reservation Business Committee for misconduct, malfeasance, or crimes of moral

turpitude. Where a member of the School Board has been charged with a crime of moral turpitude, or where the Reservation Business Committee has considered reliable allegations of such conduct, the Reservation Business Committee may suspend that member until such time as that member has been exonerated of those charges or allegations. The School Board may recommend censorship, removal or suspension of a Board member to the Reservation Business Committee for any of the above-stated reasons, provided that the conduct at issue is reasonably substantiated. Any infractions of the limitations of the school board bylaws may result in censorship, suspension, or removal of the member.

108. **Officers.** The School Board shall elect from among its members a Chairperson, a Vice-Chairperson, and Secretary, subject to the approval of the Reservation Business Committee. The Chairperson shall preside at all meetings of the Board or, in the absence of the Chairperson, the Vice-Chairperson shall preside. The Chairperson shall have the responsibility to see that all the functions of the School Board are satisfactorily conducted and shall perform all general responsibilities which are inherent to that office. The Secretary shall prepare and maintain the minutes of the School Board and shall provide copies of Board minutes to the Reservation Business Committee within ten (10) days of approval. An officer may be removed from that office by majority vote of a quorum of the School Board.

a. **Election of Officers; Terms of Office; Vacancies**

1. All officers of the Board shall be nominated from the floor and elected by a secret ballot.
2. Each officer of the Board shall be elected for a term of two (2) years. The officer shall assume office immediately upon election. This provision does not preclude the re-election of an officer.
3. In the case of filling a vacancy, the position shall be filled as soon as practicable by electing a successor to the expired term of office.
4. The Chairperson and Secretary shall be elected in an alternate year to the Vice-Chairperson.

109. **Powers.** The School Board shall have the following powers, subject to the review and approval of the Reservation Business Committee:

a. **Establishment of Policies and Procedures.** The School Board shall have the authority to establish such policies and procedures as are necessary to govern the actions and general administration of the School consistent with the purposes prescribed under Article 102 of this Charter, specifically including policies and procedures in the following areas:

1. Academic/Ojibwe cultural standards;
2. Financial management;
3. Personnel management;
4. Student rights and responsibilities;

5. Annual reporting;
 6. Audit preparation; and
 7. Such other areas designated by the Reservation Business Committee.
- b. **Educational Standards.** The School Board shall have the authority to develop, waive, and revise in whole or part the educational standards of the School in order to meet the specific needs of the students of the School, to meet the requirements of applicable laws and regulations, as well as the standards required by accrediting agencies. The School Board may develop a philosophy of education for the School consistent with the purposes prescribed under Article 102 of this Charter.
- c. **School Financial Plan and Budget.** The Superintendent shall annually develop and present to the School Board the financial plan of the School and shall clearly delineate all recommended expenditures by program. The School Board shall have the authority to review, modify, reject, and amend the financial plan of the School, subject to the approval of the Reservation Business Committee. The Superintendent shall present to the Board at regular monthly meetings a financial statement of monthly expenses and revenues. The fiscal records of the School shall be maintained and managed by the Fond du Lac Program Accounting Department, which shall follow the accepted rules of accounting and the accounting policies of the Reservation Business Committee, absent a contractual or other legal requirement to the contrary. The School Board shall have the authority to recommend budgets to the Superintendent. Upon School Board approval, the Superintendent will recommend approved budgets to the Reservation Business Committee.
- d. **Personnel Evaluation and Selection.**
1. The School Board shall have the authority to conduct an annual performance evaluation of the Superintendent of Education.
 2. The Executive Director of Tribal Programs shall also participate in the Superintendent's evaluation.
 3. The School Board shall have the authority to review and provide input on tools used for evaluating teaching personnel and support staff.
 4. The School Board shall designate one member to participate in the personnel selection process.
- e. **Appeals of Student Disciplinary and Expulsion Actions.** The School Board shall have the authority to hear and decide appeals brought by a parent or guardian of student disciplinary or expulsion actions taken by the Superintendent.

- f. **Community Relations.** The School Board may speak to the Fond du Lac community on any matter relating to the School which is of concern to the community and may communicate with parents and community members as necessary to advance the purposes and interests of the School.
 - g. **Transportation Program.** The School Board shall review and approve any changes to student safety and discipline policies in the Transportation Program and any route changes, subject to further review by the Reservation Business Committee. The School Board shall review funding requests from the Transportation Program and the amount of funding received. The Transportation Supervisor shall report to the School Board on all aspects of the Transportation Program's operations.
110. **Meetings.** All meetings of the School Board shall be conducted in accordance with the following procedures and the limitations set forth under Article 112 of this Charter.
- a. **Regular Meetings.** Regular Meetings of the School Board shall be held at least monthly. A written notice of a Regular Meeting must be sent to each member of the Board by the Secretary at least five (5) calendar days prior to the meeting specifying the agenda, place, date and time of the meeting.
 - b. **Special Meetings.** Special Meetings of the School Board may be called by the Chairperson or by any three (3) members of the Board. A written notice must be sent to each member by the Secretary at least three (3) calendar days prior to the meeting specifying the purpose, place, date and time of the meeting and shall include the names of those members responsible for calling the meeting. No business shall be conducted at the Special Meeting except as specified in the written notice.
 - c. **Executive Sessions.** The Chairperson or a majority of the School Board may call an executive session after a legally-convened meeting of the Board, having established a quorum and by a majority vote of members present, for the consideration of matters of a highly sensitive or confidential nature, or for consultation with the tribal attorney relating to matters of a legal nature. Matters discussed and/or resolved in Executive Session are to be treated with the utmost confidentiality, and Board members shall not disclose the details of Executive Sessions to unauthorized persons.
 - d. **Agenda.** The Chairperson of the School Board and the Superintendent shall develop a meeting agenda based upon the regular business of the Board and issues raised by community members, staff, or other interested parties.
 - e. **Quorum.** A quorum of four (4) members, at least one of whom shall be the Chairperson or the Vice-Chairperson, shall be necessary to conduct the business of the School Board.

- f. **Resolutions and Orders.** All resolutions and orders of the School Board shall be countersigned by both the Chairperson and the Secretary of the Board.
 - g. **Voting Procedures.** All votes taken by the School Board shall be based upon a motion duly made and seconded. No vote shall be valid unless made during a duly-convened meeting with a quorum present. A majority of voting members present and voting shall be necessary to pass or defeat a motion. Officers of the Board, except for the presiding officer, are expected to vote on all motions. In the event of a tie vote, the presiding officer shall cast the deciding vote.
111. **Subcommittees.** The School Board may establish standing or ad hoc subcommittees from its membership to address specific issues or projects related to the following areas: budget, social activities, education, and personnel.
112. **Limitations.** The following limitations shall apply to members of the School Board in carrying out Board functions.
- a. **Political Activity.** No member of the School Board shall use Board membership to advance personal positions which are not directly related to the Board's purposes, to promote propaganda or to otherwise attempt to influence the outcome of legislative or political processes.
 - b. **Representation.** No member of the School Board shall represent that he or she individually speaks or acts for the Board outside of official meetings unless and to the extent that such representation is designated in advance by the Board.
 - 1. **Solicitation and Vendors:** No member of the School Board shall directly or indirectly solicit any contract between the School or the School Board and an outside company. No member of the School Board shall contact vendors in regards to contracts or purchases with or for the Fond du Lac Ojibwe School or School Board.
 - c. **Personal Compensation.** No member of the School Board shall receive any income or compensation for serving on the Board, except to the extent that the Reservation Business Committee authorizes reasonable compensation for services rendered.
 - d. **Operational Limitations.** The School Board shall not engage in any activity which is not permitted by (1) a corporation which is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1954 or (2) a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1954.

e. **Conflicts of Interest.**

1. If a Board member's business, relationship to student(s) or FDLOJS staff, or involvement in another activity constitutes a conflict of interest, then the Board member will (a) immediately disclose to the Board such conflict or potential conflict; (b) remove herself/himself from discussion regarding any issue which involves conflicted issue or person; and (c) refrain from voting on any such issue.
2. Conflict of interest includes, without limitation:
 - i. Serving as an officer or director of a corporation that does business with the Fond du Lac Ojibwe School;
 - ii. Having financial interest in a corporation doing business with the Fond du Lac Ojibwe School; or
 - iii. Having the potential to have a direct personal benefit from action taken by the School Board.
3. Use of one's membership on the Board in such a manner shall constitute misconduct, and shall be sufficient grounds for removal as provided under Article 107 of this Charter.

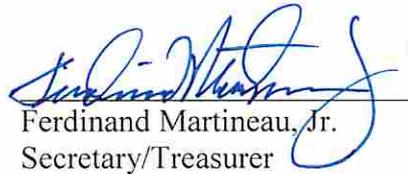
113. **Amendments.** This Charter shall only be amended by Resolution of the Reservation Business Committee.

CERTIFICATION

We do hereby certify that the foregoing Ordinance #17/93 was duly adopted by Resolution #1358/93 by a vote of 2 for, 0 against, 0 silent, with a quorum of 3 being present at a Special Meeting of the Fond du Lac Reservation Business Committee held on November 18, 1993, on the Fond du Lac Reservation, and subsequently amended by Ordinance #01/95 adopted by Resolution #1014/95 on January 10, 1995; by Ordinance #04/96 adopted by Resolution #1087/96 on March 26, 1996; by Ordinance #09/96 adopted by Resolution #1231/96 on September 10, 1996; by Ordinance #03/97 adopted by Resolution #1112/97 on April 30, 1997; by Ordinance #01/08 adopted by Resolution #1085/08 on March 26, 2008; by Resolution #1000/11 on January 4, 2011; by Resolution #1208/15 on July 8, 2015; by Resolution #1276/17 on August 15, 2017; and by Resolution #1104/21 on March 17, 2021.



Kevin R. Dupuis, Sr.
Chairman



Ferdinand Martineau, Jr.
Secretary/Treasurer