

ARTICLE 1. INTRODUCTION

I. ORGANIZATION DESCRIPTION

A. MISSION STATEMENT

To create a balance of exemplary education and the O’Odham and Piipaash cultures to ensure a positive future for our children and our Community.

B. PHILOSOPHY

The Division believes that:

1. Quality education services should be provided in a healthy and safe environment wherein students are assisted in developing a positive self-image and life skills and where students are taught multicultural and social values and academic and social skills.
2. Each student should be assisted in developing their identity, dignity and self-confidence. Each student should be accepted, respected and acknowledged for his/her unique, positive qualities and contributions.
3. The cooperative involvement of the Education Division (Division), parents, and Salt River Pima-Maricopa Indian Community (SRP-MIC) will create a positive environment that is conducive to quality educational and BIE residential school services. Mesa Public Schools is the SRP-MIC’s Local Education Agency (LEA). As such, the collaboration and effective partnership with Mesa Public Schools should provide Community member students with access to quality education services in a healthy and safe environment.
4. SRP-MIC language and traditional values should be modeled and preserved. Each individual should have the responsibility to model SRP-MIC traditional values, culture, and language.

C. SERVICES PROVIDED

The Division provides educational services through the following:

1. Early Childhood Education Center (ECEC)
2. Salt River Elementary School (SRES)
3. Salt River High School (SRHS)
4. Accelerated Learning Academy (ALA)
5. School & Community Relations
 - a. Johnson O’Malley Program
 - b. Boarding School Applications and Information
 - c. Attendance Incentive Program
 - d. Academic Excellence Incentive Program
 - e. Back to School Night

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- f. Advocacy
 - g. Counseling
 - h. Parent and Student Presentations
6. Tribal Library
 7. GED
 8. Higher Education & Scholarship
 9. Student Food Service
 10. Student Transportation

D. SRP-MIC EDUCATION HISTORY

[INSERT]

E. ORGANIZATIONAL STRUCTURE

The Division is composed of nine (9) Education Board members who together constitute the Education Board. When a vacancy occurs on the Education Board, the Education Board interviews prospective Board Members and recommends individuals to the SRP-MIC Tribal Council for approval as an Education Board, Board Member. Education Board Members are appointed by the SRP-MIC Council.

The Education Board provides the underlying policy and leadership guidance to the Division by instituting overarching policies. The administration and staff provide the technical expertise and are responsible for the day-to-day operation of the Division.

The Education Board employs a Superintendent/Director of Education who directs and manages the day-to-day operations of the Division. The Education Board also employs managerial, professional and operating staff to assist the Superintendent/Director to carry out the goals and objectives of the Division.

F. ENACTMENT AND AMENDMENT

The Division Policies and Procedures Manual (hereinafter “Manual”) shall be effective only upon its adoption as the official policy of the Education Board, and shall be distributed to Education Board members and employees. Employees shall sign an acknowledgement that they have received, understand and will comply with the Manual. All employees are required to follow the policies and procedures in this Manual and any amendments thereto as soon as they become effective. Duly enacted amendments will replace former policies and procedures and the new amendments, at the time they are enacted, will be considered as part of the employee’s employment contract with the Division. All necessary procedures, administrative guidelines will also be provided as necessary.

The Superintendent/Director, or other staff, as directed by the Education Board, shall review proposed amendments and as necessary, shall obtain a legal opinion from legal counsel to the Board regarding said proposed amendments.

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The Education Board may publish the text of the proposed amendments in its minutes and by posting notice of said amendments. The Education Board shall set a date and time for final consideration of said amendment not less than ten (10) calendar days after said publication. Staff and other persons may submit comments upon proposed amendments prior to final adoption by the Education Board. If, in the Education Board’s opinion, time does not permit a review, the Education Board may enact an amendment to the policy without the ten (10) day posting period and declare the amended policy effective immediately.

An amendment to the Manual adopted by the Education Board shall become effective immediately upon the Education Board enacting an amendment. Copies of the amendments will be thereafter distributed to all staff members and shall be posted at the Division to notify all employees and the general public of the policy change.

In construing the provisions of this Manual, all references to the “Division” shall mean Salt River Pima-Maricopa Indian Community Education Division and all references to the “Board” shall mean the duly elected and qualified Salt River Pima-Maricopa Indian Community Education Board.

II. GOVERNANCE

A. EDUCATION BOARD

1. EMPLOYMENT AUTHORITY

Pursuant to these policies, the Division has the power to hire, promote and discharge such personnel as may be required to conduct the affairs of the Division; provided that the terms and conditions of employment, including wages and benefits (including any pension plans or other deferred compensation arrangements) paid, personnel policies used and disciplinary procedures utilized shall be subject to the approval of the Salt River Pima-Maricopa Indian Community (SRP-MIC) Council.

2. POLICY AUTHORITY

The Education Board is charged with the general governance and oversight of the Salt River Pima-Maricopa Indian Community Education Division. A part of that governance is to adopt and/or modify various Division Policies and Procedures.

3. IMPLEMENTATION DELEGATION

The Education Board hereby delegates the day-to-day operation of the Division, its programs and schools and the implementation of the Education Board’s policies to the Superintendent/Director and the Superintendent/Director’s administrative staff pursuant to the chain of command set forth in the current organizational chart.

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B. APPLICABILITY OF THESE POLICIES

1. SCOPE

These policies apply to all Division employees, including Salt River Pima-Maricopa Indian Community (SRP-MIC) Schools employees, Board Members, volunteers, guest visitors and may be applicable to certain vendors or contractors providing goods or services to the Division.

2. APPLICABILITY OF GOVERNMENT POLICIES

If these policies are silent or materially incomplete on an issue and the SRP-MIC government policies cover the issue, the government policy will serve as an interim policy for the Division to the extent these policies need to be supplemented.

C. GOVERNING LAW

These policies and procedures shall be governed by the laws of the Salt River Pima-Maricopa Indian Community and jurisdiction for any disputes shall be in the Salt River Pima-Maricopa Indian Community Courts, except in such cases where federal law expressly controls. Arizona law shall only apply in so far as absolutely necessary relative to Salt River Pima-Maricopa Indian Community Arizona charter schools and the application of Arizona law shall be strictly limited to said Arizona charter schools and only where expressly required. Should there be a conflict between these policies and Arizona law, as they both may apply to Arizona charter schools, Arizona law shall control where required.

D. POLICIES – CONSTRUCTION AND APPLICATION

1. APPLICATION

These are Division-wide policies promulgated to establish rules, regulations, procedures and guidance for the entire Division and each school within the Division. Any and all other school, departmental or other entity policies, manuals, handbooks or the like are subject to, and must strictly comply with, these policies. These policies were designed to create Division-wide uniformity and operational efficiency

2. CONSTRUCTION

To ensure Division-wide and school-site application, the following words are defined to establish their meaning and use in these policies:

- a. Division: Division, as used in these policies, generally refers to the Salt River Education Division as a whole and each school within the Division. Therefore, the word “School” can typically be inserted in place of the word “Division” to make these policies applicable to each of the schools and their

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separate operation. It shall always remain clear that the Division shall control in the event of any controversy or conflict.

- b. Education Board: The Education Board provides the underlying policy and leadership to the Division by instituting operating policies. The Education Board employs a Superintendent/Director who directs and manages the day-to-day operations of the Division.
- c. Superintendent/Director: The position of Superintendent will be referred to as Superintendent/Director throughout this manual. The Superintendent/Director directs and manages the day-to-day operations of the Division.

It is the intent of the Education Board, Division and these policies to assert SRP-MIC sovereignty in all Division matters to the greatest degree possible and ensure that these Division policies do not waive SRP-MIC sovereignty or any of the Division's sovereign rights by expressly or impliedly adopting or agreeing to the jurisdiction of any state, federal or any other law except SRP-MIC law, unless any such federal law legitimately and expressly requires such application and jurisdiction.

The Education Board and Division expressly disclaims application of federal or state law and the jurisdiction of federal or state courts in Division matters of alleged discrimination in relation to race, color, religion, sex, age, national origin and disability, including disclaiming the application, force, effect or jurisdiction in state or federal courts relative to: 20 U.S.C. § 1703, Equal Opportunity Employment Act of 1972; 29 U.S.C. § 794, Rehabilitation Act of 1973; 42 U.S.C. § 2000, Civil Rights Act of 1964, Titles VI and VII; and 42 U.S.C. § 12101 et seq., Americans With Disabilities Act; similar or related Arizona statutes and all other federal or state acts which do not legitimately and expressly assert jurisdiction over SRP-MIC and the Division. The Education Board and Division also expressly disclaims application of federal or state law regarding employment, including the Fair Labor Standards Act, and other federal or state employment laws.

3. AUTHORITY

It should be clear that regardless of the above rules regarding application and construction, the Education Board has ultimate authority subject to SRP-MIC law over the Division and each School in the Division. The Education Board has general authority to establish policies, exercise overall oversight and establish Division-level budgets. The day-to-day operation of the Division has been delegated to the Superintendent/Director by the Education Board. The Education Board shall avoid micromanagement, and the Education Board and administrators shall exercise mutual respect in cooperating in the best interest of the Division and the Schools.

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