

**Salish Kootenai College Board of Directors
Board Retreat Meeting Minutes
April 11, 2025
Ninepipes
Banquet Room**

Members Present: Jim Durglo, Chair; Germaine White, 1st Vice Chair; Eldena Bear Don't Walk; Vernon Finley; Chris Morigeau; Selina Kenmille; and Karissa Trahan

Members Absent:

Other's Present: Stacey Sherwin, Interim President; Audrey Plouffe, VP of Business Affairs; Venessa Sandoval HR Director; Loni Grant, SKC Board Recording Secretary, Dan Knudsen, SKC Attorney; Encompass (zoom)

Vernon started with a prayer.

Meeting Call to Order

Jim Durglo, Chairman of the Board, called the SKC Board of Directors meeting to order at 9:07am

Consent Agenda

Officer Elections
Building Name (Health and Science)
Honorary Degree
Distinguished Service Award
President Update
Encompass Wealth Planning
Bylaws: Update
Policies for Approval

Motion by Eldena Bear Don't Walk to approve the April 11, 2025 Consent Agenda with time change for Encompass. Second by Chris Morigeau. Vote 7 for, 0 against, 0 abstentions. Motion carried.

Board Officer Election

Germaine White nominated Eldena Bear Don't Walk for Chair position. Eldena Bear Don't Walk accepted. Eldena Bear Don't Walk approved as Chair by acclamation by the Board of Directors.

Germaine White nominated Jim Durglo for 1st Vice Chair position. Jim Durglo accepted. Jim Durglo approved as 1st Vice Chair by acclamation by the Board of Directors.

Selina Kenmille nominated Chris Morigeau for 2nd Vice Chair position. Chris Morigeau accepted. Chris Morigeau approved as 2nd Vice Chair by acclamation by the Board of Directors.

Open for Groups and Individuals

Victoria McDonald and Kyle Salvitti from Encompass Wealth Planning presentation on Salish Kootenai College investments. Re-evaluation of investment objective and preservation of assets. Reaffirm CALS

program, language classes, language instructor through investment earnings (endowment). Further discussion at the July 11, 2025, Board Meeting.

Consensus of the Board

By consensus of the Board, SKC Health Science Building will be named after Dorene Ruth Dupuis Vallee with her family's permission.

By consensus of the Board, Honorary Degrees will be given to the Nk^wusm Salish Language School founders, Chaney Bell, Josh Brown, Tachini Pete, and Melanie Sandoval.

By consensus of the Board, Distinguished Service Awards will be presented to Julie Cajune, Michelle Mitchell, and Stacey Sherwin.

President's Report

Interim President Sherwin briefed the board re:

Enrollment for spring quarter is up 60 registrations from last year's spring quarter.

Native American Career and Technical Education Program, NACTEP, grant has been cancelled (500k a year and funds 6-8 faculty). Other grants/funding may be next requiring contingency planning.

SKC contingency planning 10%-40% cut. College is not hiring many positions and combining positions. Planning with the least impact to students and programs. Evaluation of 1-year programs to work force certificates and potential cuts to 2 programs.

Requested Board of Directors to help lobby. Stacey will create a letter and send to Eldena.

Presented the Economic Value of Salish Kootenai College Report. Board of Directors requested the SKC Executive Team to provide a summary of the report to be shared to local news agencies.

Bylaws of the Board of Directors Mission Statement

Interim President, Stacey Sherwin presented the change to the Mission Statement of the Bylaws of the Board of Directors for approval.

Motion by Eldena Bear Don't Walk to approve the Mission Statement of the Bylaws of the Board of Directors with the amended changes. 2nd by Germaine White. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors Purpose

Interim President, Stacey Sherwin presented the change to the Purpose of the Bylaws of the Board of Directors for approval.

Motion by Chris Morigeau to approve the change to the Purpose of the Bylaws of the Board of Directors. 2nd by Eldena Bear Don't Walk. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors Membership

Interim President, Stacey Sherwin recommended to move the Membership section of the Bylaws of the Board of Directors to Policy 132.00.

Motion by Eldena Bear Don't Walk to approve the move of the Membership section of the Bylaws of the Board of Directors to Policy 132.00. 2nd by Germaine White. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors Duties of Board Officers

Interim President, Stacey Sherwin presented the amendment of the Duties of Board Officers section of the Bylaws of the Board of Directors for approval.

Motion by Eldena Bear Don't Walk to approve the amendment of the Duties of Board Officers section of the Bylaws of the Board of Directors. 2nd by Germaine White. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors President of Salish Kootenai College

Interim President, Stacey Sherwin presented the change to the President of Salish Kootenai College section of the Bylaws of the Board of Directors.

Motion by Germaine White to approve the changes as noted to the President of Salish Kootenai College section of the Bylaws of the Board of Directors. 2nd by Eldena Bear Don't Walk. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors Board Compensation and Travel Expenses

Interim President, Stacey Sherwin presented the amendment of the Board Compensation and Travel Expenses section of the Bylaws of the Board of Directors for approval.

Motion by Eldena Bear Don't Walk to approve the amendment of the Board Compensation and Travel Expenses section of the Bylaws of the Board of Directors. 2nd by Chris Morigeau. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors Meetings

Interim President, Stacey Sherwin presented the Meetings section of the Bylaws of the Board of Directors with no recommended changes.

Motion by Eldena Bear Don't Walk to approve the Meetings of the Bylaws of the Board of Directors with changes. 2nd by Chris Morigeau. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors Agenda Development

Interim President, Stacey Sherwin presented the amendment to the Agenda Development of the Bylaws of the Board of Directors for approval.

Motion by Germaine White to approve the Agenda Development of the Bylaws of the Board of Directors as amended. 2nd by Eldena Bear Don't Walk. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors Amendment

Interim President, Stacey Sherwin presented the amendment to the Amendment section of the Bylaws of the Board of Directors for approval.

Motion by Eldena Bear Don't Walk to approve the Amendment of the Bylaws of the Board of Directors as amended. 2nd by Germaine White. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Bylaws of the Board of Directors was updated and changed. Stacey and DK will make the changes to the Bylaws made by the Board and forward to the Board officers to present at the next CSKT Council meeting in May, 2025.

Policy 132.00 Board of Directors Self Evaluation

Interim President, Stacey Sherwin presented Policy 132.00 Board of Directors Self Evaluation (taken from the Bylaws section) for approval.

Motion by Eldena Bear Don't Walk to approve the Board of Directors Self Evaluation Policy 132.00 as amended. 2nd by Selina Kenmille. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 410.00 Distance Education Standards

Interim President, Stacey Sherwin presented Policy 410.00 Distance Education Standards with no recommended changes.

Motion by Germaine White to accept Policy 410.00 Distance Education Standards as it stands (no change). 2nd by Chris Morigeau. Voting 6 For, 0 Against, 1 absent (Eldena Bear Don't Walk), 0 Abstentions. Motion carried.

Policy 223.50 Graduate Research Assistantships

Interim President, Stacey Sherwin presented Policy 223.50 Graduate Research Assistantships for Board review with no recommended changes.

Motion by Eldena Bear Don't Walk to approve Policy 223.50 Graduate Research Assistantships. 2nd by Germaine White. Voting 6 For, 0 Against, 1 absent (Selina Kenmille), 0 Abstentions. Motion carried.

Policy 200.00 Non-Discrimination

Interim President, Stacey Sherwin presented Policy 200.00 Non-Discrimination for Board review with no recommended changes. The Board reviewed Policy 200.00 Non-Discrimination with no changes made. No vote.

Policy 200.50 Tribal Member Preference Hiring Guidelines

Interim President, Stacey Sherwin presented Policy 200.50 Tribal Member Preference Hiring Guidelines for approval.

Motion by Germaine White to approve Policy 200.50 Tribal Member Preference Hiring Guidelines with amendments. 2nd by Eldena Bear Don't Walk. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 203.00 Hiring of College Employees

Interim President, Stacey Sherwin presented Policy 203.00 Hiring of College Employees for approval. Policy 203.00 was tabled for a future Board Meeting.

Policy 203.50 Faculty Qualifications

Interim President, Stacey Sherwin presented Policy 203.50 Faculty Qualifications for approval. Policy 203.50 Faculty Qualifications was tabled for a future Board Meeting to define a procedure.

Motion by Germaine White to approve Policy 203.50 Faculty Qualifications, but tabled to define a procedure. 2nd by Eldena Bear Don't Walk. Voting 6 For, 1 Against (Vernon Finley), 0 Abstentions. Motion carried.

Policy 204.00 Emergency Appointments

Interim President, Stacey Sherwin presented Policy 204.00 Emergency Appointments for approval.

Motion by Vernon Finley to approve Policy 204.00 Emergency Appointments as amended. 2nd by Chris Morigeau. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 210.00 Employee Status

Interim President, Stacey Sherwin presented Policy 210.00 Employee Status for approval.

Motion for a friendly amendment by Eldena Bear Don't Walk to approve amendments as listed to Policy 210.00 Employee Status. 2nd by Germaine White. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 211.00 Exempt Position

Interim President, Stacey Sherwin presented Policy 211.00 Exempt Position with recommended minor change for approval.

Motion by Germaine White to approve Policy 211.00 Exempt Position as amended. 2nd by Chris Morigeau. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 230.00 Employee Offer Letter

Interim President, Stacey Sherwin presented Policy 230.00 Employee Offer Letter with no recommended changes. The Board reviewed Policy 230.00 Employee Offer Letter with no changes made. No vote.

Policy 233.00 Probationary Periods

Interim President, Stacey Sherwin presented Policy 233.00 Probationary Periods with no recommended changes. The Board reviewed Policy 233.00 Probationary Periods with no changes made. No vote.

Policy 235.00 Performance Evaluations

Interim President, Stacey Sherwin presented Policy 235.00 Performance Evaluations with no recommended changes. The Board reviewed Policy 235.00 Performance Evaluations with no changes made. No vote.

Policy 248.70 Administrative Salary

Interim President, Stacey Sherwin presented Policy 248.70 Administrative Salary for approval.

Motion by Karissa Trahan to approve Policy 248.70 Administrative Salary as amended. 2nd by Germaine White. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 260.00 Authority

Interim President, Stacey Sherwin presented Policy 260.00 Authority for approval.

Motion by Selina Kenmille to approve Policy 260.00 Authority with change. 2nd by Vernon Finley. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 260.50 Types of Corrective Disciplinary Actions

Interim President, Stacey Sherwin presented Policy 260.50 Types of Corrective Disciplinary Actions for approval.

Motion by Germaine White to approve Policy 260.50 Types of Corrective Disciplinary Actions as amended with change. 2nd by Eldena Bear Don't Walk. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 261.00 Reasons for Discipline

Interim President, Stacey Sherwin presented Policy 261.00 Reasons for Discipline for approval.

Motion by Eldena Bear Don't Walk to approve Policy 261.00 Reasons for Discipline. 2nd by Karissa Trahan. Voting 7 For, 0 Against, 0 Abstentions. Motion carried.

Policy 263.00 Uniform Grievance Procedure

Interim President, Stacey Sherwin presented Policy 263.00 Uniform Grievance Procedure. Policy 263.00 Uniform Grievance Procedure was tabled for changes to be made and review for approval at a future Board Meeting.

Meeting Adjourned at 2.34pm.

Executive Session at 2:34pm.

Respectfully submitted,

Yolanda M. Grant
SKC Board Recording Secretary