

**RESOLUTION OF THE GOVERNING BODY OF  
THE THREE AFFILIATED TRIBES OF THE  
FORT BERTHOLD RESERVATION**

**WHEREAS,** This Nation having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act; and

**WHEREAS,** The Constitution of the Three Affiliated Tribes generally authorizes and empowers the Tribal Business Council to engage in activities on behalf of and in the interest of the welfare and benefit of the Tribes and of the enrolled members thereof; and

**WHEREAS,** Article VI, Section 3 of the Constitution of the Three Affiliated Tribes specifically grants to the Tribal Business Council all necessary sovereign authority - legislative and judicial - for the purpose of exercising the jurisdiction granted by the people of the Three Affiliated Tribes in Article I of the Constitution; and

**WHEREAS,** Article VI, Section 5(l) of the Constitution of the Three Affiliated Tribes specifically authorizes and empowers the Tribal Business Council to adopt resolutions regulating the policies and procedures of the Tribal Business Council and other Tribal government entities; and

**WHEREAS,** The Three Affiliated Tribes Personnel Policies and Procedures currently provide that educational leave may be granted to a Tribal employee for the purpose of the continued pursuit of education during regular working hours; however, such leave is restricted, in all cases, to a maximum of four (4) hours of administrative leave per week to attend class (*see* Personnel Policies and Procedures, Section VII J); and

**WHEREAS,** With the intent of promoting and encouraging the pursuit of continued education and the enhancement of practical knowledge and capabilities among the employees of the Three Affiliated Tribes, the Tribal Business Council has determined that an additional four (4) hours of educational/administrative leave per week should be made available to attend class, when it can be shown that such additional education would serve to significantly enhance a Tribal employee's ability to perform the duties and responsibilities inherent in his or her employment position;

**NOW, THEREFORE, BE IT RESOLVED,** That the Tribal Business Council of the Three Affiliated Tribes hereby amends Section VII J of the Three Affiliated Tribes Personnel Policies and Procedures to read as follows:

Educational Leave:

Educational leave is leave which allows an employee to pursue his or her education while keeping his or her job in accordance with the regulations listed below. If a class is held during working hours and the class is directly related to the employee's position and/or will improve the employee's job skills and abilities, the employee may be granted a maximum of four (4) hours of administrative leave per week to attend class; **provided, however, that upon request to and approval by the Executive Committee of the Tribal Business Council, an employee may be granted a maximum of eight (8) hours of administrative leave per week to attend class, if the Executive Committee determines that the additional four (4) hours of class attendance will serve to significantly enhance the ability of the employee to perform the duties and responsibilities inherent in his or her employment position.** Any additional time needed must be taken as annual leave, compensatory leave, or leave without pay. Educational leave will not be granted for an employee attending school full-time. Any employee who is teaching classes with pay from a source other than the regular employer, during working hours, must take annual leave, compensatory leave, or leave without pay.

**BE IT FURTHER RESOLVED**, That the amended language of said Section VII J as set forth hereinabove shall become effective immediately.

**CERTIFICATION**

I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, hereby certify that the Tribal Business Council is composed of 7 members of whom 5 constitute a quorum, 6 were present at a Special Meeting thereof duly called, noticed, convened, and held on the 19<sup>th</sup> day of August, 1997; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 5 members, 0 members opposed, 0

Resolution #97- 198-DSB

members abstained, 1 not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 19<sup>th</sup> day of August, 1997.

Daylon Spotted Bear  
Secretary, Tribal Business Council

ATTEST:



Chairman, Tribal Business Council