

## Education

### Scholarship information for students

The Scholarships available are: 1) **Graduate Full-time**; one scholarship will be awarded, amount of \$5,000.00; 2) **Graduate Part-time**; one scholarship will be awarded, amount of \$2,500.00 per recipient; 3) **Undergraduate Full-time**; three scholarships will be awarded, amount of \$3,000.00 per recipient; 4) **Adult Vocational Training Full-time**; two scholarships will be awarded, amount of \$3,000.00 per recipient; 5) **Adult Vocational Training Part-time**; one scholarship awarded in amount of \$1,500.00; 6) **Eula Petite Memorial Scholarship**; one scholarship will be awarded to a student majoring in Education, amount of \$5,000.00.

**Basic Criteria For All Scholarships:** 1) Must be an enrolled member of the Confederated Tribes of Grand Ronde; 2) must demonstrate acceptance into program/school for the 1995-1996 year; 3) must provide official copies of transcripts from high school or post secondary institution since high school; 4) must meet minimum grade point average of 2.00-AVT, 2.50-undergraduate, 3.00-graduate/full and part-time, and 3.00-Eula Petite Memorial; 5) must include letters of recommendation; 6) must include personal letter of educational and long term goals; 7) must include copies of appropriate ACT, SAT, placement tests or other admission examinations test scores; 8) need not reside in Tribal Service area.

All applicants must meet specific criteria guidelines per scholarship category. Criteria is contained in application packet.

All completed scholarship applications must be postmarked or submitted by April 30, 1995. **NO APPLICATIONS WILL BE ACCEPTED AFTER THIS DATE.**

For a Trust Fund scholarship packet, or questions regarding this process, contact the Tribal Education at 1-800-422-0232 or (503) 879-5211.

### Get your high school completion

ABE/GED are being offered to members of the Confederated Tribes of Grand Ronde on the following dates: February 7 (no class), 9 (no class), 14, 16, 21, 23 (no class), 28; and March 2, 7, 9, 14 and 16. Spring break is March 20-31. There is a \$20.00 monthly fee for non-CTGR members who wish to attend.

### Chemeketa will sponsor GED classes

Chemeketa is currently interviewing prospective instructors to teach GED classes two evenings a week in Grand Ronde. These classes will be available to the community at no charge. For more information call Gayla Tulensru, Adult Education Coordinator at 879-2282 or 879-2275.

### Casino jobs require diploma

It has been rumored that a few students attending Willamina High School have decided that they are not worried about graduating because they intend to work at the Tribe's casino when it opens this year.

Students should be aware that all jobs at the Spirit Mountain Resort

gaming center will require a high school diploma or a GED.

People who are hired and do not possess a GED will be given a year to complete this requirement.

You can get GED information from the Tribe's Education Division, and remember, stay in school!

## Tribal members invited to attend lunchtime forums

The administrative staff divisions for the Tribes has organized a series of lunchtime forums and invite all tribal members and tribal staff to attend. The series began on Friday, February 10 at the Grand Ronde Community Center and is designed to inform and respond to participants interest in each topic. The subjects center on the day-to-day operating systems of the Tribal staff support group and participants will "brown bag" their lunch while listening, learning and asking questions. All forums are scheduled from 11:30 a.m. to 1:00 p.m.

**Feb. 24 Transacting Tribal Business.** This overview is meant to be an introduction to the procedures involved in doing business with the Tribe, as either a vendor, employee or council/committee member. It will cover the basics of compliance issues and review the ins and outs of completing check requests, travel requests, timesheets, subcontracts, equipment purchasing and inventory, purchase orders and other similar processes. Presenters: Greg Archuleta, Adm. Officer and Pat Mercier, Financial Officer.

**March 10 The Strategic Plan.** This forum will review the Tribe's strategic planning process from the beginning in October 1993 through completion of the Strategic Plan in December 1994. The discussion will highlight the three phases of the process, the results of several tribal member surveys, community meetings and the general strategies and principles adopted in the Plan. Presenter: Jim Willis, Executive Officer.

**March 24 Indirect Costs.** A major contributor to the tribal budgets, indirect cost reimbursements from the federal government and other sources finance the vast majority of tribal management, administrative and facilities costs. Under federal rules, tribes must recover these costs in accordance with negotiated agreements. All programs, federal state, tribal and others, are expected to pay their fair share of such costs. This forum will provide a background on the federal indirect cost system, how it is implemented within the tribal system and strategies to maximize revenues and minimize use of tribal resources. Presenters: Jim Sizemore and Pat Mercier.

**April 14 Budget Planning, Design and Implementa-**

**tion.** This session will cover basic budget formats, including annual budgeting and monthly budget to actual reports. We will also cover how the individual program budgets fit into the overall Tribal budget which is reviewed and appropriated annually. Presenters: Pat Mercier, Greg Archuleta and Jim Willis.

**April 28 The Tribal Constitution.** The Tribal Constitution is the foundation for every act of tribal government. Learn what effect this has on you as a tribal and/or staff member and how you can participate in making Tribal laws. Presenter: Michael Mason, Tribal Attorney.

**May 12 Policy Development and Implementation.** At least monthly the Tribal Council adopts changes in policy that can effect every tribal member. This forum shares the insider's view of the debates and decisions that take place as policies are hammered out. Presenters: Michael Mason, Jim Willis and Greg Archuleta.

**May 26 Spirit Mountain Development Corporation.** Gain an understanding of the

current ventures of SMDC, particularly the gaming center, its scope and its impact on the Tribe and community. Gain a better understand of the relationship between SMDC and the Tribal organization. Ask questions of and give input to key members of SMDC. Presenters: Bruce Thomas, General Manager, SMDC and Mike Larsen, SMDC Board Member and Facilities Manager for CTGR.

**June 6 Ethics and Conflict of Interest.** Scandals in tribal government happen when people do not follow the basic rules of right and wrong. The Tribal Ethics Ordinance keeps tribal leadership on track and guarantees fair treat for all. Presenter: Michael Mason.

**June 23 Administration Overview.** This session will cover the administrative support organization, what each department is and the reasons for its existence. We will also cover each staff position in terms of how it fits into the administrative support function and what basic duties are involved in the job. Presenters: Jim Willis, Greg Archuleta, Pat Mercier, Kit Devine and Michael

Mason.

**July 14 Managing Tribal Investments.** How many of us get concerned when we hear the stock market is down? Are the tribal investments affected? What are the different types of investments available and how do people manage investments? How do we decide how much and in what to invest? This forum will provide an introduction to modern investment management techniques, describe how the various markets work and take a look at how the Tribe manages its investments. Presenter: Pat Sizemore, Strategic Wealth Management.

**July 28 Compensation and the Fair Labor Standards Act.** Learn the ins and outs of pay issues within the CTGR. This forum will answer questions such as, "What's the difference between exempt and nonexempt jobs?" and "How was my salary grade determined?" Gain a better understand of what "pay for performance" means and how salary ranges are set. Presenter: Kit Devine, Human Resources Officer.