

REDDING RANCHERIA TRIBAL GOVERNMENT POLICIES

Chapter TP 7-100

Member Education Assistance Programs



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SECTION 1: PURPOSE

The purpose of the Redding Rancheria Member Education Assistance Programs is to promote all manners of educational achievement, at all ages, to promote self-sufficiency and Tribal self-determination through an educated and capable membership, and to develop managers and leaders for the long term strength and stability of the Redding Rancheria.

The program is deemed necessary by the Rancheria to curb historic patterns with regard to education, and to ensure the future success of the Tribe. The program serves a core and essential government function of the Rancheria and transcends individual financial need. The assistance provided under this program, like public education itself, is designed to satisfy an overall long range need of the community and not merely an individual short term need of the recipient.

SECTION 2: BACKGROUND AND INTENT

(a) Addressing Tribal Needs and Goals

The Redding Rancheria Tribe recognizes the importance of education to self-sufficiency, Tribal self-determination and economic well-being. Tribal members who are educated and informed will be better able to actively participate in the leadership and direction of the Tribe. These programs are intended to assist all Tribal members to reach for and achieve educational goals. It also supports lifelong learning and continuous skill upgrading so that Tribal members are equipped for a changing world.

This policy authorizes programs intended to provide financial assistance to Redding Rancheria Tribal member adults who are motivated and committed to furthering their education. By removing financial barriers, the program enables and encourages members to attain as well as increase job skills. Assistance is provided for attendance at any accredited university, community college, vocational training program, trade school, or alternative high school program; as well as accredited certificate programs that enhance current employment skills or prepare the individual for new employment.

The program is also authorized to provide assistance with private school tuition for grades K-12 to ensure that parents have the option of ensuring quality education when public school systems are not meeting the needs of their children.

The Redding Rancheria Tribe recognizes the importance of its youth as the next generation of leaders and members responsible for the future of the

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Tribe. Education is a key to becoming an informed and productive Tribal member. It is also vital for self-sufficiency, Tribal self-determination and economic success. The Tribe is dedicated to providing support and assistance that will encourage youth to succeed and excel in academic and extra-curricular activities.

The Redding Rancheria believes that motivation toward education can be enhanced through recognition, and makes provisions to recognize the educational efforts and achievements of Tribal member youth, from pre-kindergarten through the 12th grade, through incentive rewards for numerous categories of educational efforts including grade improvement, participation in school activities, good attendance and/or attendance improvement, and other special awards. It also provides limited financial support for youth involvement in extra-curricular school and self-improvement activities. This assistance is provided to encourage and support Tribal youth in participating in extra-curricular activities, such as organized camps, clubs, sports, special projects (such as school science projects) and other enrichment programs.

The Redding Rancheria recognizes that education entails a significant personal sacrifice, and involves significant unfunded expenses and opportunity costs. The Tribe recognizes, for example, that members must limit, and in some cases wholly give up, employment or other financial opportunities in order to devote sufficient time and attention to the pursuit of education or to the achievement of higher grades. The Tribe also finds that members will be more likely to make the long-term commitment necessary to pursue education if there of incentive awards to mark key steps of achievement on the path to longer term goals of graduation and completion of degree programs. Accordingly, the policy seeks to provide additional motivation to achieve these Tribal goals through financial incentives, recognizing major graduation milestones from junior high through doctorate degrees. The Tribe does not establish the amount of education incentives at a level that is sufficient to make members whole for the amount of all personal sacrifices and unfunded expenses or opportunity costs needed to pursue the Tribe's educational goals. However, the incentives are designed to encourage individual sacrifice for the benefit of these Tribal goals by sharing a portion of the burden.

Another key component of education is ensuring support and assistance with academic studies. Provisions are made to provide tutoring that will assist Tribal member youth to be successful in their academic efforts. Assistance is provided for students having difficulty with their school work as well as those striving to maintain or improve their grades.

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Tutoring assistance is provided to member youth with the acknowledgement that parents are the most important factor in defining the importance of education in the home. In essence, the parents are the most influential teachers. Parents are encouraged to be involved in and aware of their child's school assignments and performance. Tutoring is a supplement to, not a replacement for, parental involvement and encouragement. Accordingly, the program provides parental discretion in the selection of tutoring providers.

The Redding Rancheria believes that adequate clothing is a necessity for children attending school and a beneficial factor in learning. Without regard to parental responsibility or choices parents may make, this policy makes provisions for a minimum amount to ensure that each student age 3-18 has adequate clothing.

(b) Coverage under the Redding Rancheria General Welfare Ordinance

This program and its associated benefits are authorized pursuant to the Redding Rancheria General Welfare Ordinance and Chapter TP 1-1100 of the Redding Rancheria Tribal Governmental Policies, as the same may be amended from time to time, and shall be administered in accordance and compliance therewith. Program benefits are intended to constitute Indian tribal general welfare benefits excluded from taxable income under Internal Revenue Code Section 139E. Program benefits modeled after the IRS "safe harbor" rules are also intended to qualify for tax free treatment under IRS Revenue Procedure 2014-35 and Notice 2015-34, as the same may be amended, which are looked to as good faith guidance by the Tribe in applying Code Section 139E pending the issuance of final regulations thereunder. All assistance provided in accordance with this policy is intended to qualify for favorable tax treatment to the fullest extent permitted at law.

The provisions of Chapter TP 1-1100 of the Redding Rancheria Tribal Governmental Policies are hereby incorporated by reference and shall apply to the implementation and benefits authorized by this policy.

SECTION 3: DEFINITIONS

As used within this chapter, the following terms shall mean:

- (a) Administrator: The Chief Executive Officer of the Redding Rancheria or authorized designee.

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- (b) Chief Executive Officer (CEO): The Chief Executive Officer of the Redding Rancheria.
- (c) Tribe: The Redding Rancheria, a federally recognized Native American Tribe, in Redding, California.
- (d) Tribal Court: The Redding Rancheria Tribal Court.
- (e) Eligible member: A member of the Redding Rancheria Tribe who is of the age identified for the program offered, if applicable.
- (f) Department: The Tribal Education Department.
- (g) Program: The Education Scholarship Program.
- (h) Parent: A parent, legal guardian or custodial adult.

Other terms utilized herein shall have the same meaning as defined within the General Welfare Ordinance.

SECTION 4: DELEGATED AUTHORITY

The Chief Executive Officer is hereby delegated all administrative authority to carry out the day-to-day operations of the program, in accordance with General Welfare Implementing Policies – Chapter TP 1-1100 of the Redding Rancheria Tribal Government Policies.

SECTION 5: AUTHORIZED PROGRAMS AND SERVICES

There is hereby authorized, subject to the availability of appropriations, education assistance for members of the Redding Rancheria as set forth in this section. The amount of benefits provided by the program shall be set forth within the annual Tribal budget.

- (a) Education Scholarship Program
 - (1) Fees for registration, tuition fees and related costs as specified by the educational entity.
 - (2) Required books, supplies and equipment.
 - (3) Parking fees for students attending on site or public transportation (bus) costs.
 - (4) Internet service provider fees for students taking online courses.

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- (5) Mileage reimbursement at the federal rate for qualified education required travel.
- (6) Moving costs assistance for students who are required to relocate in furtherance of their education.
- (7) Fees for GED testing / accredited high school courses.
- (8) A pro-rated living allowance per unit provided for students who are enrolled in six or more units per semester in core classes that are required for degree completion up to a maximum of \$900 per month. The amount provided is to replace the opportunity for employment lost due to time devoted to education.
- (9) The Program provides the following additional assistance for full-time students (Students enrolled in a minimum of 12 units per semester.):

The purchase of a computer and peripheral equipment (\$2,000 maximum) for students who are enrolled in a one-year/two semester or equivalent program. Students are eligible to request a replacement computer once every two years from the original purchase date. A student who fails to complete prescribed studies will be required to repay the Redding Rancheria for the amortized value of the computer as determined by the Administrator.

Students taking less than 12-units can receive share of cost assistance for a computer. The program will pay one-half the cost of the computer up to a maximum of \$2,000.

(b) Graduation Incentive Awards

Upon proof of completion, from a state accredited program, students are eligible to receive an incentive award as follows:

- (1) Junior High School Graduation (8th or 9th Grade)
- (2) GED
- (3) California State High School Proficiency Test
- (4) High School Graduation
- (5) Associate degree

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(6) Bachelor's degree

(7) Master's degree

(8) Doctorate degree

(c) Education Incentives

The program is authorized to provide incentive rewards and financial support as follows:

(1) Report Card Incentive

(2) Special "point" awards, which may be limited to specific vendors according to a schedule, set annually by the Administrator. Points are authorized for the following categories:

(A) Grades, including grade improvement, grade point averages and average improvements

(B) Attendance and attendance improvement

(C) Extra-curricular participation, including sports, clubs, music, and other extra-curricular participation

(D) Special awards, certificates, or other recognition

(3) Activities Incentive

Each Tribal member student is eligible for assistance up to a maximum amount which is set annually based on student age and current Education Program budget. Assistance is provided to encourage and support youth to become involved in extra-curricular activities. Assistance is provided for participation fees, equipment and supplies, uniforms and other costs associated with participation in recognized activities. Such activities include, but are not limited to:

(A) organized camps

(B) clubs

(C) organized sports

(D) special projects (such as school science projects)

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- (E) enrichment programs
- (F) mandatory driver's education class
- (G) Certain electronic equipment which has the potential to promote physical activity and/or serve an educational purpose is allowed.

(4) Other Incentives

Assistance is provided for students to participate in school sponsored group trips. Students are eligible to apply for an amount up to the maximum per-student amount set annually within the Education Program budget.

Other awards and certificates for special accomplishments are also provided by the Education Program as part of Tribal celebrations and education banquets.

(d) Student Tutoring Assistance Program

There is hereby authorized such amounts as are appropriated to be expended for tutoring assistance for students in grades K through 12, without regard to any other service provided under this policy. Including:

- (1) Assistance to parents in identifying tutors.
- (2) Assistance paid directly to the qualified provider of tutoring services selected by the parent of the eligible child, which may be certified teachers, qualified educational aides, college students, upper class students, peer students or volunteer mentors.

(e) Member Student Clothing Assistance

There is hereby authorized annual assistance for each member child 3 through 18 years of age who is attending school:

- (1) Payment Method
 - (A) Children 3-13 years of age: In most cases, the stipend will be provided directly to the youth's parent or custodial adult. However, in cases that have been identified as "at risk" or in cases where this payment method could provide a potential for conflict, an alternative payment method will be developed.

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Such decisions will be made at the discretion of the Administrator. Determinations of "at risk" and alternate payment methods will be developed on a case by case basis.

- (B) Youth 14-18 years of age: Tribal youth ages 14-18 years old will receive their clothing stipend directly. Clothing stipends may be used for school clothes, sports equipment, and/or employment clothing needs.
- (C) Stipends will be made available in July of each calendar year.

(f) Private School Assistance

Tribal members who have children attending or planning to attend private school in grades K-12 can receive assistance to pay for school tuition.

- (1) The school must meet the state standard curriculum.
- (2) The Education Department will pay the school directly, up to the maximum annual amount of assistance. The remaining balance of the tuition cost is the responsibility of the parent.

(g) Redding Rancheria Head Start

This program will reimburse the Redding Rancheria Early Childhood Education Program for the equivalent cost of the half-day Head Start program for Tribal Member children in cases where the program is over-enrolled with Tribal Members.

SECTION 6: ELIGIBILITY

- (a) Enrolled members of the Redding Rancheria shall be eligible for education assistance based on age and grade specific assistance programs authorized herein.
- (b) Students receiving scholarship assistance shall be required to maintain a minimum grade of a C (2.0) in each course in order to be eligible for such assistance.
- (c) Students must be enrolled and actively attending school.
- (d) The Redding Rancheria, through the administrator, reserves the right to request all evidentiary material required to verify eligibility for programs

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authorized herein, including but not limited to birth records, Tribal enrollment records, school records and report cards.

SECTION 7: PROGRAM REQUIREMENTS

- (a) Students who do not complete the courses in which they are enrolled in, must repay the benefits they have received through the Scholarship Assistance Program for that term.
- (b) Students attending on a full-time basis who do not complete 24 semester units or 36 quarter units within a year from the start date will be required to reimburse the program for all benefits received under this program.
- (c) Repayment will be accomplished through deductions from per capita payments, or future stipends if deemed appropriate. Repayment procedures shall be set forth in Tribal Operating Procedures.

Legislative History:

Originally Adopted by Tribal Council Resolution #080-12-11-07, dated December 11, 2007.

Amended by Tribal Council Resolution #017-04-26-11, dated April 26, 2011.

Amended by Tribal Council Resolution #084-12-08-15, dated December 8, 2015.

Amended by Tribal Council Resolution #047-08-10-17, dated August 10, 2017.