

BOARD OF DIRECTORS REGULAR MEETING MINUTES
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
September 2, 2025

This meeting was opened at 5:00 p.m. by Chairman Austin Lowes.

Present: Shawn Borowicz, Isaac McKechnie, Kimberly Hampton, Aaron Payment, Michael McKerchie, Rob McRorie (Z), Kimberle Gravelle, Larry Barbeau (Z), Bridgett Sorenson, Tyler LaPlaunt, Kimberly Lee (Z), Austin Lowes

Absent: Lana Causley-Smith

Moved by Director McKechnie, supported by Director Gravelle, to excuse Director Causley-Smith.

Motion carries unanimously.

Without objection, waive the rules and add Negotiate and Hire Government CEO Candidate under Resolutions.

No objection.

Moved by Director McKechnie, supported by Director Borowicz, to approve the agenda as read.
Motion carries unanimously.

Moved by Director Sorenson, supported by Director McKechnie, to approve the 8/19/25 Regular Meeting Minutes.

Motion carries unanimously.

Moved by Director Sorenson, supported by Director McKechnie, to approve Resolution 2025-201, Continuing Funding Authority – Governmental FY 2026 Schedule B Budgets (No Health Division).

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves continuing funding for the attached cost center list for fiscal year 2026, at their 2025 spending levels, for a period not to exceed December 31, 2025.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Sorenson, to approve Resolution 2025-202, Continuing Funding Authority – Health Division for FY 2026 Schedule B Budgets October through September.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves continuing funding for the attached cost center list for fiscal year 2026, at their 2025 spending levels, for a period not to exceed December 31, 2025.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-203, Health Division – Maintenance, Improvement and Capital Outlays and Third-Party Revenues FY 2025 Budget Modifications.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 budget modification to Maintenance, Improvements and Capital Outlays for an increase in the transfer in of Third-Party Revenue monies of \$979,765.47.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 budget modification to Third-Party Revenue for an increase in the transfer out to Maintenance, Improvements & Capital Outlays of \$979,765.47.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-204, Health Division – PHIG Partners Application.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Health Division's application for the PHIG.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Health Division CEO, or their designee, to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-205, Approving 2025 Marquette Renovation Site Work Contractor Selection.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby approves the recommended contractor, to conduct the Site Work renovation at the new Marquette health center site as specified and designed.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the Chairperson of the Tribe to execute this agreement and take such other steps as maybe deemed necessary.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-206, Authorizing Purchase GE X-Ray Machine.

Moved by Director LaPlaunt, supported by Director Hampton, to amend to reflect the actual amount of \$279,401.28.

Motion to amend carries unanimously.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes Health to purchase a GE X-Ray Machine for \$279,401.28 out of cost center 4366.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes the Tribal Chairman or his designee to execute any documents needed to carry out the intent of this Resolution.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-207, Transportation Award and Approve Indefinite Delivery Indefinite Quantity Contract with U.P. Engineers and Architects for BIA Projects.

NOW, THEREFORE, BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes and approves the Tribal Chairman or his designee, to negotiate, execute, and amend any documents therefrom on the Tribe's behalf resulting in an IDIQ contract between the Sault Ste. Marie Tribe of Chippewa Indians and U.P Engineers and Architects for BIA Projects.

BE IT FURTHER RESOLVED, the Board of Directors authorizes the Chairman or his designee to take such other actions as they deem appropriate to implement the purposes of this resolution and authorizes expenditures from the Transportation Department, BIA TTP Fund: company 293, cost centers 2930 and 2932.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2025-208, Transportation Award and Approve Indefinite Delivery Indefinite Quantity Contract with Coleman Engineering for RAISE Grant Projects.

NOW, THEREFORE, BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes and approves the Tribal Chairman or his designee, to negotiate, execute, and amend any documents therefrom on the Tribe's behalf resulting in an IDIQ contract between the Sault Ste. Marie Tribe of Chippewa Indians and Coleman Engineering for RAISE Grant Projects.

BE IT FURTHER RESOLVED, the Board of Directors authorizes the Chairman or his designee to take such other actions as they deem appropriate to implement the purposes of this resolution and authorizes expenditures from the Transportation Department, RAISE Grant Fund: cost center 13101.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2025-209, Award Construction Contract to Sault Tribe Construction – Elder Building.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby approves entering into a contract with Sault Tribe Construction for the construction renovation located at the Sault Tribe Elderly Building.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes and approves funding for the contract in the amount of \$110,968.00, not to exceed \$289,912.77 (NTE).

BE IT FINALLY RESOLVED, that the Board of Directors authorizes the Tribal Chairman, or his designee, to execute the contract with Sault Tribe Construction and any and all documents necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Sorenson, to approve Resolution 2025-210, Recruitment and Retention of Early Childhood Education Bus Driver Positions.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes and approves that all Bus Driver positions, as identified and determined by the Tribe's Education Director, shall be budgeted at the maximum of the NE11 compensation range for that position(s). Candidates recommended for hire will be benchmarked and placed at the appropriate wage within that range based on their credentials.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribe's CEO to execute any and all documents as may be necessary to ensure that existing Bus Driver positions are budgeted at the max range and benchmarked and placed at the appropriate wage based on their credentials, to ensure internal equity for the position within the terms, conditions, and intent of this Resolution.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribe's CEO and CFO to execute any administrative modifications for signing and reallocations within available funding sources.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the use of any and all applicable funds, including Office of Head Start (OHS) and tribal support, to facilitate the recruitment and retention of positions.

BE IT FINALLY RESOLVED, that the terms of this Resolution will be applied at the start of each school year.

Without objection, unanimous consent.

No objection.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2025-211, Governmental, EDC and Housing Team Member Vacation Pay-Out.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors do hereby approve a vacation pay-out for eligible Governmental, EDC, and Housing team members, if the team member has an excess of 160 hours accrued. The team member can request by 8-hour increments to be paid out up to 80 hours if available. The team member must have in excess of 160 hours at the time of the request to be eligible for the pay-out. They will need at least 160 hours remaining in their accrual after withdrawal to be eligible for this pay-out.

BE IT FURTHER RESOLVED, that the terms of this Resolution hereby control, supersede, and rescind any past Resolution or policy that is contrary to the action of the Board of Directors set forth in this resolution.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes and approves the Finance department to implement this vacation pay-out and to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions and intent of this resolution.

Roll Call Vote: Motion carries with Directors' Borowicz, McKechnie, Hampton, Payment, McRorie, Gravelle, Barbeau, Sorenson, LaPlaunt, Lee approving; Director McKerchie opposing.

Moved by Director McKechnie, supported by Director Sorenson, to approve Resolution 2025-212, Negotiate and Hire Government CFO Candidate.

Without objection, amend to add "and as attached" and add an RIS with terms.

No objection.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Governmental Interim HR Director to negotiate an offer to hire the selected candidate for the position of Governmental Chief Financial Officer (CFO) with negotiated conditions within the parameters discussed at the workshop and as attached.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Payment, to approve Resolution 2025-213, Negotiate and Hire Government CEO Candidate.

Moved by Director McKechnie, supported by Director LaPlaunt, to amend to add "and as attached" and add an RIS with terms.

Motion to amend carries unanimously.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Governmental Interim HR Director to negotiate an offer to hire the Governmental Chief Executive Officer (CEO) with negotiated conditions within the parameters discussed at the workshop and as attached.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the Tribal Administration to make any necessary administrative budget modifications necessary to carry out the intent of this Resolution and to hire the selected candidate.

Roll Call Vote: Motion carries with Directors' McKechnie, Barbeau, LaPlaunt, Gravelle, Sorenson, Payment, Hampton, Borowicz, McRorie, McKerchie approving; Director Lee abstaining.

Moved by Director McKechnie, supported by Director Payment, to accept Bernard Biron and Carol Eavou's re-appointments to the Unit 1 Sault Elder Subcommittee with terms expiring in August 2029.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to accept Ken Lively and Susan Lively's resignations from the Unit 2 Hessel Elder Subcommittee, declaring both seats vacant and Mary Stewart's appointment to the Unit 2 Hessel Elder Subcommittee, taking a vacant seat with a term expiring in February 2028.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Payment, to accept Brenda Kinnart's appointment to the Elder Advisory Committee, taking the Unit 4 Escanaba seat with a term expiring in September 2029.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to accept Tenniel McLeod's resignation from the Higher Education Committee, declaring the seat vacant with a term expiring August 2026.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to accept Jonathan Biron's re-appointment to the Food Sovereignty Committee with a term expiring in September 2029.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to accept to declare the Unit II seat on the Sault Tribe Housing Authority, vacant.

Motion carries unanimously.

Moved by Director Sorenson, supported by Director McKechnie, to approve a small mesh permit for Robert Peterson.

Motion carries unanimously.

Moved by Director LaPlaunt, supported by Director Hampton, to accept the disenrollment of Rachel McKechnie.

Moved by Director Payment, supported by Director LaPlaunt, to amend to make her an honorary member if disenrollment passes.

Motion to amend carries with Directors' McRorie, Hampton abstaining.


Roll Call Vote: Motion carries with Directors' Borowicz, McKechnie, Payment, Gravelle, Barbeau, Sorenson, LaPlaunt, Lee approving; Director McKechnie opposing; Directors' Hampton, McRorie abstaining.

Without objection, meeting adjourned.

No objection.

Adjourned at 5:45 p.m.

Date: 9/16/25

Secretary: 
Kimberly Hampton

Others Present: Lona Stewart, Ashlee Mielke, Bill Connolly, Ryan Mills, Jessica Dumback, Joseph Street, Damien Hopper, Clarence Hudak, Robert Marchand, Shondra Gervais, Jen Clerc, Cathy Devoy, Joel Lumsden, Carrie Rodgers, Wendy Hoffman, Andrew Lane, Julie Salo