

**RESOLUTION OF THE  
WHITE MOUNTAIN APACHE TRIBE OF THE  
FORT APACHE INDIAN RESERVATION**

- WHEREAS,** the Tribal Council chartered the Chaghache Day Center to provide day care and early education services within the Fort Apache Indian Reservation; and
- WHEREAS,** the Tribal Council maintains authority to establish standards, educational goals, and otherwise monitor the operation of the chartered organization; and
- WHEREAS,** the Tribe contributes \$125,000 to the Chaghache Day Care Center on an annual basis for salaries and fringe benefits, among other support provided by the Tribe; and
- WHEREAS,** the Tribal Council has a strong interest in assuring that the Day Care Center services are meeting the needs of the community; and
- WHEREAS,** the Tribal Council has learned of and discussed this day a recent elimination of the curriculum coordinator position at the Day Care Center; and
- WHEREAS** the Tribal Council in discussion with the Day Care Center Director Leona Ethelbah also learned that the Center may not have consistently followed the prevailing personnel standards for the supervision and direction of its employees; and
- WHEREAS,** after discussions with the Center Director, the Council finds that further clarification of Day Care Center procedures and reporting practices to the Tribe would benefit the delivery of services in Whiteriver for preschool children; and
- WHEREAS,** the Tribal Council intends to see the development of new and innovative curriculum programs at the Day Care Center to meet the needs of our children.
- BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the curriculum coordinator position be reestablished immediately at the Chagache Day Care Center and that Etheline Cosen be reinstated to the position at her previous rate pay of \$8.00 per hour.
- BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that Mrs. Cosen receive a transfer of sick leave hours from her husband Gilbert Cosen, a tribal employee, to compensate Mrs. Cosen for the period during which she was not at work.

**Resolution No.12-98-272**

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the Chaghache Day Care Center shall utilize and follow the White Mountain Apache Tribe Personnel Policies and Procedures, including employee grievance procedures for the orderly and efficient administration of personnel matters at the facility.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the facility without delay take active steps to evaluate and implement a Montessori program at the Day Care Center.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the Day Care Center and Tribal representatives meet to better establish the Center's procedures, and to better define the relationship of the center to the organizational structure of the White Mountain Apache Tribe.

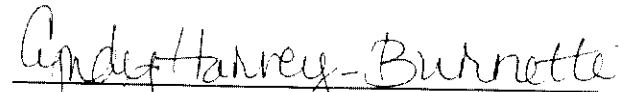
The foregoing resolution was on December 03, 1998 duly adopted by a vote of nine for and zero against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (b), (g), (h), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



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Chairman of the Tribal Council

JAN 6 1999



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Secretary of the Tribal Council