LEGISLATIVE SUMMARY SHEET Tracking No. 0167-19

DATE: June 20, 2019

TITLE OF RESOLUTION: AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES AND NAABIK'ÍYÁTI' COMMITTEES AND NAVAJO NATION COUNCIL; AMENDING CJY-57-18, TITLED "RELATING TO AN EMERGENCY FOR THE NAVAJO NATION; APPROVING SUPPLEMENTAL FUNDING FROM THE UNRESERVED, UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION THREE HUNDRED THIRTY-THREE THOUSAND THREE HUNDRED THIRTY-THREE (\$6,333,333) TO THE NAVAJO HEAD START PROGRAM, WAIVING 12 N.N.C. §820 (E) AND (F)"; ALLOWING THE NAVAJO NATION HEAD START PROGRAM TO USE SUPPLEMENTAL FUNDS TO PAY PAST DUE BILLS AND OTHER DEBTS

PURPOSE: The purpose of this legislation is to amend CJY-57-18 to allow the Navajo Nation Head Start Program to use the supplemental approved in FY 2018 to be used to pay past due bills and other debts.

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1	PROPOSED STANDING COMMITTEE RESOLUTION Navajo Nation	
2	24th NAVAJO NATION COUNCIL – First Year 2019	
3	INTRODUCED BY	
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5	Show Silling	
6	(Prime Sponsor)	
7	TRACKING NO. <u>0167-19</u>	
8	V	
9	AN ACTION	
10	RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES AND	
11	NAABIK'ÍYÁTI' COMMITTEES AND NAVAJO NATION COUNCIL; AMENDING	
12	CJY-57-18, TITLED "RELATING TO AN EMERGENCY FOR THE NAVAJO	
13	NATION; APPROVING SUPPLEMENTAL FUNDING FROM THE UNRESERVED,	
14	UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION THREE	
15	HUNDRED THIRTY-THREE THOUSAND THREE HUNDRED THIRTY-THREE	
16	(\$6,333,333) TO THE NAVAJO HEAD START PROGRAM, WAIVING 12 N.N.C.	
17	§820 (E) AND (F)"; ALLOWING THE NAVAJO NATION HEAD START PROGRAM	
18	TO USE SUPPLEMENTAL FUNDS TO PAY PAST DUE BILLS AND OTHER	
19	DEBTS	
20		
21	BE IT ENACTED:	
22		
23	Section One. Authority	
24	A. The Health, Education and Human Services Committee of the Navajo Nation Council	
25	is empowered to oversee the Department of Diné Education. The Navajo Nation Head	
26	Start Program falls under the Department of Diné Education. 2 N.N.C. § 401(C)(1).	
27	B. The Naabik'íyáti' Committee of the Navajo Nation Council is empowered to review	
28	all proposed legislation which requires final action by the Navajo Nation Council. 2	
29	N.N.C. §164(A)(9).	
30		

C. The Navajo Nation Council is the governing body of the Navajo Nation. 2 N.N.C. § 102
 (A).

Section Two. Findings

- A. The Navajo Nation approved Council Resolution CJY-57-18, attached as **Exhibit A**, titled "Relating to an Emergency for the Navajo Nation; Approving Supplemental Funding From the Unreserved, Undesignated Fund Balance in the Amount of Six Million Three Hundred Thirty-Three Thousand Three Hundred Thirty-Three (\$6,333,333) to the Navajo Head Start Program, Waiving 12 N.N.C. §820 (E) And (F)" for Head Start to continue "to provide direct services to the 2,105 funded slots under the Head Start and Early Head Start programs." Exhibit A, Section 2, Paragraph B.
- B. The Resolution was offered as an emergency since it impacted the Navajo Nation's ability to provide direct services. Exhibit A, Section 1, Paragraph C.
- C. The supplemental appropriation was approved to be "used as matching funds and/or in-kind to the federal grant for Head Start appropriation or grant to the Navajo Nation for FY 2018 and later years." Exhibit A, Section 3, Paragraph A.
- D. Navajo Nation Head Start requests the approval for supplemental funding be amended to include unpaid bills and other debts that cannot be paid through its current funding.

Section Three. Proposed Amendment to CJY-57-18

The Navajo Nation hereby amends Council Resolution, CJY-57-18, Section Three, Paragraph A, as follows:

This supplemental appropriation of \$6,333,333 shall be from that amount of funds that exceeds the minimum fund balance of the Unreserved, Undesignated Fund Balance as determined by the Office of the Controller and to Business Unit Number, NEW. The appropriation may be used as matching funds and/or in-kind to the federal grant for Headstart appropriation or grant to the Navajo Nation for FY 2018 and later years.

Additionally, the Navajo Nation Head Start Program is permitted to use this supplemental appropriation to pay past due bills and other debts. Section Four. Approval The Navajo Nation approves the amendment as indicated in Section Three above.



RESOLUTION OF THE

NAVAJO NATION COUNCIL

23rd NAVAJO NATION COUNCIL -- Fourth Year, 2018

AN ACTION

RELATING TO AN EMERGENCY FOR THE NAVAJO NATION; APPROVING SUPPLEMENTAL FUNDING FROM THE UNRESERVED, UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION, THREE HUNDRED THIRTY-THREE THOUSAND, THREE HUNDRED THIRTY-THREE DOLLARS (\$6,333,333) TO THE NAVAJO HEAD START PROGRAM, WAIVING 12 N.N.C. § 820(E) AND (F)

BE IT ENACTED:

SECTION ONE. AUTHORITY

- A. The Navajo Nation Council has the authority to approve supplemental appropriations. 12 N.N.C. § 820(L).
- B. The Navajo Nation Code provides, "[m]atters constituting an emergency shall be limited to the cessation of law enforcement services, and disaster relief services, fire protection services or other direct services required as an entitlement under Navajo Nation or federal law, or which directly threaten the sovereignty of the Navajo Nation." 2 N.N.C. § 164(A)(16).
- C. This legislation is offered as an emergency legislation due since Navajo Head Start Program will be required to close its daily operations. As such, this impacts the Nation's ability to provide direct services to the Navajo people.
- D. The Title 12 Appropriations Act Supplemental Appropriation requirements include:
 - 1. When the Controller identifies additional sources of revenues above and beyond the initial or current revenue projections, supplemental appropriations may be allocated by the Navajo Nation Council. 12 N.N.C. § 820(L).
 - 2. Supplemental appropriations made from non-recurring revenues shall only be made for non-recurring operations or purposes, as set forth at § 820(F). The Controller of the Navajo Nation shall be responsible for designating recurring and non-recurring revenues. 12 N.N.C. § 820(L).

3. All requests for annual operating funds and supplemental funds shall be submitted to the Office of Management and Budget for budget impact analysis and other appropriate actions. 12 N.N.C. § 820(M).

SECTION TWO. FINDINGS

- A. The Navajo Nation Head Start Program has requested a supplemental appropriation of \$6,333,333 to a new Business Unit. A Supplemental Funding Proposal Summary along with Budget Forms 1 through 4, are included in **Exhibit A**.
- B. Included in the Supplemental Funding Proposal summary is a statement of need, which provides, "the supplemental funding request will ensure that the Navajo Head Start Program continues to provide direct services to the 2,105 funded slots under the Head Start and Early Head Start Programs."
- C. A document from the Controller, dated July 2018, indicates the balance in the UUFB is \$11,012,319.
- D. Due to the emergency nature of this legislation the Office of Management and Budget has provided the statutory prequired reviews. See Exhibit B.
- E. The Office of the Controller provided an updated balance for the UUFB and indicated the costs are recurring. See Exhibit C.

SECTION THREE. APPROVING SUPPLEMENTAL FUNDING FROM THE UNRESERVED, UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION, THREE HUNDRED THIRTY-THREE THOUSAND, THREE HUNDRED THIRTY-THREE DOLLARS (\$6,333,333) FOR BUSINESS UNIT NUMBER, NEW, TO THE NAVAJO NATION HEAD START PROGRAM WAIVING 12 N.N.C. § 820 (E) AND (F)

- A. This supplemental appropriation of \$6,333,333 shall be from that amount of funds that exceeds the minimum fund balance of the Unreserved, Undesignated Fund Balance as determined by the Office of the Controller and to Business Unit Number, NEW. The appropriation may be used as matching funds and/or in-kind to the federal grant for Headstart appropriation or grant to the Navajo Nation for FY 2018 and later years."
- B. The Navajo Nation hereby approves supplemental funding from the Unreserved, Undesignated Fund Balance in the amount of

\$6,333,333 for Business Unit Number NEW, to fund the Navajo Nation Head Start Program.

- C. The supplemental funding shall be deposited in accordance with the budget forms in Exhibit A.
- D. With the Controller's designation of this appropriation as a recurring cost, the Navajo Nation waives 12 N.N.C. § 820(E) and (F) regarding the restriction on recurring and non-recurring costs.

SECTION FOUR. APPROPRIATIONS

The Navajo Nation approves the supplemental funding to the Navajo Nation Head Start Program and the funding shall not lapse at the end of Fiscal Year 2018. 12 N.N.C. § 820 (N)

CERTIFICATION

I, hereby, certify that the foregoing resolution was duly considered by the Navajo Nation Council at a duly called meeting in Window Rock, Navajo Nation (Arizona), at which a quorum was present and that the same was passed by a vote of 17 in Favor and 02 Opposed, on this 17th day of July 2018.

LoRenzo C. Bates, Speaker 23rd Navajo Nation Council

J-14 27, 2018

Date

Motion: Honorable Kee Allen Begay, Jr. Second: Honorable Amber Kanazbah Crotty

Speaker Bates not voting

ACTION BY THE NAVAJO NATION PRESIDENT:

1.	I,	hereby,	sign	into	law	the
	fore	egoing 1	egislat:	ion, pur	rsuant	to 2,
	N.N.	C. \$100	5, (c) (1	0), on	this	300
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		/ 000	ul	1	NY	
		Russel	ll Begay	e, Pres	ident	
			Navajo	Nation		

2. I, hereby, veto the foregoing legislation, pursuant to 2 N.N.C. \$1005 (c)(11), on this _____ day of ____ 2018 for reason(s) expressed in the attached letter to the Speaker

Russell Begaye, President Navajo Nation

3. I, hereby, exercise line item veto pursuant to the 2010 Certified Initiative, over the supplemental appropriations approved herein by the Navajo Nation Council; on this ____ day of ______2018.

Russell Begaye, President Navajo Nation



THE NAVAJO NATION SUPPLEMENTAL FUNDING PROPOSAL SUMMARY

PART I.	Business Unit No.:	NEW	Program Title:		Navajo Head Star	t
	Division/Branch:	Education / Executive	Amount Requested:	\$6,333,333.00	Phone No.:	928-871-6902
	Prepared By:	Christine M. Chavez	Email Address:	christin	nechavez@nav	ajohs.org
The Sup employe Program the Nava Program February Start fror	plemental Funding of a related expenses request will cover to the second of the second	request in the amount of \$6 for mandatory insurance continues to provide direct of Start Program has submitted the fourth year of a five year interest funds to continue with signated, Unreserved Fund I	5,333,333.00 is needed to overage for general liability of March 1, 2018 to June rect services to the 2,105 ited the Grant Application tar grant. There are extenuseamless operations into the	rinsurance and wo 30, 2018. The Sup funded slots under to the Office of Hea ating, legal circums he new grant year.	orker's compensation of the Head Start and Start for the peristances that have a Therefore, this is	on. The Navajo Head Start g request will ensure that d Early Head Start dod of March 1, 2018 to prohibited Navajo Head an EMERGENCY request
The Nav slots with across th	ajo Head Start Prog n their affliated famil ne Navajo Nation. S	IN IF REQUEST IS NOT FUNI gram will begin to notify staf- ies. In order to continue to ince personnel is a vital asp eserved Fund Balance is to	f and to close daily operat provide direct services, Na pect of providing direct ser	avajo Head Start m vices, Navajo Hea	oust be fully staffed d Start's request fo	to operate over 90 centers
PART IV.	ALTERNATIVE FUN	IDING SOURCES BEING PU	RSUED:			
		y researching other funding ng allocation necessary to				
	7940			etaar-		
PART V.		ROVIDED THAT THE PROPO COMMENDS APPROVAT.	5-7-3-18	Le	nette f	ec 7/5/18
REV	IEWED BY: Divisi	on Director's Signature /	Date	RECOMMEND AP	PROVAL: Branch	h Chief's Signature / Date

for

THE NAVAJO NATION PROGRAM BUDGET SUMMARY

		PART V																				PART		PART L
SUDMIT	Sup	, I HEREBY ACKNOWLED																			UUFB	PART II. FUNDING SOURCE(S)	Prepared By: Ch	Business Unit No.:
TEO'DI. Floyidin W	Dr. Elvira Bitsoi, Asst. Superintendent (A) TTED BY: Program Manager's Printed The Control of	GE THAT THE INFO	TOTAL:																		10/01/17 - 9/30/18	Fiscal Year Term	Christine M. Chavez	NEW
SCOMITICODI. FIOGISIII Matagers Signature and Date	Dr. Elvira Bitsoi, Asst. Superintendent (A) SUBWITTED BY: Program Manager's Printed Name	RMATION CONTAIN	\$6,333,333.50																		6,333,333,50	Amount	Phone No.:	Program Title:
S Date	Warne 8	NED IN TH	100%																		100%	% of	No.:	
	`	IIS BUDG	To		PART IV.		9500	9500	9000	8000	7000	6500	6000	5500	5000	4000	3500	3000	2001			PART III	(9%	
Arrinopti	APPROV	PART V. I HEREBY ACKNOWLEDGE THAT THE INFORMATION CONTAINED IN THIS BUDGET PACKAGE IS COMPLETE AND ACCURATE.	Total # of Permanently Assigned Vehicles:	Total # of Positions Budgeted:	V. POSITIONS AND VEHICLES		Indirect Cost	Matching Funds	Capital Outlay	Public Assistance	Special Transactions	Contractual Services	Repairs and Maintenance	Communications and Utilities	Lease and Rental	Supplies	Meeting Expenses	Travel Expenses	Personnel Expenses			PART III. BUDGET SUMMARY	(928) 871-6902 Email	Navajo Head Start
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or a difficulty and parc	J., Superintendent StoyBranch Chief's Printed Name CLU 7 - 3 - / Y CROSS Control of Chief's Chief's Control of Chief's Control of Chief's Control of Chief's		210	400	(E)	6,333,333					43,057								6,290,276	Proposed Budget	3	/B)	christinechavez@navajohs.org	Education
						6,333,333	0	0	0	0	43,057	0	0	0	0	0	0	0	6,290,276	(Column B - A)	Difference	ò		

THE NAVAJO NATION PROGRAM PERFORMANCE CRITERIA

Page 2 of 16 BUDGET FORM 2

PART IV. I HEREBY ACKNOWLEDGE THAT THE ABOVE INFORMATION HAS BEEN THOROUGHLY REVIEWED. Dr. Elvira Bilsoi, Asst. Superintendent (A) Program Manager's Printed Name Office of the control	One quarter of NHS staff, Policy Council & Board of Education to receive training per quarter	Enable NHS staff with awareness and rules/regulations of sexual harassement, bullying and code of conduct	Report to the Governing Body 3 times per quarter 5. Program Performance Area:	Goal Statement:	Maintain accountability to the Governing Body of Navajo Head Start	4. Program Performance Area:	Create one (1) new partnership per quarter measured by MOA/MOU execution	Goal Statement:	Create four (4) new community partnerships with local and/or national resources to support HS initiatives	3. Program Performance Area:	Complete restructure of 60 field level staff by end of second quarter	Goal Statement:	Restructure remaining 20% of field level staff by end of second quarter, or up to 30 staff per quarter	2. Program Performance Area:	Program will enroll 2,105 during 2nd, 3rd and 4th quarters to meet funded enrollment	Goal Statement:	Meet up to 75% of funded enrollment at end of first quarter, which is 1,580 children of 2,105	Program Performance Area:	PAH I III. PHOGRAM PERFORMANCE CHI EHIA:	PART II. PLAN OF OPERATION REFERENCE/LEGISLATED PROGRAM PURPOSE: GSMCY-19-07: NHS will provide opportunities inclusive of necessary health services; comprehensive quality services; provide a learning environment that is healthy, sale, assessible, pleasant, comfortable, age appropriate, culturally sensitive, and responsive to the individual needs of children at the local and community level.	Business Unit No.: NEW Program Name/Title	PART I, PROGRAM INFORMATION:	
Dr. Torniny Lewis, Jr., Superintendent Division Director/Branch Chief's Printed Name Overland Chief's Signature and Date	82 82 82 82	nouet .									n/a				175				Goal Actual Goal Actual Goal Actual Goal Actual	ty services; provide a learning environment that is healthy, sale, assessible, pleasant, comfortable, age ty level.	itle: Navajo Head Start		

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8,218.72	496 \$	16.57	AG61A			HST	3640	945534	1036
10,654.08	496 \$	21.48	AG64A			HSCI	3659	945533	1035
7,539.20	496 \$	15.20	AG60A			HSPP	3668	243037	1034
8,218,72	496 \$	16.57	AG61A			HST	3640	242682	1033
7,539.20	496 \$	15.20	AG60A			HSPP	3668	243036	1032
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7,539.20	496 \$	15.20	AG60A			HSPP	3668	243035	1029
7,539.20	496	15.20	AG60A			HSPP	3668	243034	1028
7,539.20	496 \$	15.20	AG60A			HSPP	3668	242938	1027
8,461.76	496 \$	17.06	AG61B			HST	3640	945521	1026
11,226.48	696	16.13	AG60C			HS HR Assistant	1166	942720	1025
16,383.84	696 \$	23.54	AL65A			Senior Accountant	1518	946684	1024
8,915.76	696 \$	12.81	AG58A			Office Specialist	1366	243769	1023
9,187.20	696 \$	13.20	AG58B			Office Specialist	1366	243768	1022
8,915.76	696	12.81	AG58A			Office Specialist	1366	243770	1021
8,915.76	696	12.81	AG58A			Office Specialist	1366	243767	1020
11,560.56	696	16.61	AG60D			Senior Office Specialist	1365	243765	1019
17,058.96	696	24.51	AG64A			HS Admin Regional Mgr	1365	243764	1018
14,803.92	696 \$	21.27	AG64A			HS Admin Regional Mgr	1365	243763	1017
14,803.92	696 \$	21.27	AG64A			HS Admin Regional Mgr	1365	243762	1016
14,803.92	696 \$	21.27	AG64A			HS Admin Regional Mgr	1365	243761	1015
14,803.92	596	21.27	AG64A			ASO	1211	243131	1014
11,532.72	696	16.57	AG61A			Property Supervisor	4015	949004	1013
10,579.20	696 \$	15.20	AG60A			Senior Office Specialist	1365	243766	1012
20,211.84	596	29.04	AG67C			Prin Contract Analyst	2016	243760	1011
16, 140.24	696 \$	23.19	AG65A			Sr Contract Analyst	2017	946900	1010
8,915.76	696 \$	12.81	AG58A			AMS	1524	243758	1009
9,737.04	696 \$	13.99	AG5BD			AMS	1524	243541	1008
10,328.64	696	14.84	AG58A			AMS	1524	243759	1007
8,915.76	696	12.81	AG58A			Office Specialist	1364	243756	1006
7,509.84	696 \$	10.79	AG56A			Office Assistant	1364	945492	1005
24,109.44	696 \$	34.64	AG68F			HS Info Systems Mgr	3638	242606	1004
26,260.08	696	37.73	AG69F			HS HR Manager	3636	242671	1003
25,501.44	696	36.64	AG69E			HS Fiscal Manager	3637	242670	1002
34,180.56	696 \$	49.11	AM71D			HS Superintendt	3635	945904	1001
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243120	95900	945930	945929	945914	945753	945650	945649	945645	945018	949179	945634	945624	945620	945071	945617	945615	945610	945606	945602	945596	949198	945574	242664	945569	945563	945558	945557	945556	243041	243040	243018	243016	945545	945544	945542	243015	945540	243013	243039	243038
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19.70	10.70	13.95	13.95	16.57	13.95	13.95	13.95	13.95	21.48	21.48	13.95	13.95	13.95	14.31	16.57	21.48	13.95	21.48	14.82	13.95	13.95	21.80	13.95	13.95	13.95	16.61	21.48	16.57	15.20	15.20	15.20	15.20	16.57	16.57	17.06	15.20	16.57	15.20	15.20	15.20
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329,276.32	0,918.20	6,919.20	6,919.20	8,218.72	6,919.20	6,919.20	6,919.20	6,919.20	10,654.08	10,654.08	6,919.20	6,919.20	6,919.20	7,097.76	8,218.72	10,654.08	6,919.20	10,654.08	7,350.72	6,919.20	6,919.20	10,812.80	6,919.20	6,919.20	6,919.20	8,238.56	10,654.08	8,218.72	7,539.20	7,539.20	7,539.20	7,539.20	8,218.72	8,218.72	8,461.76	7,539.20	8,218.72	7,539.20	7,539.20	7,539.20

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	AG64A	AG61A	AG61A	AG60A	AG61A	AG60A	AG60A	AG61A	AG64A	AG61A	AG60A	AG64A	AG60A) Laison AG63A	J Liaison AG63A	J. Liaison AG63A	Juliaison AG63A	AG60A	AG60A	AG60A	AG60A	AG60A	AG60A	AG59A	AG60A	AG64A	AGBOA	AG64A	AG60A	AG64A	AG60A	AG60A	AG59A	AG60A	AG64A	AG60A	AG60A	AG60A	AG60A	AG66A	MODUM
	21.48	16.57	16.57	15.20	16.57	15.20	15.20	16.57	21.48	16.57	15.20	21.48	15.20	19.70	19.70	19.70	19.51	15.20	15.20	15.20	15.20	15.20	15.20	13.95	15.20	21.48	15.20	21.48	15.20	21.48	15.20	15.20	13.95	15.20	21.48	15.20	15.20	15.20	15.20	25.13	23.13
	496	496	496	496	496	196	496	496	496	496	496	496	496	696	696	696	696	496	496	496	496	496	496	496	496	496	496	496	496	496	496	496	496	496	496	496	696	696	696	496	490
	5	50	45	•	S	S	s	S	S	S	s	S	S	S	\$	69	÷	S	S	69	49	60	69	5	\$	69	S	59	60	69	8	65	64	65	•	S	60	69	60	5	*
376,595.28	10,654.08	8,218.72	8,218.72	7,539.20	8,218.72	7,539.20	7,539.20	8.218.72	10,654.08	8,218.72	7,539.20	10,654.08	7,539.20	13,711.20	13,711.20	13,711.20	13,578.96	7,539.20	7,539.20	7,539.20	7,539.20	7,539.20	7,539.20	6,919.20	7,539.20	10,654.08	7,539.20	10,654,08	7,539.20	10,654,08	7,539.20	7,539.20	6,919.20	7,539.20	10,654.08	7,539.20	10,579.20	10,579.20	10,579.20	12,464.48	12,404.48

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	496	21.48	AG64A	HSCT	2650	945031	1180
	496	13.95	AG59A	HSBO	4145	945350	1159
	496	13.95	AG59A	HSBD	4145	945308	1158
	496	21.48	AG64A	HSCT	3659	945483	1157
	496	13.95	AG59A	HSBD	4145	945752	1156
	496	13.95	AG59A	HSBD	4145	945044	1155
	496	21.48	AG64A	HSCT	3659	945477	1154
	496	13.95	AG59A	HSBD	4145	945475	1153
	496	13.95	AG59A	HSBO	4145	945474	1152
	496	13.95	AG59A	HSBD	4145	945473	1151
1001	496	13.95	AG59A	HSBO	4145	945704	1150
921	496	13.95	AG59A	HSBD	4145	945470	1149
	496	13.95	AG59A	OBSH H	4145	945609	1148
	496	13.95	AG59A	HSBO	4145	945454	1147
22	496	13.95	AG59A	DBSH	4145	945442	1146
	496	13.95	AG59A	HSBO	4145	945439	1145
	496	13.95	AG59A	HSBD	4145	945438	1144
**	496	13.95	AG59A	HSBD	4145	945421	1143
**	496	13.95	AG59A	DBSH	4145	945290	1142
40	496	15.20	AG60A	HSPP	3668	243336	1141
"	496	15.20	AG60A	HSPP	3668	243336	1140
	496	15.20	AG60A	HSPP	3668	243104	1139
"	496	15.20	AG80A	HSPP	3668	243103	1138
10	496	15.20	AG60A	HSPP	3668	243140	1137
	496	15.20	AG60A	HSPP	3668	243339	1136
	496	15.20	AG60A	HSPP	3668	243335	1135
	496	15.20	AG80A	HSPP	3668	243102	1134
122	496	15.20	AG60A	HSPP	3668	243338	1133
	496	15.20	AG60A	HSPP	3668	243084	1132
	496	15.20	AG60A	HSPP	3668	243458	1131
102	496	13.95	AG59A	HSB0	4145	945082	1130
	496	15.20	AG60A	HSPP	3668	945543	1129
	496	15.20	AG60A	HSPP	3668	243083	1128
	496	16.57	AG61A	HST	3640	945397	1127
	496	15.20	AG60A	HSPP	3668	242970	1126
40	496	16.57	AG61A	HST	3640	945394	1125
12.00	496	16.61	AG600	HSPP	3668	243027	1124
22	496	21.48	AG84A	HSCT	3659	945389	1123
•	496	21.48	AG84A	HSCT	3659	945385	1122
s	496	13.95	AG59A	HSBD	4145	945447	1121
	496	15.20	AG60A	HSP	3668	243024	1120
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407,731.04								
10.654.08	, 61	496	21.48	AG64A	HSCI	3659	945024	1201
7,539.20	8	496	15.20	AG80A	HSPP	3668	242972	1200
7,539.20	S	496	15.20	AG60A	HSPP	3668	242964	1199
7,539.20	4	496	15.20	AG60A	HSPP	3668	242965	1198
7,539.20	s	496	15.20	AG60A	HSPP	3668	242966	1197
7,539.20	s	496	15.20	AG80A	HSPP	3668	242928	1196
13,223.36	s	496	26.66	AG66C	HS SPIC	3658	243778	1195
17,490.48	5	696	25.13	ng imm AG67A	HS Sch. Rdinss & Lang Imm	3687	243029	1194
7,539.20	5	496	15.20	AG80A	HSPP	3668	243385	1193
7,539.20	60	496	15.20		HSPP	3668	243382	1192
13,711.20	69	696	19.70		HS ERSEA / Fam Eng Liaison	3649	243144	1191
13,711.20	60	696	19.70		HS ERSEA / Fam Eng Liaison	3649	243143	1190
13,578.96	60	696	19.51		HS ERSEA / Fam Eng Liaison	3649	243142	1189
13,711.20	S	696	19.70		HS ERSEA / Fam Eng Liaison	3649	243141	1188
7,539.20	44	496	15.20	AG80A	HSPP	3668	243107	1187
7,539.20	5	496	15.20	AG60A	HSPP	3668	242968	1186
7,539.20	69	496	15.20	AG60A	HSPP	3668	243456	1185
10,654.08	64	496	21.48	AG64A	HSCT	3659	243455	1184
7,539.20	69	496	15.20	AG80A	HSPP	3668	243337	1183
10,654.08	59	496	21.48	AG84A	HSCT	3659	243453	1182
6,919.20	59	496	13.95	AG59A	HSBD	4145	243381	1181
7,539.20	50	496	15.20	AG60A	HSPP- 10n1	3668	243106	1180
10,654.08	s	496	21.48	AG84A	HSCT	3659	243105	1179
10,579.20	•	696	15.20	AG60A	Maint Tech	4077	243149	1178
10,579.20	S	696	15.20	AG80A	Maint Tech	4077	243148	1177
10,579.20	s	696	15.20	AG80A	Maint Tech	4077	243147	1176
10,579.20	so.	696	15.20	AG60A	Maint Tech	4077	243239	1175
12,464.48	so.	496	25.13	AG86A	HS SRC	3658	243452	1174
12,464.48	s,	496	25.13	AG86A	HS SRC	3658	243028	1173
6,919.20	ss.	496	13.95	AG59A	HSBD	4145	941099	1172
10,579.20	s	696	15.20	AG80A	Fleet Coordinator	4041	945358	1171
8,218.72	ر د	496	16.57	AG61A	HST.	3640	941070	1170
13,711.20	s	696	19.70		HS Health & Nutrition Liaison	3648	243127	1169
10,654.08	s	496	21.48	AG64A	HSCT	3659	945776	1168
9,533.12	· CO	496	19.22	AG61F	HST	3640	945774	1167
8,218.72	••	496	16.57	AG61D	HST	3640	945707	1166
10,654.08	ss	496	21.48	AG84A	HSCT	3659	945268	1165
8,238.56	s	496	16.61	AG64A	HSCT	3659	945254	7
6,919.20	s	496	13.95	AG59A	HSBD	4145	945920	1183
10,812.80	es.	496	21.80	AL64A	HSCT	3659	945238	1162
10,654.08	es .	496	21.48	AG64A	HSCT	3659	945039	1161

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	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243
	945145	242974	945139	945137	242979	242975	242976	243429	243387	243388	243386	243462	243389	243328	243238	243327	243161	243160	243158	243157	243112	243156	243155	243154	243326	243110	243153	243152	243151	243150	240250	240256	945246	949199	945703	945770	945698	945689	243325	945712	945276
	3640	3668	3659	3640	3668	3668	3668	4145	3668	4145	3668	3668	4145	3668	4077	3668	3649	3649	3649	3668	3668	3668	3668	3668	3668	3668	4077	4077	4077	4077	3658	3658	3640	3659	4145	4041	4145	4145	3659	3640	3640
	HST	HSPP	HSCT	HST	HSPP	HSPP	HSPP	HS8D	HSPP	HSBD	HSPP	HSPP	HS80	HSPP	Maint Tech	HSPP	HS ERSEA / Fam Eng Liaison	HS ERSEA / Fam Eng Liaison	HS ERSEA / Fam Eng Liaison	HSPP	Maint Tech	Maint Tech	Maint Tech	Maint Tech	HS SRC	HS SPIC	HSCT	HSCT	HSBD	Fleet Coordinator	HSBD	HSBD	HSCT	HST	HST						
	AG61D	AG60A	AG64A	AG61D	AG60A	AG60A	AG60A	AG59A	AG60A	AG59A	AG60A	AG60A	AG59A	AG60A	AG60A	AG60A	AG63A	AG63C	AGESA	AG60A	AG80A	AG60A	AGBOA	AG60A	AG60A	AG60C	AG60A	AG60A	AG60A	AG60A	AL66A	AG66D	AG64A	AG64A	AG59A	AG60J	AG59A	AG59B	AG64A	AG61D	AG61F
	16.61	15.20	21.48	18.12	15.20	15.20	15.20	13.95	15.20	13.95	15.20	15.20	13.95	15.20	15.20	15.20	19.70	20.69	19.70	15.20	15.20	15.20	15.20	15.20	15.20	16.13	15.20	15.20	15.20	15.20	25.51	27.49	21.48	21.48	13.95	19.64	13.95	14.41	21.48	16.61	17.62
	496	496	496	496	496	496	496	496	496	496	496	496	496	496	696	496	696	696	696	496	496	496	496	496	496	496	696	696	696	696	496	496	496	496	496	696	496	496	496	496	496
•	s	S	S	S	S	60	60	65	55	es.	S	65	69	69	s	S	65	•	40	s	S	s	S	S	60	65	55	s	50	67	es.	65	5	65	65	40	69	s	50	65	so.
374,328.40	8,238.56	7,539.20	10,654.08	8,987.52	7,539.20	7,539.20	7,539.20	6,919.20	7,539.20	6,919.20	7.539.20	7,539.20	6,919.20	7,539.20	10,579.20	7,539.20	13,711.20	14,400.24	13,711.20	7,539.20	7,539.20	7,539.20	7,539.20	7,539.20	7,539.20	8,000.48	10,579.20	10,579.20	10,579.20	10,579.20	12,652.96	13,635.04	10,654.08	10,654.08	6,919.20	13,669.44	6,919.20	7,147.36	10,654.08	8,238.56	8,739.52

\$ 10,579.20	696	15.20	AG60A	Maint Tech	4077	243166	1322
s s	69 69 6	15.20	AG83A AG80A	HS Health & Nutrith Lias	3648	243129	1321
•	496	16.57	AG61A	HST	3640	948893	1320
s	496	13.95	AG59A	HS80	4145	948551	1319
o •	496	21.48	AG64A	100	3659	241584	1318
5 8,461.76	9	17.06	AG61B	HST	3640	941581	1316
	496	17.06	AG61B	HST	3640	945448	1315
S	98	13.95	AG59A	HSB0	4145	945416	1314
s	496	14.31	AL59A	HS80	4145	947464	1313
co.	496	14.82	AG59C	HSBO	4145	945232	1312
s	496	13.95	AG59A	HSBO	4145	945227	1311
\$ 6,919.20	496	13.95	AG59A	HSBD	4145	945221	1310
\$ 6,919.20	496	13.95	AG59A	HSBO	4145	945217	1309
\$ 8,218.72	496	16.57	AG61A	HST	3640	241329	1308
\$ 7,097.76	496	14.31	AL59A	HSBD	4145	945195	1307
\$ 6,919.20	496	13.95	AG59A	HSBD	4145	241328	1306
\$ 7,097.76	496	14.31	AL59A	HSBD	4145	945193	1305
50	496	15.20	AG60A	HSPP	3668	945192	1304
S	496	15.20	AG60A	HSPP	3668	243340	1303
s	496	15.20	AG60A	HSPP	3668	243237	1302
5	496	13.95	AG59A	HSBD	4145	945181	1301
55	496	15.58	AL60A	HSPP	3668	243116	1300
s	496	15.20	AG60A	HSPP	3668	243115	1299
s	496	13.95	AG59A	HS80	4145	945171	1298
S	198	15.20	AGROA	HSPP	3668	243163	1297
\$ 10,654.08	496	21.48	AG64A	HSCT	3640	242607	1296
5	496	15.20	AGEOA	HSPP	3668	243114	1295
\$ 7,539.20	496	15.20	AG60A	HSPP	3668	243026	1294
\$ 10,654.08	496	21.48	AG64A	HSCT	3659	241572	1293
\$ 10,654.08	496	21.48	AG84A	HSCT	3659	945160	1292
\$ 10,654.08	496	21.48	AG64A	HSCT	3659	945159	1291
\$ 8,218.72	496	16.57	AG64A	HST	3659	945157	1290
\$ 7,539.20	496	15.20	AG60A	HSPPP	3668	243025	1289
5	496	15.20	AG60A	HSPP	3668	242977	1288
S	496	15.20	AG60A	HSPP	3668	243047	1287
\$ 7,539.20	496	15.20	AG60A	HSPP	3668	242973	1286
\$ 7,539.20	496	15.20	AG60A	HSPP	3668	243046	1285
\$ 10,812.80	496	21.80	AL64A	HSCT	3659	945149	1284
•	496	15.20	AG60A	HSPP	3668	242978	1283

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1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324
242935	243166	243031	945781	243159	945284	945016	945554	945437	945426	942491	243017	243475	243331	945096	945631	945590	945580	945577	945138	243170	243169	243168	243167	243124	243122	243121	243391	243346	243465	243464	243342	243120	243119	243341	243118	243089	243236	243033	941959	243032
3634	4077	3658	3659	3649	4145	3659	3659	4145	4145	4015	3668	4145	4145	3640	4145	4145	4145	4145	3659	3649	3649	3649	3649	3668	3668	3668	4145	3668	3668	3659	4145	3668	3659	4145	3668	3659	4077	3658	3640	3658
HS Professional Dev. & Planning Spec.	Maint Tech	HS SRC	HSCT	HS ERSEA / Fam Eng Liaison	HSBD	HSCT	HSCT	HSBD	HS8D	Properly Supervisor	HSPP	HSBD	HS80	HST	HSBD	HSBD	HSBD	HS80	HSCT	HS ERSEA/Fam Eng Liaison	HS ERSEA / Fam Eng Uaison	HS ERSEA / Fam Eng Liaison	HS ERSEA / Fam Eng Liaison	HSPP	HSPP	HSPP	HSBD	HSPP	HSPP	HSCT	HSBD	HSPP	HSCT	HSB0	HSPP	HSCT	Maint Tech	HS SRC	HST	HS SRC
AG67A 27.39	AG60A 15.14	AG66A 25.13	AL64A 21.48	AL63A 20.00	AG59A 13.95	AL64A 21.80	AL64A 21.80	AL59A 14.31	AL59A 14.31	AL61A 16.98	AL60A 15.58	AL59A 14.31	AL59A 14.31	AG61A 16.57	AG59A 13.95	AG59A 13.95	AG59A 13.95	AG59A 13.95	AG64A 16.57					AG60A 15.20	AG60A 15.20			AG60A 15.20			AG59A 13.95	AG60A 15.20	AG64A 21.48	AL59A 14.31	AG60A 15.20	AG64A 21.48	AG60A 15.20	AG66A 25.13	AG61A 16.57	AL66A 25.51
															12			500			52.																			
696	696	496 \$	496 \$	696 \$	496 \$	496 \$	496 \$	496 \$	496 \$	696 S	496	496 \$	496 \$	496	496	496 \$	496 \$	496	496 \$	696	596	696 \$	\$	496 \$	496 S	496 \$	496 \$	496 \$	496 \$	496	496 \$	496	496	496	496 \$	496 \$	696 \$	496	496	496
		Ŧ*)	***		-	· (7)			.77	- T-	-		-	***	#.D	#01		#.T.O	= 7			- F-1	<i>₹</i>		70			71	5 .0	15.0		7.0	50		### T	*f	55 0	50%	**	(1000)
19,063.44	10,537.44	12,464.48	10,654.08	13,920.00	6,919.20	10,812.80	10,812.80	7,097.76	7,097.76	11,818.08	7,727.68	7,097.76	7,097.76	8,218.72	6,919.20	6,919.20	6,919.20	6,919.20	8,218.72	13,711.20	13,711.20	13,711.20	13,711.20	7,539.20	7,539.20	7,539.20	7,097 76	7,539.20	7,539.20	10,654.08	6,919.20	7,539.20	10,654.08	7,097.76	7,539.20	10,654.08	10,579.20	12,464.48	8,218.72	12,652.96

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	22																																1000	1365 24
	242915	944463	94454	943696	943693	943691	943685	943683	943678	242796	243399	243398	243397	243396	243395	NEW	NEW	243449	243448	242773	243771	243476	243447	243444	242799	242772	242771	242909	NEW	242926	949399	243441	242842	243450
	3658	3655	3655	3655	3655	3655	3655	3655	3655	3667	3679	3679	3679	3679	3679		3633			3665	1872	1872	1251	3633	3664	3666	3660	1847	1872	1872	3669		1872	3689
	HS School Readiness Coach	Early Head Start Teacher	HS Merital Health & Disab. Specialist	HS Mental Health & Disab. Liaison	HS Employee Clearance Specialist	HS Facilities & Safety Officer	Regional Partnership Coordinator	Regional Partnership Coordinator	HS ERSEA Specialist	Information Systems Technician	Information Systems Technician	Sr. Programs & Projects Spec.	HS Facilities & Safety Officer	HS Comm Partnership Mgr	HS H/N Specialist	HS Dir of Edu Sirca, Dir of Prog Operations	Sr. Network Specialist	Information Systems Technician	Information Systems Technician	HS Student Transporation Supvis	HS HR Employee Relations Specialist	Information Systems Technician	HS Student Data Specialist											
	AG86A	AG80F	AG60C	AG60F	AG60F	AG60A	AG60A	AG60D	AG60A	AG65A	AG63A	AG83A	AG63A	AG63A	AG63A	AG62A	AG64A	AGE4A	AG64A	AG65A	AG60A	AG60A	AG67A	AG64B	AG67C	AG65A	AG70C	A065A	AG60A	AG60A	AG64C	AG65C	AG60A	AG63A
	25.13	17.45	16.13	17.45	17.45	15.20	15.20	16.61	15.20	23.19	19.70	19.70	19.70	19.70	19.70	17.90	21.27	21.27	21.27	23.19	15.20	15.20	27.39	21.87	29.04	23.19	37.64	23.19	15.20	15.20	22.54	24.46	15.20	19.51
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PAGE 12 of 12 BUDGET FORM 3

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THE NAVAJO NATION DETAILED BUDGET AND JUSTIFICATION

Page 15 of 16 BUDGET FORM 4

6222 222	6 777 777	TOTAL			
			29.218.79	7767 Worker's Compensation	
	-6352		13,838.61	7766 Deductible Expenses	
9	43,057			Insurance Premiums	7710
43,057				7000 SPECIAL TRANSACTIONS	
			81,071.11	Temporary @ 9.95%	
			1,571,301.63	Regular @ 41.1%	
	1,652,373			Fringe Benefits	2900
	814,785			Temporary - 55 positions	2310
	3,823,118			Permanent - 400 positions	2110
6,290,276				2000 PERSONNEL EXPENSES	
Object Code	Object Code		Object Code Description and Justification		(LOD 6)
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RUSSELL BEGAYE PRESIDENT JONATHAN NEZ VICE PRESIDENT

EXHIBIT "B"

July 17, 2018

MEMORANDUM

To:

Navajo Nation Council

From:

Dominic Beyal, Executive Director Office of Management and Budget

Subject:

Legislation Tracking No. 0259-18: Emergency Supplemental Budget Request for Navajo

Headstart Program (NHP) for \$6,333,333

Below are our comments on the subject legislation which is supported by SUPPLEMENTAL FUNDING PROPOSAL SUMMARY (SFPS). In brief the purpose of the request needs to be clear and ensure there is a definite need for funding that is considered an Emergency.

- PART II. of SFPS indicates the request will cover expenses for the period March 1, 2018 to June 30, 2018. This period has past so it appears these incurred expenses have not been paid.
- 2. NHP is a federal funded program that is on a 80% 20% cost share between the federal government and Navajo Nation, respectively. The current funding is FY 2018 on which the period is March 01, 2018 to February 28, 2019. Attached is a document that provides an overview on status of the award and expenditure report on the budget of \$15,766,194 (federal share) that is in the FMIS. The balance on the budget as of today is \$11,001,260.25.
- There is no explanation on why the \$6+ million (m) request for appropriation cannot be paid with the \$11m balance. There is sufficient balance so the "Emergency" seems not to be the case and is not explained explicitly.
- The status of FY 2018 funding for NHP has been uncertain as shown on the attachment which my OMB/CGS staff can provide explanation.

In light of comment no. 3 above, the proposal should have been considered through the normal review by Executive Branch e. g., OMB, OCC, DOJ and OPVP for opportunity to provide recommendation and guidance on what the true need is for funding. Also the state of the FY 2018 funding for NHP by federal government is in contentious situation at the moment. That should be resolved first before Navajo Nation funds is appropriated to fund what the federal government is obligated and responsible for.

If you have question, call Mr. Shortey, Contracting Officer, and his staff at Contracts and Grants Section at (928) 871-6033 who are very familiar with this subject.

Attachment

Cc:

OMB file

FY 2018 Funding Notice / Award Navajo Headstart Program (NHP) / DODE Updated July 17, 2018

1. FY 2018 Grant No. 90Cl9889 - budget period is 3/1/18-2/28/19:

A	В	С	D	E	F
1	Notice of Award (NOA)	Federal-80%	Nav Nation- 20%	Total	Transmittal
2	Mar 1, 2018	7,883,098	1,970,775	9,853,873	Mar 21, 2018, No. 1
3	May 17, 2018 - Mod 1	15,191,945	3,797,986	18,989,931	NHP to submit budget
4	Total	23,075,043	5,768,761	28,843,804	
5	June 14 2018 - Letter	16,132,552	4,033,138	20,165,690	
6	Difference Rows 4 & 5	-6,942,491	-1,735,623	-8,678,114	

- A. By letter of March 8, 2018, ACF/DHHS informed the Navajo Nation the FY 2018 funding will be \$15,766,194.
- B. By NOA of March 1, 2018, \$7,883,098 was awarded to the Nation. The Nation decided to have NHP submit budget for \$15 million. Such was entered in FMIS and same authorized for implementation on date referenced by highlighted yellow above.
- C. By NOA of May 17, 2018, the amount of award to the Nation was increased to \$23,075,043.
- D. By letter of June 14, 2018, ACF/DHHS informed the Nation FY 2018 funding will be reduced to \$16,132,552 due to "chronic under enrollment". There is no NOA on this.
- E. Legislation Tracking No. 0259-18 \$6,333,333 to cover expenses 3/1/18 to 6/30/18.



RUSSELL BEGAYE PRESIDENT JONATHAN NEZ VICE-PRESIDENT

EXHIBIT "C"

Memorandum:

To:

Navajo Nation Delegates

Navajo Nation Government

From:

Pearline Kirk, Controller

Office of the Controller

Date:

July 16, 2018

Subject:

Legislation 0259-18-Emergency for Navajo Nation- UUFB in the amount of

\$6,333,333 to the Navajo Headstart Program

The Office of the Controller has reviewed the above referenced document.

- The balance of the UUFB is \$11,012,319 as of July 13, 2018; there are a number of other supplemental requests that will be considered by the Navajo Nation Council in the near future. This supplemental request is for \$6,333,333 emergency funding to the Navajo Nation Headstart Program.
- The budget exhibit A attached to this legislation indicates expenses for personnel along with related fringe benefits and workers compensation. These types of expenses are determined to be <u>RECURRING</u> costs.

If you should have any questions you can contact me at tribal extension X6125.

NAVAJO NATION

RCS# 1165

7/17/2018

2018 Summer Session

07:45:03 PM

Amd# to Amd#

Legislation 0259-18: Approving

PASSED

MOT Begay, K

SEC Crotty

Supplemental Funding from UUFB \$6,333,333 to Navajo Head Start

Program

Yea: 17

Nay: 2

Excused: 1

Not Voting: 4

Yea: 17

Begay, K

Brown

Hale

Slim Smith

Begay, NM

Crotty Damon Jack Perry

Tso

Begay, S BeGaye, N

Daniels

Phelps

Tsosie

Bennett

Nay: 2

Witherspoon

Pete

Excused: 1

Filfred

Not Voting: 4

Yazzie

Chee

. .

Shepherd

Bates



MEMORANDUM

TO: Honorable Pernell Halona

24th Navajo Nation Council

FROM: IUUGUUU

Kristen Lowell, Principal Attorney Office of Legislative Counsel

DATE: June 20, 2019

SUBJECT: AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN

SERVICES AND NAABIK'ÍYÁTI' COMMITTEES AND NAVAJO

NATION COUNCIL; AMENDING CJY-57-18, TITLED "RELATING TO

AN EMERGENCY FOR THE NAVAJO NATION; APPROVING SUPPLEMENTAL FUNDING FROM THE UNRESERVED,

UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX

MILLION THREE HUNDRED THIRTY-THREE THOUSAND THREE

HUNDRED THIRTY-THREE (\$6,333,333) TO THE NAVAJO HEAD

START PROGRAM, WAIVING 12 N.N.C. §820 (E) AND (F)";

ALLOWING THE NAVAJO NATION HEAD START PROGRAM TO USE

SUPPLEMENTAL FUNDS TO PAY PAST DUE BILLS AND OTHER

DEBTS

As requested, I have prepared the above-referenced proposed resolution and associated legislative summary sheet pursuant to your request for legislative drafting. Based on existing law and review of documents submitted, the resolution as drafted is legally sufficient. As with any action of government however, it can be subject to review by the courts in the event of proper challenge.

Please ensure that this particular resolution request is precisely what you want. You are encouraged to review the proposed resolution to ensure that it is drafted to your satisfaction.

The Office of Legislative Counsel confirms the appropriate standing committee(s) based on the standing committees powers outlined in 2 N.N.C. §§301, 401, 501, 601 and 701. Nevertheless, "the Speaker of the Navajo Nation Council shall introduce [the proposed resolution] into the legislative process by assigning it to the respective oversight committee(s) of the Navajo Nation Council having authority over the matters for proper consideration." 2 N.N.C. §164(A)(5).

THE NAVAJO NATION LEGISLATIVE BRANCH INTERNET PUBLIC REVIEW PUBLICATION



LEGISLATION NO: _0167-19 ____ SPONSOR: Pernell Halona

TITLE: An Action Relating to Health, Education And Human Services And Naabik'íyáti' Committees And Navajo Nation Council; Amending CJY-57-18, Titled "Relating To An Emergency For The Navajo Nation; Approving Supplemental Funding From The Unreserved, Undesignated Fund Balance In The Amount Of Six Million Three Hundred Thirty-three Thousand Three Hundred Thirty-Three (\$6,333,333) To The Navajo Head Start Program, Waiving 12 N.N.C. § 820 (E) And (F)"; Allowing The Navajo Nation Head Start Program To Use Supplemental Funds To Pay Past Due Bills And Other Debts

Date posted: June 28, 2019 at 11:57am

Digital comments may be e-mailed to comments@navajo-nsn.gov

Written comments may be mailed to:

Executive Director
Office of Legislative Services
P.O. Box 3390
Window Rock, AZ 86515
(928) 871-7590

Comments may be made in the form of chapter resolutions, letters, position papers, etc. Please include your name, position title, address for written comments; a valid e-mail address is required. Anonymous comments will not be included in the Legislation packet.

Please note: This digital copy is being provided for the benefit of the Navajo Nation chapters and public use. Any political use is prohibited. All written comments received become the property of the Navajo Nation and will be forwarded to the assigned Navajo Nation Council standing committee(s) and/or the Navajo Nation Council for review. Any tampering with public records are punishable by Navajo Nation law pursuant to 17 N.N.C. §374 et. seq.

THE NAVAJO NATION LEGISLATIVE BRANCH INTERNET PUBLIC REVIEW SUMMARY

LEGISLATION NO.: 0167-19

SPONSOR: Honorable Pernell Halona

TITLE: An Action Relating to Health, Education And Human Services And Naabik'íyáti' Committees And Navajo Nation Council; Amending CJY-57-18, Titled "Relating To An Emergency For The Navajo Nation; Approving Supplemental Funding From The Unreserved, Undesignated Fund Balance In The Amount Of Six Million Three Hundred Thirty-three Thousand Three Hundred Thirty-Three (\$6,333,333) To The Navajo Head Start Program, Waiving 12 N.N.C. § 820 (E) And (F)"; Allowing The Navajo Nation Head Start Program To Use Supplemental Funds To Pay Past Due Bills And Other Debts

Posted: June 28, 2019 at 11:57 AM

5 DAY Comment Period Ended: July 03, 2019

Digital Comments received:

Comments Supporting	None
Comments Opposing	None
Inconclusive Comments	None

Legislative Tracking Secretary Office of Legislative Services

Date/Time

7/6/19 3:21 pm

Committee Report

THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE OF THE NAVAJO NATION COUNCIL to whom has been assigned;

LEGISLATION NO. 0167-19

AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES AND NAABIK'IYATI COMMITTEES AND NAVAJO NATION COUNCIL; AMENDING CJY-57-18, TITLED "RELATING TO AN EMERGENCY FOR THE NAVAJO NATION; APPROVING SUPPLEMENTAL FUNDING FROM UNRESERVED, UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION THREE HUNDRED THIRTY-THREE (\$6,333,333) TO THE NAVAJO HEAD START PROGRAM, WAIVING 12 N.N.C. § 820 (E) AND (F)"; ALLOWING THE NAVAJO NATION HEAD START PROGRAM TO USE SUPPLEMENTAL FUNDS TO PAY PAST DUE BILLS AND OTHER DEBTS

(Note: Eligible for Committee Action July 04, 2019)

Sponsor: Honorable Pernell Halona; Honorable Edmund Yazzie

Amendment One (1): Page 2 of 3, Line 20: Add and Insert New Paragraph E. and New Paragraph F. as follows:

- E. The Navajo Nation Board of Education has provided a resolution supporting this legislation, attached as Exhibit B.
- F. The attached budget forms in Exhibit C, reflect the Navajo Headstart expenses for its supplemental appropriation.

Renumber or re-letter succeeding paragraphs or sections accordingly, if necessary; and this amendment shall supersede inconsistent language contained in any other committee amendment, which shall be conformed to the intent or language of this amendment. The Office of Legislative Services, with notice to the sponsor(s) of the Legislation, is hereby authorized to make necessary grammatical changes.

Has had under consideration and report the same with the recommendation that Legislation 0167-19 PASS with One (1) Amendment and no Directive; and therefore referred the same to the NAABIK'IYATI' COMMITTEE OF THE NAVAJO NATION COUNCIL

Respectfully Submitted,

Daniel E. Tso, Chairperson

Health, Education and Human Services Committee

July 08, 2019 - Amendment One (1) Motion

Motion by: Honorable Paul Begay, Jr. Seconded by: Honorable Charlaine Tso

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Paul Begay, Jr.; Charlaine Tso; Edison J. Wauneka; Pernell Halona

Nays: None

Absent (excused): Nelson S. BeGaye

July 08, 2019 - Main Motion

Motion by: Honorable Edison J. Wauneka Seconded by: Honorable Charlaine Tso

Vote: 4 in favor; O Opposed; Chairperson Not Voting

Yeas: Paul Begay, Jr.; Charlaine Tso; Edison J. Wauneka; Pernell Halona

Nays: None

Absent (excused): Nelson S. BeGaye

HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE Regular Meeting July 08, 2019

Roll Call Vote Tally Sheet

LEGISLATION NO. 0167-19

AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES AND NAABIK'IYATI COMMITTEES AND NAVAJO NATION COUNCIL; AMENDING CJY-57-18, TITLED "RELATING TO AN EMERGENCY FOR THE NAVAJO NATION; APPROVING SUPPLEMENTAL FUNDING FROM UNRESERVED, UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION THREE HUNDRED THIRTY-THREE (\$6,333,333) TO THE NAVAJO HEAD START PROGRAM, WAIVING 12 N.N.C. § 820 (E) AND (F)"; ALLOWING THE NAVAJO NATION HEAD START PROGRAM TO USE SUPPLEMENTAL FUNDS TO PAY PAST DUE BILLS AND OTHER DEBTS

(Note: Eligible for Committee Action July 04, 2019)

Sponsor: Honorable Pernell Halona; Honorable Edmund Yazzie

July 08, 2019 - Amendment One (1) Motion

Motion by: Honorable Paul Begay, Jr. Seconded by: Honorable Charlaine Tso

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Paul Begay, Jr.; Charlaine Tso; Edison J. Wauneka; Pernell Halona

Nays: None

Absent (excused): Nelson S. BeGaye

July 08, 2019 - Main Motion

Motion by: Honorable Edison J. Wauneka Seconded by: Honorable Charlaine Tso

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Paul Begay, Jr.; Charlaine Tso; Edison J. Wauneka; Pernell Halona

Nays: None

Absent (excused): Nelson S. BeGaye

Daniel E. Tso, Chairperson

Health, Education and Human Services Committee

Beverly Martinez, Legislarive Advisor

Health, Education and Human Services Committee



DEPARTMENT OF DINÉ EDUCATION THE NAVAJO NATION

P.O. Box 670 · Window Rock, Arizona 86515 PHONE (928) 871 – 7475 · FAX (928) 871 – 7474



Jonathan Nez President

Myron Lizer Vice-President

NNBEJE-540-2019

RESOLUTION OF THE NAVAJO NATION BOARD OF EDUCATION

Relating to Education; Approving and Supporting Amendments to Resolution CJY-57-18 in the Amount of \$6,333,333 From the Unreserved, Undesignated Fund Balance (UUFB) to Reallocate Any Unspent Balance to Operational Expenses to Include Unmet Needs and Unpaid Program Expenses as Determined by the Office of Management and Budget (OMB)

WHEREAS:

- 1. The Navajo Nation Board of Education (hereinafter the "Board") is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation. 10 N.N.C. § 106 (A). The Board carries out its duties and responsibilities through the Department of Diné Education (hereinafter the "Department"). 10 N.N.C. §106 (G)(3).
- 2. The Department is the administrative agency within the Navajo Nation with responsibility and authority for implementing and enforcing the educational laws of the Navajo Nation. 2 N.N.C. §1801(B); 10 N.N.C. §107(A). The Department is under the immediate direction of the Navajo Nation Superintendent of Schools, subject to the overall direction of the Board. 10 N.N.C. §107(B).
- 3. The Navajo Head Start ("NHS") Program, which is located within the Department of Diné Education as approved by the Department's Plan of Operation, Resolution No. GSCMY-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 42 U.S.C. §9801 et seq., and applicable regulations. The Navajo Nation is named the grantee and is responsible for ensuring compliance with the Head Start Act and performance standards in delivering the services to Navajo children and their families.
- 4. On August 3, 2018, Resolution CJY-57-18 titled "An Action Relating to an EMERGENCY for the Navajo Nation; Approving Supplemental Funding from the Unreserved, Undesignated Fund Balance in the Amount of Six Million, Three Hundred Thirty-Three Thousand, Three Hundred and Thirty Three Dollars (\$6,333,333) to the Navajo Head Start Program" was signed into law.
- The Board acknowledges the Navajo Head Start Policy Council Resolution NHSPC-38-05-2019, including supporting documents (attached as "EXHIBIT A") passed by the Navajo Head Start Policy Council on May 30, 2019 in support of this request.

NOW THEREFORE BE IT RESOLVED THAT:

- The Navajo Nation Board of Education hereby approves and supports amendments to Resolution CJY-57-18 in the amount of \$6,333,333 from the Unreserved, Undesignated Fund Balance (UUFB) to reallocate any unspent balance to operational expenses to include unmet needs and unpaid program expenses as determined by the Office of Management and Budget (OMB).
- The Navajo Nation Board of Education hereby directs and empowers the Assistant Superintendent of Head Start to take any actions deemed as necessary and proper to carry out the purposes of this resolution.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Board of Education of the Navajo Nation at a duly called meeting at Window Rock, AZ (Navajo Nation) at which a quorum was present, motion by <u>Priscilla B. Manuelito</u> and seconded by <u>Sharon A. Toadecheenie</u> and that the same was passed by a vote of <u>3</u> in favor; <u>0</u> opposed; <u>0</u> abstained, this <u>13th</u> day of June 2019.

Freda Nells, President

Navajo Nation Board of Education

EXHIBIT A

RESOLUTION OF THE

NAVAJO NATION COUNCIL

23rd NAVAJO NATION COUNCIL -- Fourth Year, 2018

AN ACTION

RELATING TO AN EMERGENCY FOR THE NAVAJO NATION; APPROVING SUPPLEMENTAL FUNDING FROM THE UNRESERVED, UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION, THREE HUNDRED THIRTY-THREE THOUSAND, THREE HUNDRED THIRTY-THREE DOLLARS (\$6,333,333) TO THE NAVAJO HEAD START PROGRAM, WAIVING 12 N.N.C. § 820(E) AND (F)

BE IT ENACTED:

SECTION ONE. AUTHORITY

- A. The Navajo Nation Council has the authority to approve supplemental appropriations. 12 N.N.C. § 820(L).
- B. The Navajo Nation Code provides, "[m]atters constituting an emergency shall be limited to the cessation of law enforcement services, and disaster relief services, fire protection services or other direct services required as an entitlement under Navajo Nation or federal law, or which directly threaten the sovereignty of the Navajo Nation." 2 N.N.C. § 164(A)(16).
- C. This legislation is offered as an emergency legislation due since Navajo Head Start Program will be required to close its daily operations. As such, this impacts the Nation's ability to provide direct services to the Navajo people.
- D. The Title 12 Appropriations Act Supplemental Appropriation requirements include:
 - 1. When the Controller identifies additional sources of revenues above and beyond the initial or current revenue projections, supplemental appropriations may be allocated by the Navajo Nation Council. 12 N.N.C. § 820(L).
 - Supplemental appropriations made from non-recurring revenues shall only be made for non-recurring operations or purposes, as set forth at § 820(F). The Controller of the Navajo Nation shall be responsible for designating recurring and non-recurring revenues. 12 N.N.C. § 820(L).

3. All requests for annual operating funds and supplemental funds shall be submitted to the Office of Management and Budget for budget impact analysis and other appropriate actions. 12 N.N.C. § 820 (M).

SECTION TWO. FINDINGS

- A. The Navajo Nation Head Start Program has requested a supplemental appropriation of \$6,333,333 to a new Business Unit. A Supplemental Funding Proposal Summary along with Budget Forms 1 through 4, are included in **Exhibit A**.
- B. Included in the Supplemental Funding Proposal summary is a statement of need, which provides, "the supplemental funding request will ensure that the Navajo Head Start Program continues to provide direct services to the 2,105 funded slots under the Head Start and Early Head Start Programs."
- C. A document from the Controller, dated July 2018, indicates the balance in the UUFB is \$11,012,319.
- D. Due to the emergency nature of this legislation the Office of Management and Budget has provided the statutory prequired reviews. See Exhibit B.
- E. The Office of the Controller provided an updated balance for the UUFB and indicated the costs are recurring. See Exhibit C.

SECTION THREE. APPROVING SUPPLEMENTAL FUNDING FROM THE UNRESERVED, UNDESIGNATED FUND BALANCE IN THE AMOUNT OF SIX MILLION, THREE HUNDRED THIRTY-THREE THOUSAND, THREE HUNDRED THIRTY-THREE DOLLARS (\$6,333,333) FOR BUSINESS UNIT NUMBER, NEW, TO THE NAVAJO NATION HEAD START PROGRAM WAIVING 12 N.N.C. § 820 (E) AND (F)

- A. This supplemental appropriation of \$6,333,333 shall be from that amount of funds that exceeds the minimum fund balance of the Unreserved, Undesignated Fund Balance as determined by the Office of the Controller and to Business Unit Number, NEW. The appropriation may be used as matching funds and/or in-kind to the federal grant for Headstart appropriation or grant to the Navajo Nation for FY 2018 and later years."
- B. The Navajo Nation hereby approves supplemental funding from the Unreserved, Undesignated Fund Balance in the amount of

\$6,333,333 for Business Unit Number NEW, to fund the Navajo Nation Head Start Program.

- C. The supplemental funding shall be deposited in accordance with the budget forms in Exhibit A.
- D. With the Controller's designation of this appropriation as a recurring cost, the Navajo Nation waives 12 N.N.C. § 820(E) and (F) regarding the restriction on recurring and non-recurring costs.

SECTION FOUR. APPROPRIATIONS

The Navajo Nation approves the supplemental funding to the Navajo Nation Head Start Program and the funding shall not lapse at the end of Fiscal Year 2018. 12 N.N.C. § 820 (N)

CERTIFICATION

I, hereby, certify that the foregoing resolution was duly considered by the Navajo Nation Council at a duly called meeting in Window Rock, Navajo Nation (Arizona), at which a quorum was present and that the same was passed by a vote of 17 in Favor and 02 Opposed, on this 17th day of July 2018.

LoRenzo C. Bates, Speaker 23rd Navajo Nation Council

J-14 27, 2018

Motion: Honorable Kee Allen Begay, Jr. Second: Honorable Amber Kanazbah Crotty

Speaker Bates not voting

ACTION BY THE NAVAJO NATION PRESIDENT:

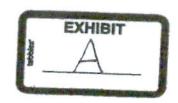
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	day of	M	vaus?	2018	3.	
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		we	4/	8		
	R	ussell	Begaye	Presi	dent	
		Na	avajo Na	ation		

2. I, hereby, veto the foregoing legislation, pursuant to 2 N.N.C. \$1005 (c)(11), on this _____ day of ____ 2018 for reason(s) expressed in the attached letter to the Speaker

Russell Begaye, President Navajo Nation

3. I, hereby, exercise line item veto pursuant to the 2010 Certified Initiative, over the supplemental appropriations approved herein by the Navajo Nation Council; on this ____ day of ______2018.

Russell Begaye, President Navajo Nation



THE NAVAJO NATION SUPPLEMENTAL FUNDING PROPOSAL SUMMARY

PART I.	Business Unit No.:	NEW	Program Title:		Navajo Head Star	t
	Division/Branch:	Education / Executive	Amount Requested:	\$6,333,333.00	Phone No.:	928-871-6902
	Prepared By:	Christine M. Chavez	Email Address:	christin	echavez@nava	aiohs.org
The Sup employe Program the Nava Program February Start from	plemental Funding e related expenses request will cover to be the cover to be	request in the amount of \$6, for mandatory insurance co the expenses for the period of am continues to provide direct Start Program has submitted the fourth year of a five year interference to continue with a gnated, Unreserved Fund B	,333,333.00 is needed to overage for general liability of March 1, 2018 to June 3 ect services to the 2,105 fed the Grant Application to r grant. There are extenue eamless operations into the	insurance and wor 30, 2018. The Supp unded slots under to the Office of Head ating, legal circums ne new grant year.	ker's compensation blemental Funding the Head Start and d Start for the perion tances that have pherefore, this is a	on. The Navajo Head Start request will ensure that I Early Head Start od of March 1, 2018 to prohibited Navajo Head an EMERGENCY request
The Nava slots with across th	ajo Head Start Prog their affliated famil e Navajo Nation. Si	N IF REQUEST IS NOT FUND ram will begin to notify staff ies. In order to continue to p nce personnel is a vital aspo eserved Fund Balance is to	and to close daily operation provide direct services, Na sect of providing direct services	vajo Head Start mu rices, Navajo Head	st be fully staffed to Start's request for	to operate over 90 centers
Navajo H	ead Start is actively	DING SOURCES BEING PUR researching other funding s ng allocation necessary to e	sources available. At this t			
	BRANCH CHIEF RE	COMMENDS APPROVACE ALLE THE PROPOSE COMMENDS APPROVACE THE PROPOSE THE	-7-348	LEVEL AND ACCURATE	utte f	ec 7/5/18

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		PART V			T							Ī				Γ	Γ			T	T	PART		PART
SUBMIT	SUBA	. I HEREBY ACKNOWLED																			UUFB	PART II. FUNDING SOURCE(S)	Prepared By: Ch	PART I. Business Unit No.:
TED'BY: Program N	Dr. Elvira Bitsoi, Asst. Superintendent (A)	GE THAT THE INFO	TOTAL:																		10/01/17 - 9/30/18	Fiscal Year Term	Christine M. Chavez	NEW
SUBMITTED BY: Program Manager's Signature and Date	Dr. Elvira Bilsoi, Asst. Superintendent (A) SUBMITTED RV: Program Managede Printed Name	DRIMATION CONTAIN	\$6,333,333.50																		6,333,333.50	Amount	Phone No.:	Program Title:
Modele 8	domo	NED IN TH	100%																		100%	Total	No.	
1		IS BUDGI	Tot		PART IV.		9500	9500	9000	8000	7000	6500	6000	5500	5000	4000	3500	3000	2001			PART III.	(92	
APPROPRIE	ABBBON	PART V. I HEREBY ACKNOWLEDGE THAT THE INFORMATION CONTAINED IN THIS BUDGET PACKAGE IS COMPLETE AND ACCURATE.	Total # of Permanently Assigned Vehicles:	Total # of Positions Budgeted:	POSITIONS AND VEHICLES		Indirect Cost	Matching Funds	Capital Outlay	Public Assistance	Special Transactions	Contractual Services	Repairs and Maintenance	Communications and Utilities	Lease and Rental	Supplies	Meeting Expenses	Travel Expenses	Personnel Expenses			. BUDGET SUNMARY	(928) 871-6902 Email	Navajo Head Start
BY: División I	Dr. To	CURATE	ehicles:	dgeted:		TOTAL					-								-	Code	Type		Email Address:	
APPROYED BY: División Directoe Branch Chief's Signature and Date	Dr. Tommy Lewis, Jr., Superintendent				(D)	\$0.00														Original Budget	NNC Approved		christinecha	Division/Branch:
TS Signature and Date	endent		210	400	(E)	6,333,333					43,057								6,290,276	Proposed Budget	(a)		ıristinechavez@navajohs.org	Education
~						6,333,333	0	0	0	ō	43,057	0	0	0	0	0	0	0 -	6,290,276	(Column B - A)	(C)		15.2	

THE NAVAJO NATION PROGRAM PERFORMANCE CRITERIA

Page 2 of 16 BUDGET FORM 2

	igagiture and Date	UNISION UNECLOSIBILITIES SIGNATURE and Date	CIVISI	Comment of the Commen
XXX	Jane /	firma		Program Manager's Signature and Date
2	Partied Name	Division Director/Branch Chief's Printed Name	\ ₽	Company of the control of the contro
	erintendent	Dr. Tommy Lewis, Jr., Superintendent		Dr. Elvira Bitsoi, Asst. Superintendent (A)
			WED.	PART IV. I HEREBY ACKNOWLEDGE THAT THE ABOVE INFORMATION HAS BEEN THOROUGHLY REVIEWED.
82	88	88	82	One quarter of NHS staff, Policy Council & Board of Education to receive training per quarter
			-	Goal Statement:
	****		The same of the sa	Enable NHS staff with awareness and rules/regulations of sexual harassement, bullying and code of conduct
			*****	5. Program Performance Area:
ω				Report to the Governing Body 3 times per quarter:
	er.			Goal Statement:
				Maintain accountability to the Governing Body of Navajo Head Start
		-		4. Program Performance Area:
1				Create one (1) new partnership per quarter measured by MOA/MOU execution
		-	_	Goal Statement:
		-	-	Create four (4) new community partnerships with local and/or national resources to support HS initiatives
		:#X		3. Program Performance Area:
n/a				Complete restructure of 60 field level staff by end of second quarter
				Goel Statement:
	5		e Carebot 1	Restructure remaining 20% of field level staff by end of second quarter, or up to 30 staff per quarter
				2. Program Performance Area:
175				Program will enroil 2,105 during 2nd, 3nd and 4th quarters to meet funded enrollment
	-	-		Goal Statement:
				Meet up to 75% of funded enrollment at end of first quarter, which is 1,580 children of 2,105
+	1	1	-	1. Program Performance Area:
Goal Actual	Goal Actual	Goal Actual	Goal Actual	
4th QTR	3rd QTR	2nd QTR	1st QTR	PART III. PROGRAM PERFORMANCE CRITERIA:
ıni, comfortable, age	safe, assessible, pleasa	environment that is healthy,	arvices; provide a learning rel.	WART II. PLAN OF OPERATION REFERENCE/LEGISLATED PROGRAM PURPOSE: GSMCY-19-07: NHS will provide opportunities inclusive of necessary health services; comprehensive quality services; provide a learning environment that is healthy, safe, assessible, pleasant, comfortable, age appropriate, culturally sensitive, and responsive to the individual needs of children at the local and community level.
		Navajo Head Start		Business Unit No.: NEW Program Name/Title:
				PART I. PROGRAM INFORMATION:

	1838	1037	1036	1005	1034	1033		1021		1028	1027	1026	1025	1024	1023	1022	122	1020	1019	1018	1016	1015	1014	1013	1012	1011	1009	1008	1007	1006	1005	1004	1003	1002	1001	ACCT	BUS
	945536	945535	945534	945533	243037	242682	243036	945525	243035	243034	242938	945521	942720	946684	243769	243768	243770	243767	243765	243764	243762	243761	243131	949004	243766	243760	243758	243541	243759	243756	945492	242606	242671	242670	945904	NO	POS
	3859	3659	3640	3659	3868	3840	3686	3658	3668	3668	3668	3640	1166	1518	1366	1366	1386	1386	38	385	1385	1365	1211	4015	1385	2017	1524	1524	1524	1364	1384	3638	3636	3637	3635	TYPE	BOL
	HSCT	HSCT	HST	HSCT	HSPP	HST	HSDD	HSCT	HSPP	HSPP	HSPP	HST	HS HR Assistant	Senior Accountant	Office Specialist	Office Specialist	Office Specialist	Office Specialist	Senior Office Specialist	HS Admin Regional May	HS Admin Regional Mgr	HS Admin Regional Mgr	ASO	Property Supervisor	Senior Office Specialist	Sr Contract Analyst	AMS	SHA	AMS	Office Specialist	Office Assistant	HS Info Systems Mgr	HS HR Manager	HS Fiscal Manager	HS Superintendt	POSITION TITLE	
																																				EWP ID	
																																				CODE	WRKSITE
	ALGAA	AG84A	AG61A	AG64A	AGROA	ACASIA	AG64A	AG64A	AG80A	AG80A	AG60A	AGB1B	AG60C	AL65A	AG58A	AG58B	AG58A	AGSBA	AGEND	AG84A	AG64A	AG64A	AG84A	AG61A	AGSDA	AG65A	AG58A	AG580	AGSBA	AGS8A	AG58A	AG68F	AG89F	AG69E	AM71D	S/B	FY 2017 ACTUAL
	21.48	63																																		ي	CTU
	65	21.48	16.57	21.48	18.30	10.00	21.48	21,48	15.20	15.20	15.20	17.06	16.13	23.54	12.81	13.20	12.81	12 21	15.51	2127	21.27	21.27	21.27	1657	15.20	23.19	12.81	13.99	14.84	12.81	10.79	34.64	37.73	35.64	49.11	SALARY	
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PAGE 2 of 12 BUDGET FORM 3

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8 26000 368 HSPP AGBAA 15.20 260000 3680 HSPP AGBAA 15.20 260000 3680 HSPP AGBAA 15.20 260010 3680 HSPP AGBAA 13.81 260020 3680 HSPP AGBAA 13.81 260030	en :	498	16.57	AG81A	HST	3659	945914	1075
8 26000 380 HSPP AGBAA 15.20 6 26000 3868 HSPP AGBAA 15.20 6 26000 3868 HSPP AGBAA 15.20 2 945540 3840 HST AGBAA 15.20 945542 3840 HST AGBAA 15.20 945545 3840 HST AGBAA 15.20 945546 3840 HST AGBAA 15.20 945547 3840 HST AGBAA 15.20 242010 3860 HSPP AGBAA 15.20 242011 3860 HSPP AGBAA 15.20 242010 3860 HSPP AGBAA 15.20 242011 3860 HSPP AGBAA 21.41 945567 3860 HSPP AGBAA 21.42 945568 4145 HSBD AGBAA 21.43 945660 4145 HSBD AGBAA 21.	44	\$8	13.95	AG59A	HSBD	4145	945753	1074
8 240000 3688 HSPP AGBA 15.20 6 240000 3688 HSPP AGBAA 15.20 6 240000 3688 HSPP AGBAA 15.20 2 945540 3640 HST AGBAA 15.20 2 945540 3640 HST AGBAA 15.20 2 945542 3640 HST AGBAA 15.20 2 945545 3640 HST AGBAA 15.20 2 945545 3640 HST AGBAA 15.20 2 945545 3640 HST AGBAA 15.20 2 243010 3688 HSPP AGBAA 15.20 2 243010 3689 HST AGBAA 15.20 2 243011 3680 HSPP AGBAA 15.20 2 24304 445 HSBD AGBAA 15.20 2 24568 445		496	13.95	AG59A	HSBD	4145	945650	1073
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8 243038 3889 HSPP AGBOA 15.20 6 243039 3680 HSPP AGBOA 15.20 6 2430713 3680 HSPP AGBOA 15.20 2430715 3680 HSPP AGBOA 15.20 945542 3640 HST AGBOA 15.20 243016 3680 HSPP AGBOA 15.20 243010 3690 HST AGBAO 15.20 243010 3690 HSCT AGBAO 15.20	40	496	21.48	AG64A	HSCT	3659	945018	1070
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8 243338 3868 HSPP AGGDA 15.20 243338 3688 HSPP AGGDA 15.20 243333 3688 HSPP AGGDA 15.20 243013 3680 HSPP AGGDA 15.20 243015 3840 HST AGGDA 15.20 945542 3840 HST AGGDA 15.20 945543 3840 HST AGGDA 15.20 243016 3840 HST AGGDA 15.20 243016 3840 HST AGGDA 15.20 243016 3840 HSPP AGGDA 15.20 243040 3868 HSPP AGGDA 15.20 243040 3869 HSFP AGGDA 15.20 243040 3869 HSPP AGGDA 15.20 243040 3869 HSFP AGGDA 15.20 243040 3860 HSFP AGGDA 15.20 243041		496	13.95	AG59A	HSBO	4145	945634	1058
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243038 3669 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3669 HSPP AG60A 15.20 945540 3640 HST AG61A 16.57 243015 3686 HSPP AG61A 15.20 945542 3840 HST AG61A 16.57 945545 3640 HST AG61A 16.57 243016 3668 HSPP AG60A 15.20 243040 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 945569 3640 HST AG60A 15.20 945569 4145 HSBD AG60A 16.57 945569 4145 HSBD AG60A 13.96	Ln 1	496	13.95	AG59A	1880 1880	4145	242664	1056
243038 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3668 HSPP AG60A 15.20 243015 3660 HST AG60A 15.20 243015 3660 HST AG61A 15.20 945542 3640 HST AG61A 15.20 945543 3640 HST AG61A 16.57 243016 3660 HSPP AG60A 15.20 243040 3660 HSPP AG60A 15.20 243041 3660 HSPP AG60A 15.20 243041 3660 HSPP AG60A 15.20 243041 3660 HSPP AG60A 15.20 243043 3660 HSPP AG60A 15.20 243040 3660 HSPP AG60A 15.20 243041 3660 HSPP AG60A 15.20 243041 3660 HSPP AG60A 15.20 3650 HSPP AG60A 15.20 3650 HSP AG60A 15.20 3650 HSP AG60A 15.20 3650 HSP <td></td> <td>8</td> <td>13.95</td> <td>ACESTA</td> <td>HS80</td> <td>4145</td> <td>945569</td> <td>1055</td>		8	13.95	ACESTA	HS80	4145	945569	1055
243039 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3668 HSPP AG60A 15.20 243013 3640 HST AG60A 15.20 243015 3640 HST AG60A 15.20 945542 3640 HST AG61B 17.06 945545 3640 HST AG61A 18.57 243016 3668 HSPP AG61A 18.57 243018 3668 HSPP AG60A 15.20 243040 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 243043 3640 HST AG60A 15.20 243041 3668 HSPP AG60A 15.20 243040 3640 HST AG60A 15.20 243041 3668 HSPP AG60A 15.20 24304 3640 HST AG60A 15.20 24304 3640 HST AG60A 16.57 24304 3640 HST AG60A 16.5	In 1	496	13.95	AG59A	HSBD	4145	945583	1054
243039 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3668 HSPP AG60A 15.20 243013 3640 HST AG60A 15.20 243015 3640 HST AG60A 15.20 945542 3640 HST AG61B 17.06 945543 3640 HST AG61A 18.57 243016 3640 HST AG61A 18.57 243018 3640 HSPP AG60A 15.20 243018 3668 HSPP AG60A 15.20 243040 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 243041 3669 HSPP AG60A <		400	18.61	AG61D	TST I	3640	945558	1053
243039 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3669 HSPP AG60A 15.20 243013 3660 HSPP AG60A 15.20 243015 3640 HST AG60A 15.20 945542 3640 HST AG61A 15.20 945543 3640 HST AG61A 16.57 243016 3668 HSPP AG61A 15.20 243018 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 243041 3668 HSPP AG60A 15.20 243041 3669 HSPP AG60A 15.20 243041 3669 HSPP AG60A 15.20 243041 3660 HSPP AG60A 15.20 243041 3669 HSPP AG60A 15.20 243041 3669 HSPP AG60A 15.20 243041 3669 HSPP AG60A 15.20		498	21.48	AG84A	HSCT	3659	945557	1052
243038 3688 HSPP AG60A 15.20 243039 3688 HSPP AG60A 15.20 243013 3680 HSPP AG60A 15.20 945540 3640 HST AG60A 15.20 945542 3640 HST AG60A 15.20 945544 3840 HST AG61A 16.57 945545 3840 HST AG61A 16.57 243016 3660 HSPP AG60A 15.20 243040 3668 HSPP AG60A 15.20 243041 3660 HSPP AG60A 15.20		496	16.57	AG61A	HST	3640	945558	1051
243038 3688 HSPP AG60A 15.20 243039 3688 HSPP AG60A 15.20 243013 3680 HSPP AG60A 15.20 945540 3640 HST AG60A 15.20 243015 3688 HSPP AG60A 15.20 945542 3640 HST AG61A 15.70 945544 3840 HST AG61A 16.57 243016 3680 HSPP AG60A 15.20 243018 3680 HSPP AG60A 15.20 243040 3680 HSPP AG60A 15.20 243040 3680 HSPP AG60A 15.20	en i	496	15.20	AGBOA	HSPP	3668	243041	1050
243038 3688 HSPP AG60A 15.20 243039 3688 HSPP AG60A 15.20 243013 3680 HSPP AG60A 15.20 945540 3640 HST AG60A 15.20 243015 3668 HSPP AG60A 15.20 945542 3640 HST AG61A 15.7 945543 3640 HST AG61A 16.57 945544 3640 HST AG61A 16.57 243016 3668 HSPP AG60A 15.20 243018 3668 HSPP AG60A 15.20	.	496	15.20	AGBOA	HSPP	3668	243040	1049
243038 3688 HSPP AG60A 15.20 243039 3688 HSPP AG60A 15.20 243013 3680 HSPP AG60A 15.20 945540 3640 HST AG61A 16.57 243015 3640 HST AG61A 15.20 945542 3640 HST AG61A 16.57 945543 3840 HST AG61A 16.57 945544 3840 HST AG61A 16.57 945645 3840 HST AG61A 16.57 945646 3840 HST AG60A 15.20	40	498	15.20	AG80A	HSPP	3668	243018	1048
243038 3688 HSPP AG60A 15.20 243039 3688 HSPP AG60A 15.20 243013 3680 HSPP AG60A 15.20 945540 3640 HST AG60A 15.20 945542 3640 HST AG60A 15.20 945543 3640 HST AG61B 17.06 945544 3640 HST AG61A 16.57 945645 3640 HST AG61A 16.57		496	15.20	AG80A	HSPP	3668	243016	1047
243038 3688 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3680 HSPP AG60A 15.20 945540 3640 HST AG60A 16.57 945542 3640 HST AG61B 17.06 945544 3840 HST AG61A 16.57		496	18.57	AG81A	HST HST	3640	945545	1046
243038 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3669 HSPP AG60A 15.20 945540 3640 HST AG60A 16.57 243015 3680 HSPP AG60A 15.20 945542 3640 HST AG60A 15.20 945542 3640 HST AG61B 17.06		498	16.57	AG61A	HST	3640	945544	1045
243038 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3669 HSPP AG60A 15.20 945540 3640 HST AG61A 16.57 243015 3668 HSPP AG60A 15.20		496	17.06	AG618	HST	3840	945542	1044
243038 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3669 HSPP AG60A 15.20 945540 3640 HST AG61A 16.57		498	15.20	AG60A	HSPP	3668	243015	1043
243038 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20 243013 3668 HSPP AG60A 15.20		498	16.57	AG61A	HST	3840	945540	1042
243039 3668 HSPP AG60A 15.20 243039 3668 HSPP AG60A 15.20	40	498	15.20	AG60A	HSPP	3668	243013	DE
243038 3668 HSPP AG60A 15.20	60	496	15.20	AG80A	HSPP	3668	243039	1040
		496	15.20	AGEDA	HSPP	3668	243038	1039

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	945382	945381	945380	243023	945377	243022	243019	945374	945373	945371	243021	945369	243020	243138	243137	243136	243135	243100	243099	243098	243097	243096	243095	243334	243333	243332	243474	243094	243330	243329	243093	243092	243091	243379	243090	242971	243176	243134	243133	240254	243042
	3659	3640	3640	3668	3640	3668	3668	3659	3659	3640	3668	3659	3668	3649	3649	3649	3649	3668	3668	3668	3668	3668	3668	4145	3668	3659	3668	3659	3668	3659	3688	3668	4145	3668	3659	3668	4077	4077	4077	3671	3658
	HSCT	HST	HST	HSPP	HST	HSPP	HSPP	HST .	HSCT	HST	-Kpp	HSCT	HSPP	HS ERSEA / Fam Eng Liaison	HS ERSEA / Fam Eng Llaison	HS ERSEA / Fam Eng Liaison	HS ERSEA / Fam Eng Leison	HSPP	HSPP	HSPP	HSPP	HSPP	HSPP	HSBO	HSPP	HSCT	HSPP	HSCT	HSPP	HSCT	HSPP	HSPP	HSBO	HSPP	HSCT	HSpp	Maint Tech	Maint Tech	Maint Tech	SPIC	HS SPIC
	AG64A	AG61A	AG61A	AG60A	AG61A	AG60A	AG60A	AG61A	AG64A	AG61A	AG60A	AG84A	AGSOA	AG63A	AG63A	AG63A	AG63A	AG60A	AG60A	AG80A	AG80A	AG80A	AG60A	AG59A	AG80A	AG84A	AG60A	AG64A	AG60A	AGGAA	AGSOA	AG80A	AG59A	AG60A	AG64A	AG60A	AG60A	AG60A	AG80A	AG66A	AG66A
	21.48	16.57	16.57	15.20	16.57	15.20	15.20	16.57	21.48	16.57	15.20	21.48	15.20	19,70	19,70	19.70	19.51	15.20	15.20	15.20	15.20	15.20	15.20	13.95	15.20	21.48	15.20	21.48	15.20	21.48	15.20	15.20	13.95	15.20	21.48	15.20	15.20	15.20	15.20	25.13	25.13
	496	496	498	496	496	496	496	498	498	496	496	498	\$8	898	696	696	696	498	498	496	496	88	496	496	498	498	498	498	496	8	49	498	498	498	496	496	98	98	696	496	406
40	649	60	41	60	69	4m	6/1	6/1	4n	6/1	40	641	69	64	44	40	64	6/0	449	49	4n	40	49	49	64	4/1	69	6/0	49 (L 10	40	60	40	d/t	69	69	40	49	69	49	60
376,595.28	10,654.08	8,218.72	8,218.72	7,539.20	8.218.72	7,539.20	7,539.20	8,218.72	10,654.08	8,218.72	7,539.20	10,654.08	7,539.20	13,711.20	13,711.20	13,711.20	13,578.96	7,539.20	7,539.20	7,539.20	7,539.20	7,539.20	7,539.20	6,919.20	7,539.20	10,654.08	7,539.20	10,654.08	7,539.20	10.654.08	7,539.20	7,539.20	6,919.20	7,539.20	10,654.08	7,539.20	10,579.20	10,579.20	10,579.20	12,464.48	12,464.48

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	945031	945350	945308	945483	945752	945044	945477	945475	945474	945473	945704	945470	945809	945454	945442	945439	945438	945421	945290	243336	243336	243104	243103	243140	243339	243335	243102	243338	243084	243458	945082	945543	243083	945397	242970	945394	243027	945389	945385	945447	243024	
	3659	4145	4145	3659	4145	4145	3659	4145	4145	4145	4145	4145	4145	4145	4145	4145	4145	4145	4145	3668	3668	3668	3668	3668	3668	3668	3568	3668	3668	3668	4145	3668	3668	3640	3668	3840	3668	3659	3659	4145	3668	
	HSCT	HS30	HSBD	HSCT	X89	HSBO	HSCT	HS80	HSBO	HSB	HSHO	HSB0	HSBO	- ESS	OBSH	TS SECTION	100	HSB	HS80	HSPP	HSOP	HSPP	HSP9	HSPP	HSPP	HSPP	HSP9	HSPP	HSPP	HSPP	HSBO	HSPP	HSPP	TST	HSPP	HST	HSPP	HSCT	HSCT	HS80	HSPP	4
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	G84A	AG59A	4G59A	G54A	GS9A	AGEGA	AG64A	G59A	G59A	AG59A	AG59A	G59A	AGS9A	AGSQA	AG59A	GEOR	AG59A	G594	G59A	IG80A	GOOA	AG60A	COSOA	AG60A	GBOA	4G60A	COOM	GEON	1G80A	G60A	GS9A	1080A	GGDA	G61A	AG60A	AG61 A	1G80D	AG64A	AGB4A	4G59A	AGGDA	
	21.48	13.95	13.95	21.48	13.05	13 95	21.48	13.95	13.95	13.95	13.95	13.95	13.95	13 95	13.95	12 05	13.95	13.95	13.95	15.20	15.20	15.20	15.20	15.20	15.20	15.20	15.20	15.20	15.20	15.20	13.95	15.20	1520	16.57	15.20	16.57	16.61	21.48	21.4	13.95	15.20	
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315,580.00	10,654.08	6,919.20	6.919.20	10.654.08	0,218.20	8 040 20	10.654.08	6 010 20	6.919.20	6 919 20	6.919.20	8 919 20	6 9 19 20	8 040 20	6 919 20	0,010.20	8 9 19 20	8 919 20	6 919 20	7 539 20	7.539.20	7.539.20	7.539.20	7,539.20	7.539.20	7,539.20	7,539.20	7.539.20	7,539.20	7.539.20	6.919.20	7.539.20	7.539.20	8.218.72	7 539 20	8 248 72	8 239 58	10,654,08	10 654 08	6 919 20	7 539 20	

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10,654.06	61	498	21.48	AG84A	HSCT	3659	945024	1201
7,539.20	60	196	15.20	AGBOA	HSPP	3668	242972	1200
7,539.20	60	496	15.20	AG80A	HSPP	3868	242964	1199
7,539.20	60	496	15.20	AG80A	HSPP	3668	242965	1196
7,539.20	69	496	15.20	AG60A	HSPP	3668	242966	1197
7,539.20	40	496	15.20	AG80A	HSPP	3668	242928	1196
13,223.36	60	496	26.66	AGB6C	HS SRC	3658	243778	1195
17,490,48	.	696	25.13		HS Sch. Rdinss & Lang Imm	3687	243029	1194
7,539.20	67	496	15.20	AG60A	HSPP	3668	243385	1193
7,539.20	60	496	15.20		HSPP	3668	243382	1192
13,711.20	69	696	19,70		HS ERSEA / Fam Eng Lieison	3649	243144	1191
13,711.20	69	696	19.70		HS ERSEA / Fam Eng Llaison	3649	243143	1190
13,578.96	49	696	19.51		HS ERSEA / Fam Eng Ligison	3649	243142	1189
13,711.20	60	696	19.70		HS ERSEA / Fam Eng Llaison	3649	243141	1188
7,539.20	69	496	15.20	AGBOA	HSPP	3668	243107	1187
7,539.20	67	48	15.20	AGBOA	HSPP	3668	242968	1186
7,539.20	60	496	15.20	AGBOA	HSPP	3668	243456	1185
10,654.08	4n	498	21.48	AG84A	HSCI	3659	243455	1184
7,539.20	69	498	15.20	AGBOA	HSPP	3668	243337	1183
10,654.08	67	100	21.48	AG84A	HSCT	3659	243453	1182
6,919.20	64	496	13.95	AG59A	HSBD	4145	243381	1181
7,539.20	¢n ·	498	15.20	AGBOA	HSPP- 10n1	3668	243106	1180
10,654.08	en	\$	21.48	AG84A	HSCT	3659	243105	1179
10,579.20	40	696	15.20	AG60A	Waint Tech	4077	243149	1178
10,579.20	69	698	15.20	AG60A	Maint Tech	4077	243148	1177
10,579.20	69	98	15.20	AG80A	Maint Tech	4077	243147	1176
10,579.20	69	698	15.20	AG80A	Maint Tech	4077	243239	1175
12.484.48	69	496	25.13	AG66A	HS SRC	3658	243452	1174
12.464.48	w •	196	25.13	AG66A	HS SAC	3658	243026	1173
6 919 20	n (200	3	A050A	HSBO	4145	941099	1172
10.579.20	se (9 1	15.20	AGROA	Fleet Coordinator	4041	945358	1171
8 218 72	in .	400	16.57	AG61A	HST.	3640	941070	1170
13,711.20	•	988	19.70		HS Health & Nutrition Llaison	3848	243127	1169
10,654.08	60	88	21,48	AG84A	HSCT	3659	945778	1168
9.533.12	69	486	19.22	AG61F	HST	3640	945774	1167
8,218.72	90	48	16.57	AG61D	HST	3640	945707	1186
10.654.08	64	496	21.48	AG84A	HSCT	3659	945268	1165
8,238,56	69	\$8	16.61	AG64A	HSCT	3659	945254	1164
6,919.20	en :	498	13.95	AG59A	HSS90	4145	945920	1163
10.812.80	6 90	498	21.80	AL64A	HSCT	3659	945238	1162
10.654.08	69	88	21,48	AG84A	HSCT	3659	945039	1161

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	3659	3659	3659	3640	3640	3659	3640	3659	3640	3659	3640	3659	3687	4145	3648	4145	4145	4145	4145	4145	4145	4145	4145	3659	4145	4145	4145	3668	4145	4145	4145	3659	3659	3668	3668	3666	3659	3668	3640	3668	3668
	HST	HSCT	HSCT	KST	HST	HSCT	HST	HSCT	KST	HSCT	HST	HSCT	HS Sch. Roinse & Lang Imm	HSBD	HS Health & Nutrition Liaison	HSB0	HSBO	HSBO	HSBO	HSBD	HS80	HSBD	HS80	HSCT	HSBO	HSBD	HSBD	HSPP	HSBO	HS80	HSBO	HSCT	HSCT	HSPP	HSPP	НЅРР	HSCT	HSPP	HSCT	MSPP	HSPP
	AG61A	AG64A	AG64A	AG61D	AG61A	AG84A	AG81A	AG64A	AG61B	AG84A	AG61D	AG84A	AG67C	AG59A	AG83A	AG59A	AG59A	AG59A	AG59A	AG59A	AG59A	AG59A	AG59A	AG64A	AG59A	AG59A	AGSBA	AGB0A	AG59A	AGSQA	AG59A	AG64A	AG84A	AG80A	AG60A	AG80A	AG84A	AG60A	AG84A	AG60A	AG60A
	16.57	21.48	21.40	16.61	16.57	21.48	16.57	21.48	17.08	21.48	18.12	21.48	29.04	13.95	19.70	13.95	13.95	13.95	14.82	13,95	13.95	13.95	13.95	21.48	13.95	13.95	13.95	15.20	13.95	13.95	13.95	21.48	21.48	15.20	15.20	15.20	21.48	15.20	21.48	15.20	15.20
	496	496	498	486	496	496	496	496	496	498	496	498	696	496	898	498	498	496	498	486	496	498	498	496	496	498	496	496	496	496	496	496	498	496	496	498	496	486	496	498	498
44	40	••	69	40	40	40	40	s	co.	••	en	s	649	s.	en	45	co.	sn.	G/R	649	40	en :	S	40	67	64	S	sn :	60	60	60	69	•	40	S	4	en .	¢,	40	en	en.
358,455.84	8,218.72	10,654.08	10,654.08	8,238.56	8,218.72	10,654.08	8,218.72	10,654.08	8,461.76	10,654.08	8,987.52	10,654.08	20,211.84	6,919.20	13,711.20	6,919.20	8,919.20	6,919.20	7,350.72	8,919.20	6,919.20	6,919.20	6,919.20	10,654.06	6,919.20	6,919.20	6,919.20	7,539.20	6,919.20	6,819.20	6,918.20	10,654,08	10,654.08	7,539.20	7,539.20	7,539.20	10,654.08	7,539.20	10,654.08	7,539.20	7,539.20

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	1283 945145	242974	945139	945137	242979	242975	242976	243429	243387	243388	243386	243462	243389	243328	243238	243327	1267 243161		1265 243158	1264 243157	1263 243112	1262 243156	1261 243155		1259 243326	1257 243153	(A) (C)	1255 243151	1254 243150	1253 240250	1252 240256	1251 945246	1250 949199	1249 945703	1248 945770	1247 945698	1246 945689	1245 243325
	3640	3668	3659	3640	3668	3668	3668	4145	3668	4145	3668	3668	4145	3668	4077	3668	3649	3649	3649	3668	3668	3668	3668	3688	3668	4077	4077	4077	4077	3658	3658	3640	3659	4145	4041	4145	4145	3859
	HST	HSPP	HSCT	HST	HSPP	HSPP	HSPP	HSBD	HSPP	HSBO	HSPP	HSPP	HS80	HSPP	Maint Tech	HSPP	HS ERSEA / Fam Eng Liaison	HS ERSEA / Fam Eng Liaison	HS ERSEA / Farm Eng Lieison	HSPP	HSPP	HSPP	HSPP	HSPP	HSPP	Hard Tech	Mart Tech	Maint Tech	Maint Tech	HS SRC	HS SRC	HSCT	HSCT	HSBD	Fleel Coordinator	HSBD	HSBO	HSCT
	AG61D	AG80A	AG84A	AG61D	AG60A	AG60A	AGEDA	AG59A	AG80A	AG59A	AG80A	AG60A	AG59A	AG60A	AGSOA	AGSOA	AG83A	AG63C	AG63A	AG80A	AG60A	AG80A	AG80A	AG80A	AG80C	AG60A	AG80A	AG50A	AG60A	AL66A	AG66D	AG84A	AG64A	AG59A	AGEOU	AG59A	AG59B	AG64A
	16.61	15.20	21.48	18,12	15.20	15.20	15.20	13.95	15.20	13.95	15.20	15.20	13.95	15.20	15.20	15.20	19.70	20.69	19.70	15.20	15.20	15.20	15.20	15.20	16.13	15.20	15.20	15.20	15.20	25.51	27.49	21.48	21.48	13.95	19.64	13.95	14.41	21.48
	496	496	496	498	496	496	496	496	496	498	496	496	496	496	696	496	898	696	696	496	496	496	496	1 98 98	496	696	898	696	696	496	498	496	496	496	898	1 88	496	496
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	243165	243164	243129	948893	948551	948546	241584	941581	945448	945416	947464	945232	945227	945221	945217	241329	945195	241328	945193	945192	243340	243237	945181	243116	243115	945171	243163	242607	243114	243026	241572	945160	945159	945157	243025	242977	243047	242973	243046	945149	242978
	4077	4077	3648	3640	4145	3659	3659	3640	3640	4145	4145	4145	4145	4145	4145	3640	4145	4145	4145	3668	3668	3668	4145	3668	3668	4145	3868	3640	3668	3668	3659	3659	3659	3659	3668	3668	3668	3668	3668	3659	3668
	Maint Tech	Maint Tech	HS Health & Nutrin Llas	HST	HSBD	HSCT	HSCT	HST	HST	HS80	HS80	HS80	HSBD	HSBD	HS80	HST	HSBD	HSBD	HS80	HSPP	HSPP	HSPP	HS80	HSPP	HSPP	HSBO	HSPP	HSCT	HSPP	HSPP	HSCT	HSCT	HSCT	HST	HSPP	HSPP	HSPP	HSPP	HSpp	HSCT	HSPP
	AG60A	AG60A	AG63A	AG61A	AG59A	AG64A	AG84A	AGSIB	AG61B	AG59A	AL59A	AG59C	AG59A	AG59A	AG59A	AG61A	AL59A	AG59A	AL59A	AGBOA	AGBOA	AGEOA	AG59A	ALBOA	AG60A	AG59A	AG60A	AG64A	AG60A	AG60A	AG84A	AG84A	AGS4A	AG64A	AG60A	AG60A	AGBOA	AGBOA	AG80A	AL84A	AG60A
	15.20	15.20	19.70	16.57	13.95	21.48	21,48	17.06	17.06	13.95	14.31	14.82	13.95	13.95	13.95	16.57	14.31	13.95	14.31	15.20	15.20	15.20	13.95	15.58	15.20	13.95	15.20	21.48	15.20	15.20	21.48	21,48	21.48	16.57	15.20	15.20	15.20	15.20	15.20	21.80	15.20
	696	898	888	496	496	496	196	498	496	496	496	496	496	\$96	496	496	496	498	498	498	496	496	496	498	496	198	98	498	498	498	496	496	496	496	498	498	496	198	496	\$	496
44	44	40	40	en.	s	67	41	en.	60	40	40	60	60	40	60	so.	en	60	49	40	6/9	49	67	44	40	69	41	45	40	69	69	60	69	en	40	6 9	40	40	60	41	69
340,921.44	10,579.20	10,579.20	13,711.20	8,218.72	6,919.20	10,654.06	10,654.08	8,461.76	8,461.76	6,919.20	7,097.76	7,350.72	6,919.20	6,919.20	6,919.20	8,218.72	7,097.78	6,919.20	7,097.76	7,539.20	7,539.20	7,539.20	6,919.20	7,727.68	7,539.20	6,919.20	7,539.20	10,654.08	7,539.20	7,539.20	10,654,06	10,654.08	10,654.08	8,216.72	7,539.20	7,539.20	7,539.20	7,539.20	7,539.20	10,812.80	7,539.20

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ENTS BY BUSINESS UNIT BUDGET FORM 3

	384	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	400
	242935	243166	243031	945781	243159	945284	945016	945554	945437	945426	942491	243017	243475	243331	945096	945631	945590	945580	945577	945138	243170	243169	243168	243167	243124	243122	243121	243391	243346	243465	243484	243342	243120	243119	243341	243118	243089	243236	243033	941959	
	3634	4077	3658	3659	3649	4145	3659	3659	4145	4145	4015	3668	4145	4145	3640	4145	4145	4145	4145	3659	3649	3649	3649	3649	3668	3668	3668	4145	3668	3668	3659	4145	3666	3659	4145	3688	3659	4077	3658	3640	
	HS Professional Dev. & Planning Spec.	Maint Tech	HS SRC	HSCT	HS ERSEA / Fam Eng Llaison	HSBO	HSCT	HSCT	HSBD	HSBO	Property Supervisor	HSPP	HSBO	HS80	HST	HSBD	HS80	HSBD	HSBD	HSCT	HS ERSEA /Fam Eng Liaison	HS ERISEA / Fam Eng Llaison	HS ERSEA / Fam Eng Llaison	HS ERSEA / Fam Eng Liaiscon	HSPP	HSPP	HSPP	HSBD	HSPP	HSPP	HSCT	HSBD	HSPP	HSCT	HSBD	HSPP	HSCT	Maint Tech	HS SPIC	HST	
	AG67A	AG60A	AG66A	AL64A	AL63A	AG59A	ALSAA	ALS4A	AL59A	AL59A	AL61A	AL60A	AL59A	AL59A	AG61A	AG59A	AG59A	AG59A	AG59A	AG64A	AG63A	AG63A	AGS3A	AG63A	AGSOA	AG60A	AG60A	AL 59A	AGBOA	AGENA	AGS4A	AG59A	AG50A	AG84A	AL59A	AG60A	AG84A	AG80A	AG66A	AG61A	75,000
	27.39	15.14	25.13	21.48	20.00	13.95	21.80	21.80	14.31	14.31	16.98	15.58	14.31	14.31	16.57	13.95	13.95	13.95	13.95	16.57	19.70	19.70	19,70	19.70	15.20	15.20	15.20	14.31	15.20	100	21 48	13.95	15.20	21,48	14.31	15.20	21.48	15.20	25.13	16.57	10.02
	696	698	496	496	808	28	496	496	498	496	696	498	496	496	496	496	496	196	496	496	696	696	696	869	496	\$6	496	400	496	406	496	400	496	496	48	496	48	696	496	496	496
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391,848.80	19,063.44	10,537.44	12,484,48	10.654.08	13 020 00	8 919 20	10.812.80	10 812 80	7,087.76	7.097.76	11,816.08	7.727.68	7.097.76	7.097.76	8.218.72	6.919.20	6.919.20	6.919.20	6.919.20	8,218.72	13,711.20	13,711.20	13,711.20	13,711.20	7,539.20	7,539.20	7,539.20	7 007 76	7,539.20	7 590.00	10 854 08	6 919 20	7 539 20	10.654.08	7 097 78	7,539.20	10,654.08	10,579.20	12,464.48	8,218.72	98.209,21

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5,394,420	on o							
41.1%								
3,823,118.32	44							
447,155.04	en							
12,464.48	s	496	25.13	AG66A	HS School Readinese Coach	3658	242915	1398
8,655.20	44	496	17.45	AGBOF	Early Head Start Teacher	3655	944463	1397
8,000.48	en	496	16.13	AG60C	Early Head Start Teacher	3655	944454	1396
8,655.20	en	496	17.45	AG60F	Early Head Start Teacher	3655	943696	1395
8,655.20	S	496	17.45	AGEOF	Early Head Start Teacher	3655	943693	1394
7,539.20	41	496	15.20	AG80A	Early Head Start Teacher	3655	943691	1393
7,539.20	6/9	496	15.20	AG80A	Early Head Start Teacher	3665	943685	1392
8,238,56	so.	496	16.61	AGBOD	Early Head Start Teacher	3655	943683	1391
7,539.20	60	496	15.20	AGEGA	Early Head Start Teacher	3655	943678	1390
16,140.24	40	696	23.19	AG85A	HS Mental Health & Disab. Specialist	3667	242796	1389
13,711.20	679	696	19.70	AG63A	HS Mental Health & Disab. Liaison	3679	243399	1386
13,711.20	en	869	19.70	AG83A	HS Mental Health & Disab. Liaison	3679	243398	1387
13,711.20	60	696	19.70	AG83A	HS Mental Health & Disab. Liaison	3679	243397	1386
13,711.20	44	696	19.70	AG63A	HS Mental Health & Disab. Liaison	3679	243396	1385
13,711.20	es:	696	19.70	AG63A	HS Mental Health & Disab. Liaison	3679	243395	1384
12,458.40	en :	888	17.90	AG62A	HS Employee Clearance Specialist		NEW	1383
14,803.92	en :	686	21.27	AGBAA	HS Facilities & Safety Officer	3633	WBN	1382
14,803.92	en ·	896	21.27	AG64A	Regional Partnership Coordinator		243449	1381
14,803.92	en :	696	21.27	AG84A	Regional Partnership Coordinator		243448	1380
16,140.24	sn :	696	23.19	AG85A	HS ERSEA Specialist	3665	242773	1379
10,579.20	49	696	15.20	AGEDA	Information Systems Technician	1872	243771	1378
10,579.20	en :	696	15.20	AGEOA	Information Systems Technician	1872	243476	1377
19,063.44	••	888	27.39	AG67A	Sr. Programs & Projects Spec.	1251	243447	1376
15,221.52	sn.	696	21.87	AGB4B	HS Facilities & Safety Officer	3633	243444	1375
20,211.84	6/1	696	29.04	AG87C	HS Comm Partnership Mg	3684	242799	1374
16,140.24	¢,	696	23.19	AG65A	HS HN Specialist	3666	242772	1373
26, 197, 44	en .	696	37.64	AG70C	HS Dir at Edu Svca, Dir at Prog Operations	3660	242771	1372
16.140.24	61	898	23.19	AG65A	Sr. Network Specialist	1847	242909	1371
10,579.20	so .	696	15.20	AG80A	Information Systems Technician	1872	WEW	1370
10,579.20	un .	696	15,20	AG60A	Information Systems Technician	1872	242926	1369
15,687.84	en .	696	22.54	AG84C	HS Student Transporation Suprer	3669	949399	1368
17,024,16	64	696	24.46	AGREC	HS HR Employee Relations Specialist		243441	1367
10,579.20	69	696	15.20	AG60A	Information Systems Technician	1872	242842	1366
13,578.96	60	596	19.51	AGSSA	HS Student Data Specialist	3689	243450	1365

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341,784.08	40						
7,509.84	40	696	10.79	AG56A	4143 Intern	1437	
7,509.84	so.	696	10.79	AG56A	4143 Intern	1436	
13,578.96	•	696	19.51	With & Nutritin Liaison AG63A	_	1435	
7,509.84	41	696	10.79	AG56A	4143 Intern	1434	
7,509.84	44	696	10.79	AG56A	4143 Intern	1433	
7,509.84	69	696	10.79		4143 Office Asst	1432	
7,539.20	41	496	15.20	AG60A	4143 HHPP	1431	
7,539.20	65	496	15.20	AGSOA	4143 HSPP	1430	
7,539.20	69	498	15.20	AGSOA	4143 HSPP	1429	
7,539.20	69	496	15.20	AGSOA	HSPP	1428	
8,915.78	64	696	12.81	AG58A	Otc Spec.	1427	
7,539.20	69	496	15.20	AG80A	HSPP	1426	
7,539.20	••	496	15.20	AG50A	HSPP	1425	
6,897.36	s	696	9.91		Laborer	1424	
7,539.20	so	498	15.20	AG60A	HSpp	1423	
7,539.20	40	496	15.20	AG60A	HSPP	1422	
7,539.20	ws	496	15.20	AGEOA	HSPP	1421	
10,579.20	69	696	15.20	AGEDA	SOS	1420	
7,539.20	67	496	15.20	AG80A	HSPP	1419	
8,915.76	es :	696	12.81		Olic Spec.	1418	
7,539.20	69	496	15.20		HSPP-1an1	1417	
7,539.20	67	496	15.20	AGEDA	HSPP	1416	
10,578.20	se .	696	15.20	AG60A	SOS	1415	
7,538.20	s	496	15.20	AGEDA	HSPP	1414	
7,539.20	40	496	15.20	AGBOA	HSPP	1413	
7,539.20	49	496	15.20	AG60A	HSPP	1412	
7,539.20	en :	496	15.20	AGEGA	HSPP	1411	
7,539.20	4	496	15.20	AG60A	HSPP	1410	
10,654.08	ss :	496	21.48	AG64A	HSCT	1409	
7,539.20	60	496	15.20	AGEDA	HSPP	1408	
7,539.20	49	496	15.20	AG60A	HSPP	1407	
19,063.44	64	696	27.39	Sr. Prg. Prj. Spec. AG67A	Sr. Prg.	1406	
8,915.76	40	896	12.81		Ofc. Spec.	1405	
8,915.76	69	696	12.81	AG58A	05	1404	
12,458.40	ss.	696	17.90		Admin. Asst.	1400	
8,915.76	40	696	12.81		Office Spec.	1402	
11,226.48	ଖ	696	16.13		HS HR Assil	1401	
12,458.40	40	696	17.90		Admin. Asst	1400	
8,915.76	69	696	12.81	AG5BA	08	1399	

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1488 413 HS Suderi Data Space ALSA 19.80 686 \$ 13,780.80 1489 4143 Laborer ALSA 9,81 696 \$ 6,267.76 1449 4143 Laborer ALSA 9,81 696 \$ 6,267.76 1441 4143 Laborer ALSA 9,81 696 \$ 6,267.76 1442 4143 Laborer ALSA 9,81 696 \$ 6,267.76 1443 Laborer ALSA 9,81 696 \$ 6,267.76 1444 Laborer ALSA 9,81 696 \$ 6,267.76 1449 Laborer ALSA 9,81 696 \$ 6,267.76	895,856,15	•						
4143 HS Student Oata Spec ALSA 19.90 696 \$ 4143 Laborer ALSA 9.81 696 \$ 4144 Laborer ALSA 9.81 696 \$ 4144 Laborer ALSA 9.81 696 \$ 4144 Laborer ALSA 9.81 696 \$ 4145 Laborer ALSA 9.81 696 \$ 4146 Laborer ALSA 9.81 696 \$ 4146 Laborer ALSA 9.81 696 \$ 4156 A 9.81 696 \$ 4166 A 9.81 696 \$	81,071.11	40						
4143 HS Sludent Data Spec ALESA 19,00 696 \$ 4143 Laborer ALESA 9,01 696 \$ 4144 Laborer ALESA 9,01 696 \$ 4145 Laborer ALESA 9,01 696 \$ 4150 ALESA 9,0	8.85%							
4143 HS Shubert Data Space	814,785.04	61						
4143 HS Student Data Spec ALSSA 19,90 696 \$ 4143 Laborer ALSSA 9,81 696 \$ 41443 Laborer ALSSA 9,81 696 \$ Laborer ALSSA 9,81 696 \$ \$ Laborer ALSSA 9,81 696 \$ \$ Laborer ALSSA 9,81 696 \$ \$ \$ ALSSA 9,81 696 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$								
4143 HS Student Data Space ALESA 19,80 88 \$ 4143 Laborer ALESA 9,81 696 \$ Laborer ALESA								
4143 HS Student Data Spac	473,000.96	•						
4143 HS Student Data Spac ALESA 19,80 896 \$ 4143 Laborer ALESA 9,81 998 \$ 4143 Laborer ALESA 9,81 998 \$ 4143 Laborer ALESA 9,81 996 \$ 4143 Laborer ALESA 9,81 996 \$ 4143 Laborer ALESA 9,81 996 \$ 4144 Laborer ALESA 9,81 996 \$ 4145 Laborer ALESA 9,81 996 \$ 4156 ALESA								
4143 HS Student Deta Spec ALGAN 19.80 88 \$ 4143 Laborer ALGAN 9.81 696 \$ 4143 Laborer ALGSA 9.81 696 \$ Laborer <	6,82	40	696	9.81	ALSSA	Laborer		1453
4143 HS Student Data Spac ALESA 9.81 996 \$ 4143 Laborer ALESA 9.81 996 \$ 4143 Laborer ALESA 9.81 696 \$ ALESA 9.81 696 \$ ALESO 9.81 696 \$ ALESO 9.81 696 \$	6,82	49	696	9.81	AL55A	Laborer		163
4143 HS Student Data Spec ALSSA 19.80 896 \$ 4143 Laborer ALSSA 9.81 896 \$ 4144 Laborer ALSSA 9.81 896 \$ 4145 Laborer ALSSA 9.81 896 \$ 4146 \$ 4147 Laborer ALSSA 9.81 896 \$ 4148 \$ 4149 Laborer ALSSA 9.81 896 \$ 4149 \$ 4149	6,82	44	696	9.81	AL55A	Laborer		55
4143 HS Sludert Data Spec ALSA 19.80 696 \$ 4143 Laborer ALSA 9.81 696 \$ ALSA 9.81	6,82	40	696	9.81	ALSSA	Laborer		1450
4143 HS Sludert Data Spec ALGAA 19.80 696 \$ 4143 Laborer ALGAA 9.81 696 \$ ALGAA 9.81 696 \$ ALGAA 9.81 696 \$ ALGAA 9.81 696 \$	6,82	60	696	9.81	ALSSA	Laborer		1449
4143 HS Sludert Data Spec ALGAA 19.80 696 \$ 4143 Laborer ALGAA 9.81 696 \$ ALGA 9.81 696 \$ ALGA 9.81 696 \$ ALGA 9.81 696 \$ ALGA 9.81 696	6,82	en	696	9.81	ALSSA	Laborer		148
4143 HS Sluderi Data Spec ALESA 19.80 \$ 4143 Laborer ALESA 9.81 696 \$ Laborer ALESA 9.81 696 \$ Laborer ALESA 9.81 696 \$	6,82	44	696	9.81	AL55A	Laborer		1447
4143 HS Sluderi Data Spec ALGA 19.80 \$ 4143 Laborer ALGA 9.81 696 \$ Laborer ALGA 9.81 696 \$	6,82	ss.	698	9.81	AL55A	Laborer		1446
4143 HS Student Data Spec ALGSA 19.80 696 \$ 4143 Laborer ALGSA 9.81 696 \$	6,82	40	696	9.81	AL55A	Laborer		1445
4143 HS Student Data Spec AL63A 19.80 696 \$ 4143 Laborer AL55A 9.81 696 \$	6,82	44	696	9.81	ALSSA	Laborer		1444
4143 HS Student Data Spec ALGAA 19.80 696 \$ 4143 Laborer ALGAA 9.81 696 \$	6,82	49	696	9.81	AL55A	Laborer	4143	1443
4143 HS Student Data Spec ALGA 19.80 696 \$ 4143 Laborer ALGA 9.81 696 \$ 4143 Laborer ALGA 9.81 696 \$ 4143 Laborer ALGA 9.81 696 \$	6,82	••	696	9.81	ALSSA	Laborer	4143	1442
4143 HS Student Data Spec \$ 4L63A 19,80 696 \$ 4143 Laborer AL55A 9,81 696 \$ 4143 Laborer AL55A 9,81 696 \$	6,82	40	696	9.81	AL55A	Laborer	4143	1441
4143 HS Student Data Spec AL63A 19.80 696 \$ 4143 Laborer AL55A 9.81 696 \$	6,82	67	696	9.81	AL55A	Laborer	4143	1440
4143 HS Student Data Spec \$ ALSSA 19.80 696 \$	6,82	69	696	9.81	ALSSA	Laborer	4143	1439
	13,78	•	696	19.80	AL63A	HS Student Data Spec	4143	1438

THE NAVAJO NATION DETAILED BUDGET AND JUSTIFICATION

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6323333	6333333	TOTAL	
		7767 Worker's Compensation 29,218,79	7
		7766 Deductible Expenses 13,838.61	-
	43,057	Insurance Premiums	7710
43,057		7000 SPECIAL TRANSACTIONS	
		58	
		Regular © 41.1% 1,571,301,63	
	1,652,373	Fringe Benefits	2900 P
	814,785	Temporary - 55 positions	2310
	3,823,118	Permanent - 400 positions	2110
6,290,276		KSES	
Object Code	Object Code	Object Code Description and Justification	(LOD 8)
MAJOR	DETAILED		Object Code
Total by	Total by		
9	ල	(8)	(A)
		PART II. DETAILED BUDGET:	PANT IL DET
	NEW	NAVAIO HEER STATE BUSINESS UNIT NO.:	
		Name I I and Park	
		PART L PROGRAM INFORMATION:	DART L PROC



RUSSELL BEGAYE PRESIDENT JONATHAN NEZ VICE PRESIDENT

EXHIBIT "B"

MEMORANDUM

To:

Navajo Nation Council

From:

Dominic Seyal, Executive Director Office of Management and Budget

Subject:

Legislation Tracking No. 0259-18: Emergency Supplemental Budget Request for Navajo

Headstart Program (NHP) for \$6,333,333

Below are our comments on the subject legislation which is supported by SUPPLEMENTAL FUNDING PROPOSAL SUMMARY (SFPS). In brief the purpose of the request needs to be clear and ensure there is a definite need for funding that is considered an Emergency.

July 17, 2018

- PART II. of SFPS indicates the request will cover expenses for the period March 1, 2018 to June 30, 2018. This period has past so it appears these incurred expenses have not been paid.
- 2. NHP is a federal funded program that is on a 80% 20% cost share between the federal government and Navajo Nation, respectively. The current funding is FY 2018 on which the period is March 01, 2018 to February 28, 2019. Attached is a document that provides an overview on status of the award and expenditure report on the budget of \$15,766,194 (federal share) that is in the FMIS. The balance on the budget as of today is \$11,001,260.25.
- There is no explanation on why the \$6+ million (m) request for appropriation cannot be paid with the \$11m balance. There is sufficient balance so the "Emergency" seems not to be the case and is not explained explicitly.
- The status of FY 2018 funding for NHP has been uncertain as shown on the attachment which my OMB/CGS staff can provide explanation.

In light of comment no. 3 above, the proposal should have been considered through the normal review by Executive Branch e. g., OMB, OCC, DOJ and OPVP for opportunity to provide recommendation and guidance on what the true need is for funding. Also the state of the FY 2018 funding for NHP by federal government is in contentious situation at the moment. That should be resolved first before Navajo Nation funds is appropriated to fund what the federal government is obligated and responsible for.

If you have question, call Mr. Shortey, Contracting Officer, and his staff at Contracts and Grants Section at (928) 871-6033 who are very familiar with this subject.

Attachment

Cc:

OMB file

FY 2018 Funding Notice / Award Navajo Headstart Program (NHP) / DODE Updated July 17, 2018

1. FY 2018 Grant No. 90Cl9889 - budget period is 3/1/18-2/28/19:

A	В	С	D	E	F
1	Notice of Award (NOA)	Federal-80%	Nav Nation- 20%	Total	Transmittal
2	Mar 1, 2018	7,883,098	1,970,775	9,853,873	Mar 21, 2018, No. 1
3	May 17, 2018 - Mod 1	15,191,945	3,797,986	18,989,931	NHP to submit budget
4	Total	23,075,043	5,768,761	28,843,804	
5	June 14 2018 - Letter	16,132,552	4,033,138	20,165,690	
6	Difference Rows 4 & 5	-6,942,491	-1,735,623	-8,678,114	

- A. By letter of March 8, 2018, ACF/DHHS informed the Navajo Nation the FY 2018 funding will be \$15,766,194.
- B. By NOA of March 1, 2018, \$7,883,098 was awarded to the Nation. The Nation decided to have NHP submit budget for \$15 million. Such was entered in FMIS and same authorized for implementation on date referenced by highlighted yellow above.
- C. By NOA of May 17, 2018, the amount of award to the Nation was increased to \$23,075,043.
- D. By letter of June 14, 2018, ACF/DHHS informed the Nation FY 2018 funding will be reduced to \$16,132,552 due to "chronic under enrollment". There is no NOA on this.
- E. Legislation Tracking No. 0259-18 \$6,333,333 to cover expenses 3/1/18 to 6/30/18.



RUSSELL BEGAYE PRESIDENT JONATHAN NEZ VICE-PRESIDENT

EXHIBIT "C"

Memorandum:

To:

Navajo Nation Delegates Navajo Nation Government

From:

Pearline Kirk, Controller Office of the Controller

Date:

July 16, 2018

Subject:

Legislation 0259-18-Emergency for Navajo Nation- UUFB in the amount of

\$6,333,333 to the Navajo Headstart Program

The Office of the Controller has reviewed the above referenced document.

- The balance of the UUFB is \$11,012,319 as of July 13, 2018; there are a number of other supplemental requests that will be considered by the Navajo Nation Council in the near future. This supplemental request is for \$6,333,333 emergency funding to the Navajo Nation Headstart Program.
- The budget exhibit A attached to this legislation indicates expenses for personnel along with related fringe benefits and workers compensation. These types of expenses are determined to be <u>RECURRING</u> costs.

If you should have any questions you can contact me at tribal extension X6125.

NAVAJO NATION

RCS# 1165

2018 Summer Session

7/17/2018 07:45:03 PM

Amd# to Amd#

Legislation 0259-18: Approving

PASSED

MOT Begay, K

Supplemental Funding from UUFB

SEC Crotty

\$6,333,333 to Navajo Head Start

Program

Yea: 17

Nay: 2

Excused: 1

Not Voting: 4

Yea: 17

Begay, K Begay, NM

Brown

Hale

Slim

Begay, S

Crotty

Jack

Smith Tso

Damon

Perry

BeGaye, N

Daniels

Phelps

Tsosie

Bennett

Nay: 2

Witherspoon

Pete

Excused: 1

Filfred

Not Voting: 4

Yazzie

Chee

Shepherd

Bates



NAVAJO HEAD START

Department of Diné Education



JONATHAN NEZ, President MYRON LIZER, Vice President

DR. ELVIRA BITSOI Assistant Superintendent of Head Start

NHSPC-38-05-2019

RESOLUTION OF THE NAVAJO HEAD START POLICYCOUNCIL

REQUESTING THE NAVAJO NATION COUNCIL TO SUPPORT AND APPROVE THE AMENDMENT OF LEGISLATION # CJY-57-18 IN THE AMOUNT OF \$6,333,333 FROM THE UNRESERVED, UNDESIGNATED FUND BALANCE (UUFB) AND TO REALLOCATE ANY UNSPENT BALANCE TO OPERATIONAL EXPENSES TO INCLUDE; UNMET NEEDS AND UNPAID PROGRAM EXPENSES AS DETERMINED BY OFFICE OF MANAGEMENT AND BUDGET (OMB)

WHEREAS:

- Pursuant to Resolution No. GSCMY-19-07. The Government Services Committee of the Navajo Nation Council approved the Plan of Operation for the Navajo Head Start. The Navajo Head Start is situated under the Executive Branch of the Navajo Nation government within the Division of Dine Education; and
- 2. The Navajo Nation Board of Education (hereinafter the "Board" is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation, including the Navajo Head Start program. 10 N.N.C. §106[A]; 10 N.N.C. §51. The Board carries out its duties and responsibilities through the Department of Diné Education. 10 N.N.C. §106[G][3]; and
- 3. Pursuant to 45 CFR 1301-3. Program Governance: The Navajo Head Start Policy Council is duly elected and constituted Head Start Policy Council and an authorized entity of the Navajo Nation government; and
- 4. Pursuant to 45 CFR Sec. 1303.5(a)(2-4)(i-v) Limitations on development and administration cost. (a) Costs to develop and administer a program cannot be excessive or exceed 15% of the total approved program costs. Allowable costs to develop and administer a Head Start program cannot exceed 15% of the total approved program costs, which includes both federal costs and non-federal match unless the responsible HHS official grants a waiver...(2) To assess total program costs and determine whether a grantee meets this requirement, the grantee must: (i) determine the costs to develop and administer its program, including the local costs of necessary resources; (ii) Categorize total costs as development and administrative or program costs; (iii) Identify and allocate the portion of

dual benefits costs that are for development and administration; (iv) Identify and allocate the portion of indirect costs that are for developmental and administration versus program costs; and, (v) Delineate all development and administrative costs in the grant application and calculate the percentage of total approved costs allocated to development and administration; and

- Navajo Head Start provides children with experiences that encourage and stimulate intellectual and social growth opportunities, promote Navajo Language and culture, and provides access to necessary medical, dental, and nutritional services under the Head Start and Early Head Start programs; and
- The Navajo Head Start provides preventative maintenance to 96 classroom buildings and works collaborative with the Office of Environmental Health who provides annual facility surveys to certify our classrooms for continued operation in a safe and healthy learning environment; and
- The Navajo Head Start continually improves to maintain and keep current technology equipment up-to-date for reporting mechanism for staff and in educating our children; and
- The Navajo Head Start Policy Council has the best interest of the Navajo Head Start to continue in providing quality services to children and families.

NOW, THEREFORE BE IT, RESOLVED:

Requesting the Navajo Nation Council to support and approve the amendment of Legislation #CJY-57-18 in the amount of \$6,333.333 from the Unreserved, Undesignated Fund Balance (UUFB) and to reallocated any upspent balance to operational expenses to include; unmet needs and unpaid program expenses as determined by Office of Management and Budget (OMB).

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Navajo Head Start Policy Council at a duly called meeting in Window Rock, AZ conference room which a quorum was present and that it was passed by vote of $\underline{\phi}$ in favor, $\underline{\phi}$ -opposed, and $\underline{\phi}$ -abstained, this 30th day of May 2019.

Motion by:	Peter Sage	
Second by:	Janice Filfred	
Louise Charle	e Charley ey, Vice President	
Navajo Head	Start Policy Council	

RESOLUTION OF THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE of the 24th NAVAJO NATION COUNCIL-First Year, 2019

AN ACTION

RELATING TO THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE; AMENDING THE NAVAJO HEAD START PLAN OF OPERATION

BE IT ENACTED:

SECTION ONE. AUTHORITY

The Health, Education and Human Services Committee is the oversight committee for Department of Diné Education and as such is empowered to adopt, amend, or rescind its Plan of Operation. 2 N.N.C. § 401(C)(1). The Navajo Head Start is located within the Department of Diné Education.

SECTION TWO. FINDING

- A. Amendments to the Plan of Operation and Organization Charts for Navajo Head Start are included as Exhibits to this legislation as follows:
 - Exhibit A Current Navajo Head Start Organizational Chart,
 - Exhibit B Marked-up Plan of Operation,
 - Exhibit C Clean copy of the Plan of Operation,
 - Exhibit D Navajo Head Start Policy Council Resolution (NHSPC-19-11-2017), approving and supporting the 2018 Navajo Head Start Organizational Chart,
 - Exhibit E Navajo Board of Education Resolution (NNBDEDE-409-2017), approving and supporting the 2018 Navajo Head Start Organizational Chart,
 - Exhibit F Marked-up Plan of Operation for Navajo Head Start Organizational Chart. This document shows the progression from the previous organizational chart in Exhibit G, and
 - ${\it Exhibit}$ G Previous Navajo Head Start Organizational Chart.
- B. The Executive Official Review documents indicate amendments to the Navajo Head Start Plan of Operation are legally sufficient. These documents are attached as Exhibit H.

C. Resolutions approving amendments to the Navajo Head Start Plan of Operation by the Navajo Nation Board of Education and the Navajo Head Start Policy Council are attached as Exhibits I and J.

SECTION THREE. APPROVAL

The Health, Education and Human Services Committee of the Navajo Nation Council approves amendments to the Plan of Operation for Navajo Head Start as indicated in Exhibits A and B.

CERTIFICATION

I, hereby, certify that the following resolution was duly considered by the Health, Education and Human Services Committee of the 24th Navajo Nation Council at a duly called meeting at Window Rock, (Navajo Nation) Arizona, at which quorum was present and that same was passed by a vote of 4 in favor, 0 opposed, on this 22nd day of April 2019.

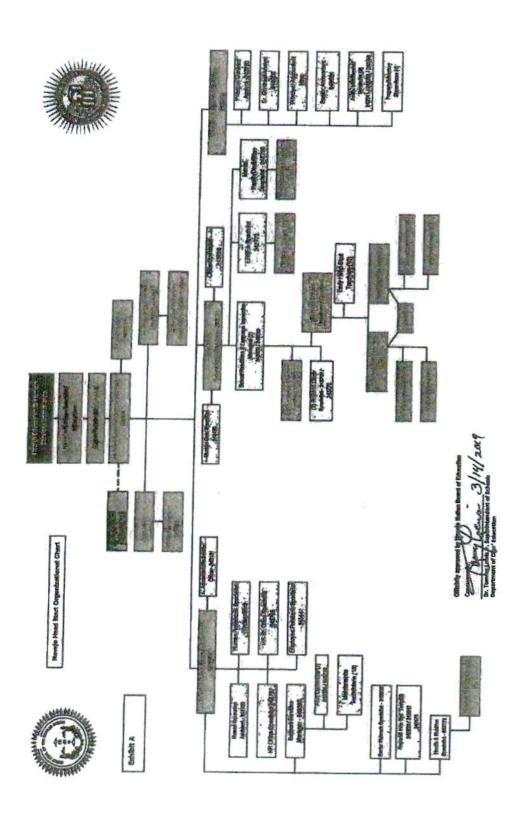
Daniel E. Tso, Chairperson

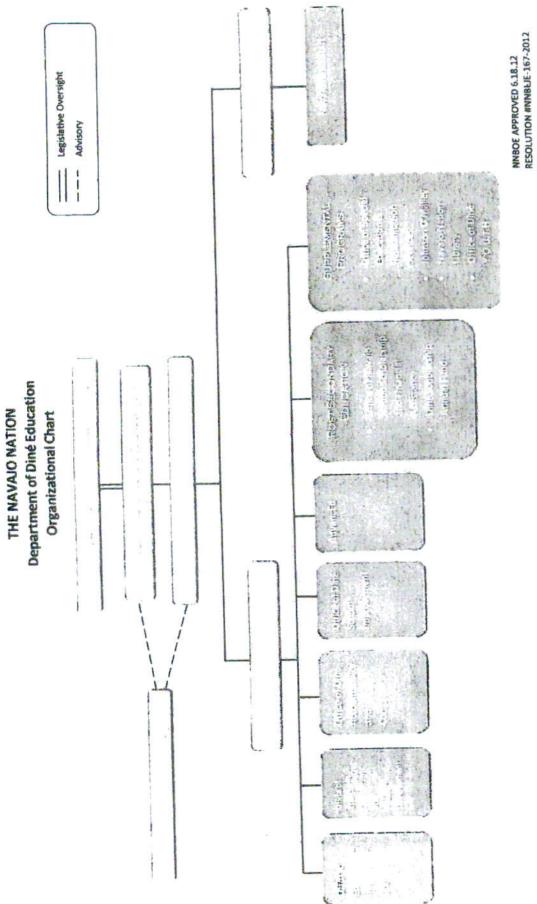
Daniel I. Jas

Health, Education and Human Services Committee

Of the 24th Navajo Nation Council

Motion: Honorable Paul Begay Jr. Second: Honorable Edison J. Wauneka





Department of Diné Education

Administration - Organization Chart

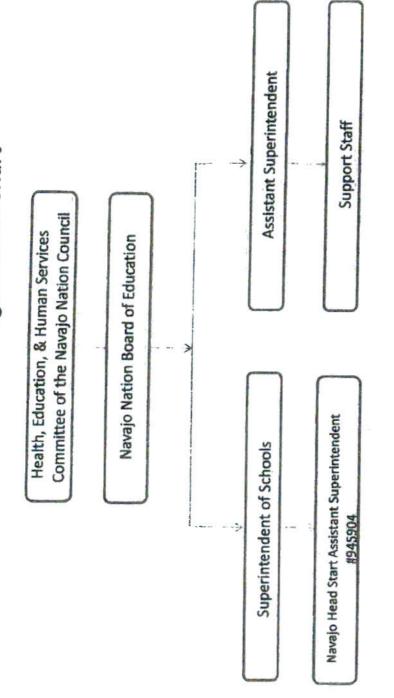


Exhibit B

DEPARTMENT OF DINE' EDUCATION NAVAJO HEAD START

PLAN OF OPERATION

SECTION I. ESTABLISHMENT OF NAVAJO HEAD START

There is hereby established the Navajo Head Start within the Department of Diné Education of the Navajo Nation Executive Branch. The Head Start program was established in 1964, under the War on Poverty by United States President Lyndon B. Johnson, resulting from the Economic Opportunity Act of 1964. The enactment of the law implemented Head Start programs throughout the United States, and in 1965 the Head Start Program was established on the Navajo Nation pursuant to 45 CFR Part 1301-1305, Head Start Act 2007, Public Law 110-134 "Improving Head Start for School Readiness Act of 2007" and Guidance: Head Start Program Performance Standards and other regulations. Head Start is a national program that promotes school readiness by enhancing the social and cognitive development of children through the provision of educational, health, nutritional, social, and other services to enrolled children and families. The basic intent of the legislation and the program was to combat poverty, which was identified to be the main contributor to the economic instability of low income families in the nation.

The Government Services Committee of the Navajo Nation Council established the Department of Head Start (DOHS) in 2001 by Resolution No. GSCAP-35-01. In 2004, the Government Services Committee of the Navajo Nation Council established the Department of Early Childhood Development by resolution No. GSCJN-12-04. The Head Start and Early Head Start are two programs under the Navajo Head Start Program of the Department of Dine' education within the Executive Branch of the Navajo Nation Government.

SECTION II. PURPOSE

The purpose of Navajo Head Start (NHS) is to provide comprehensive and quality early childhood development services to all children and families of the Navajo Nation.

SECTION III. GOALS

The goals of Navajo Head Start shall be:

 To provide continuity of comprehensive early childhood services for all children, transitioning from infancy to a formal educational classrooms, and to their families by providing full-day, year-round comprehensive services.

- 2. To provide children with opportunities inclusive of, but not limited to, access to and utilization of necessary medical, dental and nutritional services, as well as experiences which encourage and stimulate approaches to utilization of necessary medical, dental and nutritional services, as well as experiences which encourage and stimulate growth approaches to learning, social and emotional development, language and literacy, cognition, perceptual, motor, and physical development.
- 3. To coordinate, collaborate and partner with other programs/departments and other community stakeholders; including local educational agencies and businesses, in strategizing and planning for delivery of services for continual program improvement; and other appropriate activities to provide planning, construction and maintenance of facilities that will meet the needs of communities and programs for local children and their families.
- 4. To provide comprehensive and quality services for eligible children and their families enrolled with Navajo Head Start and Early Head Start (center and home base/home education home-based) by implementation of learning experiences that advance the intellectual and physical development of children that include: implementing the Head Start Early Learning Framework For School Readiness of children for instilling literacy, and phonemic print, and numeric awareness; their understanding and use of language; their understanding and use of increasingly complex and varied vocabulary; and appreciation of books and problem solving abilities as dual language learners.
- 5. To foster continuous improvement in the quality of the Navajo Head Start services, participate in research, demonstration and evaluation activities that will compare individual education achievement, social adaptation and health status of the children. bBy comparing the difference of income levels, outcomes related to cognitive, social-emotional, behavioral and academic development, school readiness and other improvement necessary to enable participating children and their families to succeed in school. The results of these analysis, reporting and linkages will be disseminated to an appropriate panel of experts in program evaluation, research, education and early childhood programs.
- To provide eligible children and families with the opportunity to choose the type of program structure that best suits their needs: center based and/or home education/homebased and conversions.
- To provide eligible children and families with an affordable means of comprehensive early childhood services while they are working, in school or attending training.
- To increase the quality of comprehensive early childhood services and the opportunity
 for families to choose the type of services that best suits their needs: center based and/or
 home based/home education services.
- To provide an environment that is healthy, safe, accessible, pleasant, comfortable, ageappropriate, culturally sensitive, and responsible to the individual needs of children and

families.

- To coordinate all programs that provide high-quality early childhood development services to focus on training, technical assistance; and obtain grants through competitive bidding to improve the quality of existing early childhood development services.
- Administer Navajo Head Start/Early Head Start program activities in accordance with local, state, and federal applicable laws and regulations, including local needs and priorities, and maintaining program accountability.
- Increase the availability of comprehensive early childhood development programs through access to various types of providers and services.
- 11. With close coordination of all early childhood development programs, increase the quality of comprehensive early childhood services through training and technical assistance to early childhood providers, individualization and measuring child performance and outcome. Ensure that the environment of care is conducive to the growth and development of a well-rounded individual to be school-ready. In close coordination with all early childhood development programs, provide disability services to children with suspected or identified special needs.
- In close coordination with all early childhood development programs, implement a
 quality comprehensive program that will serve the educational, nutritional, medical,
 dental, and mental health aspects of each child.
- 13. In close coordination with early childhood development programs, implement appropriate researched-based curriculum and assessments for instruction in the Dine' language and culture for all children.
- 14. Encourage all early childhood programs to collaborate with other entities involved with health care, welfare, education, community service, family literacy, disabilities services, training & professional development, and referral services that should meet the needs of low-income children and families.

SECTION IV. STAFFING AND ORGANIZATION

Staffing

- a. The Navajo Head Start shall be administered by the Superintendent of Head Start Assistant Superintendent shall be under the general direction and guidance of the Superintendent of Schools of the Department of Diné Education, who shall be hired in accordance with the Navajo Nation Personnel Policies Manual and in accordance with 45 CFR Part 1302.90-91.
- b. The Assistant Superintendent shall be authorized to recommend additional

- professional, technical and clerical positions as needed to carry out the organization purpose(s) as stated herein. Additional positions shall be acquired in accordance with applicable Personnel Policies & Procedures and applicable budget rules established for conducting the annual Navajo Nation budget process.
- e. The Navajo Head Start shall have appropriate staff to administer the duties and responsibilities of the Navajo Head Start and Early Head Start programs and shall be under the supervision of the Superintendent of Navajo Head Start.
- d. The Superintendent of Navajo Head Start shall hire additional personnel as needed to earry out the organization purpose, restructuring processes and Plan of Operation. Additional positions shall be acquired in accordance with the duly approved Navajo Nation Personnel Policies Manual and within applicable budget rules established for conducting the annual Navajo Nation budget process.
- e. All personnel shall be employed and compensated in accordance with applicable Navajo Nation Personnel Policies Manual.

2. Organization

- a. The Navajo Head Start shall include the following offices and programs that the <u>Assistant Superintendent Superintendent of Navajo Head Start</u> will administer. The <u>Assistant Superintendent Superintendent of Navajo Head Start</u> will have the responsibility for daily operations and supervision of all employees.
 - i. Central Administration Office: The principal place and headquarters of business for the Navajo Head Start program (Executive Administration) will be located at Window Rock, Navajo Nation (Arizona). The <u>Directors (Administrative Services, Financial Services, and Educational Services). Line Managers (Human Resources, Fiscal, School Readiness, Family & Community Services, Quality Assurance and Sr. Administrative Services Officer, under the direction of the <u>Assistant Superintendent of Navajo Head Start, Superintendent of Navajo Head Start</u> shall be responsible for administering and supervising employees and services to eligible children and families at all Navajo Head Start Program Regional Offices and Navajo Head Start Centers within their respective areas.</u>
 - ii. Regional Offices: Navajo Head Start shall have regional offices at locations within the Navajo Nation to oversee the activities of the Navajo Head Start. The Administrative Regional Managers Director of Educational Services, under the supervision of the Superintendent of Navajo Head Start Assistant Superintendent of Navajo Head Start, are is responsible for administering and supervising employees and services to eligible children and families at all the Navajo Head Start Program Regional Offices and Early Navajo Head Start and Early Head Start Centers within their respective areas.

- iii. Navajo Head Start Center: Navajo Head Start shall have Navajo Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (ages zero three to 5 five years old) and to participating families within their service areas.
- iv. Navajo Early Head Start Center: Navajo Head Start shall have Navajo Early Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (prenatal to three years old) and to participating families within their service areas.
- v. Home Education and/or Home-Based: Navajo Head Start will provide a Teacher and/or Paraprofessionals to work with parents to provide comprehensive services to children, pregnant women and families through home visits and group socialization activities.
- vi. All Navajo Head Start office and Center employees shall report to the Administrative Regional Managers through their appropriate supervisors in accordance with the Plan of Operation, the Navajo Nation Personnel Policies Manual, and the United Mine Workers of America and Navajo Head Start Collective Bargaining Agreement.
- vi. The Navajo Head Start shall collaborate with the Navajo Nation Head Start Policy Council (NNHSPC) to secure and exercise certain authorities and responsibilities as prescribed by 45 CFR Part 1301.1-6, Program Governance and the Head Start Performance Standards.

3. Organizational Chart

 The organizational chart of the Navajo Head Start is attached and incorporated herein as Exhibit A-Central Administration, and Exhibit B-Regional Administration.

SECTION V. AUTHORITY AND RESPONSIBILITIES

The Program, under the general supervision of the <u>Assistant Superintendent of Navajo Head Start</u> Superintendent of Navajo Head Start has the authority to oversee the following:

- 1. Fiscal Management (FM)Financial Services (FS): shall be responsible for the following:
 - All financial <u>transactions</u> matters and issues pertaining to the Navajo Head Start program.
 - b. Ensure all Navajo Head Start staff and offices/centers comply with all applicable

- policies and procedures established by the Navajo Nation Office of the Controller Division of Finance and required applicable Federal rules and regulations.
- Provide oversight of fiscal monitoring, evaluation, compliance, implementation and enforcement of all Federal, State and Tribal policies, procedures and regulations.
- d. Monitor the operation of the Navajo Head Start program by establishing internal controls to effectively provide training & technical assistance relating to renewal of financial assistance, request for required Cash Match and supplemental funding.
- e. Maintain accountability of all financial transactions in accordance with 2 Part 200 CFR, Uniform Guidance and the Office of Head Start Performance Standards.
- 2. Human Resource Management (HRM) Administrative Services (AS): shall be responsible for the following:

a. Human Resources

- Responsible for all <u>NHS</u> personnel matters regarding Navajo Hoad Start and ensure compliance with the Navajo Nation Personnel Policies Manual (NNPPM) and where applicable, the Collective Bargaining Agreement for Union employees.
- ii. Ensure that staff, consultants and volunteers abide by the program's standards of conduct, annual performance review, health examination that include screening for communicable diseases and periodic re-examination in accordance with Federal, State and Tribal laws.
- Assure that all staff, regular volunteers, and consultants are screened and meet certification requirements including fingerprinting, Federal, State, and Tribal background checks, and have regular contact with children.

b. Professional Development

- Ensure that the Navajo Head Start program has well-trained and qualified staff that possess an Associate of Arts Degree (AA), Bachelor of Science or Arts Degree (BS/BA), or Master of Arts Degree (MA) in the field of early childhood or education.
- ii. Ensure a high quality workforce in meeting the federal compliance with in the Head Start Act.
- Ensure teaching staff will perform their jobs effectively and efficiently by meeting the changing needs of children and families.
- iv. Establishment of a system that supports staff in continuous learning that is

structured and supportive to the Navajo Head Start mission, vision and philosophy; this system will assist teaching staff to meet job requirements that include formal college course work, in-service training, and individualized coaching to support appropriate teaching methodologies.

c. Information Technology

- Responsible for Internet and transmission services by providing satellite and wireless services for staff, including, but not limited to, a Web site, work station, electronic mail and on-going computer training.
- Handle all computer technology-related hardware and software configurations, setup, installation, upgrades, development of applications and technical assistance.
- Establish a strategic plan to advance the technological capabilities of the program at the Central office, Regional offices and Centers.
- Responsible for daily maintenance and operation of all computer equipment.

d. Support Services

- Responsible for the management, coordination and assignment of all Navajo Head Start, Early Head Start and home-based purchased and leased buses, vehicles, utility trucks and construction equipment.
- Ensure compliance for reporting requirements, such as accidents, damages and/or violations, vehicle inspections, routine maintenance, daily pre-trip inspection, and appropriate recommendations for solution.
- Require vehicles used to be equipped with a communication system, safety equipment, first aid kit, seat belt cutter, and ensure height-weight appropriate child safety restraints.
- iv. Responsible for maintaining and improving facilities to ensure compliance with Federal, State and Tribal health and safety standards, meeting all applicable building codes and regulations, electrical, plumbing, and mechanical codes.
- Determine applicable and acceptable codes, guidelines, and standards in the area of new facility construction.
- Ensure that applicable standards are upheld in the construction process in compliance with procurement standards.
- vii. Ensure the results of community need assessments determine where facilities will be located.

- 3. School Readiness Education (SRE) Educational Services (ES): shall be responsible for the following:
 - a. Oversight of all Navajo Head Start Educational Services employees in accordance with the Plan of Operation, the Navajo Nation Personnel Policies Manuel, and where applicable, the Collective Bargaining Agreement between the United Mine Workers of America and Navajo Head Start.
 - b. Conducting educational research and planning.
 - Reporting statistical data and information related to all early childhood development programs, service delivery and management.
 - d. Enforce compliance in the area of education and disability content in the service delivery of the Navajo Head Start program, to meet all federal, state and tribal rules, regulations and laws.
 - e. Establish a partnership that shall expedite the sharing of information about innovative models for providing full working day, full-calendar year early childhood services for early childhood development programs.
 - f. Establish partnerships between all early childhood education programs to improve instruction and classroom environment; including, parent training, family literacy and Dine' culture and language instruction.
 - g. Providing educational and technical assistance to Navajo Head Start staff to infuse the Navajo language into the daily instruction of Head Start children at all Centers.
 - Develop policies, procedures, service delivery plans, training plans, flow charts, and forms for implementation of Navajo language into the curriculum of the Navajo Head Start Program in conjunction to the Navajo Nation Program Performance Criteria - Form 2.
 - Primary point of contact between all early childhood development programs; including the Navajo Head Start Policy Council and Local Parent Committees in meeting guidelines and regulations as established by the Head Start Program Performance Standards.
 - j. Ensure that elected parents and community representatives are actively involved with the Navajo Head Start services and activities that benefit children, pregnant women and families.
 - k. Ensure parents are provided educational opportunities, shared governance experience, fatherhood initiatives are implemented and encouraged, literacy services, parent involvement, and are provided available resource centers.

- D. Information Technology (IT): shall be responsible for Internet and transmission services by providing satellite and wireless services for staff, including a Web site, work station, electronic mail and on going computer training. IT shall handle all computer technology related hardware and software configurations, setup, installation, upgrades, development of applications and technical assistance. IT shall establish a strategic plan to advance the technological capabilities of the program at the Central office, Regional offices and Centers. IT shall also be responsible for daily maintenance and operation of all computer equipment.
- E. Navajo Immersion (NI): shall be responsible for providing educational and technical assistance to Navajo Head Start staff to infuse the Navajo language into the daily instruction of Head Start children at all Centers. NI shall develop policies and procedures, service delivery plans, training plans, flow charts, and forms for implementation of Navajo language into the curriculum of the Navajo Head Start Program in conjunction to the Navajo Nation Program Performance Criteria Form 2.
- Professional Development (PD): shall ensure that the Navajo Head Start program has well trained and qualified staff that possess an Associate of Arts Degree (AA), Bachelor of Science or Arts Degree (BS/BA), or Masters of Arts Degree (MA) in the field of early childhood or education or related. This will ensure a high quality workforce in meeting the federal compliance within the Head Start Act. This will ensure staff will perform their jobs effectively and efficiently by meeting the changing needs of children and families. Establishment of a system that supports staff in continuous learning that is structured and supportive to the Navajo Head Start mission, vision and philosophy. This system will assist teaching staff to meet job requirements that include formal college course work, in service training, and individualized coaching to support appropriate teaching methodologies.
- G. Contract and Compliance (C & C): shall be responsible for program monitoring, evaluation compliance, implementation and enforcement of all Federal, State and Tribal policies, procedures and regulations. Monitor the operation of the Navajo Head Start program by evaluating their effectiveness and training & technical assistance; including, renewal of financial assistance, request for supplemental funding; implement methods and procedures for measuring annually the quality and effectiveness of the programs for children and families based on program evaluation, self assessment and peer review. Seek information from local communities; including, needs assessment, development of service plans, family advocacy, and coordination of service delivery activities to children and families.
- H. Fleet Management (FM): shall be responsible for the management, coordination and assignment of all Navajo Head Start, Early Head Start and Home base purchased and leased buses, vehicles, utility trucks and construction equipment. Ensure compliance for reporting requirements, such as accidents, damages and/or violations, vehicle inspections, routine maintenance, daily pre-trip inspection, and appropriate recommendations for solution. FM will require vehicles used to be equipped with a communication system, safety equipment, first aid kit, seat belt cutter, and ensure

height-weight appropriate child safety restraints.

- I. Facility Maintenance: shall be responsible for maintaining and improving facilities to ensure compliance with Federal, State and Tribal health and safety standards; meeting all applicable building codes and regulations, electrical, plumbing, and mechanical codes. Establish guidelines and standards, and determine applicable and acceptable codes in the area of new facility construction Determine applicable and acceptable codes, guidelines, and standards in the area of new facility construction. Ensure that applicable standards are upheld in the construction process in compliance with procurement standards. Ensure the results of community need assessments will determine where facilities will be located.
- J. Family Partnership (FP): shall be the primary point of contact between all early childhood development programs; including the Navajo Head Start Policy Council and Local Parent Committees in meeting guidelines and regulations as established by the Head Start Program Performance Standards. Ensure that elected parents and community representatives are actively involved with the Navajo Head Start services and activities that benefit children, pregnant women and families. To ensure parents are provided educational opportunities, shared governance experience, fatherhood are implemented and encouraged, literacy services, parent involvement, and are provided available resource centers.
- K. Property: Fiscal Management shall be responsible for maintaining accountability of all equipment, non-expendable supplies; including buildings that are purchased and/or leased for the purpose of Navajo Head Start services. Maintain records of all items purchased by following established Navajo Nation Property Policies and Procedures in executing related duties. In kind services and property inventory will be collected and reported for compliance measures.

SECTION VI. LEGISLATIVE OVERSIGHT

The Health, Education and Human Services Committee of the Navajo Nation Council is the oversight committee for the Department of Dineé Education pursuant to 2 N.N.C. § 401 (C) (1).

The Navaje Head Start ("NHS") Program, which is located within the Department of Dine Education as approved by the Department's Plan of Operation, Resolution No. GSCM-Y-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 482 42 U.S.C. §9801 et seq. and applicable regulations.

SECTION VII. AMENDMENTS

The Board of Education may forward recommendations for amendments and approval to this

Plan of Operation to the Health, Education and Human Services Committee, and HEHSC would make final recommendations for amendments and approval of this Plan of Operation.

Sections I through VII may be amended by the Health, Education, and Human Service Committee upon recommendations by the Navajo Nation Board of Education as deemed necessary.

1 Exhibit C

DEPARTMENT OF DINÉ EDUCATION NAVAJO HEAD START

PLAN OF OPERATION

SECTION I. ESTABLISHMENT OF NAVAJO HEAD START

There is hereby established the Navajo Head Start within the Department of Diné Education of the Navajo Nation Executive Branch.

SECTION II. PURPOSE

The purpose of Navajo Head Start (NHS) is to provide comprehensive and quality early childhood development services to all children and families of the Navajo Nation.

SECTION III. GOALS

The goals of Navajo Head Start shall be:

- To provide continuity of comprehensive early childhood services for all children, transitioning from infancy to a formal educational classroom, and to their families by providing full-day, year-round comprehensive services.
- To provide children with opportunities inclusive of, but not limited to, access to and
 utilization of necessary medical, dental and nutritional services, as well as experiences
 which encourage and stimulate approaches to learning, social and emotional
 development, language and literacy, cognition, perceptual, motor, and physical
 development.
- 3. To coordinate, collaborate and partner with other programs/departments and other community stakeholders; including local educational agencies and businesses, in strategizing and planning for delivery of services for continual program improvement; and other appropriate activities to provide planning, construction and maintenance of facilities that will meet the needs of communities and programs for local children and their families.
- 4. To provide comprehensive and quality services for eligible children and their families enrolled with Navajo Head Start and Early Head Start (center and home-based) by implementation of learning experiences that advance the intellectual and physical development of children that include: implementing the Head Start Early Learning Framework For School Readiness of children for instilling literacy, phonemic print, and

numeric awareness; their understanding and use of language; their understanding and use of increasingly complex and varied vocabulary; and appreciation of books and problem solving abilities as dual language learners.

- To foster continuous improvement in the quality of the Navajo Head Start services, participate in research, demonstration and evaluation activities that will compare individual education achievement, social adaptation and health status of the children, by comparing the difference of income levels, outcomes related to cognitive, social-emotional, behavioral and academic development, school readiness and other improvement necessary to enable participating children and their families to succeed in school. The results of these analysis, reporting and linkages will be disseminated to an appropriate panel of experts in program evaluation, research, education and early childhood programs.
- To provide eligible children and families with an affordable means of comprehensive early childhood services while they are working in school or attending training.
- To provide an environment that is healthy, safe, accessible, pleasant, comfortable, ageappropriate, culturally sensitive, and responsible to the individual needs of children and families.
- 8. To coordinate all programs that provide high-quality early childhood development services to focus on training, technical assistance; and obtain grants through competitive bidding to improve the quality of existing early childhood development services.
- Administer Navajo Head Start/Early Head Start program activities in accordance with local, state, and federal applicable laws and regulations, including local needs and priorities, and maintaining program accountability.
- Increase the availability of comprehensive early childhood development programs through access to various types of providers and services.
- 11. With close coordination of all early childhood development programs, increase the quality of comprehensive early childhood services through training and technical assistance to early childhood providers, individualization and measuring child performance and outcome. Ensure that the environment of care is conducive to the growth and development of a well-rounded individual to be school-ready. In close coordination with all early childhood development programs, provide disability services to children with suspected or identified special needs.
- 12. In close coordination with all early childhood development programs, implement a quality comprehensive program that will serve the educational, nutritional, medical, dental, and mental health aspects of each child.
- 13. In close coordination with early childhood development programs, implement appropriate researched-based curriculum and assessments for instruction in the

Diné language and culture for all children.

14. Encourage all early childhood programs to collaborate with other entities involved with health care, welfare, education, community service, family literacy, disabilities services, training & professional development, and referral services that should meet the needs of low-income children and families.

SECTION IV. STAFFING AND ORGANIZATION

1. Staffing

- a. The Assistant Superintendent shall be under the general direction and guidance of the Superintendent of Schools of the Department of Diné Education.
- b. The Assistant Superintendent shall be authorized to recommend additional professional, technical and clerical positions as needed to carry out the organization purpose(s) as stated herein. Additional positions shall be acquired in accordance with applicable Personnel Policies & Procedures and applicable budget rules established for conducting the annual Navajo Nation budget process

2. Organization

- a. The Navajo Head Start shall include the following offices and programs that the Assistant Superintendent will administer. The Assistant Superintendent will have the responsibility for daily operations and supervision of all employees.
 - i. Central Administration Office: The principal place and headquarters of business for the Navajo Head Start program (Executive Administration) will be located at Window Rock, Navajo Nation (Arizona). The Directors (Administrative Services, Financial Services, and Educational Services), under the direction of the Assistant Superintendent of Navajo Head Start, shall be responsible for administering and supervising employees and services to eligible children and families at all Navajo Head Start Program Regional Offices and Navajo Head Start Centers within their respective areas.
 - ii. Regional Offices: Navajo Head Start shall have regional offices at locations within the Navajo Nation to oversee the activities of the Navajo Head Start. The Director of Educational Services, under the supervision of the Assistant Superintendent of Navajo Head Start, is responsible for administering and supervising employees and services to eligible children and families at all the Navajo Head Start Program Regional Offices and Navajo Head Start and Early Head Start Centers within their respective areas.

- iii. Navajo Head Start Center: Navajo Head Start shall have Navajo Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (ages three to five years old) and to participating families within their service areas.
- iv. Navajo Early Head Start Center: Navajo Head Start shall have Navajo Early Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (prenatal to three years old) and to participating families within their service areas.
- v. Home-Based: Navajo Head Start will provide a Teacher and/or Paraprofessionals to work with parents to provide comprehensive services to children, pregnant women and families through home visits and group socialization activities.
- vi. The Navajo Head Start shall collaborate with the Navajo Nation Head Start Policy Council (NNHSPC) to secure and exercise certain authorities and responsibilities as prescribed by 45 CFR Part 1301.1-6, Program Governance and the Head Start Performance Standards.

3. Organizational Chart

 The organizational chart of the Navajo Head Start is attached and incorporated herein as Exhibit A.

SECTION V. AUTHORITY AND RESPONSIBILITIES

The Program, under the general supervision of the Assistant Superintendent of Navajo Head Start has the authority to oversee the following:

- 1. Financial Services (FS) shall be responsible for the following:
 - All financial transactions pertaining to the Navajo Head Start program.
 - b. Ensure all Navajo Head Start staff and offices/centers comply with all applicable policies and procedures established by the Navajo Nation Office of the Controller and applicable Federal rules and regulations.
 - c. Provide oversight of fiscal monitoring, evaluation, compliance, implementation and enforcement of all Federal, State and Tribal policies, procedures and regulations.
 - d. Monitor the operation of the Navajo Head Start program by establishing internal controls to effectively provide training & technical assistance relating to renewal

- of financial assistance, request for required Cash Match and supplemental funding.
- Maintain accountability of all financial transactions in accordance with 2 Part 200 CFR, Uniform Guidance and the Office of Head Start Performance Standards.

2. Administrative Services (AS) shall be responsible for the following:

a. Human Resources

- Responsible for all NHS personnel matters and ensure compliance with the Navajo Nation Personnel Policies Manual (NNPPM) and where applicable, the Collective Bargaining Agreement for Union employees.
- ii. Ensure that staff, consultants and volunteers abide by the program's standards of conduct, annual performance review, health examination that include screening for communicable diseases and periodic re-examination in accordance with Federal, State and Tribal laws.
- Assure that all staff, regular volunteers, and consultants are screened and meet certification requirements including Federal, State, and Tribal background checks.

b. Professional Development

- Ensure that the Navajo Head Start program has well-trained and qualified staff that possess an Associate of Arts Degree (AA), Bachelor of Science or Arts Degree (BS/BA), or Master of Arts Degree (MA) in the field of early childhood or education.
- ii. Ensure a high quality workforce in meeting the federal compliance with the Head Start Act.
- iii. Ensure teaching staff will perform their jobs effectively and efficiently by meeting the changing needs of children and families.
- iv. Establishment of a system that supports staff in continuous learning that is structured and supportive to the Navajo Head Start mission, vision and philosophy; this system will assist teaching staff to meet job requirements that include formal college course work, in-service training, and individualized coaching to support appropriate teaching methodologies.

c. Information Technology

 Responsible for Internet and transmission services by providing satellite and wireless services for staff, including, but not limited to, a Web site, work station, electronic mail and on-going computer training.

- Handle all computer technology-related hardware and software configurations, setup, installation, upgrades, development of applications and technical assistance.
- iii. Establish a strategic plan to advance the technological capabilities of the program at the Central office, Regional offices and Centers.
- Responsible for daily maintenance and operation of all computer equipment.

d. Support Services

- Responsible for the management, coordination and assignment of all Navajo Head Start, Early Head Start and home-based purchases and leased buses, vehicles, utility trucks and construction equipment.
- Ensure compliance for reporting requirements, such as accidents, damages and/or violations, vehicle inspections, routine maintenance, daily pre-trip inspection, and appropriate recommendations for solution.
- Require vehicles used to be equipped with a communication system, safety equipment, first aid kit, seat belt cutter, and ensure height-weight appropriate child safety restraints.
- Responsible for maintaining and improving facilities to ensure compliance with Federal, State and Tribal health and safety standards, meeting all applicable building codes and regulations, electrical, plumbing, and mechanical codes.
- v. Determine applicable and acceptable codes, guidelines, and standards in the area of new facility construction.
- Ensure that applicable standards are upheld in the construction process in compliance with procurement standards.
- vii. Ensure the results of community need assessments to determine where facilities will be located.
- 3. Educational Services (ES) shall be responsible for the following:
 - a. Oversight of all Navajo Head Start Educational Services employees in accordance with the Plan of Operation, the Navajo Nation Personnel Policies Manuel, and where applicable, the Collective Bargaining Agreement between the United Mine Workers of America and Navajo Head Start.
 - b. Conducting educational research and planning.
 - c. Reporting statistical data and information related to all early childhood

development programs, service delivery and management.

- d. Enforce compliance in the area of education and disability content in the service delivery of the Navajo Head Start program, to meet all federal, state and tribal rules, regulations and laws.
- e. Establish a partnership that shall expedite the sharing of information about innovative models for providing full working day, full-calendar year early childhood services for early childhood development programs.
- f. Establish partnerships between all early childhood education programs to improve instruction and classroom environment; including, parent training, family literacy and Diné culture and language instruction.
- g. Providing educational and technical assistance to Navajo Head Start staff to infuse the Navajo language into the daily instruction of Head Start children at all Centers.
- h. Develop policies, procedures, service delivery plans, training plans, flow charts, and forms for implementation of Navajo language into the curriculum of the Navajo Head Start Program in conjunction to the Navajo Nation Program Performance Criteria Form 2.
- Primary point of contact between all early childhood development programs; including the Navajo Head Start Policy Council and Local Parent Committees in meeting guidelines and regulations as established by the Head Start Program Performance Standards.
- Ensure that elected parents and community representatives are actively involved with the Navajo Head Start services and activities that benefit children, pregnant women and families.
- k. Ensure parents are provided educational opportunities, shared governance experience, fatherhood initiatives are implemented and encouraged, literacy services, parent involvement, and are provided available resource centers.

SECTION VI. LEGISLATIVE OVERSIGHT

The Health, Education and Human Services Committee of the Navajo Nation Council is the oversight committee for the Department of Diné Education pursuant to 2 N.N.C. § 401 (C) (1).

SECTION VII. AMENDMENTS

Sections I through VII may be amended by the Health, Education, and Human Service

Committee upon recommendations by the Navajo Nation Board of Education as deemed necessary.





NAVAJO HEAD START

Department of Diné Education



RUSSELL BEGAYE, President JONATHAN NEZ, Vice President

DR. ELMIRA BITSOI Acting Assistant Superintendent of Head Start

NHSPC-19-11-2017

RESOLUTION OF THE NAVAJO HEAD START POLICY COUNCIL

APPROVING AND SUPPORTING THE NAVAJO HEAD START ORGANIZATIONAL CHART FOR NAVAJO HEAD START AND EARLY HEAD START TO REFLECT 2018 BUDGET

WHEREAS:

- Pursuant to Resolution No. GSCMY-19-07. The Government Services Committee of the Navajo Nation Council approved the Plan of Operation for the Navajo Head Start. The Navajo Head Start is situated under the Executive Branch of the Navajo Nation government within the Division of Dine Education; and
- Pursuant to 45 CFR 1302.20-24. Determining Program Structure Sub Part B. (a) (1) A
 program may choose to operate one or more of the following program options; center base,
 home base, family child care, or an approved locally designed variation; and
- Pursuant to 45 CFR 1302.20-24. Determining Program Structure Sub Part B. (a)(2) To choose
 a program option and develop a program calendar, a program must consider in conjunction
 with the annual review of the community assessment described in 1302.11(b); and
- Pursuant to 45 CFR 1302.21(a) Setting. The center based option delivers the full range of services, consistent with 1302.20 Education and child development services are delivered primarily in classroom settings; and
- 5. The purpose of Navajo Head Start is to promote the school readiness of low-income children by enhancing their cognitive, social and emotional development: (a) in a learning environment that supports children's growth in language, literacy, mathematics, science, social and emotional functioning, creative arts, physical skills, and approaches to learning; and (b) through the provision to low-income children and their families of health, education, nutrition, social, and other services based on family needs assessment; and
- The Navajo Head Start Policy Council has the best interest of the Navajo Head Start to continue in providing quality services to children and families.

NOW THEREFORE BE IT, RESOLVED:

 Navajo Head Start Policy Council Approves and Supports the 2018 Navajo Head Start Organizational Chart for Navajo Head Start and Early Head Start to reflect the 2018 budget. 2. Highly qualified personnel are needed to address Chronic Under Enrollment.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Navajo Head Start Policy Council at a duly called meeting in **Window Rock**, **AZ** at the Navajo Head Start Conference Room which a quorum was present and that it was passed by vote of 5 in favor, 2 opposed, and 3 abstained, this 13th day of November 2017.

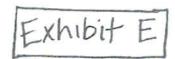
Motion by: Mary Ann Hanks

Second by: Louise Charley

Trisha Begay, President

DODE/Navajo Head Start Policy Council





DEPARTMENT OF DINÉ EDUCATION THE NAVAJO NATION

P.O. Box 670 - Window Rock, Arbons 86616 PHONE (828) 671 - 7476 - FAX (928) 671 - 7474



Pasident

Jonethan Nez Vice-President

NNBEDE-409-2017

RESOLUTION OF THE NAVAJO NATION BOARD OF EDUCATIONAGOVERNING BODY FOR NAVAJO HEAD START

THE NAVAJO NATION BOARD OF EDUCATION HERBY APPROVES AND SUPPORTS THE NAVAJO HEAD START ORGANIZATIONAL CHART FOR NAVAJO HEAD START AND HARLY HEAD START TO REPLECT 2016 BUDGET

WHEREAS:

- 1. The Navajo Nation Board of Education (hercinafter the "Board") is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation. 10 N.N.C. § 106 (A). The Board carries out its duties and responsibilities through the Department of Dine Education (hereinafter the "Department"): 10 N.N.C. § 106 (C)(3).
- 2. The Department is the administrative agency within the Navajo Nation with responsibility and suthority for implementing and enforcing the educational laws of the Navajo Nation. 2 N.N.C. §1801(B); 10 N.N.C. §167(A). The Department is under the immediate direction of the Navajo Nation Superintendent of Schools, subject to the overall direction of the Board. 10 N.N.C. §167(B).
- 3. The Navalo Hand Start ("NHS") Program, which is located within the Department of Dins Education as approved by the Department's Plan of Operation, Resolution No. GSCMY-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 42 U.S.C. §9801 at seq., and applicable regulations.
- 4. The Navajo Nation is named the grantee and is responsible for ensuring compliance with the Head Start Act and performance standards in delivering the services to Navajo children and their families.
- Pursuant to 45 CFR §§1302.20-24, Determining Program Structure Sub Part B(a)(1), a program may
 choose to openie one or more of the following program options: center base, home base, family child
 care, or an approved locally designed variation.
- Pursuant to 45 CFR §§1302.20-24. Determining Program Structure Sub Part B(a)(2), to choose a
 program option and develop a program calendar, a program must consider in conjunction with the
 singual review of the community assessment described in 1302.11(b).
- Pursuant to 45 CFR §1302.21(a), setting the center based option delivers the full range of services, consistent with §1302.20, where education and child development services are delivered primarily in classroom asttings.

 The Board acknowledges the Navajo Head Start Policy Council Resolution NHSPC-19-11-2017 passed on November 13, 2017.

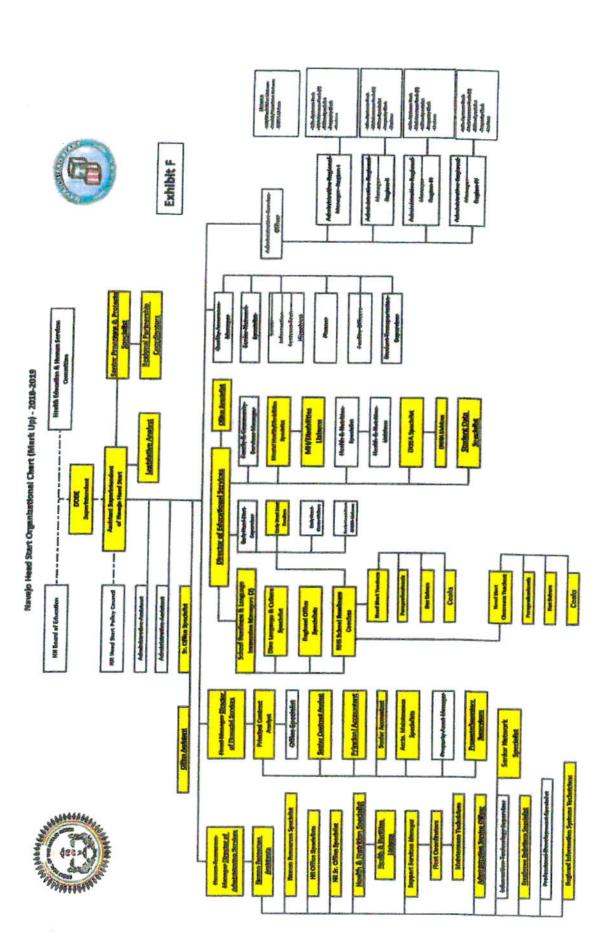
NOW THEREFORE BE IT RESOLVED THAT:

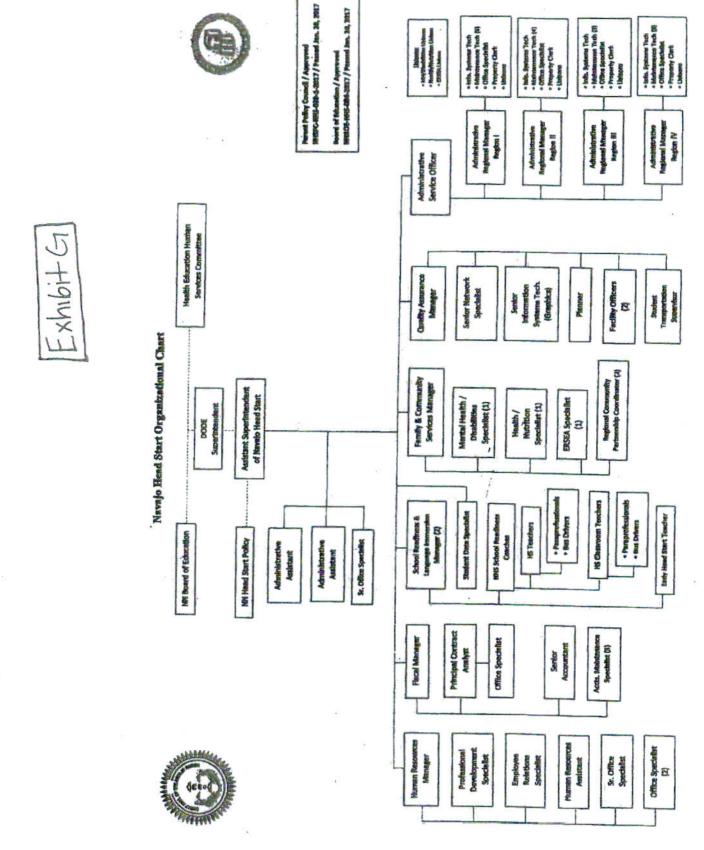
- The Navajo Nation Board of Education hereby approves and supports the 2018 Navajo Head Start Organizational Chart to reflect the 2018 budget.
- The Navajo Nation Board of Education further recommends that the Navajo Nation Superintendent of Schools or his designee(s) to take any actions deemed as necessary and proper to carry out the purposes of this resolution.
- The Navajo Nation Board of Education hereby directs and empowers the Assistant Superintendent of Navajo Head Start to take any actions deemed as necessary and proper to carry out the purposes of this resolution.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Board of Education of the Navajo Nation at a duly called meeting at Window Rock, Arizona (Navajo Nation) at which a quorum was present, motion by <u>Bernedette Todachesne</u> and seconded by <u>Mariene Burbank</u> and that the same was passed by a vote of <u>A</u> in favor; <u>Q</u> opposed; <u>Q</u> abstained, this <u>lat</u> day of December 2017.

Gioria Johns, Vice President (Pro Tempore) Navajo Nation Bosso of Education







NAVAJO HEAD START

Department of Diné Education



JONATHAN NEZ, President MYRON LIZER, Vice President

DR. ELVIRA BITSOI Assistant Superintendent of Head Start

MEMORANDUM

TO:

164 Reviewers

FROM:

Lacie Yazzie, Senier Programs & Projects Specialist

NAVAJO HEAD START

DATE:

March 11, 2019

SUBJECT:

NHS Plan of Operation—Document #9764

Navajo Head Start is re-submitting the program's Plan of Operation with the recommendations from the Navajo Nation Department of Justice and the Navajo Nation Office of Legislative Council. The clean version of the Plan Operation is labeled as Exhibit C. The marked up organizational chart requested by Navajo Nation Office of Legislative Council is labeled as Exhibit F—this document shows how the program progressed from the old organizational chart (Exhibit G) to the current one (Exhibit A). I have also attached the Policy Council Supporting Resolution (Exhibit D), the Navajo Nation Board of Education Supporting Resolution (Exhibit E), and the marked up Plan of Operation (Exhibit B).

NHS is re-submitting the 164 review packet back to the Navajo Nation Department of Justice for their review before it gets re-submitted to the Navajo Nation Office of Legislative Council (per NN Office of Legislative Council's request). Therefore, we are respectfully requesting another review of our program's Plan of Operation and should there be any questions please do not hesitate to contact me at 928-871-6902. Thank you for your time and understanding.

CONCURRENCE:

Dr. Elvira Bitsoi, Assistant Superintendent

NAVAJO HEAD START

Document No.	009764

Lease Purchase Agreements 1. Office of the Controller: (recommendation only) 2. Office of the Attorney General:

1. Office of Management and Budget:

3. Office of the Attorney General:

Grant Applications

2. Office of the Controller:

Date Issued:

02/21/2018

FER 21 2019

EXECUTIVE OFFICIAL REVIEW Contact Name: YAZZIE, LACIE LASHAWN Title of Document: Plan of Operation - reorganization Program/Division: DEPT OF DINE EDUCATION 928-871-6902 Phone Number: lacieyazzie@navajohs.org Email: Sufficient Insufficient **Business Site Lease** 1. Division: Date: Date: 2. Office of the Controller: (only if Procurement Clearance is not issued within 30 days of the initiation of the E.O. review) 3. Office of the Attorney General: Date: Business and Industrial Development Financing, Veteran Loans, (i.e. Loan, Loan Guarantee and Investment) or Delegation of Approving and/or Management Authority of Leasing transactions 1. Division: 2. Office of the Attorney General: Date: Fund Management Plan, Expenditure Plans, Carry Over Requests, Budget Modifications 1. Office of Management and Budget: 2. Office of the Controller: 3. Office of the Attorney General: Navajo Housing Authority Request for Release of Funds 1. NNEPA: 2. Office of the Attorney General:

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RESUBMITTAL

NAVAJO NATION DEPARTMENT OF JUSTICE

DOCUMENT REVIEW REQUEST FORM



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DOC#209764#4
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UNIT: HSYW

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DEPARTMENT OF DINÉ EDUCATION THE NAVAJO NATION

P.O. Box 670 · Window Rock, Arizona 86515 PHONE (928) 871 – 7475 · FAX (928) 871 – 7474



Myron Lizer Vice-President

NNBEAP-521-2019

RESOLUTION OF THE NAVAJO NATION BOARD OF EDUCATION

Relating to Education: Approving Amendments to the Plan of Operation for the Navajo Head Start Program

WHEREAS:

- 1. The Navajo Nation Board of Education (hereinafter the "Board") is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation. 10 N.N.C. § 106 (A). The Board carries out its duties and responsibilities through the Department of Diné Education (hereinafter the "Department"). 10 N.N.C. §106 (G)(3).
- 2. The Department is the administrative agency within the Navajo Nation with responsibility and authority for implementing and enforcing the educational laws of the Navajo Nation. 2 N.N.C. §1801(B); 10 N.N.C. §107(A). The Department is under the immediate direction of the Navajo Nation Superintendent of Schools, subject to the overall direction of the Board. 10 N.N.C. §107(B).
- 3. Pursuant to 10 N.N.C. §106(G)(2), "(t)he Board is authorized to solicit funds, propose budgets and plans of operation, create positions, and establish organization relationships..."
- 4. The Health, Education and Human Services Committee of the Navajo Nation Council, as the oversight committee, can adopt, rescind, or amend the plan of operation for the Department of Diné Education. 2 N.N.C. §401(B)(8) and 2 N.N.C. §401(C)(1).
- 5. The Navajo Head Start ("NHS") Program, which is located within the Department of Diné Education as approved by the Department's Plan of Operation, Resolution No. GSCMY-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 42 U.S.C. §9801 et seq., and applicable regulations. The Navajo Nation is named the grantee and is responsible for ensuring compliance with the Head Start Act and performance standards in delivering the services to Navajo children and their families.
- 6. The Board is in receipt of documentation and testimony supporting the amendments to the plan of operation for the Navajo Head Start Program, which is attached hereto as "EXHIBIT A." The Navajo Nation Department of Justice has also reviewed the proposed amendments and deemed them "legally sufficient."

NOW THEREFORE BE IT RESOLVED THAT:

- The Navajo Nation Board of Education hereby approves the amendments to the plan of operation for the Navajo Head Start Program which is attached hereto as "EXHIBIT A."
- The Navajo Nation Board of Education hereby directs and empowers the Assistant Superintendent of Head Start to take any actions deemed as necessary and proper to carry out the purposes of this resolution.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Board of Education of the Navajo Nation at a duly called meeting at Window Rock, AZ (Navajo Nation) at which a quorum was present, motion by <u>Priscilla B. Manuelito</u> and seconded by <u>Sharon A. Toadecheenie</u> and that the same was passed by a vote of 4 in favor; 0 opposed; 0 abstained, this 5th day of April 2019.

Freda Nells, President Navajo Nation Board of Education



NAVAJO HEAD START

Department of Diné Education



JONATHAN NEZ, President MYRON LIZER, Vice President

DR. ELVIRA BITSOI Assistant Superintendent of Head Start

NHSPC-31-04-2019

RESOLUTION OF THE NAVAJO HEAD START POLICY COUNCIL

APPROVES AND SUPPORTS THE 2019 NAVAJO HEAD START AND EARLY HEAD START PLAN OF OPERATION

WHEREAS:

- Pursuant to Resolution No. GSCMY-19-07. The Government Services Committee of the Navajo Nation Council approved the Plan of Operation for the Navajo Head Start. The Navajo Head Start is situated under the Executive Branch of the Navajo Nation government within the Division of Dine Education; and
- Pursuant to 45 CFR 1301.3 Program Governance. The Navajo Nation Head Start Policy Council is duly elected and constituted Head Start Policy Council and an authorized entity of the Navajo Nation government; and
- Pursuant to 45 CFR §1302.100 Subpart J-Program Management and Quality Improvement
 A program must provide management and a process of ongoing monitoring and continuous
 improvement for achieving program goals that ensures child safety and the delivery of
 effective, high-quality program services; and
- 4. Pursuant to 45 CFR §1302.101 Management system
 - (a) Implementation. A program must implement a management system that:
 - (1) Ensures a program, fiscal, and human resource management structure that provides effective management and oversight of all program areas and fiduciary responsibilities to enable delivery of high-quality services in all of the program services;
 - (2) Provides regular and ongoing supervision to support individual staff professional development and continuous program quality improvement;
 - (3) Ensures budget and staffing patterns that promote continuity of care for all children enrolled, allow sufficient time for staff to participate in appropriate training and professional development and,
 - (4) Maintains an automated accounting and record keeping system adequate for effective over-sight.
 - (b) Coordinated approaches. At the beginning of each program year, and on an ongoing basis throughout the year, a program must design and implement programwide coordinated approaches that ensure:
 - The training and professional development system;

- (2) The full and effective participation of children who are dual language learners and their families, by
 - Utilizing information from the program's community assessment about the languages spoken throughout the program service area to anticipate child and family needs;
 - (ii) Identifying community resources and establishing ongoing collaborative relationships and partnerships with community organizations;
 - (iii) Systematically and comprehensively addressing child and family needs by facilitating meaningful access to program services, including, at a minimum, curriculum, instruction, staffing, supervision, and family partnerships with bilingual staff, oral language assistance and interpretation, or translation of essential program materials, as appropriate.
- (3) The full and effective participation of all children with disabilities, including but not limited to children eligible for services under IDEA, by providing services with appropriate facilities, program materials, curriculum, instruction, staffing, supervision, and partnerships, at a minimum, consistent with section 504 of the Rehabilitation Act and the Americans with Disabilities Act; and,
- (4) The management of program data to effectively support the availability, usability, integrity, and security of data. A program must establish procedures on data management, and have them approved by the governing body and policy council, in areas such as quality of data and effective use and sharing of data, while protecting the privacy of child records and applicable federal, state, local, and tribal laws; and
- The Navajo Head Start Policy Council has the best interest of the Navajo Head Start to continue in providing quality services to children and families.

NOW THEREFORE BE IT, RESOLVED:

Navajo Head Start Policy Council approves and supports the 2019 Navajo Head Start and Early Head Start Plan of Operation.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Navajo Head Start Policy Council at a duly called meeting in Window Rock, AZ at the Navajo Head Start Conference Room which a quorum was present and that it was passed by vote of ____ in favor, ____ opposed, and ____ abstained, this 4th day of April 2019.

Motion by: Andrea Yazzie

Second by: Bobby George

Louise Charley, Vice President

DODE/Navajo Head Start Policy Council

HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE Regular Meeting April 22, 2019

Roll Call Vote Tally Sheet

LEGISLATION NO. 0086-19

AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE; AMENDING THE NAVAJO HEAD START PLAN OF OPERATION

(Note: Eligible for Committee Action April 17, 2019)

Sponsor: Honorable Vince James

April 22, 2019 - Amendment One (1) Motion Motion by: Honorable Nelson S. BeGaye Seconded by: Honorable Paul Begay, Jr.

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Edison J. Wauneka

Nays: None

Absent (excused): Charlaine Tso

April 22, 2019 - Amendment Two (2) Motion

Motion by: Honorable Nelson S. BeGaye Seconded by: Honorable Pernell Halona

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Edison J. Wauneka

Nays: None

Absent (excused): Charlaine Tso

April 22, 2019 - Main Motion

Motion by: Honorable Paul Begay, Jr. Seconded by: Honorable Edison J. Wauneka

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Edison J. Wauneka

Nays: None

Absent (excused): Charlaine Tso

Daniel E. Tso, Chairperson

Health, Education and Human Services Committee

Beverly Martinez, Legislative Advisor

Same 2. Jos

Health, Education and Human Services Committee



NAVAJO HEAD START

Department of Diné Education



JONATHAN NEZ, President MYRON LIZER, Vice President

DR. ELVIRA BITSOI Assistant Superintendent of Head Start

NHSPC-38-05-2019

RESOLUTION OF THE NAVAJO HEAD START POLICYCOUNCIL

REQUESTING THE NAVAJO NATION COUNCIL TO SUPPORT AND APPROVE THE AMENDMENT OF LEGISLATION # CJY-57-18 IN THE AMOUNT OF \$6,333,333 FROM THE UNRESERVED, UNDESIGNATED FUND BALANCE (UUFB) AND TO REALLOCATE ANY UNSPENT BALANCE TO OPERATIONAL EXPENSES TO INCLUDE; UNMET NEEDS AND UNPAID PROGRAM EXPENSES AS DETERMINED BY OFFICE OF MANAGEMENT AND BUDGET (OMB)

WHEREAS:

- 1. Pursuant to Resolution No. GSCMY-19-07. The Government Services Committee of the Navajo Nation Council approved the Plan of Operation for the Navajo Head Start. The Navajo Head Start is situated under the Executive Branch of the Navajo Nation government within the Division of Dine Education; and
- 2. The Navajo Nation Board of Education (hereinafter the "Board" is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation, including the Navajo Head Start program, 10 N.N.C. §106[A]; 10 N.N.C. §51. The Board carries out its duties and responsibilities through the Department of Diné Education, 10 N.N.C. §106[G][3]; and
- 3. Pursuant to 45 CFR 1301-3. Program Governance: The Navajo Head Start Policy Council is duly elected and constituted Head Start Policy Council and an authorized entity of the Navajo Nation government; and
- 4. Pursuant to 45 CFR Sec. 1303.5(a)(2-4)(i-v) Limitations on development and administration cost. (a) Costs to develop and administer a program cannot be excessive or exceed 15% of the total approved program costs. Allowable costs to develop and administer a Head Start program cannot exceed 15% of the total approved program costs, which includes both federal costs and non-federal match unless the responsible HHS official grants a waiver...(2) To assess total program costs and determine whether a grantee meets this requirement, the grantee must: (i) determine the costs to develop and administer its program, including the local costs of necessary resources; (ii) Categorize total costs as development and administrative or program costs; (iii) Identify and allocate the portion of

dual benefits costs that are for development and administration; (iv) Identify and allocate the portion of indirect costs that are for developmental and administration versus program costs; and, (v) Delineate all development and administrative costs in the grant application and calculate the percentage of total approved costs allocated to development and administration; and

- Navajo Head Start provides children with experiences that encourage and stimulate intellectual and social growth opportunities, promote Navajo Language and culture, and provides access to necessary medical, dental, and nutritional services under the Head Start and Early Head Start programs; and
- The Navajo Head Start provides preventative maintenance to 96 classroom buildings and
 works collaborative with the Office of Environmental Health who provides annual facility
 surveys to certify our classrooms for continued operation in a safe and healthy learning
 environment; and
- 7. The Navajo Head Start continually improves to maintain and keep current technology equipment up-to-date for reporting mechanism for staff and in educating our children; and
- 8. The Navajo Head Start Policy Council has the best interest of the Navajo Head Start to continue in providing quality services to children and families.

NOW, THEREFORE BE IT, RESOLVED:

Requesting the Navajo Nation Council to support and approve the amendment of Legislation #CJY-57-18 in the amount of \$6,333.333 from the Unreserved, Undesignated Fund Balance (UUFB) and to reallocated any upspent balance to operational expenses to include; unmet needs and unpaid program expenses as determined by Office of Management and Budget (OMB).

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Navajo Head Start Policy Council at a duly called meeting in **Window Rock**, AZ conference room which a quorum was present and that it was passed by vote of \bigcirc in favor, \bigcirc opposed, and \bigcirc abstained, this 30th day of May 2019.

Motion by: _	Peter Sage
Second by: _	Janice Filfred
Sprise	Charley, Vice President
Navajo Head S	tart Policy Council

RESOLUTION OF THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE of the 24th NAVAJO NATION COUNCIL-First Year, 2019

AN ACTION

RELATING TO THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE; AMENDING THE NAVAJO HEAD START PLAN OF OPERATION

BE IT ENACTED:

SECTION ONE. AUTHORITY

The Health, Education and Human Services Committee is the oversight committee for Department of Diné Education and as such is empowered to adopt, amend, or rescind its Plan of Operation. 2 N.N.C. § 401(C)(1). The Navajo Head Start is located within the Department of Diné Education.

SECTION TWO. FINDING

- A. Amendments to the Plan of Operation and Organization Charts for Navajo Head Start are included as Exhibits to this legislation as follows:
 - Exhibit A Current Navajo Head Start Organizational Chart,
 - Exhibit B Marked-up Plan of Operation,
 - Exhibit C Clean copy of the Plan of Operation,
 - **Exhibit D -** Navajo Head Start Policy Council Resolution (NHSPC-19-11-2017), approving and supporting the 2018 Navajo Head Start Organizational Chart,
 - **Exhibit E** Navajo Board of Education Resolution (NNBDEDE-409-2017), approving and supporting the 2018 Navajo Head Start Organizational Chart,
 - **Exhibit F** Marked-up Plan of Operation for Navajo Head Start Organizational Chart. This document shows the progression from the previous organizational chart in Exhibit G, and
 - Exhibit G Previous Navajo Head Start Organizational Chart.
- B. The Executive Official Review documents indicate amendments to the Navajo Head Start Plan of Operation are legally sufficient. These documents are attached as **Exhibit H**.

C. Resolutions approving amendments to the Navajo Head Start Plan of Operation by the Navajo Nation Board of Education and the Navajo Head Start Policy Council are attached as Exhibits I and J.

SECTION THREE. APPROVAL

The Health, Education and Human Services Committee of the Navajo Nation Council approves amendments to the Plan of Operation for Navajo Head Start as indicated in **Exhibits A and B**.

CERTIFICATION

I, hereby, certify that the following resolution was duly considered by the Health, Education and Human Services Committee of the 24th Navajo Nation Council at a duly called meeting at Window Rock, (Navajo Nation) Arizona, at which quorum was present and that same was passed by a vote of 4 in favor, 0 opposed, on this 22nd day of April 2019.

Daviel I. Jac

Daniel E. Tso, Chairperson Health, Education and Human Services Committee Of the 24th Navajo Nation Council

Motion: Honorable Paul Begay Jr. Second: Honorable Edison J. Wauneka

HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE Regular Meeting April 22, 2019

Roll Call Vote Tally Sheet

LEGISLATION NO. 0086-19

AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE; AMENDING THE NAVAJO HEAD START PLAN OF OPERATION

(Note: Eligible for Committee Action April 17, 2019)

Sponsor: Honorable Vince James

April 22, 2019 - Amendment One (1) Motion

Motion by: Honorable Nelson S. BeGaye Seconded by: Honorable Paul Begay, Jr.

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Edison J. Wauneka

Nays: None

Absent (excused): Charlaine Tso

April 22, 2019 - Amendment Two (2) Motion

Motion by: Honorable Nelson S. BeGaye Seconded by: Honorable Pernell Halona

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Edison J. Wauneka

Nays: None

Absent (excused): Charlaine Tso

April 22, 2019 - Main Motion

Motion by: Honorable Paul Begay, Jr. Seconded by: Honorable Edison J. Wauneka

Vote: 4 in favor; 0 Opposed; Chairperson Not Voting

Varie 2. Jos

Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Edison J. Wauneka

Nays: None

Absent (excused): Charlaine Tso

Daniel E. Tso, Chairperson

Health, Education and Human Services Committee

Beverly Marticez, Legislative Advisor

Health, Education and Human Services Committee

Motion by:	Andrea	Yazzie	
724 771	P. I.I.	(

Louise Charley, Vice President

DODE/Navajo Head Start Policy Council

- (2) The full and effective participation of children who are dual language learners and their families, by
 - Utilizing information from the program's community assessment about the languages spoken throughout the program service area to anticipate child and family needs;
 - (ii) Identifying community resources and establishing ongoing collaborative relationships and partnerships with community organizations;
 - (iii) Systematically and comprehensively addressing child and family needs by facilitating meaningful access to program services, including, at a minimum, curriculum, instruction, staffing, supervision, and family partnerships with bilingual staff, oral language assistance and interpretation, or translation of essential program materials, as appropriate.
- (3) The full and effective participation of all children with disabilities, including but not limited to children eligible for services under IDEA, by providing services with appropriate facilities, program materials, curriculum, instruction, staffing, supervision, and partnerships, at a minimum, consistent with section 504 of the Rehabilitation Act and the Americans with Disabilities Act; and,
- (4) The management of program data to effectively support the availability, usability, integrity, and security of data. A program must establish procedures on data management, and have them approved by the governing body and policy council, in areas such as quality of data and effective use and sharing of data, while protecting the privacy of child records and applicable federal, state, local, and tribal laws; and
- 5. The Navajo Head Start Policy Council has the best interest of the Navajo Head Start to continue in providing quality services to children and families.

NOW THEREFORE BE IT, RESOLVED:

Navajo Head Start Policy Council approves and supports the 2019 Navajo Head Start and Early Head Start Plan of Operation.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Navajo Head Start Policy Council at a duly called meeting in Window Rock, AZ at the Navajo Head Start Conference Room which a quorum was present and that it was passed by vote of ____ in favor, ____ opposed, and _____ abstained, this 4th day of April 2019.



NAVAJO HEAD START

Department of Diné Education



JONATHAN NEZ, President MYRON LIZER, Vice President DR. ELVIRA BITSOI Assistant Superintendent of Head Start

NHSPC-31-04-2019

RESOLUTION OF THE NAVAJO HEAD START POLICY COUNCIL

APPROVES AND SUPPORTS THE 2019 NAVAJO HEAD START AND EARLY HEAD START PLAN OF OPERATION

WHEREAS:

- Pursuant to Resolution No. GSCMY-19-07. The Government Services Committee of the Navajo Nation Council approved the Plan of Operation for the Navajo Head Start. The Navajo Head Start is situated under the Executive Branch of the Navajo Nation government within the Division of Dine Education; and
- Pursuant to 45 CFR 1301.3 Program Governance. The Navajo Nation Head Start Policy Council is duly elected and constituted Head Start Policy Council and an authorized entity of the Navajo Nation government; and
- Pursuant to 45 CFR §1302.100 Subpart J-Program Management and Quality Improvement
 A program must provide management and a process of ongoing monitoring and continuous
 improvement for achieving program goals that ensures child safety and the delivery of
 effective, high-quality program services; and
- 4. Pursuant to 45 CFR §1302.101 Management system
 - (a) Implementation. A program must implement a management system that:
 - (1) Ensures a program, fiscal, and human resource management structure that provides effective management and oversight of all program areas and fiduciary responsibilities to enable delivery of high-quality services in all of the program services;
 - (2) Provides regular and ongoing supervision to support individual staff professional development and continuous program quality improvement;
 - (3) Ensures budget and staffing patterns that promote continuity of care for all children enrolled, allow sufficient time for staff to participate in appropriate training and professional development and,
 - (4) Maintains an automated accounting and record keeping system adequate for effective over-sight.
 - (b) Coordinated approaches. At the beginning of each program year, and on an ongoing basis throughout the year, a program must design and implement programwide coordinated approaches that ensure:
 - The training and professional development system;

NOW THEREFORE BE IT RESOLVED THAT:

- The Navajo Nation Board of Education hereby approves the amendments to the plan of operation for the Navajo Head Start Program which is attached hereto as "EXHIBIT A."
- The Navajo Nation Board of Education hereby directs and empowers the Assistant Superintendent of Head Start to take any actions deemed as necessary and proper to carry out the purposes of this resolution.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Board of Education of the Navajo Nation at a duly called meeting at Window Rock, AZ (Navajo Nation) at which a quorum was present, motion by <u>Priscilla B. Manuelito</u> and seconded by <u>Sharon A. Toadecheenie</u> and that the same was passed by a vote of <u>4</u> in favor; <u>0</u> opposed; <u>0</u> abstained, this <u>5th</u> day of April 2019.

Freda Nells, President

Navajo Nation Board of Education



DEPARTMENT OF DINÉ EDUCATION THE NAVAJO NATION

P.O. Box 670 · Window Rock, Arizona 86515 PHONE (928) 871 – 7475 · FAX (928) 871 – 7474



Jonathan Nez President

Myron Lizer Vice-President

NNBEAP-521-2019

RESOLUTION OF THE NAVAJO NATION BOARD OF EDUCATION

Relating to Education; Approving Amendments to the Plan of Operation for the Navajo Head Start Program

WHEREAS:

- 1. The Navajo Nation Board of Education (hereinafter the "Board") is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation. 10 N.N.C. § 106 (A). The Board carries out its duties and responsibilities through the Department of Diné Education (hereinafter the "Department"). 10 N.N.C. §106 (G)(3).
- 2. The Department is the administrative agency within the Navajo Nation with responsibility and authority for implementing and enforcing the educational laws of the Navajo Nation. 2 N.N.C. §1801(B); 10 N.N.C. §107(A). The Department is under the immediate direction of the Navajo Nation Superintendent of Schools, subject to the overall direction of the Board. 10 N.N.C. §107(B).
- 3. Pursuant to 10 N.N.C. §106(G)(2), "(t)he Board is authorized to solicit funds, propose budgets and plans of operation, create positions, and establish organization relationships..."
- 4. The Health, Education and Human Services Committee of the Navajo Nation Council, as the oversight committee, can adopt, rescind, or amend the plan of operation for the Department of Diné Education. 2 N.N.C. §401(B)(8) and 2 N.N.C. §401(C)(1).
- 5. The Navajo Head Start ("NHS") Program, which is located within the Department of Diné Education as approved by the Department's Plan of Operation, Resolution No. GSCMY-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 42 U.S.C. §9801 et seq., and applicable regulations. The Navajo Nation is named the grantee and is responsible for ensuring compliance with the Head Start Act and performance standards in delivering the services to Navajo children and their families.
- 6. The Board is in receipt of documentation and testimony supporting the amendments to the plan of operation for the Navajo Head Start Program, which is attached hereto as "EXHIBIT A." The Navajo Nation Department of Justice has also reviewed the proposed amendments and deemed them "legally sufficient."

RESUBMITTAL (2018)

NAVAJO NATION DEPARTMENT OF JUSTICE

DOCUMENT REVIEW REQUEST FORM



DOJ
3-12-19 P 8 Am
DATE/TIME
D 7 Day Deadline

DOC#<u>009764</u>#4 SAS#:

*** FOR NNDOJ USE ONLY - DO NOT CHANGE OR REVISE FOR WILL NOT BE ACCEPTED **

	JENT TO COMPLETE
DATE OF REQUEST: 3-11-19 CONTACT NAME: LACLE YAZZIE PHONE NUMBER: 928-871-4902	E-MAIL: MY TUE CHARAGO TO SH. QV
TITLE OF DOCUMENT: Document # 9	A STATE OF THE PROPERTY OF THE
DOJ SEC	CRETARY TO COMPLETE
DATE/TIME IN UNIT: 3/12 0 9:10	REVIEWING ATTORNEY/ADVOCATE: JM
DATE/TIME OUT OF UNIT: 3/13 0	42-8 LS
DOJ ATTORN	NEY / ADVOCATE COMMENTS
Logally Sufficient	
REVIEWED BY: (PRINT) DATE	E/TIME SURNAMED BY: (PRINT) DATE/TIME 11:00an Blackhat 3/13/19 2:00pm
DOJ Secretary Called: Candace	for Document Pick Up on 3113 at 428 By South
PICKED UP BY: (PRINT)	DATE / TIME:

	Land Withdrawal or Relinquishment for C	ommercial Purposes	Sufficient Insufficie	nt
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	Office of the Attorney General:	Date:		
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Document No.	00976

Date Issued:

02/21/2018

EXECUTIVE OFFICIAL REVIEW

FEB 2 1 2018

Title of Document: Plan of Operation - reorganization	Contact Name: Y/	AZZIE, LACIE L'ASHAWN
Program/Division: DEPT OF DINE EDUCATION		A see less of
Email: lacieyazzie@navajohs.org	Phone Number:	928-871-6902
Business Site Lease 1. Division: 2. Office of the Controller: (only if Procurement Clearance is not issued within 30 day 3. Office of the Attorney General: Business and Industrial Development Financing, Veter Investment) or Delegation of Approving and/or Manage	ran Loans, (i.e. Loan, Loan (eview)
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Office of the Attorney General:	Date:	— H H
Fund Management Plan, Expenditure Plans, Carry Ove	r Requests, Budget Modifica	ations
Office of Management and Budget: Office of the Controller: Office of the Attorney General:	Date:	
Navajo Housing Authority Request for Release of Fund	s	
1 NINEDA.	Date:	
Lease Purchase Agreements		
Office of the Controller: (recommendation only) Office of the Attorney General:	Date:	
Grant Applications		
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Five Management Plan of the Local Governance Act, De Committee, Local Ordinances (Local Government Units Committee Approval	elegation of an Approving A), or Plans of Operation/Divi	uthority from a Standing sion Policies Requiring
1. Division: 2. Office of the Attorney General: Relinquishment of Navajo Membership 1. Land Department: 2. Elections: 3. Office of the Attorney General:	Date: 2-20 Date: 2-20 Date: 2-20 Date: 3/6/1 Date: Date: Date:	1-18



NAVAJO HEAD START

Department of Diné Education

EXHIBIT

JONATHAN NEZ, President MYRON LIZER, Vice President DR. ELVIRA BITSOI Assistant Superintendent of Head Start

MEMORANDUM

TO:

164 Reviewers

FROM:

Lacie Yazzie, Senier Programs & Projects Specialist

NAVAJO HEAD START

DATE:

March 11, 2019

SUBJECT:

NHS Plan of Operation—Document #9764

Navajo Head Start is re-submitting the program's Plan of Operation with the recommendations from the Navajo Nation Department of Justice and the Navajo Nation Office of Legislative Council. The clean version of the Plan Operation is labeled as Exhibit C. The marked up organizational chart requested by Navajo Nation Office of Legislative Council is labeled as Exhibit F—this document shows how the program progressed from the old organizational chart (Exhibit G) to the current one (Exhibit A). I have also attached the Policy Council Supporting Resolution (Exhibit D), the Navajo Nation Board of Education Supporting Resolution (Exhibit E), and the marked up Plan of Operation (Exhibit B).

NHS is re-submitting the 164 review packet back to the Navajo Nation Department of Justice for their review before it gets re-submitted to the Navajo Nation Office of Legislative Council (per NN Office of Legislative Council's request). Therefore, we are respectfully requesting another review of our program's Plan of Operation and should there be any questions please do not hesitate to contact me at 928-871-6902. Thank you for your time and understanding.

CONCURRENCE:

Dr. Elvira Bitsoi, Assistant Superintendent

NAVAJO HEAD START

Exhibita

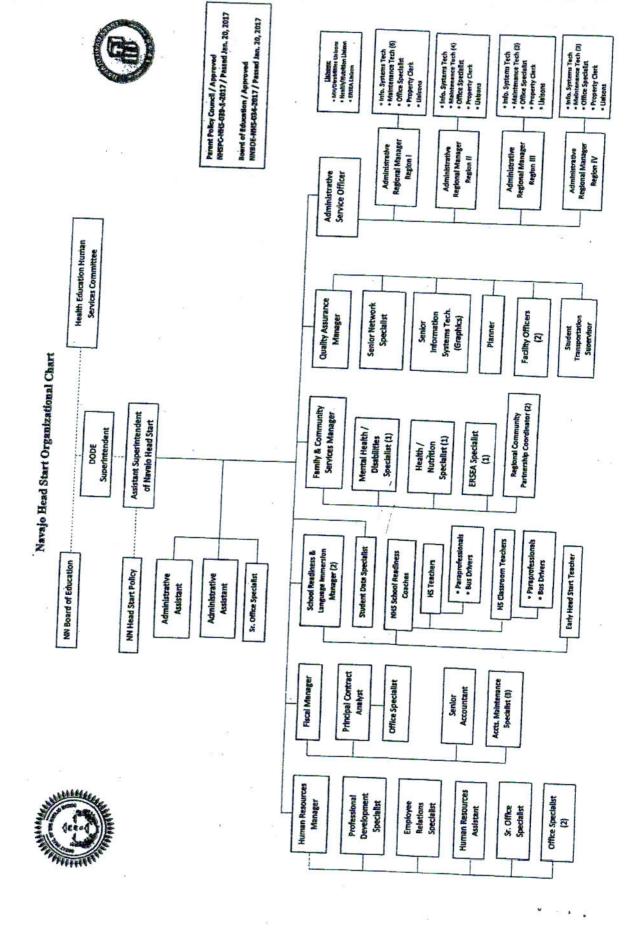


Exhibit F Regional Partnership Coordinators Health Education & Human Services Committee Navajo Head Start Organizational Chart (Mark Up) - 2018-2019 Student Data Legislative Analyst Director of Educational Services NN Head Start Policy Council NHS School Readine Coaches NN Board of Education Sr. Office Specialist Senior Contract Analy Principal Accounts Senior Network Specialist Office Assistant Health & Nutrition Specialist Administrative Service Officer HR Sr. Office Specialist HR Office Specialists

Cooks

Regional Information Systems Technicians

 The Board acknowledges the Navajo Head Start Policy Council Resolution NHSPC-19-11-2017 passed on November 13, 2017.

NOW THEREFORE BE IT RESOLVED THAT:

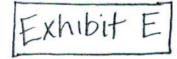
- The Navajo Nation Board of Education hereby approves and supports the 2018 Navajo Head Start Organizational Chart to reflect the 2018 budget.
- The Navajo Nation Board of Education further recommends that the Navajo Nation Superintendent of Schools or his designec(s) to take any actions deemed as necessary and proper to carry out the purposes of this resolution.
- The Navajo Nation Board of Education hereby directs and empowers the Assistant Superintendent of Navajo Head Start to take any actions deemed as necessary and proper to carry out the purposes of this resolution.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Board of Education of the Navajo Nation at a duly called meeting at Window Rock, Arizona (Navajo Nation) at which a quorum was present, motion by <u>Bernadette Todacheene</u> and seconded by <u>Marlene Burbank</u> and that the same was passed by a vote of <u>A</u> in favor; <u>0</u> opposed; <u>0</u> abstained, this <u>1st</u> day of December 2017.

Gloria Johns, Vice President (Fro Tempore)
Navajo Nation Board of Education





DEPARTMENT OF DINÉ EDUCATION THE NAVAJO NATION

P.O. Box 670 · Window Rock, Artzona 86515 PHONE (925) 871 – 7476 · FAX (925) 871 – 7474



Russell Begaye President

Jonathan Nez Vice-President

NNBEDE-409-2017

RESOLUTION OF THE NAVAJO NATION BOARD OF EDUCATION/GOVERNING BODY FOR NAVAJO HEAD START

THE NAVAJO NATION BOARD OF EDUCATION HEREBY APPROVES AND SUPPORTS THE NAVAJO HEAD START ORGANIZATIONAL CHART FOR NAVAJO HEAD START AND EARLY BEAD START TO REFLECT 2016 BUDGET

WHEREAS:

- The Navajo Nation Board of Education (hereinafter the "Board") is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation. 10 N.N.C. § 106 (A). The Board carries out its duties and responsibilities through the Department of Diné Education (hereinafter the "Department"). 10 N.N.C. §106 (G)(3).
- 2. The Department is the administrative agency within the Navajo Nation with responsibility and authority for implementing and enforcing the educational laws of the Navajo Nation. 2 N.N.C. §1801(B); 10 N.N.C. §107(A). The Department is under the immediate direction of the Navajo Nation Superintendent of Schools, subject to the overall direction of the Board. 10 N.N.C. §107(B).
- 3. The Navajo Head Start ("NHS") Program, which is located within the Department of Diné Education as approved by the Department's Plan of Operation, Resolution No. GSCMY-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 42 U.S.C. §9801 et seq., and applicable regulations.
- 4. The Navajo Nation is named the grantee and is responsible for ensuring compliance with the Head Start Act and performance standards in delivering the services to Navajo children and their families.
- 5. Pursuant to 45 CFR §§1302.20-24, Determining Program Structure Sub Part B(a)(1), a program may choose to operate one or more of the following program options: center base, home base, family child care, or an approved locally designed variation.
- Pursuant to 45 CFR §§1302.20-24. Determining Program Structure Sub Part B(a)(2), to choose a
 program option and develop a program calendar, a program must consider in conjunction with the
 annual review of the community assessment described in 1302.11(b).
- Parsuant to 45 CFR §1302.21(a), setting the center based option delivers the full range of services, consistent with §1302.20, where education and child development services are delivered primarily in classroom settings.

2. Highly qualified personnel are needed to address Chronic Under Enrollment.

CERTIFICATION

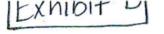
I hereby certify that the foregoing resolution was duly considered by the Navajo Head Start Policy Council at a duly called meeting in Window Rock, AZ at the Navajo Head Start Conference Room which a quorum was present and that it was passed by vote of 5 in favor, 3 opposed, and 6 abstained, this 13^{th} day of November 2017.

Motion by: Mary Ann Hanks		
Second by: Louise Charley		

Trisha Begay, President

DODE/Navajo Head Start Policy Council





NAVAJO HEAD START

Department of Diné Education



RUSSELL BEGAYE, President JONATHAN NEZ, Vice President

DR. ELVIRA BITSOI Acting Assistant Superintendent of Head Start

NHSPC-19-11-2017

RESOLUTION OF THE NAVAJO HEAD START POLICY COUNCIL

APPROVING AND SUPPORTING THE NAVAJO HEAD START ORGANIZATIONAL CHART FOR NAVAJO HEAD START AND EARLY HEAD START TO REFLECT 2018 BUDGET

WHEREAS:

- Pursuant to Resolution No. GSCMY-19-07. The Government Services Committee of the Navajo Nation Council approved the Plan of Operation for the Navajo Head Start. The Navajo Head Start is situated under the Executive Branch of the Navajo Nation government within the Division of Dine Education; and
- Pursuant to 45 CFR 1302.20-24. Determining Program Structure Sub Part B. (a) (1) A
 program may choose to operate one or more of the following program options; center base,
 home base, family child care, or an approved locally designed variation; and
- Pursuant to 45 CFR 1302.20-24. Determining Program Structure Sub Part B. (a)(2) To choose
 a program option and develop a program calendar, a program must consider in conjunction
 with the annual review of the community assessment described in 1302.11(b); and
- Pursuant to 45 CFR 1302.21(a) Setting, The center based option delivers the full range of services, consistent with 1302.20 Education and child development services are delivered primarily in classroom settings; and
- 5. The purpose of Navajo Head Start is to promote the school readiness of low-income children by enhancing their cognitive, social and emotional development: (a) in a learning environment that supports children's growth in language, literacy, mathematics, science, social and emotional functioning, creative arts, physical skills, and approaches to learning; and (b) through the provision to low-income children and their families of health, education, nutrition, social, and other services based on family needs assessment; and
- The Navajo Head Start Policy Council has the best interest of the Navajo Head Start to continue in providing quality services to children and families.

NOW THEREFORE BE IT, RESOLVED:

 Navajo Head Start Policy Council Approves and Supports the 2018 Navajo Head Start Organizational Chart for Navajo Head Start and Early Head Start to reflect the 2018 budget. Committee upon recommendations by the Navajo Nation Board of Education as deemed necessary.

development programs, service delivery and management.

- d. Enforce compliance in the area of education and disability content in the service delivery of the Navajo Head Start program, to meet all federal, state and tribal rules, regulations and laws.
- e. Establish a partnership that shall expedite the sharing of information about innovative models for providing full working day, full-calendar year early childhood services for early childhood development programs.
- f. Establish partnerships between all early childhood education programs to improve instruction and classroom environment; including, parent training, family literacy and Diné culture and language instruction.
- g. Providing educational and technical assistance to Navajo Head Start staff to infuse the Navajo language into the daily instruction of Head Start children at all Centers.
- h. Develop policies, procedures, service delivery plans, training plans, flow charts, and forms for implementation of Navajo language into the curriculum of the Navajo Head Start Program in conjunction to the Navajo Nation Program Performance Criteria Form 2.
- Primary point of contact between all early childhood development programs; including the Navajo Head Start Policy Council and Local Parent Committees in meeting guidelines and regulations as established by the Head Start Program Performance Standards.
- j. Ensure that elected parents and community representatives are actively involved with the Navajo Head Start services and activities that benefit children, pregnant women and families.
- k. Ensure parents are provided educational opportunities, shared governance experience, fatherhood initiatives are implemented and encouraged, literacy services, parent involvement, and are provided available resource centers.

SECTION VI. LEGISLATIVE OVERSIGHT

The Health, Education and Human Services Committee of the Navajo Nation Council is the oversight committee for the Department of Diné Education pursuant to 2 N.N.C. § 401 (C) (1).

SECTION VII. AMENDMENTS

Sections I through VII may be amended by the Health, Education, and Human Service

- Handle all computer technology-related hardware and software configurations, setup, installation, upgrades, development of applications and technical assistance.
- Establish a strategic plan to advance the technological capabilities of the program at the Central office, Regional offices and Centers.
- Responsible for daily maintenance and operation of all computer equipment.

d. Support Services

- Responsible for the management, coordination and assignment of all Navajo Head Start, Early Head Start and home-based purchases and leased buses, vehicles, utility trucks and construction equipment.
- Ensure compliance for reporting requirements, such as accidents, damages and/or violations, vehicle inspections, routine maintenance, daily pre-trip inspection, and appropriate recommendations for solution.
- iii. Require vehicles used to be equipped with a communication system, safety equipment, first aid kit, seat belt cutter, and ensure height-weight appropriate child safety restraints.
- iv. Responsible for maintaining and improving facilities to ensure compliance with Federal, State and Tribal health and safety standards, meeting all applicable building codes and regulations, electrical, plumbing, and mechanical codes.
- v. Determine applicable and acceptable codes, guidelines, and standards in the area of new facility construction.
- vi. Ensure that applicable standards are upheld in the construction process in compliance with procurement standards.
- vii. Ensure the results of community need assessments to determine where facilities will be located.

3. Educational Services (ES) shall be responsible for the following:

- a. Oversight of all Navajo Head Start Educational Services employees in accordance with the Plan of Operation, the Navajo Nation Personnel Policies Manuel, and where applicable, the Collective Bargaining Agreement between the United Mine Workers of America and Navajo Head Start.
- b. Conducting educational research and planning.
- c. Reporting statistical data and information related to all early childhood

of financial assistance, request for required Cash Match and supplemental funding.

- e. Maintain accountability of all financial transactions in accordance with 2 Part 200 CFR, Uniform Guidance and the Office of Head Start Performance Standards.
- 2. Administrative Services (AS) shall be responsible for the following:

a. Human Resources

- Responsible for all NHS personnel matters and ensure compliance with the Navajo Nation Personnel Policies Manual (NNPPM) and where applicable, the Collective Bargaining Agreement for Union employees.
- ii. Ensure that staff, consultants and volunteers abide by the program's standards of conduct, annual performance review, health examination that include screening for communicable diseases and periodic re-examination in accordance with Federal, State and Tribal laws.
- Assure that all staff, regular volunteers, and consultants are screened and meet certification requirements including Federal, State, and Tribal background checks.

b. Professional Development

- Ensure that the Navajo Head Start program has well-trained and qualified staff that possess an Associate of Arts Degree (AA), Bachelor of Science or Arts Degree (BS/BA), or Master of Arts Degree (MA) in the field of early childhood or education.
- Ensure a high quality workforce in meeting the federal compliance with the Head Start Act.
- iii. Ensure teaching staff will perform their jobs effectively and efficiently by meeting the changing needs of children and families.
- iv. Establishment of a system that supports staff in continuous learning that is structured and supportive to the Navajo Head Start mission, vision and philosophy; this system will assist teaching staff to meet job requirements that include formal college course work, in-service training, and individualized coaching to support appropriate teaching methodologies.

c. Information Technology

 Responsible for Internet and transmission services by providing satellite and wireless services for staff, including, but not limited to, a Web site, work station, electronic mail and on-going computer training.

- iii. Navajo Head Start Center: Navajo Head Start shall have Navajo Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (ages three to five years old) and to participating families within their service areas.
- iv. Navajo Early Head Start Center: Navajo Head Start shall have Navajo Early Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (prenatal to three years old) and to participating families within their service areas.
- v. Home-Based: Navajo Head Start will provide a Teacher and/or Paraprofessionals to work with parents to provide comprehensive services to children, pregnant women and families through home visits and group socialization activities.
- vi. The Navajo Head Start shall collaborate with the Navajo Nation Head Start Policy Council (NNHSPC) to secure and exercise certain authorities and responsibilities as prescribed by 45 CFR Part 1301.1-6, Program Governance and the Head Start Performance Standards.

3. Organizational Chart

 The organizational chart of the Navajo Head Start is attached and incorporated herein as Exhibit A.

SECTION V. AUTHORITY AND RESPONSIBILITIES

The Program, under the general supervision of the Assistant Superintendent of Navajo Head Start has the authority to oversee the following:

- 1. Financial Services (FS) shall be responsible for the following:
 - a. All financial transactions pertaining to the Navajo Head Start program.
 - b. Ensure all Navajo Head Start staff and offices/centers comply with all applicable policies and procedures established by the Navajo Nation Office of the Controller and applicable Federal rules and regulations.
 - c. Provide oversight of fiscal monitoring, evaluation, compliance, implementation and enforcement of all Federal, State and Tribal policies, procedures and regulations.
 - d. Monitor the operation of the Navajo Head Start program by establishing internal controls to effectively provide training & technical assistance relating to renewal

Diné language and culture for all children.

14. Encourage all early childhood programs to collaborate with other entities involved with health care, welfare, education, community service, family literacy, disabilities services, training & professional development, and referral services that should meet the needs of low-income children and families.

SECTION IV. STAFFING AND ORGANIZATION

Staffing

- a. The Assistant Superintendent shall be under the general direction and guidance of the Superintendent of Schools of the Department of Diné Education.
- b. The Assistant Superintendent shall be authorized to recommend additional professional, technical and clerical positions as needed to carry out the organization purpose(s) as stated herein. Additional positions shall be acquired in accordance with applicable Personnel Policies & Procedures and applicable budget rules established for conducting the annual Navajo Nation budget process

2. Organization

- a. The Navajo Head Start shall include the following offices and programs that the Assistant Superintendent will administer. The Assistant Superintendent will have the responsibility for daily operations and supervision of all employees.
 - i. Central Administration Office: The principal place and headquarters of business for the Navajo Head Start program (Executive Administration) will be located at Window Rock, Navajo Nation (Arizona). The Directors (Administrative Services, Financial Services, and Educational Services), under the direction of the Assistant Superintendent of Navajo Head Start, shall be responsible for administering and supervising employees and services to eligible children and families at all Navajo Head Start Program Regional Offices and Navajo Head Start Centers within their respective areas.
 - ii. Regional Offices: Navajo Head Start shall have regional offices at locations within the Navajo Nation to oversee the activities of the Navajo Head Start. The Director of Educational Services, under the supervision of the Assistant Superintendent of Navajo Head Start, is responsible for administering and supervising employees and services to eligible children and families at all the Navajo Head Start Program Regional Offices and Navajo Head Start and Early Head Start Centers within their respective areas.

numeric awareness; their understanding and use of language; their understanding and use of increasingly complex and varied vocabulary; and appreciation of books and problem solving abilities as dual language learners.

- 5. To foster continuous improvement in the quality of the Navajo Head Start services, participate in research, demonstration and evaluation activities that will compare individual education achievement, social adaptation and health status of the children, by comparing the difference of income levels, outcomes related to cognitive, social-emotional, behavioral and academic development, school readiness and other improvement necessary to enable participating children and their families to succeed in school. The results of these analysis, reporting and linkages will be disseminated to an appropriate panel of experts in program evaluation, research, education and early childhood programs.
- To provide eligible children and families with an affordable means of comprehensive early childhood services while they are working in school or attending training.
- To provide an environment that is healthy, safe, accessible, pleasant, comfortable, ageappropriate, culturally sensitive, and responsible to the individual needs of children and families.
- To coordinate all programs that provide high-quality early childhood development services to focus on training, technical assistance; and obtain grants through competitive bidding to improve the quality of existing early childhood development services.
- Administer Navajo Head Start/Early Head Start program activities in accordance with local, state, and federal applicable laws and regulations, including local needs and priorities, and maintaining program accountability.
- Increase the availability of comprehensive early childhood development programs through access to various types of providers and services.
- 11. With close coordination of all early childhood development programs, increase the quality of comprehensive early childhood services through training and technical assistance to early childhood providers, individualization and measuring child performance and outcome. Ensure that the environment of care is conducive to the growth and development of a well-rounded individual to be school-ready. In close coordination with all early childhood development programs, provide disability services to children with suspected or identified special needs.
- 12. In close coordination with all early childhood development programs, implement a quality comprehensive program that will serve the educational, nutritional, medical, dental, and mental health aspects of each child.
- 13. In close coordination with early childhood development programs, implement appropriate researched-based curriculum and assessments for instruction in the

LATITOR

DEPARTMENT OF DINÉ EDUCATION NAVAJO HEAD START

PLAN OF OPERATION

SECTION I. ESTABLISHMENT OF NAVAJO HEAD START

There is hereby established the Navajo Head Start within the Department of Diné Education of the Navajo Nation Executive Branch.

SECTION II. PURPOSE

The purpose of Navajo Head Start (NHS) is to provide comprehensive and quality early childhood development services to all children and families of the Navajo Nation.

SECTION III. GOALS

The goals of Navajo Head Start shall be:

- To provide continuity of comprehensive early childhood services for all children, transitioning from infancy to a formal educational classroom, and to their families by providing full-day, year-round comprehensive services.
- To provide children with opportunities inclusive of, but not limited to, access to and utilization of necessary medical, dental and nutritional services, as well as experiences which encourage and stimulate approaches to learning, social and emotional development, language and literacy, cognition, perceptual, motor, and physical development.
- 3. To coordinate, collaborate and partner with other programs/departments and other community stakeholders; including local educational agencies and businesses, in strategizing and planning for delivery of services for continual program improvement; and other appropriate activities to provide planning, construction and maintenance of facilities that will meet the needs of communities and programs for local children and their families.
- 4. To provide comprehensive and quality services for eligible children and their families enrolled with Navajo Head Start and Early Head Start (center and home-based) by implementation of learning experiences that advance the intellectual and physical development of children that include: implementing the Head Start Early Learning Framework For School Readiness of children for instilling literacy, phonemic print, and

Plan of Operation to the Health, Education and Human Services Committee, and HEHSC would make final recommendations for amendments and approval of this Plan of Operation.

Sections I through VII may be amended by the Health, Education, and Human Service Committee upon recommendations by the Navajo Nation Board of Education as deemed necessary.

height-weight appropriate child safety restraints.

- I. Facility Maintenance: shall be responsible for maintaining and improving facilities to ensure compliance with Federal, State and Tribal health and safety standards; meeting all applicable building codes and regulations, electrical, plumbing, and mechanical codes. Establish guidelines and standards, and determine applicable and acceptable codes in the area of new facility construction Determine applicable and acceptable codes, guidelines, and standards in the area of new facility construction. Ensure that applicable standards are upheld in the construction process in compliance with procurement standards. Ensure the results of community need assessments will determine where facilities will be located.
- J. Family Partnership (FP): shall be the primary point of contact between all early childhood development programs; including the Navajo Head Start Policy Council and Local Parent Committees in meeting guidelines and regulations as established by the Head Start Program Performance Standards. Ensure that elected parents and community representatives are actively involved with the Navajo Head Start services and activities that benefit children, pregnant women and families. To ensure parents are provided educational opportunities, shared governance experience, fatherhood are implemented and encouraged, literacy services, parent involvement, and are provided available resource centers.
- K. Property: Fiscal Management shall be responsible for maintaining accountability of all equipment, non expendable supplies; including buildings that are purchased and/or leased for the purpose of Navajo Head Start services. Maintain records of all items purchased by following established Navajo Nation Property Policies and Procedures in executing related duties. In kind services and property inventory will be collected and reported for compliance measures.

SECTION VI. LEGISLATIVE OVERSIGHT

The Health, Education and Human Services Committee of the Navajo Nation Council is the oversight committee for the Department of Dineé Education pursuant to 2 N.N.C. § 401 (C) (1).

The Navajo Head Start ("NHS") Program, which is located within the Department of Dine Education as approved by the Department's Plan of Operation, Resolution No. GSCM Y-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 482-42 U.S.C. §9801 ct seq. and applicable regulations.

SECTION VII. AMENDMENTS

The Board of Education may forward recommendations for amendments and approval to this

- D. Information Technology (IT): shall be responsible for Internet and transmission services by providing satellite and wireless services for staff, including a Web site, work station, electronic mail and on going computer training. IT shall handle all computer technology related hardware and software configurations, setup, installation, upgrades, development of applications and technical assistance. IT shall establish a strategic plan to advance the technological capabilities of the program at the Central office, Regional offices and Centers. IT shall also be responsible for daily maintenance and operation of all computer equipment.
- E. Navajo Immersion (NI): shall be responsible for providing educational and technical assistance to Navajo Head Start staff to infuse the Navajo language into the daily instruction of Head Start children at all Centers. NI shall develop policies and procedures, service delivery plans, training plans, flow charts, and forms for implementation of Navajo language into the curriculum of the Navajo Head Start Program in conjunction to the Navajo Nation Program Performance Criteria Form 2.
- F. Professional Development (PD): shall ensure that the Navajo Head Start program has well trained and qualified staff that possess an Associate of Arts Degree (AA), Bachelor of Science or Arts Degree (BS/BA), or Masters of Arts Degree (MA) in the field of early childhood or education or related. This will ensure a high quality workforce in meeting the federal compliance within the Head Start Act. This will ensure staff will perform their jobs effectively and efficiently by meeting the changing needs of children and families. Establishment of a system that supports staff in continuous learning that is structured and supportive to the Navajo Head Start mission, vision and philosophy. This system will assist teaching staff to meet job requirements that include formal college course work, in service training, and individualized coaching to support appropriate teaching methodologies.
- G. Contract and Compliance (C & C): shall be responsible for program monitoring, evaluation compliance, implementation and enforcement of all Federal, State and Tribal policies, procedures and regulations. Monitor the operation of the Navajo Head Start program by evaluating their effectiveness and training & technical assistance; including, renewal of financial assistance, request for supplemental funding; implement methods and procedures for measuring annually the quality and effectiveness of the programs for children and families based on program evaluation, self assessment and peer review. Seek information from local communities; including, needs assessment, development of service plans, family advocacy, and coordination of service delivery activities to children and families.
- H. Fleet Management (FM): shall be responsible for the management, coordination and assignment of all Navajo Head Start, Early Head Start and Home base purchased and leased buses, vehicles, utility trucks and construction equipment. Ensure compliance for reporting requirements, such as accidents, damages and/or violations, vehicle inspections, routine maintenance, daily pre-trip inspection, and appropriate recommendations for solution. FM will require vehicles used to be equipped with a communication system, safety equipment, first aid kit, seat belt cutter, and ensure

- School Readiness Education (SRE) Educational Services (ES): shall be responsible for the following:
 - a. Oversight of all Navajo Head Start Educational Services employees in accordance with the Plan of Operation, the Navajo Nation Personnel Policies Manuel, and where applicable, the Collective Bargaining Agreement between the United Mine Workers of America and Navajo Head Start.
 - b. Conducting educational research and planning.
 - Reporting statistical data and information related to all early childhood development programs, service delivery and management.
 - d. Enforce compliance in the area of education and disability content in the service delivery of the Navajo Head Start program, to meet all federal, state and tribal rules, regulations and laws.
 - e. Establish a partnership that shall expedite the sharing of information about innovative models for providing full working day, full-calendar year early childhood services for early childhood development programs.
 - f. Establish partnerships between all early childhood education programs to improve instruction and classroom environment; including, parent training, family literacy and Dine' culture and language instruction.
 - g. Providing educational and technical assistance to Navajo Head Start staff to infuse the Navajo language into the daily instruction of Head Start children at all Centers.
 - Develop policies, procedures, service delivery plans, training plans, flow charts, and forms for implementation of Navajo language into the curriculum of the Navajo Head Start Program in conjunction to the Navajo Nation Program Performance Criteria - Form 2.
 - Primary point of contact between all early childhood development programs; including the Navajo Head Start Policy Council and Local Parent Committees in meeting guidelines and regulations as established by the Head Start Program Performance Standards.
 - j. Ensure that elected parents and community representatives are actively involved with the Navajo Head Start services and activities that benefit children, pregnant women and families.
 - k. Ensure parents are provided educational opportunities, shared governance experience, fatherhood initiatives are implemented and encouraged, literacy services, parent involvement, and are provided available resource centers.

structured and supportive to the Navajo Head Start mission, vision and philosophy; this system will assist teaching staff to meet job requirements that include formal college course work, in-service training, and individualized coaching to support appropriate teaching methodologies.

c. Information Technology

- Responsible for Internet and transmission services by providing satellite and wireless services for staff, including, but not limited to, a Web site, work station, electronic mail and on-going computer training.
- Handle all computer technology-related hardware and software configurations, setup, installation, upgrades, development of applications and technical assistance.
- Establish a strategic plan to advance the technological capabilities of the program at the Central office, Regional offices and Centers.
- Responsible for daily maintenance and operation of all computer equipment.

d. Support Services

- Responsible for the management, coordination and assignment of all Navajo Head Start, Early Head Start and home-based purchased and leased buses, vehicles, utility trucks and construction equipment.
- Ensure compliance for reporting requirements, such as accidents, damages and/or violations, vehicle inspections, routine maintenance, daily pre-trip inspection, and appropriate recommendations for solution.
- iii. Require vehicles used to be equipped with a communication system, safety equipment, first aid kit, seat belt cutter, and ensure height-weight appropriate child safety restraints.
- iv. Responsible for maintaining and improving facilities to ensure compliance with Federal, State and Tribal health and safety standards, meeting all applicable building codes and regulations, electrical, plumbing, and mechanical codes.
- Determine applicable and acceptable codes, guidelines, and standards in the area of new facility construction.
- vi. Ensure that applicable standards are upheld in the construction process in compliance with procurement standards.
- vii. Ensure the results of community need assessments determine where facilities will be located.

- policies and procedures established by the Navajo Nation <u>Office of the Controller</u> Division of Finance and required <u>applicable</u> Federal rules and regulations.
- Provide oversight of fiscal monitoring, evaluation, compliance, implementation and enforcement of all Federal, State and Tribal policies, procedures and regulations.
- d. Monitor the operation of the Navajo Head Start program by establishing internal controls to effectively provide training & technical assistance relating to renewal of financial assistance, request for required Cash Match and supplemental funding.
- e. Maintain accountability of all financial transactions in accordance with 2 Part 200 CFR, Uniform Guidance and the Office of Head Start Performance Standards.
- 2. Human Resource Management (HRM) Administrative Services (AS): shall be responsible for the following:

a. Human Resources

- Responsible for all <u>NHS</u> personnel matters regarding Navajo Head Start and ensure compliance with the Navajo Nation Personnel Policies Manual (NNPPM) and where applicable, the Collective Bargaining Agreement for Union employees.
- ii. Ensure that staff, consultants and volunteers abide by the program's standards of conduct, annual performance review, health examination that include screening for communicable diseases and periodic re-examination in accordance with Federal, State and Tribal laws.
- iii. Assure that all staff, regular volunteers, and consultants are screened and meet certification requirements including fingerprinting, Federal, State, and Tribal background checks, and have regular contact with children.

b. Professional Development

- Ensure that the Navajo Head Start program has well-trained and qualified staff that possess an Associate of Arts Degree (AA), Bachelor of Science or Arts Degree (BS/BA), or Master of Arts Degree (MA) in the field of early childhood or education.
- ii. Ensure a high quality workforce in meeting the federal compliance with in the Head Start Act.
- iii. Ensure teaching staff will perform their jobs effectively and efficiently by meeting the changing needs of children and families.
- iv. Establishment of a system that supports staff in continuous learning that is

- iii. Navajo Head Start Center: Navajo Head Start shall have Navajo Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (ages zero three to 5 five years old) and to participating families within their service areas.
- iv. Navajo Early Head Start Center: Navajo Head Start shall have Navajo Early Head Start Centers at such locations or places within and/or around the Navajo Nation. The Centers shall be responsible for providing direct services to children (prenatal to three years old) and to participating families within their service areas.
- v. Home Education and/or Home-Based: Navajo Head Start will provide a Teacher and/or Paraprofessionals to work with parents to provide comprehensive services to children, pregnant women and families through home visits and group socialization activities.
- vi. All Navajo Head Start office and Center employees shall report to the Administrative Regional Managers through their appropriate supervisors in accordance with the Plan of Operation, the Navajo Nation Personnel Policies Manual, and the United Mine Workers of America and Navajo Head Start Collective Bargaining Agreement.
- vi. The Navajo Head Start shall collaborate with the Navajo Nation Head Start Policy Council (NNHSPC) to secure and exercise certain authorities and responsibilities as prescribed by 45 CFR Part 1301.1-6, Program Governance and the Head Start Performance Standards.

3. Organizational Chart

 The organizational chart of the Navajo Head Start is attached and incorporated herein as Exhibit A—Central Administration, and Exhibit B—Regional Administration.

SECTION V. AUTHORITY AND RESPONSIBILITIES

The Program, under the general supervision of the <u>Assistant Superintendent of Navajo Head Start</u> Superintendent of Navajo Head Start has the authority to oversee the following:

- 1. Fiscal Management (FM) Financial Services (FS): shall be responsible for the following:
 - All financial <u>transactions</u> matters and issues pertaining to the Navajo Head Start program.
 - b. Ensure all Navajo Head Start staff and offices/centers comply with all applicable

professional, technical and clerical positions as needed to carry out the organization purpose(s) as stated herein. Additional positions shall be acquired in accordance with applicable Personnel Policies & Procedures and applicable budget rules established for conducting the annual Navajo Nation budget process.

- e. The Navajo Head Start shall have appropriate staff to administer the duties and responsibilities of the Navajo Head Start and Early Head Start programs and shall be under the supervision of the Superintendent of Navajo Head Start.
- d. The Superintendent of Navajo Head Start shall hire additional personnel as needed to carry out the organization purpose, restructuring processes and Plan of Operation. Additional positions shall be acquired in accordance with the duly approved Navajo Nation Personnel Policies Manual and within applicable budget rules established for conducting the annual Navajo Nation budget process.
- e. All personnel shall be employed and compensated in accordance with applicable Navajo Nation Personnel Policies Manual.

2. Organization

- a. The Navajo Head Start shall include the following offices and programs that the <u>Assistant Superintendent-Superintendent of Navajo Head Start</u> will administer. The <u>Assistant Superintendent-Superintendent of Navajo Head Start</u> will have the responsibility for daily operations and supervision of all employees.
 - i. Central Administration Office: The principal place and headquarters of business for the Navajo Head Start program (Executive Administration) will be located at Window Rock, Navajo Nation (Arizona). The <u>Directors (Administrative Services, Financial Services, and Educational Services).</u> Line Managers (Human Resources, Fiscal, School Readiness, Family & Community Services, Quality Assurance and Sr. Administrative Service Officer, under the direction of the <u>Assistant Superintendent of Navajo Head Start</u>, Superintendent of Navajo Head Start shall be responsible for administering and supervising employees and services to eligible children and families at all Navajo Head Start Program Regional Offices and Navajo Head Start Centers within their respective areas.
 - ii. Regional Offices: Navajo Head Start shall have regional offices at locations within the Navajo Nation to oversee the activities of the Navajo Head Start. The Administrative Regional Managers Director of Educational Services, under the supervision of the Superintendent of Navajo Head Start Assistant Superintendent of Navajo Head Start, are is responsible for administering and supervising employees and services to eligible children and families at all the Navajo Head Start Program Regional Offices and Early Navajo Head Start and Early Head Start Centers within their respective areas.

families.

- To coordinate all programs that provide high-quality early childhood development services to focus on training, technical assistance; and obtain grants through competitive bidding to improve the quality of existing early childhood development services.
- Administer Navajo Head Start/Early Head Start program activities in accordance with local, state, and federal applicable laws and regulations, including local needs and priorities, and maintaining program accountability.
- Increase the availability of comprehensive early childhood development programs through access to various types of providers and services.
- 11. With close coordination of all early childhood development programs, increase the quality of comprehensive early childhood services through training and technical assistance to early childhood providers, individualization and measuring child performance and outcome. Ensure that the environment of care is conducive to the growth and development of a well-rounded individual to be school-ready. In close coordination with all early childhood development programs, provide disability services to children with suspected or identified special needs.
- In close coordination with all early childhood development programs, implement a
 quality comprehensive program that will serve the educational, nutritional, medical,
 dental, and mental health aspects of each child.
- 13. In close coordination with early childhood development programs, implement appropriate researched-based curriculum and assessments for instruction in the Dine' language and culture for all children.
- 14. Encourage all early childhood programs to collaborate with other entities involved with health care, welfare, education, community service, family literacy, disabilities services, training & professional development, and referral services that should meet the needs of low-income children and families.

SECTION IV. STAFFING AND ORGANIZATION

1. Staffing

- a. The Navajo Head Start shall be administered by the Superintendent of Head Start Assistant Superintendent shall be under the general direction and guidance of the Superintendent of Schools of the Department of Diné Education. who shall be hired in accordance with the Navajo Nation Personnel Policies Manual and in accordance with 45 CFR Part 1302.90-91.
- b. The Assistant Superintendent shall be authorized to recommend additional

- 2. To provide children with opportunities inclusive of, but not limited to, access to and utilization of necessary medical, dental and nutritional services, as well as experiences which encourage and stimulate approaches to utilization of necessary medical, dental and nutritional services, as well as experiences which encourage and stimulate growth approaches to learning, social and emotional development, language and literacy, cognition, perceptual, motor, and physical development.
- 3. To coordinate, collaborate and partner with other programs/departments and other community stakeholders; including local educational agencies and businesses, in strategizing and planning for delivery of services for continual program improvement; and other appropriate activities to provide planning, construction and maintenance of facilities that will meet the needs of communities and programs for local children and their families.
- 4. To provide comprehensive and quality services for eligible children and their families enrolled with Navajo Head Start and Early Head Start (center and home base/home education home-based) by implementation of learning experiences that advance the intellectual and physical development of children that include: implementing the Head Start Early Learning Framework For School Readiness of children for instilling literacy, and phonemic print, and numeric awareness; their understanding and use of language; their understanding and use of increasingly complex and varied vocabulary; and appreciation of books and problem solving abilities as dual language learners.
- To foster continuous improvement in the quality of the Navajo Head Start services, participate in research, demonstration and evaluation activities that will compare individual education achievement, social adaptation and health status of the childrens, begrowth the difference of income levels, outcomes related to cognitive, social-emotional, behavioral and academic development, school readiness and other improvement necessary to enable participating children and their families to succeed in school. The results of these analysis, reporting and linkages will be disseminated to an appropriate panel of experts in program evaluation, research, education and early childhood programs.
- 6. To provide eligible children and families with the opportunity to choose the type of program structure that best suits their needs: center based and/or home education/home-based and conversions.
- To provide eligible children and families with an affordable means of comprehensive early childhood services while they are working, in school or attending training.
- 8. To increase the quality of comprehensive early childhood services and the opportunity for families to choose the type of services that best suits their needs; center based and/or home based/home education services.
- To provide an environment that is healthy, safe, accessible, pleasant, comfortable, ageappropriate, culturally sensitive, and responsible to the individual needs of children and

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DEPARTMENT OF DINE' EDUCATION NAVAJO HEAD START

PLAN OF OPERATION

SECTION I. ESTABLISHMENT OF NAVAJO HEAD START

There is hereby established the Navajo Head Start within the Department of Diné Education of the Navajo Nation Executive Branch. The Head Start program was established in 1964, under the War on Poverty by United States President Lyndon B. Johnson, resulting from the Economic Opportunity Act of 1964. The enactment of the law implemented Head Start programs throughout the United States, and in 1965 the Head Start Program was established on the Navajo Nation pursuant to 45 CFR Part 1301-1305, Head Start Act 2007, Public Law 110-134 "Improving Head Start for School Readiness Act of 2007" and Guidance: Head Start Program Performance Standards and other regulations. Head Start is a national program that promotes school readiness by enhancing the social and cognitive development of children through the provision of educational, health, nutritional, social, and other services to enrolled children and families. The basic intent of the legislation and the program was to combat poverty, which was identified to be the main contributor to the economic instability of low-income families in the nation.

The Government Services Committee of the Navajo Nation Council established the Department of Head Start (DOHS) in 2001 by Resolution No. GSCAP 35-01. In 2004, the Government Services Committee of the Navajo Nation Council established the Department of Early Childhood Development by resolution No. GSCJN-12-04. The Head Start and Early Head Start are two programs under the Navajo Head Start Program of the Department of Dine' education within the Executive Branch of the Navajo Nation Government.

SECTION II. PURPOSE

The purpose of Navajo Head Start (NHS) is to provide comprehensive and quality early childhood development services to all children and families of the Navajo Nation.

SECTION III. GOALS

The goals of Navajo Head Start shall be:

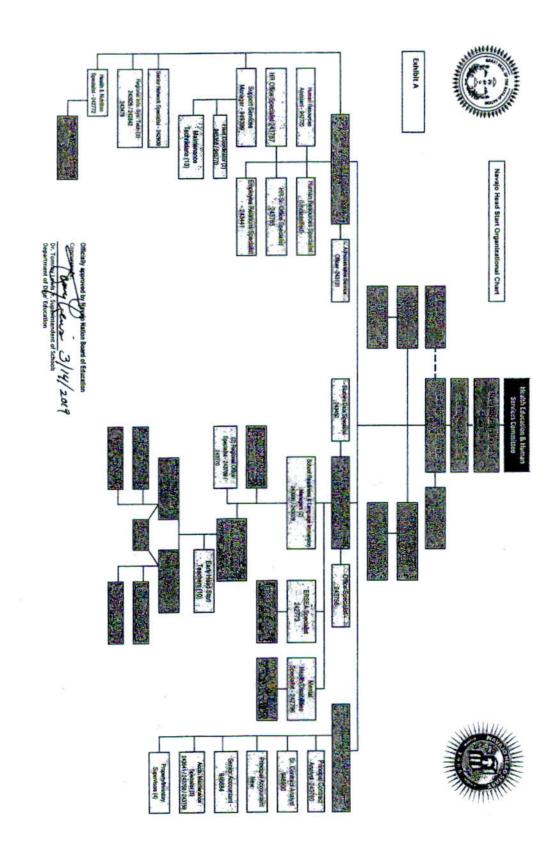
 To provide continuity of comprehensive early childhood services for all children, transitioning from infancy to a formal educational classrooms, and to their families by providing full-day, year-round comprehensive services.

Department of Diné Education

Assistant Superintendent Support Staff Administration - Organization Chart Committee of the Navajo Nation Council Health, Education, & Human Services Navajo Nation Board of Education Navajo Head Start Assistant Superintendent Superintendent of Schools #945904

Department of Diné Education THE NAVAJO NATION Organizational Chart Advisory Legislative Oversight

NNBOE APPROVED 6.18.12 RESOLUTION #NNBEJE-167-2012



THE NAVAJO NATION PROGRAM BUDGET SUMMARY

Page 1 of 1 BUDGET FORM 1

PART I. Business Unit No.:	119032	Program Title:		Navajo Head Start		Division/Branch:	DODE/ Executive	ve.
Prepared By:	Janell Begay	Phone No.:	.o.	928-871-6902	Email Address:	jebegay@	jebegay@navajo-nsn.gov	
PART II. FUNDING SOURCE(S)	Fiscal Year /Term	Amount	% of Total	PART III. BUDGET SUMMARY	Fund	(A)	(8)	Ę
General Funds	10/1/2019-9/30/2020	5,709,369.18	100%		Type	NNC Approved	<u>()</u>	(v) Difference
					Code	Original Budget	Proposed Budget	(Column B - A)
				2001 Personnel Expenses	-	4,002,573	3,591,970	(410,603)
				3000 Travel Expenses	-		33,157	33,157
				3500 Meeting Expenses				0
				4000 Supplies	1		23,296	23,296
				5000 Lease and Rental	-		49,235	49,235
				5500 Communications and Utilities	lities 1		252,127	252,127
				6000 Repairs and Maintenance	£		18,002	18,002
				6500 Contractual Services	1		72,877	72,877
				7000 Special Transactions	-	39,036	44,132	5,096
				8000 Public Assistance				0
				9000 Capital Outlay				0
				9500 Matching Funds		2,291,724	1,624,573	(667,151)
				9500 Indirect Cost				0
					TOTAL	\$6,333,333.00	5,709,369.18	(623,964)
				PART IV. POSITIONS AND VEHICLES	HICLES	(D)	(E)	
				Total # of Pox	Total # of Positions Budgeted:	89	89	
	TOTAL:	\$5,709,369.18	100%	Total # of Ve	Total # of Vehicles Budgeted:	0	0	
PART V. I HEREBY ACKNOWLEDGE THAT THE INFORMATION CONTAINED IN THIS BUDGET PACKAGE IS COMPLETE AND ACCURATE.	OGE THAT THE IN	FORMATION CON	TAINED	IN THIS BUDGET PACKAGE IS C	OMPLETE AND AC	URATE.		
Dr. Elvira	Dr. Elvira Bitsoi, Assistant Superintendent of	uperintendent of N	NHS		Dr. Tommy Lewi	Dr. Tommy Lewis Jr., Superintendent of Schools	Schools	
SUBMITTE	ED BY: Program N	SUBMITTED BY: Program Manager's Printed Name	Name	APPR	OVED BY: Diwistor	APPROVED BY: Divistor Director/Branch Chief's Printed Name	ers Printed Name	
Call Mails	RV. Program Man	SIRMITED BY: Program Managar's Signature and Date	nd Date	WYGGGY	L.MINO	Many seen to ball	5/140/9	
	and the second	مهداره ماهااهداره	Date Date	ALLUNA	EUDI. UNISION DI	ector branch coners	Signature and Date	

THE NAVAJO NATION PROGRAM PERFORMANCE CRITERIA

Page 1 of 1 BUDGET FORM 2

PART I. PLAN OF OPERATION: 119032 PART II. PLAN OF OPERATION/RESOLUTION NUMBER/PURPOSE OF PROGRAM:	Navajo F	Navajo Head Start/ Dine Navajo Language Immersion	Language Immersion		
NHS will pay and clean FY 2018 outstanding invoices to operate all Head Start Centers within Navajo Nation. NHS will provide comprehensive quality service; provide learning environment for our Navajo Children.	Nation. NHS will prov	ide comprehensive quai	ity service; provide learn	ing environme	nt for
PART III. PROGRAM PERFORMANCE CRITERIA:	1st QTR	2nd QTR	3rd QTR	4th OTR	02
1. Goal Statement:	Goal Actual	Goal Actual	Goal Actual	Goal	Actual
Program meet funded enrollment					
Program Performance Measure:					
meet up 1426 funded enrollment at the end of first quarter.	1,426	1.426	1.426	1426	
2. Goal Statement:					
Restructure remaining field staff by end of 4th quarter, or up to 30 staff per quarter.					
Program Performance Measure:					
Complete restructure of 60 field level staff.	09	09	09	n/a	
3. Goal Statement:					
Create four (4) new community partnerships with local and/or national resources to support NHS					
Program Performance Measure:					
Create one (1) new partnership per quarter measured by MOA/MOU execution	-	-	-	-	
Goal Statement:					
Maintain accoutability to the Governing Body of NHS.					
Program Performance Measure:					
Report to Governing Body of NHS	8	3	3	3	
5. Goal Statement:					
Enable NHS staff with awareness and rules/regulations of sexual harrassment, bullying and code					
Program Performance Measure:					
NHS staff, Policy Council & Board of Eudcation to receive training	2	2	2	2	
PART IV. I HEREBY ACKNOWLEDGE THAT THE ABOVE INFORMATION HAS BEEN THOROUGHLY REVIEWED Dr. Eivira Bitsoi, Assistant Superintendent of NHS		Dr Tommy Lewis Jr Sunerintendent of Schools	andent of Schools		
Program Manager's Printed Name	Division	Division Director/Branch Chief & Printed Name	Printed Name	,	
1000 6124119	1	Through !	ac 16/	24/19	
Program Manager's Signature and Date	Division D	Division Director Branch Chief's Signature and Date	Signature and Date	11	

FY __2020__

THE NAVAJO NATION LISTING OF POSITIONS AND ASSIGNMENTS BY BUSINESS UNIT

Page_1_ of _3_ BUDGET FORM 3

SUB	POS	JOB			WRKSITE	FY 201	FY 2019 ACTUAL	FY 2020	FY 2020 PROPOSED
ACCT	9	TYPE	POSITION TITLE	EMP ID	CODE	G/S	SALARY	HOURS	BUDGET
1007	945492	1364	Office Assistant	243972	NN	AW56	23,068.00	2096	23,789.60
1008	242682	3640	Head Start Teacher	VACANT	TSA	AW61	32718.4	1392	24.025.92
1017	243397	3679	HS Mental Health & Disab Liais	VACANT	FDA	AW63	38,875.00	2096	42,540.72
1018	243015	3668	HS Paraprofessional	153473	FLK	AW60	25,328.16	1392	22,258.08
1024	243040	3668	HS Paraprofessional	151112	RDR	AW60	25,328.16	480	22,258.08
1027	243959	599	Unclassified Title	VACANT	H			2096	50,618.40
1028	242915	3658	HS Schooll Readniess Coach	VACANT	NIW	AW66	50,086.40	2096	54,852.32
1029	945088	4145	Head Start Bus Driver	VACANT	BKM	AW59	27,539.20	1392	20,420.64
1030	945563	4145	Head Start Bus Driver	274301	FLK	AW59	23,237.28	1392	20,420.64
1032	242664	4145	Head Start Bus Driver	VACANT	TSA	AW59	27,539.20	1392	20,420.64
1037	949198	4145	Head Start Bus Driver	132171	ANT	AW59	17,956.08	1392	20,420.64
1038	243448	3684		356314	N	AW64	53,102.40	2096	53,510.88
1039	243449	3648	HS Regional Partnership Coor.	VACANT	SH	AW64	43,804.80	2096	53,510.88
1042	945615	3659	HS Classroom Teacher	VACANT	핑	AW64	42,390.40	1392	30,832.80
1043	243960	669	Unclassified Title	VACANT	S			2096	50,618.40
1045	243961	299	Unclassified Title	VACANT	Z N			2096	46,426.40
1049	949179	3659	HS Classroom Teacher	323093	ANT	AW64	27,111.60	1392	30,832.80
1051	942096	3640	Head Start Teacher	VACANT	BKM	AW61	32,718.40	1392	24,025.92
1073	243468	3659	HS Classroom Teacher	VACANT	E E	AW64	42,390.40	1392	30,832.80
1074	243469	3668	HS Paraprofessional	VACANT	E S	AW60	31,616.00	1392	22,258.08
1075	243470	4145	Head Start Bus Driver	VACANT	S	AW59	27,539.20	1392	20,420.64
1096	243095	3668	HS Paraprofessional	206420	BLE	AW60	25,328.16	1392	22,258.08
1099	243098	3668	HS Paraprofessional	190465	TSA	AW60	19,571.76	1392	22,258.08
1102	243777	288	Unclassified Title	VACANT	딩			2096	50,618.40
1107	243017	3668	HS Paraprofessional	VACANT	BKM	AW60	31,616.00	1392	22,258.08
1108	942491	4015	Property Supervisor	VACANT	Ŧ	AR61A	32,739.20	2096	36,176.96
1138	945380	3640	Head Start Teacher	224419	RLK	AW61	25,544.80	1392	24,025.92
1139	945381	3659	HS Classroom Teacher	VACANT	RKS	AW64	42,390.40	1392	30,832.80
1157	243339	3668	HS Paraprofessional	204890	RLK	AW60	23,665.20	1392	22,258.08
1159	243103	3668	HS Paraprofessional	360772	RKS	AW60	23,665.20	1392	22,258.08
1168	945442	4145	Head Start Bus Driver	128630	RLK	AW59	23,237.28	1392	20,420.64
1177	945044	4145	Head Start Bus Driver	151204	NSC	AW59	23,237.28	1392	20,420.64
1180	945308	4145	Head Start Bus Driver	VACANT	RRC	AW60	27,539.20	1392	20,420.64
1181	945350	4145	Head Start Bus Driver	VACANT	RKS	AW61	27,539.20	1392	20,420.64
1183	945031	3659	HS Classroom Teacher	118540	NSC	AW64	32,782	1392	30,832.80
1185	945238	3659	HS Classroom Teacher	227823	RRC	AW64	47,382.40	1392	30,832.80
1198	243451	299	Unclassified Title	VACANT	NIN			2096	36,176.96
1200	244406	200	Temporary Employee	VACANT	NNN NNN			1224	16,487.28
1207	243106	3668	HS Paraprofessional	347504	STM	AP60A	22,496.00	1392	22,258.08

Page 2	BUDGET
THE NAVAJO NATION	LISTING OF POSITIONS AND ASSIGNMENTS BY BUSINESS UNIT
	FY_2020_

22,258.08 54,852.32 30,832.80 24,025.92 54,852.33 22,258.08 42,590.72 36,176,96 24,025.92 22,258.08 30,832.80 22,258.08 30,832.80 30,832.80 22,258.08 22,258.08 22,258.08 22,258.08 20,420.64 20,420.64 20,420.64 20,420.64 24,025.94 20,420.64 24,025.92 33,515.04 33,515.04 30,832.80 22,258.08 20,420.64 22,258.08 42,590.72 36,176.96 34,908.48 24,871.68 32,032.08 32,032.08 2,108,410.75 of 3 2096 2096 1392 1392 1392 1392 1392 1392 1392 1392 1392 2096 1392 392 1392 1392 1392 1392 1392 1392 1392 2096 2096 1392 1392 1392 1392 1224 1224 1224 35,763.20 35,900.80 25,328.16 35,900.80 32,718.40 25,328.16 25,328.16 27,111.60 16,059.20 38.875.20 42,390.40 42,390.40 32,782.00 23,665.20 31,616.00 23,665.20 31,616.00 27,539.20 23,237.28 27,539.20 32,718.40 27,539.20 27,539.20 27,339.84 30,035.20 30,035.20 42,390.40 23,665.20 27,539.20 31,616.00 1,079,401.20 Subtotal: 4W66 AW60 **AW63 AW61** AW60 AW60 AW60 AW60 AW60 AW59 **AW59** ARGOA AR60A 4W66 4W61 AW61 AW64 AW64 AW64 **AW59 AW59** AW61 **AW59** 4W64 Aw64 AW61 AW64 AW60 AW59 AW60 AW63 AW61 TCA HDR TA BA BA BA CAR BCN SRN BCN SRN SRN E I I S TCA A I Z TCA KAY KAY NNN NNN ¥¥ Š×, NN VACANT /ACANT /ACANT 1535415 VACANT /ACANT 346864 VACANT 150441 188630 172266 157191 150673 353680 311440 VACANT VACANT 286070 VACANT /ACANT VACANT /ACANT VACANT VACANT /ACANT VACANT VACANT VACANT 241453 18030 135339 VACANT /ACANT 246604 359574 204616 Temporary Employee Prog. Proj. Spc remporary Employee Sr. Prog. Spc Temporary- HS Sch. Read. Coach Temporary-Legislative Analyst 4S ERSEA & FAM ENG Lias. HS School Readniess Coach HS School Readniess Coach HS ERSEA & FAM ENG Lias. 4S Classroom Teacher HS Classroom Teacher HS Classroom Teacher HS Classroom Teacher 4S Classroom Teacher Head Start Bus Driver HS Paraprofessional HS Paraprofessional HS Paraprofessional 4S Paraprofessional HS Paraprofessional HS Paraprofessional HS Paraprofessional **HS Paraprofessional** HS Paraprofessional 4S Paraprofessional HS Paraprofessional Head Start Teacher Property Supervisor Head Start Teacher Head Start Teacher Property Supervisor Head Start Teacher Maintenance Tech Maintenance Tech 3659 3640 3658 3649 1015 3640 3668 3659 3668 3659 3668 3659 3668 3668 3668 3668 4145 4145 4145 4145 3640 4145 3640 3659 3668 4145 3649 4077 4077 3668 500 500 240250 243159 242973 243026 945165 243116 243340 345271 243156 942494 945145 945160 242607 243117 243237 945193 945227 947464 947466 945164 242609 941959 243166 243236 243089 243341 243123 243118 349004 1309 1319 1323 1336 1364 1368 1374 1376 1378 1379 1385 1384 1387 1388 1390 1400 1405 1419 1407 1411 426 428 1429 1430 431 432 444 1200 1200

FY 2020		THE NAVAJO NATION LISTING OF POSITIONS AND ASSIGNMENTS BY BUSINESS UNIT	THE NAVAJO NATION IS AND ASSIGNMENT	TION ENTS BY BUSINES:	S UNIT	Page 3 of 3 BUDGET FORM 3	of 3 FORM 3
1200	200	Temporary- Maintenance Tech	VACANT	NNN		1224	19 571 76
1200	200	Temporary- Labor	VACANT	NNN		1224	13 892 40
1200	200	Temporary- Labor	VACANT	NNN		1224	13 892 40
1200	200	Temporary-Labor	VACANT	NNN		1224	13 892 40
1200	200	Temporary- Labor	VACANT	NNN		1224	13 892 40
1200	200	Temporary- Office Assistant	VACANT	NNN		1224	16 487 28
1200	200	Temporary- Office Assistant	VACANT	NNN		1224	16 487 28
1200	200	Temporary- Office Specialist	VACANT	NNM		1224	16 487 28
1200	200	Temporary- HS HR Assistant	VACANT	NNW		1224	19 571 76
1200	200	Temporary- HS HR Assistant	VACANT	NNN		1224	19 571 76
1200	200	Temporary-Account Main. Spc.	VACANT	NNN		1224	16 487 28
1200	200	Temporary-Account Main. Spc.	VACANT	MNN		1224	16,487.28
				Subtotal:			320,565.60
				Business Unit Total:	1,079,401.20		2,428,976.35

The Navajo Nation Listing of Positions and Assignments by Business Unit

Updated by (DPM Use Only) Date

ACCT	ACCT NO	TYPE	E POSITION TITLE	EMP ID	WKSITE		FY 2019 ACTUAL	FY 20	2020 PROPOSED	
119032		NAJO H	NAVAJO HEAD START - WINDOW ROCK			-		CACCA	BODGET PERIOD	BUDGET
1007	945492	1364	OFFICE ASSISTANT	243972	MIN	AW56	23,608.00	2,080 10/01/2019	09/30/2020	23,608,00
] 8	000000	3						3096		23789.60
8	790747	3540	HEAD START TEACHER	VACANT	TSA	AW61	32,718.40	1,616 10/01/2019	9 09/30/2020	32,718,00
								1392		24 625.92
1013	945536	3659	HS CLASSROOM TEACHER	349642	RDR	AW64	32,782.00	488 10/01/2019	9/30/2020	32,782,00
								þ		8
1017	243397	3679	HS MENTAL HEALTH & DISAB LIAIS	VACANT	FDA	AW63	38,875.20	2,080 10/01/2019	9 09/30/2020	38,875.00
								3096		
1018	243015	3668	HS PARAPROFESSIONAL	153473	FLK	AW60	25,328.16	1,616 10/01/2019	9 09/30/2020	25,328,00
								1392		2225.08
024	243040	3668	HS PARAPORFESSIONAL	151112	RDR	AW60	25,328.16	480 10/01/2019	09/30/2020	25,328,00
								1392		2225808
1025	243041	3668	HS PARAPROFESSIONAL	318293	RDR	AW60	19,571.76	480 10/01/2019	09/30/2020	19,572,00
7					Ī			ф		9
702	243959	0299	UNCLASSIFIED TITLE	VACANT	통			1,576 10/01/2019	109/30/2020	38,060,00
1								2096		50/018 40
870	242915	3658	HS SCHOOL READINESS COACH	VACANT	MIN	AW66	50,086.40	1,584 10/01/2019	09/30/2020	50,086,00
١					Ī			2096		54 852 22
1029	945088	4145	HEAD START BUS DRIVER	VACANT	BKM	AW59	27,539.20	1,615 10/01/2019	09/30/2020	27,539,00
٦		_			Ī				in't pay.	20420.64
1030	945563	4145	HEAD START BUS DRIVER	274301	FLK	AW59	23,237.28	1.616 10/01/2019	Toologood Anna	22 227,00

The Navajo Nation Listing of Positions and Assignments by Business Unit

Date

Updated by (DPM Use Only)

The Navajo Nation Listing of Positions and Assignments by Business Unit

Date

Updated by (DPM Use Only)

		PUSITION TITLE	EMP ID	CODE	E G/S	G/S SALARY	HOURS	4	RIDGET PEPION	
1073 243468	3659	HS CLASSROOM TEACHER	VACANT	핑	AW64	42,390,40		1000	10/01/2019 09/30/2020	42.390.00
=							1392			30832.80
074 243469	3668	HS PARAPROFESSIONAL	VACANT	푱	AW60	31,616.00	1,616	10/01/2019	09/30/2020	31,616,00
							1315			22258.08
075 243470	4145	HEAD START BUS DRIVER	VACANT	F	AW59	27,539.20	1,616	10/01/2019	109/30/2020	77,539,00
=							1392			20420.6
1096 243095	3998	HS PARAPROFESSIONAL	206420	BLE	AW60	25,328.16	480	10/01/2019	09/30/2020	25,328,00
							1392			22258.08
1099 243098	3668	HS PARAPROFESSIONAL	190465	TSA	AW60	19,571.76	1,616	10/01/2019	09/30/2020	19,572,00
							1392			22258,08
102 243777	0599	UNCLASSIFIED TITLE	VACANT	품		15	1,578	10/01/2019	09/30/2020	38,060,00
	Ī						2096			50618.40
107 243017	3668	HS PARAPROFESSIONAL	VACANT	BKM	AW60	31,616.00	1,616	10/01/2019	09/30/2020	31,616.00
=							1392			22258.08
108 942491	4015	PROPERTY SUPERVISOR	VACANT	품	AR61A	32,739,20	2,008	10/01/2019	09/30/2020	32,739,00
	_						2096			3617696
1138 945380	3640	HEAD START TEACHER	224419	RLK	AW61	25,544.80	1,616	10/01/2019	09/30/2020	25,545,00
							1392			24 025,92
139 945381	3659	HS CLASSROOM TEACHER	VACANT	RKS	AW64	42,390.40	1,616	10/01/2019	09/30/2020	42,390,00
=	_						1392			30832.80
243339 3	3668	HS PARAPROFESSIONAL	204890	RLK	AW60	23,665.20	1,616	10/01/2019	09/30/2020	23.665.00
=	_						1392			22258.08
1159 243103 3668 HS	3668 н	HS PARAPROFESSIONAL	360772	RKS	AWGO	23,665.20	1.616	10/01/2019	Octobrono Contraction	23 66 00

The Navajo Nation Listing of Positions and Assignments by Business Unit

Date

Updated by (DPM Use Only)

The Navajo Nation Listing of Positions and Assignments by Business Unit

Updated by (DPM Use Only)

Date

S	2	TYPE	POSITION TITLE	EMP ID	CODE		FY 2019 ACTUAL G/S SALARY	HOUR	7	320 PROPOSED	1
SCHOOL READINESS COACH 15991 CHI AW66 48,857.60 1744 400/1/2019 493/0/2016 148 1597 CHI AW66 48,857.60 1744 400/1/2019 493/0/2016 148 1507 CAR AW60 19,571.76 499 400/1/2019 493/0/2020 159 1507 CAR AW60 25,528.16 499 400/1/2019 493/0/2020 159 20 20 20 20 20 20 20 2	6.)	3668	HS PARAPROFESSIONAL	241453	RRC	AW60	23,665.20	1,616	10		23 665 00
SCHOOL READINESS COACH 15991 CHI AW66 48,857.60 1774 100/1/2019 103/2012/2015 1745 100/1/2019 103/2012/2015 1745 100/1/2019 103/2012/2015 1745 100/1/2019 103/2012/2015 1745 100/1/2019 103/2012/2015 1745 100/1/2019 103/2012/2015 1745 100/1/2019 103/2012/2015 1745 100/1/2019 103/2012/2015 174								1392			20.826.08
2046		3658	HS SCHOOL READINESS COACH	15991	H	AW66	7-1100	Associations.	0/01/2019		48,858,00
SPARAPROFESSIONAL 234357 CAR AW60 19571.76 489) 109/1920.9 19570.20 1759 19570.20 1759 19570.20 1759 19570.20 1759 19570.20 1759 19570.20 1759 19570.20 1759 19570.20 1759 19570.20 175								=			54852.32
150182 MRA AW60	۳ <u>ـ</u>	3668	HS PARAPROFESSIONAL	234357	CAR	AW60	19,571.76	And in column 2 is	0/01/2019	-	19,572,00
SPARAPROFESSIONAL 150182 MRA AWGO 25,328.16 489 100012019 23 23 23 23 23 23 23 2	_							Φ			ф
CLASSROOM TEACHER 150441 CAR AW64 27,111.60 480 hord izo19 log/30/2020 2/3	۵ L	8998	HS PARAPROFESSIONAL	150182	MRA	AW60	25,328.16	20minus.	0/01/2019	- Annual Contract Con	25,328,00
CLASSROOM TEACHER 150441 CAR AW64 27,111.60 480 10001/2019 09/30/2020 3/2 CAR AW59 21,771.60 3/00 10001/2019 09/30/2020 1/2 CAR AW59 23,237.28 480 10001/2019 09/30/2020 1/2 CAR AW59 CAR AW59 23,237.28 480 10001/2019 09/30/2020 1/2 CAR AW59 CAR AW59 23,237.28 480 10001/2019 09/30/2020 1/2 CAR AW59 CAR AW5	7							1			P
AD START BUS DRIVER 150526 SNS AW59 21,711.60 300 10/01/2019 109/30/2020 AD START BUS DRIVER 208899 CAR AW59 23,237.28 480 30/01/2019 109/30/2020 AD START BUS DRIVER 188830 BCN AW61 25,544.80 480 10/01/2019 109/30/2020 AD START TEACHER 18030 SRN AW66 46,059.20 2,080 10/01/2019 109/30/2020 AD START TEACHER 18030 SRN AW66 46,059.20 2,080 10/01/2019 109/30/2020 AD START TEACHER 18030 SRN AW66 46,059.20 2,080 10/01/2019 109/30/2020 AD START TEACHER 172266 BCN AW60 25,328,16 480 10/01/2019 109/30/2020 AD START TEACHER 172266 BCN AW60 25,328,16 480 10/01/2019 109/30/2020 AD START SRN AW63 38,875,20 2,080 10/01/2019 109/30/2020 AD START SRN AW61 35,900.80 2,080 10/01/2019 AD START S	_		HS CLASSROOM TEACHER	150441	CAR	AW64	27,111.60	A series	0/01/2019		27,112,00
AD START BUS DRIVER 150526 SNS AW59 21,711.60 300 100112019 109/30/2020	_	Ī					/	392			30822 8n
AD START BUS DRIVER 208899 CAR AW59 23,237.28 489 30/d1/2019 09/30/2020 15 20887 208899 CAR AW59 23,237.28 489 30/d1/2019 09/30/2020 15 25 2080 30/d1/2019 208/30/2020 15 208/30/2020 15 208/30/2020 15 208/30/2020 15 208/30/2020 208/30/20	4		HEAD START BUS DRIVER	150526		AW59	21,711.60		0/01/2019		21,712,00
AD START BUS DRIVER AD START BUS DRIVER AD START BUS DRIVER AD START TEACHER 188630 BCN AW61 25,544.80 1372 SCHOOL READINESS COACH 18030 SRN AW66 46,059.20 2,080 10041/2019 109/30/2020 SRN AW60 25,328.16 PARAPROFESSIONAL 172266 BCN AW60 25,328.16 17426 BCN AW60 25,328.16 17426 BCN AW63 38,875.20 2,080 10041/2019 109/30/2020 SCHOOL READINESS COACH 177266 BCN AW60 25,328.16 177266 BCN AW60 25,328.16 177266 BCN AW60 25,328.16 177266 BCN AW63 38,875.20 10041/2019	7	Ī						1			ф
AD START TEACHER 188630 BCN AW61 25,544.80 480 10/01/2019 109/30/2020 13/30 10/01/2019 109/30/2020 13/30 10/01/2019 109/30/2020 13/30 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019 109/30/2020 10/01/2019	4		HEAD START BUS DRIVER	208899		AW59	23,237.28	material.	01027100	09/30/2020	23,237,00
AD START TEACHER ANGER A 6,059.20 2,080 10/01/2019 09/30/2020 [Angert Angert A	_	_						ф			d
SCHOOL READINESS COACH 18030 SRN AW66 46,059.20 2,080 10/d1/2019 109/30/2020 11	m _		HEAD START TEACHER	188630	33	AW61	25,544.80	Automore	on.		25,545,00
SCHOOL READINESS COACH 18030 SRN AW66 46,059.20 2,080 10/d1/2019 09/30/2020 15/30 PARAPROFESSIONAL 172266 BCN AW60 25,328.16 480 10/d1/2019 09/30/2020 15/30 ERSEA & FAM ENG LIAS VACANT SRN AW63 38,875.20 2,080 10/d1/2019 09/30/2020 15/2 DPERTY SUPERVISOR 157191 SRN AW61 35,900.80 2,080 10/d1/2019 16/2		_			٦	1		392			24025,92
PARAPROFESSIONAL 172266 BCN AW60 25,328.16 480 10/01/2019 109/30/2020 15 ERSEA & FAM ENG LIAS VACANT SRN AW63 38,875.20 2,080 10/01/2019 09/30/2020 16/2 OPERTY SUPERVISOR 157191 SRN AW61 35,900.80 2,080 10/01/2019 16/2	<u>بر</u>		HS SCHOOL READINESS COACH	18030	-	AW66		MATERIAL STREET	01/2019	09/30/2020	46,059,00
		_				1	2				54852,32
ERSEA & FAM ENG LIAS VACANT SRN AW63 38,875,20 2,080 10/01/2019 09/30/2020 P.	<u>بر</u> [_	4S PARAPROFESSIONAL	172266		4W60	- Better		70172019		25,328,00
ERSEA & FAM ENG LIAS VACANT SRN AW63 38,875,20 2,080 10/01/2019 09/30/2020	_	_						_			32.88.08
OPERTY SUPERVISOR 157191 SRN AW61 35.900.80 2.080 30.000	8 L		4S ERSEA & FAM ENG LIAS			4W63		100	-	-interior	THE RESERVE
DPERTY SUPERVISOR 157191 SRN AW61 35,900.80 2,080 1004/2040		_			i		24	960			47590.72
	8	115 F	ROPERTY SUPERVISOR		1	WW61	35,900.80 2	080 10	01/2019		25 002 00

The Navajo Nation Listing of Positions and Assignments by Business Unit

Date

Updated by (DPM Use Only)

SUB	IB POS	JOB	POSITION TITLE	4	-		FY 2019 ACTUAL	FY 20	ROPOSED	
				CMP ID	CODE	25	SALARY	HOURS	BUDGET PERIOD	BUDGET
							F 24		09/30/2020	
								2096		3617696
1364	945145	3640	HEAD START TEACHER	VACANT	₹.	AW61	32,718.40	1,616 10/01/2019	09/30/2020	32,718,00
								1392		24025.92
1368	242973	3668	HS PARAPROFESSIONAL	150673	N.	AW60	25,328.16	1,616 10/01/2019	09/30/2020	_
								1392		22,258,08
1372	945157	3640	HEAD START TEACHER	353137	KAY	AW61	25,544.80	280 10/01/2019	09/30/2020	
								ф		
1374	945160	3659	HS CLASSROOM TEACHER	VACANT	ĸ	AW64	42,390.40	1,584 10/01/2019	09/30/2020	42,390,00
								1392		30832.80
1376	243026	3668	HS PARAPROFESSIONAL	153412	DLC	AW60	25,328.16	480 10/01/2019	109/30/2020	and the second liverage in the
								1392		3
1378	945165	3659	HS CLASSROOM TEACHER	VACANT	TCA	AW64	42,390.40	1,584 10/01/2019	09/30/2020	1 42,390,00
								1392		30832.80
1379	242607	3659	HS CLASSROOM TEACHER	346864	HDR	AW64	32,782.00	1,616 10/01/2019	09/30/2020	32,782,00
								1392		30832.80
1384	243116	3668	HS PARAPROFESSIONAL	353680	LEU	AW60	23,665.20	480 10/01/2019	09/30/2020	
								392		22.258.08
1385	243117	3668	HS PARAPROFESSIONAL	VACANT	TCA	AW60	31,616.00	1 584 10/01/2019	09/30/2020	31,616,00
		_						1392		22258,08
1387	243237	3668	HS PARAPROFESSIONAL	311440	HDR	AW60	23,665.20	1,616 10/01/2019	09/30/2020	23.66
		_						1392		22258.08
1388	243340	3668	HS PARAPROFESSIONAL	VACANT	KA	AW60	31,616,00	1,596, 10/01/2019	09/30/2020	31,616,00
Report Da	Report Date: 6/6/2019 - 9:07:55 AM	9 - 9:07:55		Pane 25					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	The state of the s

The Navajo Nation Listing of Positions and Assignments by Business Unit

Date

Updated by (DPM Use Only)

0 945193 4145 HEAD START BUS DRIVER	WKSITE EMP ID CODE	G/S	HOUR	FY 2020 PROPOSED S BUDGET PERIOD	FEGGI
0 945193 4145 HEAD START BUS DRIVER			1392		2000E1
0 94527 4145 HEAD START BUS DRIVER 286070 KAI AW59 NATHER START BUS DRIVER VACANT TOLA AW59 NATHER START BUS DRIVER NACANT TOLA AW59 NATHER START BUS DRIVER NACANT TOLA AW59 NATHER START TEACHER NACANT TOLA AW59 NACA		AW59	Ellist.	10/01/2019 09/30/2020	27,539,00
94527 4145 HEAD START BUS DRIVER 286070 KAI AW59			1392		20420.64
5 947464 4145 HEAD START BUS DRIVER	Na	130	23,237.28 1,616 10/	10/01/2019 09/30/2020	23,237,00
S			1392		20420.64
7 947466 4145 HEAD START BUS DRIVER VACANT TCA AW59 1 945164 3640 HEAD START TEACHER VACANT GAP AW61 2 242609 4145 HEAD START TEACHER VACANT TCA AW59 2 242609 4145 HEAD START TEACHER VACANT TCA AW59 2 243166 4077 MAINTENANCE TECH VACANT TCA AR60A 2 243236 4077 MAINTENANCE TECH VACANT TCA AR60A 2 243089 3659 HS CLASSROOM TEACHER VACANT TCA AR60A 2 24318 3668 HS PARAPROFESSIONAL CARSONAL CAR		5	27,539.20 1,584 10/	10/01/2019 09/30/2020	27,539,00
347466 4145 HEAD START BUS DRIVER			1392		20420.64
1 945164 3640 HEAD START TEACHER VACANT GAP AW61 2 242609 4145 HEAD START BUS DRIVER VACANT TCA AW59 2 242609 4145 HEAD START BUS DRIVER VACANT TCA AW59 2 243166 4077 MAINTENANCE TECH VACANT TCA AR60A 2 243236 4077 MAINTENANCE TECH VACANT TCA AR60A 2 243089 3659 HS CLASSROOM TEACHER VACANT KAY AW64 2 24318 3668 HS PARAPROFESSIONAL CACANT KAY AW64 2 243118 3668 HS PARAPROFESSIONAL CACANT KAY AW64		DE	27,539.20 1,584 10/	10/01/2019 09/30/2020	27,539,00
945164 3640 HEAD START TEACHER			1392		20420.64
3 242609 4145 HEAD START BUS DRIVER VACANT TCA AW59 3 941959 3640 HEAD START TEACHER 135339 TNL AW61 3 243166 4077 MAINTENANCE TECH VACANT KAY AR60A 2 243236 4077 MAINTENANCE TECH VACANT TCA AR60A 2 243089 3659 HS CLASSROOM TEACHER VACANT KAY AW64 2 43118 3668 HS PARAPROFESSIONAI AM64 AM64		. 17	32,718.40 1,584 10/	10/01/2019 09/30/2020	32,718,00
3659 HS ARAPROFESSIONAL 3640 HEAD START TEACHER 135339 TNL AW61 136339			1392	_	2002600
S 941959 3640 HEAD START TEACHER			456557	10/01/2019 109/30/2020	7,539,00
341959 3640 HEAD START TEACHER 135339 TNL AW61			1392		20430.64
24318 368 HS PARAPROFESSIONAL 24316 4077 MAINTENANCE TECH VACANT KAY AR60A VACANT TCA AR60A VACANT TCA AR60A VACANT KAY AW64 VACANT TCA AR60A VACANT KAY AW64			27,339.84 1,616 10/0	10/01/2019 09/30/2020	27.340.00
243166 4077 MAINTENANCE TECH			1392		
243236 4077 MAINTENANCE TECH VACANT TCA AR60A 243089 3659 HS CLASSROOM TEACHER VACANT KAY AW64 243118 3668 HS PARAPROFESSIONAL CACCANT AW7 AW64		5	30,035.20 1,848 10/0	10/01/2019 09/30/2020	30,035,00
243236 4077 MAINTENANCE TECH			2096		335/5.04
243089 3659 HS CLASSROOM TEACHER VACANT KAY AW64 243118 3668 HS PARAPROFESSIONAL	. [T	2,008	10/01/2019 09/30/2020	30,035,00
243089 3659 HS CLASSROOM TEACHER VACANT KAY AW64 243118 3668 HS PARAPROFESSIONAL			2096		33515.64
243118 3668 HS PARAPROFESSIONAL	3		42,390.40 1,616 10/0	0/01/2019 09/30/2020	42,390,00
243118 3668 HS PARAPROFESSIONAL			1392		30832.80
Z40004 KAY AW60	246604 KAY	AW60 23,6	United.	10/01/2019 09/30/2020	23,665,00
			1392		225CR AR

Listing of Positions and Assignments by Business Unit The Navajo Nation

Updated by (DPM Use Only)

Date

								10	
	TYPE TYPE	POSITION TITLE	EMP ID	WKSITE		FY 2019 ACTUAL G/S SALARY	ACTUAL FY 2020 SALARY HOURS BUT	FY 2020 PROPOSED	
4	4145	HEAD START BUS DRIVER	VACANT	KAY	1 8	27,539,20 1,616	1,616,10/01/20	10/01/2019 ha/anzman	BUDGET 27 F30 TO
					F		1392		20,000
	3668	HS PARAPROFESSIONAL	VACANT	75 A	AW60	31,616.00	1,584 10/01/2019	19 09/30/20201	31616.09
				П	П	1	1392		
	3649	HS ERSEA & FAM ENG LIAS	359574	TCA	AW63	35,763,20	2,080 10/01/20	10/01/2019 09/30/2020 35,763,00	35,763,00
							2096,		47590.72
	4015	PROPERTY SUPERVISOR	204616	MIN	AW61	35,900.80	2,080 10/01/2019	19 09/30/2020	35,901,00
							2096		36176.96
	3679	HS MENTAL HEALTH & DISAB LIAIS	157983	SRN	AW63	42,265.60	320 10/01/2019	19 09/30/2020	42 266 00
				П			Φ		ф
			BUSINESS UNIT TOTAL:	S UNIT 1	OTAL:				2,378,705.52
5	The Town Ower	on Sr. Pragrams + Prajects Specialist	Speci	List		12,	1224	3%	84.80 pt
437	3	3 Program & Project Specialist	Perialis	Ļ		1224	7	20	20 801 68
		3	1.010	. (1020	5	12~	0 11 . 40

Health + Nutrition Liaison Majam - traject Specials Schuol Readiness Coach Mantenance Tech Tech Office Assistant Assistant. Mainterance Labor Lahar Lahr Labor

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THE NAVAJO NATION SUMMARY OF CHANGES TO BUDGETED POSITIONS

Page_1_of_1_ BUDGET FORM 5

PART I. PROC	PART I. PROGRAM INFORMATION: Program Na	ORMATION: Program Name/Title:		Navajo Head Start		Business Unit No.:	119032	
PART II. PERS	PART II. PERSONNEL/POSITION CHANGES	ON CHANGES:						
(A)	(B)	(c)	(D)	(E)	(F)	(9)	(H)	€
Type of Change	Sub Acct Object Code	Position Number	Job Type / Class Code	Position Title	Employee ID No. or Vacant	Salary	Fringe Benefit	Total (Col. G + H)
Trans Out	1013	945536	003659	HS Classroom Techer	349642	32,782	18,613	51,395
Trans Out	1025	243041	003668	HS Paraprofessional	318293	19,572	9,371	28,943
Trans Out	1070	243090	003659	HS Classroom Techer	256119	35,086	16,799	51,884
Trans Out	1072	243091	004145	Head Start Bus Driver	VACANT	27,539	13,186	40,725
Trans Out	1194	941081	004145	Head Start Bus Driver	VACANT	27,539	13,186	40,725
Trans Out	1243	242928	003668	HS Paraprofessional	234357	19,572	9,371	28,943
Trans Out	1248	242972	003668	HS Paraprofessional	150182	25,328	12,127	37,455
Trans Out	1267	945103	004145	Head Start Bus Driver	150526	21,712	10,396	32,107
Trans Out	1273	945042	004145	Head Start Bus Driver	208899	23,237	11,126	34,363
Trans Out	1372	945157	003640	Head Start Teacher	VACANT	32,718	15,666	48,384
Trans Out	1450	243398	003679	HS Men. Health & Disa. Lias.	157983	42,266	20,237	62,502
								,
								31
								130
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		a						
					PAGE TOTAL:	307,351	150,077	457,427

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NAVAJO NATION As of 6/30/2019

Budget Status Report

Encumbrances

Actuals

Revised Budget

Original Budget

% Expensed

Budget Available

6/21/2019

16:09:53

Account Range 00010 GENERAL FUND

119032 FY2018 HEADSTART SUP

1000 Revenues

1100 Royalties

1110 Natural Resources

1200 Taxes

1210 Retail

1260 Non Retail

1350 Rentals & Leasing Rev

1351 Natural Resources

1390 Other Resources

1400 Financial Revenues, n

1410 Investment Income

1480 Investment Expenses

1500 Fees & Permits 1510 Fees

1570 Permits

1600 Fines & Court Fees

1601 Court

1660 Public Safety Fines

1680 Other Fines

1700 External C/G Revenue

o Page:

R.55BU500 NN0002 PBROWN		NAVAJO NATION Budget Status Report As of 6/30/2019	ION (eport		6/10/2/12/9	16:09:53
Account Range	Original Budget	Revised Budget	Actuals	Encumbrances	Budget Available	% Expensed of Total
1705 CG Revenue						
1850 Other Revenue Sources						
1851 Program Revenue 1930 Miscellaneous		6.333.333.00			6 131 113 00	
1851 Program Revenue		6,333,333.00-			6,333,333.00-	
1950 Self-Funded Premiums						
1990 Other Revenues					×	
1850 Other Revenue Sources		6,333,333.00-			6,333,333.00	
1000 Revenues		6,333,333.00-			6,333,333.00-	
2000 Expenses 2001 Personnel Expenses						
2100 Permanent 2110 Regular		2,166,296.00	401,162.11		1,765,133.89	18 52
2100 Permanent		2,166,296.00	401,162.11		1,765,133.89	18.52
2300 Temporary 2310 Temporary		765,754.00	18,545.93		747,208.07	2.42
2300 Temporary		765,754.00	18,545.93		747,208.07	2.42
2400 Stipends						
2500 Overtime						
2600 Holiday Pay						
2700 Merit & Bonus Pay						72
2900 Fringe Benefits		1,016,193.00			1,016,193.00	

Page:

R55BU500	NN0002	PRROWN

NAVAJO NATION Budget Status Report As of 6/30/2019

6/21/2019

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Account	Original	Revised	Actuals	Encumbrances	Budget	% Evnenced
Range	Budget	Budget			Arreitable	Paginder a
2910 FICA			32 107 65		AV PAL CC	OI IOIAI
2920 Group Insurance			84 351 77		32,107,63-	
2940 Retirement			77.70000		84,351.77-	
2950 Unemployment Benefit			(6,233.14		78,235.74	
1 0200			3,843.20		3,843.20-	
2970 Annual Leave			2,023.88		2,023.88-	
2900 Fringe Benefits		1,016,193.00	200,562.24		815,630.76	19.74
2001 Personnel Expenses		3,948,243.00	620,270.28		3,327,972.72	15.71
3000 Travel Expenses						
3100 Vehicle Use						

3300 Commercial/Charter F

3200 Personal Travel Expe

3501 NN Council Delegates

3500 Meeting Expenses

3600 Commissions/Boards

3800 Other Non Employees

3700 Chapter Officials

4000 Supplies 4100 Office Supplies & Eq

4600 Transportation Suppl

5000 Lease & Rental 5100 Lease

4400 Operating Supplies

Page: 3

R55BU500	NN0002	PBROWN

Budget Status Report NAVAJO NATION As of 6/30/2019

6/21/2019

16:09:53

% Expensed of Total

Budget Available

Encumbrances

Actuals

Revised Budget

Original Budget

Account

5300 Rental

5500 Communications & Util

5510 Communications

5700 Utilities

6000 Repairs & Maintenance

6010 Building

6100 Plant, Property & Eq

6400 Transportation

6500 Contractual Services

6510 Professional Service

6800 Technical Services

6900 Other Contractual Se

6950 Subcontracted Servic

7000 Special Transactions

7100 Programs

7300 Contingencies & Loss

7400 Media

7500 Employee Special Tra

7700 Insurance & Benefits

Page:

R55BU500	NN0002	PBROWN

Budget Status Report As of 6/30/2019 NAVAJO NATION

6/21/2019

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Account	Original	Revised	Actuals	Encumbrances	Budget	70	V. Dynamad
Range	Budget	Budget			Available	0/	of Total
7710 Insurance Premiums		39,284.00	3,693.54			35.590.46	9 40
7700 Insurance & Benefits		39,284.00	3,693.54		8	35,590.46	9.40
7000 Special Transactions		39,284.00	3,693.54		35	35,590.46	9.40
8000 Assistance							
8010 Public							
8700 Grants							
8800 Scholarships							
9000 Capital Outlay 9001 Real Property							
freder more care							
9100 Personal Property					927		
9300 Other Income and Expe					12		
9310 Other Income							
9400 Other Expense							
9500 Matching & Indirect C							

2,345,806.00	2,345,806.00		2,345,806.00
2,345,806.00	2,345,806.00		2,345,806.00

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623,963.82

623,963.82

6,333,333.00

119032 FY2018 HEADSTART SUP

9500 Matching & Indirect C

2000 Expenses

9700 Indirect Cost (Overh

9510 Cash Matching Funds

9501 Matching Funds

9501 Matching Funds

623,963.82-

5,709,369.18

R55BU500	NN0002

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B 3

NAVAJO NATION Budget Status Report As of 6/30/2019

6100

Encumbrances

Actuals

Revised Budget

Original Budget

Account

00010 GENERAL FUND

623,963.82

es

Budget Available

able 623,963,82-

% Expensed of Total

6/21/2019

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Page: 6 of

9

THE NAVAJO NATION DETAILED BUDGET AND JUSTIFICATION

2020

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Page 1 of 6 BUDGET FORM 4

33,157 23,296 3,648,423 MAJOR Object Code Total by (LOD 4) 2,108,411 320,566 1,162,994 28,489 1,564 3,104 10,177 7,325 3,944 648 1,202 3,648,423 Object Code DETAILED (FOD 6) Total by 0 119032 TOTAL **Business Unit No.:** 28,489 3,104 33,156 320,566 1,162,994 2,108,411 1,564 10,177 7,325 3,944 1,202 648 5,146 Isleta-inclement weather stay extra night and accommodate staff with meals for dinner & breakfast Tuba City Partners-Contract Expired and not enough to encumber funds under calculated Object Code Description and Justification (LOD 7) Navajo Shopping Center-Expired contract and funds were not encumbered Sheraton-inclement weather stay extra night and accommodate staff. ICR NN Fleet Management-Funding Period ended, insufficient funds Isleta-inclement weather stay extra night and accommodate staff. Navajo Head Start/ DODE 8 21 positions Temporary Part-Time 73 employees Regular Full-Time SYSCO-Funding Period ended SYSCO-Funding Period ended 47.88% x 2,428,976.35 PART I. PROGRAM INFORMATION: 2001 Personnel Expenses Program Name/Title: PART II. DETAILED BUDGET: 3000 Travel Expenses 4620. Parts & Supplies 3240. Per Diem Meals 4460. Food Supplies 4460. Food Supplies Operating Supplies 5120. Office Space 5120. Office Space 2330. Temporary Personal Travel 4000 Supplies 3250. Lodging 3250. Lodging 2120 Regular 2900. Fringe Temporary Regular Supplies Building Fringe (POD 6) Object Code 2110 2310 2900 3230 4410 4610 3 5110

THE NAVAJO NATION DETAILED BUDGET AND JUSTIFICATION

FY 2020

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PART	PART I. PROGRAM INFORMATION:				
	Program Name/Title:	Navajo Head Start/ DODE	Business Unit No.:	119032	
PART II.	DETAILED BUDGET:	(B)		(5)	(Q)
Object Code (LOD 6)	B)	Object Code Description and Justification (LOD 7)		Total by DETAILED Object Code (LOD 6)	Total by MAJOR Object Code
5310	5000 Lease & Rental Building/Space				49,235
	5350. Other Space Rental	Kayenta Unified School District- Contract was not executed and insufficient funds Kayenta Initial School District- Contract was not executed and insufficient funds	18,900	18,900	
	5350. Other Space Rental	Rayenta Unified School District- Contract was not executed and insufficient funds	006,8	06,300	
	5350. Other Space Rental	Kayenta Unified School District- Contract was not executed and insufficient funds	3,150	3,150	
	5350. Other Space Rental	Kayenta Unified School District- Contract was not executed and insufficient funds	3,150	3,150	
	5350. Other Space Rental	kayenta Unined School District. Contract was not executed and insufficient funds. Cedar Unified School District-Contract was not executed and insufficient funds.	3,150	3,150	
			38,700		
5360	Equipment/Supplies				
	5370. Equipment Rental	Konica Minolta- Funds were not encumbered and contract expired	10,535	10,535	
	5500.Communications & Utilities				252.127
92570	Internet				
	5600. Internet Services	Frontier- Funds were not encumbered, contract expired, and renewal was refused	239,018	239,018	
5610	Wireless				
	5630. Two way radio	Frontier- Funds were not encumbered, contract expired, and renewal was refused	111	171	
				1	
			TOTAL	L 289,024	301,362

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THE NAVAJO NATION DETAILED BUDGET AND JUSTIFICATION

PART I.	PART I. PROGRAM INFORMATION:				
	Program Name/Title:	Navajo Head Start/ DODE	Business Unit No.:	119032	
PART II. (A)	DETAILED BUDGET:	(B)		(5)	(D)
Object				Total by	Total by
Code (LOD 6)		Object Code Description and Justification (LOD 7)		Object Code	Object Code
	5500 Communication & Utilities			6	(+ 222)
5710	Energy				
	5720, Electric	NTUA- Electric for SR center were not paid	636	636	
	5720. Electric	NTUA- Electric for TC center were not paid	920	099	
	5720. Electric	NTUA- Electric for FORT center were not paid	1,804	1,804	
	5720. Electric	NTUA- Electric for CP center were not paid	160	160	
	5720. Electric	NTUA- Electric for Twin Lakes center were not paid	471	471	
	5720. Electric	Cedar Unified School District- Contract was not executed and funds were not encumbered	1,200	1,200	
			4,921		
	5740. Propane	Ferrellgas- Contract expired and propane was not paid	1,525	1,525	
5750	Services				
	5740. Water	NN Water Code Administration- Invoices were sent to wrong mail box.	638	638	
	5740. Water	NTUA- water invoices accumulated every month	4,872	4,872	
	5770. Sewage	NTUA- Late fees accumulated for sewage/waste	382	382	
			TOTAL	12,338	

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THE NAVAJO NATION DETAILED BUDGET AND JUSTIFICATION

85,628 12,751 Object Code Total by MAJOR (LOD 4) 315 3,459 9,292 8,395 65,400 6,784 342 123 94,338 Object Code DETAILED Total by (100 6) 119032 TOTAL 8,395 **Business Unit No.:** 3,458 65,411 9,292 315 123 6,784 342 217 7,466 Object Code Description and Justification (LOD 7) Konica Minolta-Contract Expired and funds were not encumbered, undercalculated Diamond Vogel Paints-PO was not submitted on time and prices were incorrect 5000 Repairs & Maintenance Sage Cedar Partnerships & Associates- IN REVIEW WITH DOJ Real Time Solutions, Inc.- Contract expired and invoice lapse Navajo Head Start/ DODE MSR West/ E3 Diagnostics- Funds were not encumbered (B) Real Time Solutions, Inc.- Contract expired in FY17 Orkin- Contract expired and miscalculated funds Cedar Unified School District- Contract expired Navajo Sanitation-Consulting never paid Speedy Sales Services-Contract ended 6140. Furn & Equip R&M Services PART I. PROGRAM INFORMATION: 5030. Building R&M Supplies 5500 Confractual Services Program Name/Title: Other Contractual Services PART II. DETAILED BUDGET: 6320. Software Support 3530. Consulting-Fees 6921. Other Services 6921. Other Services 6921. Other Services 6921. Other Services External Contractors 6240. Pest Control 6520 Consulting Techology Consulting Supplies Services Object (9 GOT) Code 6020 6200 6300 6910 6130 6520 3

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THE NAVAJO NATION DETAILED BUDGET AND JUSTIFICATION

44,132 44,132 MAJOR Object Code Total by (LOD 4) 0 4,000 1,925 11,128 2,392 4,770 2,279 7,287 10,351 44,132 Object Code Total by DETAILED (FOD 6) 9 119032 TOTAL Business Unit No .: 11,128 4,770 24,215 4,000 1,925 2,279 7,287 10,351 Southwest Consortium of Indian Head Start- Previous Staff who travied did not provide evidence of attending Navajo Technical University-Spring Classes were not paid and funds were not encumbered Object Code Description and Justification (LOD 7) Teaching Strategies- Did not create a service contract, contract never executed Navajo Technical University- Books were not paid and contract expired Navajo Head Start/ DODE (B) 1,162,993.87.00/100 x .89 Joy Manus: GMB- contract was never executed 2,428,976.60 /100 x .30 The Young Music Co.- Contract never excuted Regulary Full Time Regular Full Time PART I. PROGRAM INFORMATION: 7520 Training/Registration Fees 7767. Workers' Comp Premium 7000 Special Transactions Training & Professional Dues Program Name/Title: PART II. DETAILED BUDGET: 7530. Training Supplies General Liability Insurance Premiums (FOD 6) Object Code 7510 7710 €

THE NAVAJO NATION
DETAILED BUDGET AND JUSTIFICATION

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1,624,573 1,624,573 MAJOR Object Code (LOD 4) (D) Total by 1,624,573 1,624,573 DETAILED Object Code (C) Total by (LOD 6) 119032 TOTAL **Business Unit No.:** Object Code Description and Justification (LOD 7) gr8/281 Navajo Head Start/ DODE (B) 9500 Matching & Indirect Cost 1,624,573.18 PART I. PROGRAM INFORMATION: Program Name/Title: PART II. DETAILED BUDGET: Cash Match Object Code (LOD 6) 9510 8