

MEMORANDUM OF AGREEMENT
BETWEEN THE
GREAT LAKES INTER-TRIBAL COUNCIL
AND THE
DIVISION OF VOCATIONAL REHABILITATION

State ID # ss 20.445 (5)(kg), 56600

**Memorandum of Agreement Between The Great Lakes Inter-Tribal Council And
Division of Vocational Rehabilitation**

This Memorandum of Agreement (MOA or Agreement) is between the Great Lakes Inter-Tribal Council (GLITC) acting as the fiscal agent and contract manager for the GLITC's member tribes, which include: Bad River Band of the Lake Superior Tribe of Chippewa Indians, Forest County Potawatomi Community, Ho-Chunk Nation, Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin, Lac du Flambeau Band of Lake Superior Chippewa Indians, Lac Vieux Desert Band of Lake Superior Chippewa Indians, Menominee Indian Tribe of Wisconsin, Oneida Nation, Red Cliff Band of Lake Superior Chippewa Indians, Sokaogon Chippewa Community, Saint Croix Chippewa Indians of Wisconsin, and Stockbridge-Munsee Community (hereinafter "Tribes") that participate in the Section 121 Vocational Rehabilitation projects in the State of Wisconsin, Department of Workforce Development, Division of Vocational Rehabilitation (DVR). This MOA will assist Tribes in providing vocational rehabilitation services to Native Americans with disabilities in Wisconsin.

The parties enter this MOA in recognition that on-going cooperation between GLITC and DVR will continue to help GLITC to expand and support its Section 121 Programs throughout the State of Wisconsin. DVR will continue to provide necessary technical services to GLITC to help support its efforts to serve eligible individuals on or near the reservations, including services to Native Americans living in underserved areas of the State e.g., Milwaukee, Madison, and Black River Falls.

The Native American Gaming Initiative Funds (NAGI) are provided to GLITC as the fiscal agent to distribute to four (4) Section 121 projects, as defined in the Vocational Rehabilitation Act and Workforce Innovation and Opportunity Act (WIOA), Vocational Rehabilitation Projects in Wisconsin, which include: College of Menominee Nation, Great Lakes Inter-Tribal Council, Lac Courte Oreilles (LCO) and Oneida Nation.

This MOA describes the agreement between GLITC and DVR for the period of **July 1, 2025 through June 30, 2026** for the use of **\$314,900.00** in NAGI funds, provided under Wis. Stat. § 20.445(5)(kg), "Vocational rehabilitation services for tribes."

PURPOSE OF AGREEMENT

The objective of this MOA is for DVR to work cooperatively with GLITC and respective Wisconsin American Indian Vocational Rehabilitation (AIVR) programs in efforts to provide vocational rehabilitation services to eligible Native Americans with disabilities. A major focus will be for collaboration and cooperation to support GLITC in expanding its Section 121 Program by supporting, through technical assistance, DVR and AIVR staff, so that all tribal reservations are served by a qualified vocational rehabilitation counselor. DVR will assist GLITC by providing technical consultation to the GLITC Vocational Rehabilitation Program including case management training and mentorship to newly hired GLITC AIVR program staff. Additionally, DVR will work closely with GLITC in providing technical assistance related to rehabilitation technology, ongoing support, job coaching (systematic instruction), benefits counseling, and other needed support and specialized training which can benefit GLITC's Section 121 Program. Technical assistance support will also be provided, as needed, to GLITC's administrative and support staff. This cooperative relationship is designed to assist both GLITC and DVR in increasing employment outcomes for Native American DVR and AIVR program participants.

Up to **\$314,900** will be provided under this MOA from the NAGI funds to GLITC to accomplish staffing services and other fiscal activities detailed in **Attachment A, GLITC's Budget Submission**. Both agencies (DVR and GLITC) will work together to ensure the necessary infrastructure is in place to achieve employment outcomes consistent with the mission, values, and strategic priorities of GLITC and DVR.

The MOA will not exceed **\$314,900.00** of NAGI funds administered by DVR.

JOINT GLITC/DVR RESPONSIBILITIES

1. Perform outreach activities to increase the number of Native American job seekers with disabilities served.
2. Increase Vocational Rehabilitation services to Native Americans.
3. Provide training and technical assistance to GLITC/AIVR/DVR staff.
4. Expand the program evaluation process.
5. Improve GLITC AIVR program automation and computer/technology support.
6. Provide counseling "tools" for AIVR program staff
7. Increase AIVR program staff knowledge and use of rehabilitation technology.
8. Collaborate and coordinate training for AIVR/DVR staff. As needed, jointly plan and implement training and staff development activities. GLITC and DVR will share program materials that support training staff of the DVR/AIVR programs in the implementation of the MOA.
9. Hold biannual GLITC/DVR management meetings to share information, review program progress and fiscal information, and develop plans regarding collaborative service efforts.
10. As appropriate and when funds are available, participate in meetings, conferences, and training sessions which benefit each program's effectiveness in meeting the needs of AIVR and DVR staff and consumers.

TARGET PERFORMANCE GUIDELINES

1. Create a strong partnership and service collaboration between DVR and the Wisconsin tribes.
2. Increase DVR Counselors' knowledge of cultural needs, wants, and differences.
3. Increase the number of Native Americans with disabilities participating in vocational rehabilitation services.
4. Increase the number of Native Americans successfully completing Individualized Plans for Employment (IPE).
5. Improve the number of employment outcomes for Native American consumers.
6. Provide training and technical assistance to support qualified vocational rehabilitation staff.
7. Reduce unemployment among Native American consumers over time.
8. Create access to basic VR services, as well as, including natural medicine and health services.
9. Increase the level of trust and understanding leading to improved collaboration and coordination of services among GLITC/AIVR and DVR program staff.

PROJECT FUNDING

Upon the signature of both parties, GLITC will invoice DVR quarterly for actual and allowable expenditures up to **\$314,900.00**. Invoices must include a detailed description of expenditure activity for each month in the quarter. Invoices are to include a detailed description of the specific

expenditures. The invoices shall be submitted electronically as an attachment of an e-mail message to the DVR Budget and Policy Analyst at Invoice@dwd.wisconsin.gov within 30 days of the end of the quarter.

Funds encumbered before **June 30, 2026**, shall be used by June 30, 2026 and a final expenditure report shall be submitted to DVR within 60 days of the Agreement end date. Notwithstanding Wis. Stat. § 20.001(3)(a), unencumbered balances at the end of the fiscal year revert back to the source fund, which is the Indian Gaming Receipts, Wis. Stat. § 20.505(8) (hm). GLITC will also provide DVR with an annual audit, in accordance with federal audit requirements under 2 C.F.R Part 200, showing actual expenditures under the terms of the agreement.

PROGRAM REPORTING

GLITC will provide DVR with a quarterly program report detailing the progress of the program for the contract year. This program report shall include a narrative of Wisconsin AIVR activities and outcome benchmarks in accordance with the target performance guidelines (**See Attachment B, AIVR Work Plan**). GLITC is to provide the annual program report to DVR within 30 days after the close of this agreement period. Quarterly program reports are due within 30 days of the end of the quarter. Reports shall be submitted electronically as an attachment of an e-mail message to the DVR Contract Specialist, at DVRSpecialContracts@dwd.wisconsin.gov.

CONFIDENTIALITY

The parties shall safeguard all consumer personal information and records to prevent inadvertent or unintentional disclosures. The applicable references for confidential information at the time of this Agreement are 34 CFR 361.38, Wis. Stat. § 47.02(7), and Wis. Admin. Code Ch. DWD 68.

STATE AND FEDERAL REQUIREMENTS

This MOA shall be governed under the laws of the State of Wisconsin. The parties shall at all times comply with and observe all federal and state laws, local laws, ordinances, regulations, and the terms and conditions of this MOA, which are in effect during the period of this agreement and which in any manner may affect the work or their conduct.

NONDISCRIMINATION REQUIREMENTS

In connection with the performance of work under this Agreement, GLITC agrees not to discriminate against any employee or applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability as defined in s. 51.01 (5), Wis. Stat., sexual orientation as defined in s.111.32 (13m), Wis. Stats., or national origin except with respect to sexual orientation. This provision shall include, but is not limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Except with respect to sexual orientation, GLITC further agrees to take affirmative action to ensure equal employment opportunities. GLITC agrees to post in conspicuous places, available for employees and applicants for employment, notices to be provided by GLITC setting forth the provisions of the nondiscrimination law.

Failure to comply with the conditions of this article may result in the declaration of GLITC ineligibility, required corrective action by GLITC, the termination of this Agreement, or the withholding of funds. Notwithstanding the foregoing, GLITC shall be permitted to apply a Native American preference in its hiring practices to the extent permitted by Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq., and

25 U.S.C. §§ 44-66.

Pursuant to 2019 Wisconsin Executive Order 1, GLITC agrees it will hire only on the basis of merit and will not discriminate against any persons performing a contract, subcontract or grant because of military or veteran status, gender identity or expression, marital or familial status, genetic information, or political affiliation.

AMENDMENT OF THIS AGREEMENT

All or part of this agreement may be amended at any time by written amendment signed by the Administrator of GLITC's Section 121 Program, the Administrator of DVR, and the Deputy Secretary of DWD. It is acknowledged this agreement is subject to change, if either applicable state or federal laws change. Upon giving 30-days' notice, DVR and GLITC agree to negotiate as to the effect the federal or state law change will have on the future implementation and continuation of this MOA.

Each party agrees to give the other party written notice within thirty (30) days after becoming aware of any state or federal law changes which may impact upon the performance of either party under this MOA.

The parties, having read and understood the foregoing terms of this MOA, do by their respective signatures dated below agree to the terms thereof.

Signed by:

Meredith Dressel

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Meredith Dressel, Administrator DWD-DVR

8/20/2025

Date

Bryan Beinbridge

Bryan Beinbridge, CEO, GLITC

8/20/2025

Date

Pamela McGillivray

236276D77EEB418...

Pamela McGillivray, DWD Deputy Secretary

8/20/2025

Date



Attachment B

Work Plan, AIVR
July 1, 2025-June 30, 2026

A cooperative relationship designed to assist GLITC/DVR to increase employment outcomes for Native American DVR and AIVR program participants.

Target Performance Guidelines:

Fostering a strong partnership and service Collaboration between DVR and the Wisconsin Tribes.

- *Invitations from and to both DVR/TVR staff meetings.*
- *GLITC will coordinate with TVRs to host at least one regional meeting per year.*
- *GLITC will sponsor at least 2 DVR staff to attend both Annual and Mid-Year Canar conferences.*

Foster for DVR knowledge of Cultural Needs, wants, and differences.

- *Provide meeting spaces for DVR to meet with consumers/service providers at TVR sites.*
- *Inviting/hosting trainings related to concerns in Indian country.*
- *VRNA will invite and host DVR staff at local powwows and other community events.*
- *VRNA will offer cultural awareness to DVR Tribal liaisons, and any interested DVR staff.*

Reduce the number of Native Americans with disabilities declining vocational rehabilitation services.

- *Referral to and sharing of consumers with State DVR.*
- *Out-reach to Native venues and schools regarding TVR and DVR services.*

Increase the number of Native Americans successfully completing IPEs.

- *Coordinate with DVR and other service providers to ensure culturally sensitive services are being delivered/provided.*
- *Offer trainings and relevant classes to GLITC staff to ensure highly qualified staff.*
- *Provide contracted services, tools, and equipment available to all Tribal members to promote traditional and cultural activities.*

GLITC, INC.
Budget Submission

Original Budget (Yes/No)
Modified Budget Number

yes

Program: AIVR 26

Budget Period: July 1 2025 -June 30 2026

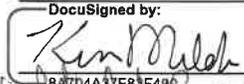
For Accounting Dept Purposes Only. Do not complete

Program/FY :	
Funding Agency ID :	

IDC Rate or Admin Fee

18.00%	IDC	0%
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LINE #	Description	Current Budget	Change	Modified Budget
<u>SALARY & FRINGE</u>				
5120	Program Director	10,000.00		10,000.00
5165	Administrative Assistant / Fiscal Assistant	8,000.00		8,000.00
5160	Administrative Assistant	11,500.00		11,500.00
5140	Counselors	28,000.00		28,000.00
5190	Fringe	21,705.00		21,705.00
	TOTAL SALARY & FRINGE	79,205.00	-	79,205.00
<u>DIRECT PROGRAM EXPENSES</u>				
5310	Program Supplies	-		-
5330	Meetings and Conferences	7,951.00		7,951.00
5350	Promotional / Advertising	15,050.00		15,050.00
	TOTAL DIRECT PROGRAM EXPENSES	23,001.00		23,001.00
<u>PROGRAM OPERATING EXPENSES</u>				
5410	Office supplies	4,750.00		4,750.00
5430	Telephone	700.00		700.00
5440	Printing	-		-
5450	Postage	200.00		200.00
5465	Training and Education - Elective	2,500.00		2,500.00
5471	Equipment under \$5000	4,000.00		4,000.00
5472	Equipment over \$5000	-		-
	TOTAL OPERATING EXPENSES	12,150.00		12,150.00
<u>TRAVEL</u>				
5610	Travel	10,500.00		10,500.00
5620	Training/conferences travel	7,000.00		7,000.00
5630	Out of state travel	6,000.00		6,000.00
5640	Vehicle lease	8,841.00		8,841.00
5650	Leased Vehicle Expenses (insurance, misc)	10,000.00		10,000.00
	TOTAL TRAVEL	42,341.00	-	42,341.00
5710	Indirect Cost	28,203.00	-	28,203.00
<u>CONTRACTUAL</u>				
5810	Contractual/Consulting	-		-
5823	Tribal SubRecipient - LCO	45,000.00		45,000.00
5825	Tribal SubRecipient - Menominee	65,000.00		65,000.00
5826	Tribal SubRecipient - Oneida	20,000.00		20,000.00
	TOTAL CONTRACTUAL	130,000.00	-	130,000.00
	TOTAL BUDGET	314,900.00	-	314,900.00

DocuSigned by:
 Program Director 
 Chief Financial Officer 
 Chief Executive Officer 

8/20/2025
 Date
 8/20/2025
 Date
 8/20/2025
 Date