

Pojo\*que

# TRIBAL-STATE JOINT POWERS AGREEMENT FOR FOSTER CARE AND ADOPTION ASSISTANCE PAYMENTS UNDER TITLE IV-E OF THE SOCIAL SECURITY ACT

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## TRIBAL-STATE JOINT POWERS AGREEMENT FOR FOSTER CARE AND ADOPTION ASSISTANCE PAYMENTS UNDER TITLE IV-E OF THE SOCIAL SECURITY ACT

THIS AGREEMENT is entered into this 201 day of Superbor, 201, by and between the CHILDREN, YOUTH AND FAMILIES DEPARTMENT ("CYFD") of the State of New Mexico (the "Department") and the Pojoaque Pueblo (the "Pueblo").

#### WITNESSETH:

#### I. RECITALS

WHEREAS, the State of New Mexico (the "State") receives federal funds through Title IV-E of the Social Security Act, 42 U.S.C. §§ 670-679 ("Title IV-E") and provides state matching funds to make foster care maintenance and adoption assistance payments on behalf of eligible children within the State; and

WHEREAS, the Department is authorized to administer Title IV-E funds and enter into agreements under the Title IV-E State Plan (attached hereto as Exhibit A) filed with the United States Health and Human Services Department and NMSA 1978 §§ 9-2A-7 and 9-2A-8 to assist the Department in administering and enforcing the laws with which it is charged; and

WHEREAS, there are children residing within the Pojoaque Pueblo who are or may become eligible for such foster care and adoption assistance payments; and

WHEREAS, the Pueblo maintains jurisdiction, custody, and supervision over certain children within the Pueblo; and

WHEREAS, the Department and the Pueblo recognize that

Pueblo children are citizens of the State and further recognize

the need to coordinate their efforts with respect to these

children to ensure that the Title IV-E payments and care these

children receive is in accordance with the federal standards set

forth in Title IV-E; and

WHEREAS, the Department is empowered to enter into cooperative agreements with Indian Pueblos pursuant to the Joint Powers Agreement Act, NMSA 1978, §§ 11-1-1 to 11-1-7; and

WHEREAS, the Pueblo, as a sovereign government, has the inherent authority to enter into this agreement with the Department; and

WHEREAS, consistent with the Government-to-Government
Policy Agreement entered into by the State and the Indian
Pueblos of New Mexico, dated July 8, 1996, the interactions
between the State and the Pueblo are predicated on a governmentto-government relationship and carried forward in a spirit of
cooperation, coordination, communication, and good will;

NOW, THEREFORE, the parties agree as follows:

#### II. PURPOSE

The purpose of this agreement is to establish a protocol for accessing federal and state matching funds and for meeting federal requirements associated with those funds under Title IV-E for eligible children in Pueblo custody.

#### III. ADMINISTERING AGENCY

The administering agency is Children, Youth and Families
Department of the State of New Mexico.

#### IV. CONTACT PERSONS

Unless otherwise stated, the appropriate contact person for the State of New Mexico for any matter pertaining to this agreement shall be:

Jeff Thompson, Manager Title IV-E Children, Youth and Families Department P.O. Drawer 5160 Santa Fe, NM 87504 (505) 827-8427 FAX: (505) 827-8480

For other matters regarding child welfare questions, the Pueblo may contact the local County office of the Protective Services Division.

The appropriate contact person for the Pueblo shall be:

Dee Anne Sands, LPCC, Director SSD Pueblo of Pojoaque 58 Cities of Gold Rd #4 Santa Fe, NM 87506 (505) 455-0238

Fax: (505) 455-2363

The Pueblo shall contact the above designated individual for the State, and the State Title IV-E staff shall contact the above designated individual for the Pueblo when either party has any program questions related to this agreement. Unless otherwise specified, all notices required under this agreement shall be sent to the above contact persons.

#### V. DEFINITIONS

- A. " $\underline{\text{COM}}$ " as used in Exhibit D § 1105.4 means County Office Manager of the CYFD Department.
- B. "Disallowance" means a decision by the federal
  Department of Health and Human Services that funds expended
  under this agreement do not comply with federal law,
  regulations, or policy.
- C. "Early and Periodic Screening, Diagnostic and Treatment (EPSDT) Services" means preventive health care services that are required for Medicaid eligible children and adolescents under 21 years of age. Through EPSDT, screening and diagnostic services are provided to identify physical or mental conditions which require further treatment. This program is also known as Tots to Teens.
- D. "Good Cause" means, for termination of this agreement, a substantial reason that cannot be corrected by amendment to this agreement. For example, the following constitute good

cause to terminate this agreement: termination of the Title IV-E program by the federal government, blatant and repeated non-compliance with the terms of this agreement or with the Title IV-E requirements, or a substantive change in federal law or policy which the parties to this agreement cannot accommodate by amendment of this agreement.

- E. "Health Maintenance Organization (HMO)" means a company that hires hospitals, doctors, and other medical personnel to take care of an individual who may be sick or in need of medical care that will help the individual stay well. When enrolled in a Managed Care program, the enrolled individual must go to the hospital, doctor, and other medical providers as directed by the HMO. Prior approval must be obtained from the HMO before scheduling a medical appointment.
- F. "Informal Process for Recoupment" means that in the event of an overpayment by the Department to the foster parent(s), the Pueblo agrees to assist the Department in recovering the monies as follows: Initially, the Pueblo, after notice from the Department, will notify the foster parent(s) who received the overpayment, verbally and in writing, that the overpayment must be returned to the Department within thirty (30) days. If the foster parent(s) fails to return the

overpayment, appropriate action shall be taken in accordance with \$ VI. A(7).

- G. "Managed Care" means the method developed to manage medical care cost by reimbursement for medical services through capitation rather than fee for service to an at risk Managed Care entity (HMO). Medicaid eligible children must be enrolled in the Managed Care program by selection of a HMO provider unless they have requested and are eligible to opt out of the program.
- H. "Overpayment" means that amount of a Title IV-E foster care payment that was provided to a foster care provider for which they were not entitled. For example, a foster care payment that was provided to a foster parent for a child that no longer lived in the foster home.
- I. "Primary Care Network Restrictions" means those restrictions that are imposed by the Medicaid program, which limit the choice of health care providers to those that have been approved by the Medicaid program.
- J. "Reasonable Technical Assistance" means that assistance that will be provided by CYFD Title IV-E Specialist staff concerning compliance with Title IV-E requirements. It will include training Pueblo staff on documentation, submission of required documentation for reimbursement, review of case records

to ensure Title IV-E documentation and follow-up on any Title IV-E foster care payment problems.

- K. "Service Date" means the date of initial placement in foster care.
- L. "Surplus Funds" means those foster care overpayments that are returned to the Pueblo and which shall be forwarded to CYFD.
- M. "Pueblo Custody" means the care, control and maintenance of a child which is granted by the Pueblo court to a parent, foster parent, guardian, or extended family member according to the placement criteria and preference of the Pueblo.
- N. "Underpayment" means that amount of a Title IV-E foster care payment that was not provided to a foster care provider for which they were entitled. For example, a foster care payment that did not cover the full time period that a foster child was in the foster home.
- O. "Utilization Review Procedures" means the required prereview procedure that must be followed to determine a child's
  level of care needed to ensure appropriate placement of a child
  in a medical care facility such as a certified residential
  treatment facility or group home (when they are exempt from
  Managed Care). This utilization review is provided by Medical

Assistance Division or its contractors for all residential treatment and group home facilities. Utilization reviews for hospitalization is also provided through HSD/MAD.

#### VI. CONDITIONS CONCERNING PAYMENTS

#### A. Foster Care Payments

- 1. The Department agrees to make payments to the foster parent(s) as established by the Department's policies and procedures and rates (attached hereto as Exhibit "B" and incorporated herein by reference). The Department will pay the entire foster care payment for the Title IV-E eligible children only, which payments shall include the State's matching portion. If the child loses Title IV-E eligibility, then the Title IV-E foster care payments shall cease.
- 2. On the last working day of each month the Pueblo shall submit by FAX to the State Contact Person an alphabetical listing by child's name of those children who are then eligible for Title IV-E payments to the Department for approval using the billing form attached hereto as Exhibit C. The billing form shall include information on where the child is currently placed.
- 3. The Pueblo agrees to certify on the billing form to the accuracy of all documentation in support of the Title IV-E eligible children in Pueblo custody.

- 4. Payments shall be made to the foster parent(s) via the Department's computer system.
- 5. The Pueblo, on behalf of the child in Pueblo custody, agrees to apply for any monetary benefits to which the child may be entitled; for example: third party insurance payments, survivors benefits, child support, Veterans

  Administration benefits, and Supplemental Security Income, etc.

  If the child is determined eligible for any such benefits, the Pueblo shall immediately notify the Department and redetermine whether the child is eligible for continued Title IV-E payments.
- 6. In the event of an underpayment by the Department to the foster parent(s), the correction shall be made on the next billing.
- 7. In the event of an overpayment by the Department to the foster parent(s), the Pueblo agrees to reimburse the Department for the overpayment and the Department agrees to assign its claim for recoupment of the overpayment to the Pueblo.
- B. Adoption Assistance Payments. Any child who is eligible for Title IV-E foster care payments and who has a permanency plan of adoption is eligible for Adoption Assistance Subsidy payments upon signing of the adoption assistance agreement (as defined in 42 U.S.C. § 675(3)). Procedures and

the necessary forms for obtaining such payments are attached hereto as Exhibits D, and E. The required documents shall be sent to the Title IV-E Central Adoption Unit (CAU) subsidy specialist (Ms. Emily Garcia, CAU Adoption Specialist, Children Youth & Families Department, P.O. Drawer 5160, Santa Fe, NM 87504, Phone: (505) 827-8413) for processing, certification, and approval.

C. <u>Contingency</u>; <u>Availability of Funds</u>. Payments pursuant to this agreement, whether in whole or in part, are subject to and contingent upon the continuing availability of federal funds. In the event that said funds become unavailable, the Department may terminate this agreement according to § XX or amend it according to § XXI of this agreement.

#### D. Conflict Resolution

1. The Pueblo will make repayment of any Title IV-E funds expended by the Department on behalf of any child subject to the jurisdiction and authority of the Pueblo to which the federal agency (Health and Human Services) takes exception and requests reimbursement through a disallowance, provided that, and only to the extent that, such disallowance is based upon the acts or omissions of the Pueblo which violate applicable federal statutes and/or regulations.

- that might jeopardize continued federal funding, the situation shall be reviewed and reconciled by the Pueblo and State Title IV-E staff on a case-by-case basis. If the matter cannot be reconciled it shall be presented to a mutually agreed upon panel of Pueblo and Department officials on a case-by-case basis. If reconciliation is not possible, both parties shall present their views in writing to: Mr. Leon R. McCowan, Regional Administrator, Administration for Children & Families, U.S. Department of Health and Human Services, 1301 Young Street, Dallas, TX 75202, (Attention: Mr. Joe Woodard, Office of State and Tribal Programs), who shall determine whether continued payment shall be made on behalf of the case(s) affected.
- 3. Any disputed issues that remain unresolved at the end of the process described in ¶ 2 above shall be submitted to arbitration as outlined in the November 26, 1991 Memorandum on Dispute Resolution from the Office of the Attorney General of New Mexico (see arbitration provisions below). Arbitration shall not be invoked until the administrative procedures described in ¶ 2 above have been exhausted. Nothing contained herein shall be interpreted as constituting a waiver, express or implied, of the sovereign immunity of the State of New Mexico,

subject to the limitations and immunities of the New Mexico Tort Claims Act.

#### ARBITRATION PROVISIONS:

SECTION ONE - MATTERS TO BE SUBMITTED TO ARBITRATION:

All disputes and controversies of every kind and nature

between the parties to this agreement as to the existence,

construction, validity, interpretation or meaning,

performance, non-performance, enforcement, operation

breach, continuance, or termination of this agreement shall

be submitted to arbitration pursuant to the procedure set

forth herein.

#### SECTION TWO - PROCEDURE:

- A. Either party may demand such arbitration in writing, which demand shall include the name of the arbitrator appointed by the party demanding arbitration, together with a statement of the matter of controversy.
- B. Within 20 days after such demand, the other party shall name its arbitrator, or in default of such naming, such arbitrator shall be named by the American Arbitration Association, and the two arbitrators so selected shall name a third arbitrator within 20 days or, in lieu of such agreement on a third arbitrator by the two arbitrators so appointed, a third arbitrator shall be appointed by the

Federal District Court for the District of New Mexico. In the event said Court fails to appoint a third arbitrator within 30 days of the request therefore, the appointment shall be made by the American Arbitration Association.

- C. The arbitration costs and expenses of each party shall be borne by that party and all arbitrators' fees and other expenses shall be borne equally by both parties.
- D. The arbitration hearing shall be held at such time and place as designated by the arbitrators on at least 20 days' written notice to the parties.
- E. An award rendered by a majority of the arbitrators appointed pursuant to this agreement shall be final and binding on all parties to the proceeding, and the parties hereto agree to be bound by such award.
- F. As to any procedures regarding the conduct of the arbitration that are not specified either in this agreement or in another written agreement signed in advance of the hearing, the parties shall follow the Commercial Arbitration Rules of the American Arbitration Association.

  SECTION THREE ARBITRATION AS BAR TO SUIT:
- A. The parties stipulate that the arbitration provisions of this agreement shall be a complete defense to any suit, action, or proceeding instituted in any federal, state, or

tribal court or before an administrative tribunal with respect to any controversy or dispute arising during the period of this agreement and which is arbitratable as set forth in this agreement.

B. The arbitration provisions of this agreement shall, with respect to such controversy or dispute, survive the termination or expiration of this agreement.

SECTION FOUR - LACK OF ARBITRATORS' AUTHORITY TO MODIFY AGREEMENT:

Nothing contained in this agreement shall be deemed to give the arbitrators any authority, power, or right to alter, change, amend, modify, add to, or subtract from any of the provisions of this agreement.

SECTION FIVE - ENFORCEMENT:

Failure by either party to arbitrate any dispute pursuant to the procedure set forth herein when a demand to do so has been made by the other party or failure by either party to comply with the arbitration award shall amount to a material breach of this agreement and shall entitle the party who demanded arbitration to cease performance of any obligation set forth in this agreement at the sole discretion of that party.

SECTION SIX--NON-APPLICABILITY OF UNIFORM ARBITRATION ACT:

This agreement is not subject to enforcement under the Uniform Arbitration Act (NMSA 1978, Sections 44-7-1 through 44-7-22).

#### VII. DAY-TO-DAY OPERATIONS

#### A. Referrals For Payments

- 1. When the Pueblo Court awards custody of a child to the Pueblo due to neglect as defined by the tribal law and order or code, and foster care placement is made in a Pueblo approved foster home (or, if no Pueblo foster home is available, a Department approved foster home), the Pueblo shall make a referral for payments to the Title IV-E Specialist if the Pueblo believes that the child is eligible for Title IV-E payments.
- 2. The referral shall include the completed forms attached as Exhibits G, H, I, J, and K, which forms are attached hereto (note that if the child has special needs, as set out in Exhibit L, the referral should include the completed Request For Special Needs Certification, which is attached as part of Exhibit M); a copy of the court order; the case plan as defined in 42 U.S.C. § 675(1) see Exhibit N; a copy of the child's birth certificate and Social Security card; and the name and address of the child's placement with a copy of the foster home license.

#### B. Status of Referrals

- The Department shall determine Title IV-E eligibility based upon the information received with the referral.
- 2. The Title IV-E Specialist shall notify the Pueblo, within 15 days of receipt of the referral, of the status of the referral by sending a copy of the Title IV-E determination form with one of the following notations:

The information is complete, the child is eligible and the Pueblo can expect Medicaid eligibility and foster care payments to commence pursuant to the Title IV-E Joint Powers Agreement.

-OR-

The following additional information is required to determine the child's Title IV-E eligibility: (Note: The Title IV-E Specialist shall list the additional information needed).

-OR-

The information is complete but the child is not eligible for Title IV-E payments for the following reasons: (Note: the Title IV-E Specialist will list the reason why the child is ineligible).

C. Effective Date of Payments. If the child was receiving AFDC (TANF) payments at the time of removal from the home, the effective date of payment shall be on the first day of the month following the adjudication of abuse or neglect or the

closure of the AFDC (TANF) grant, whichever is earlier. If the child was not receiving AFDC (TANF) payments at the time of removal from the home, the effective date of payments shall be the date of placement in foster care. Retroactive payments cannot be made for more than sixty (60) days.

- D. Notice of Changes. The Pueblo shall provide verbal notification to the Department within 48 hours and written notification to the Department within 5 working days after becoming aware of any changes in the child's circumstances which might affect continued eligibility for Title IV-E benefits.
- E. <u>Redeterminations</u>. The Pueblo shall redetermine the child's eligibility for Title IV-E benefits at six-month intervals. At the time of such redetermination, the Pueblo shall complete the Title IV-E Eligibility and Redetermination Checklist (attached as Exhibit G), send a copy of the completed form to the Department, and file the original completed form in the child's case record.

#### F. Medicaid Coverage

1. New Mexico Medicaid cards for children in Pueblo custody who have been certified as eligible for Title IV-E benefits shall be sent to the foster parent(s). If the child's placement is changed, the Pueblo Social Worker shall give the current Medicaid card to the child's new foster parent(s).

- 2. The Pueblo shall immediately notify the
  Department of changes in placement so that computer updates can
  be made. The Medicaid card will be sent by the Department to
  the new foster parent(s) the following month.
- 3. All Medicaid eligible clients are subject to Medicaid procedures: primary care network restrictions, HMO and Managed Care requirements, utilization review procedures, and EPSDT screen requirements.

#### G. Technical Assistance

- 1. The Department shall provide reasonable technical assistance to the Pueblo to comply with federal law, policy and regulations for fiscal accountability, program operations, reporting procedures and to comply with the terms and conditions of this agreement.
- 2. The Department's Title IV-E staff shall monitor the Pueblo's cases in accordance with Title IV(B) and Title IV-E, as amended, of the Social Security Act (Exhibit Q).
- 3. The Department agrees to assist the Pueblo in the training of personnel for the preparation of referrals and the appropriate forms for payments provided under the terms of this agreement.

#### H. Administrative Costs

The Pueblo may submit necessary forms to receive partial federal reimbursement for administrative costs. The Pueblo shall receive the federal reimbursement only. A cost allocation plan and other federal reporting requirements are necessary under federal guidelines. The Department shall assist the Pueblo in the preparation of the forms necessary for administrative reimbursement.

#### I. Guardianship

VIII.

The Pueblo can refer Guardianship Subsidy cases to the Department's IV-E Specialist as allowed under the Title IV-E Demonstration Waiver Project. The Title IV-E eligibility requirements for guardianship subsidy are similar to adoption subsidy, but the guardianship subsidies will be allowed under the Waiver for a period of five years (Terms and Conditions attached hereto and made a part hereof as Exhibit P).

#### J. Title IV-E Demonstration Waiver Project

PROVISION OF SERVICES

The Pueblo shall cooperate with the Department and the Contractor monitoring the Title IV-E Waiver Demonstration

Project in the collection of data as required by the project.

### The Pueblo shall be primarily responsible for case management of foster care services (NOTE: excluding Title

IV-E foster care payment), for children placed by the Pueblo in a foster care home licensed and approved by the Pueblo pursuant to the standards and procedures adopted by the Pueblo, when the Pueblo has custody of the child.

- 2. The Pueblo shall make reasonable efforts to eliminate the need for removing the child from his home and to make timely reunification possible.
- 3. After reasonable efforts have been made and reunification is determined not possible, the Pueblo Court shall conduct a Permanency Hearing and create a permanency plan within twelve (12) months of the child entering care in order to determine which of the following options best meets the needs and interests of the child:

The child should be returned to the parents.

-OR-

The child should be placed for adoption.

-OR-

The child should be continued in foster care for a specified period.

-OR-

The child should be placed with a legal quardian.

3. The Pueblo Court shall conduct judicial case reviews/permanency hearings of Title IV-E eligible children at least once every six (6) months. The Court must address the assurances listed under the judicial determination safeguards (see Foster Care Compliance Requirements in Exhibit N, Item II C, Nos. 16-18).

#### IX. ASSURANCES

1. The Pueblo and the Department, through their joint efforts, as specified herein, agree to meet the provisions of Title IV-B and Title IV-E of the Social Security Act, the State Title IV-E Plan filed with the Administration for Children and Families, Department of Health and Human Services. The Title IV-E of the Social Security Act has been amended and now includes ASFA law PL 105/89. The Pueblo is also required to adhere to requirements of PL 105/89 in order to access Title IV-E reimbursement. The ASFA law requires: new criteria for "reasonable efforts", new health and safety determinations, new timelines for hearings, new background check requirements for foster and adoptive parents, new case plan requirements, and new

adoption incentives. For details of the new requirements for Title IV-E the recompiled law is attached hereto and made a part hereof as Exhibit Q''.

- 2. The Pueblo agrees to meet all federal requirements for children receiving Title IV-E payments as outlined in the Federal Foster Care Compliance Requirements (P.L. 96-272): "A Desk Guide for Service Workers" (Exhibit N, incorporated herein by reference); Requirements for Court Order Findings (Exhibit O, incorporated herein by reference); and the Title IV-E Foster Care Eligibility Checklist (Exhibit G, incorporated herein by reference).
- 3. The Pueblo shall provide the Department with sufficient information regarding a child in Pueblo custody in order for the Department to assess compliance with federal requirements necessary for federal financial participation and to determine the child's eligibility for other benefit programs administered by the Department (e.g., Social Security).
- 4. The Department retains the right to conduct program audits of the services provided pursuant to this agreement and the administration thereof. If the Department becomes aware of circumstances that might jeopardize continued federal funding, the situation shall be handled as provided in § VI D above.

#### X. RECORDS

- 1. The Pueblo agrees to develop and maintain client case records and foster parent records, including placement agreements, consistent with the requirements of Title IV-B and IV-E of the Social Security Act, for a period of five (5) years. The Department has designated the Uniform Case Record forms (attached as Exhibit J), which contain all of the federal requirements and may be used by the Pueblo. If the Pueblo wishes to develop their own forms, then the forms must be approved by the Department Title IV-E Specialist prior to receiving Title IV-E payments. All of these records shall be submitted to the Title IV-E Specialist prior to the initiation of the foster care payments.
- 2. The Pueblo agrees to make all records pertaining to Title IV-E payments (including the eligible child's foster care/adoption case record, placement and foster home records, including studies and licensure information), available for onsite inspection at the Pueblo's Social Services Office with reasonable notice.
- 3. The Pueblo shall maintain fiscal and program records pertaining to this agreement for a minimum of five (5) years.

#### XI. ACCOUNTABILITY OF FUNDS

The Pueblo shall provide for strict accountability of all money paid to the Pueblo subject to this agreement and shall follow generally accepted accounting principles and account for all receipts and disbursements of funds made to the Pueblo pursuant to this agreement.

#### XII. RETURN OF FUNDS

If there are any surplus funds, those funds shall be returned to the Department.

#### XIII.LIABILITY

Each party shall be solely responsible for fiscal or other sanctions occasioned as a result of its own violation of requirements applicable to the performance of this agreement.

Each party shall be liable for its actions in accordance with this agreement.

#### XIV. ACQUISITION OF PROPERTY

No property will be purchased under the terms of this agreement by the Pueblo.

#### XV. ASSIGNMENT

The parties shall not assign any interest in this agreement or assign any claims for money due or to become due under this agreement, unless otherwise noted in this agreement.

#### XVI. LOBBYING

- To the extent required by 31 U.S.C. § 1352 or other applicable federal law, the Pueblo agrees that if the Pueblo receives federal funds through the Department, for full or partial payment under this agreement, then no federally appropriated funds will be paid, by or on behalf of the Pueblo, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the Pueblo or (a) the awarding of any federal contract; (b) the making of any federal grant; (c) entering into any cooperative agreement; and (d) the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan or cooperative agreement. The parties hereby acknowledge the exemption for Indian Pueblos, tribal organizations and other Indian organizations provided in 31 U.S.C. § 1352.
- 2. To the extent required by 31 U.S.C. § 1352 or other applicable federal law, if any funds other than federally

appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress or Legislature, the Pueblo shall complete and submit Federal Standard Form - LLL, "Disclosure Form to Report Lobbying," in accordance with the form's instructions. The parties hereby acknowledge the exemption for Indian Pueblos, tribal organizations and other Indian organizations provided in 31 U.S.C. § 1352.

#### XVII.NON-DISCRIMINATION

- 1. The Pueblo will comply fully with applicable law prohibiting discrimination in employment, promotion, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.
- 2. To the extent required by applicable law, no qualified handicapped person shall, on the basis of handicap, be excluded from participation or be denied the benefits of, or otherwise be subjected to discrimination under any program or activity of the Pueblo that is conducted pursuant to this agreement.
- 3. Notwithstanding the above provisions, nothing in this agreement shall prohibit the Pueblo from adhering to a policy of Indian preference in employment to the fullest extent permitted by law.

4. The Pueblo agrees to insert similar provisions in all subcontracts for services allowed under this agreement.

#### XVIII. DRUG-FREE WORKPLACE

The Pueblo hereby assures the Department that it has implemented and will operate a drug-free workplace as required by and in accordance with applicable law.

#### XIX. PERIOD OF AGREEMENT

This agreement shall become effective on ...,

20 for upon approval by the Department of Finance and

Administration, whichever is later, and shall not terminate

unless terminated pursuant to § XX, "Termination of Agreement."

#### XX. TERMINATION OF AGREEMENT

This agreement may be terminated by either of the parties for good cause by giving sixty (60) days prior written notice, which includes an explanation of the reason for termination, to the other.

#### XXI. AMENDMENTS

This agreement shall not be altered, changed or amended except by an instrument in writing executed by the parties hereto. All amendments are subject to the approval of the Department of Finance and Administration. The Pueblo's Governor or his designee shall be the contact person for the Pueblo when negotiating any amendment to this agreement. The Director of

the Protective Services Division (PSD) or his/her designee shall be the contact person for the State when negotiating any amendment to this agreement.

#### XXII. EXECUTION OF DOCUMENTS

The Parties agree to execute any documents necessary to implement the terms of this agreement.

#### XXIII. ENTIRE DOCUMENT

This agreement incorporates all the agreements and understandings between the parties hereto for the purpose stated in Section II. PURPOSE, and all such agreements have been merged into this written agreement. This agreement shall not prohibit the parties from entering into other agreements not related to Title IV-E foster payments. No prior agreement, verbal or otherwise, of the parties or their agents shall be valid or enforceable unless embodied in this agreement.

#### XXIV. SOVEREIGN IMMUNITY

Nothing contained in this agreement shall be construed or interpreted in any way as a waiver, express or implied, of the Pueblo's sovereign immunity from suit in any court.

WE, THE UNDERSIGNED, HEREBY AGREE TO THE TERMS AND CONDITIONS OF THIS INTERGOVERNMENTAL AGREEMENT BETWEEN THE CHILDREN, YOUTH AND FAMILIES DEPARTMENT OF THE STATE OF NEW MEXICO AND THE PUEBLO OF POJOAQUE.

George Rivera, Governor	Date:	9/20/05
STAPE OF NEW MEXICO:  Mary-Dale Bolson, Secretary Children Youth & Families Department Department of Finance and Administ	ent	9/26/05 10/03/05 DA 10/3/05
APPROVED AS TO FORM AND LEGAL SUFF	'ICIENCY: —Date:	9/22/05