



LAW OFFICES OF

PAYNE & JONES
CHARTERED

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November 4, 2025

Misty Slater, Chairman
Iowa Tribe of Kansas and Nebraska
3345-B Thrasher Road
White Cloud, KS 66094

Via e-mail, only – mslater@iowas.org

*Re: Executive Committee – Outside Employment
Our file no. 6156.467*

Dear Chairman Slater:

At your request, I have reviewed the Tribe's Constitution and Bylaws amended September 28, 2013, with respect to my letter issued October 21st stating that the resolution adopted at the August 17, 2025, General Council meeting prohibited newly elected Executive Committee members from taking office under certain circumstances. After review, I find it necessary to reverse my initial opinion. Article IX, Section 4 (Qualifications of Candidates) of the Tribe's Constitution and Bylaws provides in significant part as follows:

“Any member of the tribe who will be at least twenty-one (21) years of age on the date of the election, shall qualify as a candidate for membership on the Executive Committee, or a subordinate body by election or appointment, except those persons previously convicted in any court of competent jurisdiction, of a felony, or any member who is delinquently indebted to the tribe,...” [Emphasis added]

Since Mr. Campbell was a “qualified” candidate under Article IX, Section 4, and since he was duly elected by a vote of the General Council to a position on the Executive Committee, it is my opinion that he will remain a member of the committee until such time, if any, as he is removed or recalled in accordance with the provisions of Article VI, Sections 1 or 2 of the Constitution and Bylaws. A resolution of the General Council cannot circumvent express constitutional provisions.

Further, since the August 17, 2025, General Council meeting was conducted in accordance with the provisions of Article XII of the Tribe's Constitution and Bylaws and,

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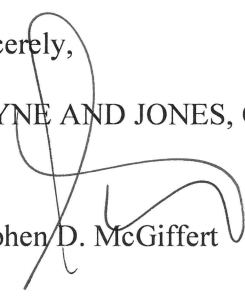
Misty Slater, Chairman
November 4, 2025
Page 2

since the General Council, at said meeting, determined that Executive Committee positions would be "full time" beginning with the terms commencing after the October 18, 2025, election, that decision is binding on the Executive Committee members elected at the October 18th General Council annual meeting.

Please let me know if you have questions about any of the above.

Sincerely,

PAYNE AND JONES, CHARTERED



Stephen D. McGiffert

SDM/ss

cc: Tony Fee, Secretary