

**Karuk Tribe – Health Board Meeting  
October 10, 2019 – Meeting Minutes**

**Meeting called to order at 10:01am by Chairman Attebery.**

**Present:**

Russell “Buster” Attebery, Chairman  
Robert Super, Vice-Chairman  
Michael Thom, Secretary/Treasurer  
Wilverna “Verna” Reece, Member at Large  
Charron “Sonny” Davis, Member at Large  
Kristen King, Member at Large  
Renee Stauffer, Member at Large  
Arch Super, Member at Large

**Absent:**

None.

**Prayer was done by Sonny Davis and Buster read the Mission Statement.**

**Arch requested for a moment of silence for the recently passed Council Member.**

**Agenda:**

Verna Reece moved and Kristen King seconded to approve the agenda with changes, 7 haa, 0 puuhara, 0 pupitihara.

**Consent Calendar:**

Michael Thom moved and Verna Reece seconded to approve the consent calendar, 7 haa, 0 puuhara, 0 pupitihara.

**Minutes of September 12, 2019:**

Arch Super moved and Sonny Davis seconded to approve the minutes of September 12, 2019, 7 haa, 0 puuhara, 0 pupitihara.

**Language:**

chímiha / chímihi- to agree, to consent

pápuh to chew

**Guests:**

**1) Chook-Chook Hillman, Tribal Descendant:**

Chook-Chook is present to address the Tribal Council. He noted that he is missing Bud and other Elders who have passed away. He is present to address the Tribal Council with several items and would like the opportunity to communicate. He trusts that the Tribe does the right thing but there are some items that he would like to speak to the Council about such as values and mentorship. With this in mind, he is not present for personal gain and is present as a man of the people and for the people to bring ideas and his thoughts on the Tribe. He noted that whenever a Tribe gets a casino things change. He would like to have some open dialog with the Council.

He first started with smoke houses/sweat houses. This is a housing item, but there was an outlaw on smoke houses and sweat houses and Chook-Chook feels that the issue is that that is not traditional and that is needed. A survey went out to hire a ROSS position but the way it reads is TANF driven regarding people who may need assistance can call the ROSS position. This is ideally a middle person to help with resources. This brought to light that there was a sweat house built and it was risky. He would like a Cultural Resource Outreach Specialist instead so that there is cultural assistance and mentorship to the Tribal Membership. He suggested even communal areas to have the structures that create healing. Chook-Chook noted that instead of using alcohol to address issues and concerns, friends and brothers could use sweat houses to be healthy and sober but use tradition to provide stability and a clear mind. Renee agreed that everyone should have the opportunity to have one or be in one, it's important. Chook-Chook doesn't like the barriers to have the culture.

Chook-Chook noted that as a people the Tribe is getting more and more wrapped up into America and if the Tribe creates barriers to what makes the people special then the people will get weaker.

Michael stated that multiple sweat houses may be a bad idea but a nice one in each community is a good thing. He would like to have communities be brought together and it be used for all the people, because we are all family and a Tribe.

Buster believes this is a point well taken and they will have that discussion in appropriate forums. Barbara will add this discussion to the next quarterly KTHA BOC/Council Meeting agenda. Arch asked for Chook-Chook to provide a presentation to the KTHA/Council Meeting. Robert also asked for options to be provided.

His next item is Cultural Admin days. He noted that there is one day that is set aside for the passing of the Karuk people. He noted that his back recently went out due to collecting acorns. He then identified that a Cultural Admin Day would be a day that could be used to gather or traditional and to do something to remember who they are as a people. He noted that the Tribe is so aggressive with Takesgiving but not for Cultural Days. He would like to have those days used for Tribal specific items instead of the American culture. He explained that he gets a turkey and a note saying if he's not home they will enter his house and put it in there. He finds this offensive because it's not a Holiday and how dare people push it on him and enter his home to push it on him. Arch noted that if KTHA isn't breaking into homes to bring turkeys. Chook-Chook noted that they enter the house even if they aren't home. Arch recommended that if he doesn't want that service, then he should ask that he not receive the turkey or declines it, so that his privacy is respected.

Chook-Chook noted that the town's name is an issue. He would like to change the name of Orleans to Panamnik. He has discussed this with Caltrans and they were fine with it. When we use English for the name of our towns and use our words and our language less and less it is lost. The Tribe is helping to perpetuate the place that was renamed by others. Naming Happy Camp was done by miners and the Tribe is assisting in this and not using the Tribes words and history, which adds to the stress of the area.

He wanted to remind people about the Membership criteria and the way it is looked at. He wants to change the criteria to include a civic duty regardless of quantum and what it is that the person will give back to the people, and there be one hour per week that someone practices Karuk then they could be enrolled. He noted that for Indian people they only have to be 1/8 Karuk blood, but they aren't required to give back. He noted that a blood quantum is not reflective of how we are as a people. He noted that he is not blood enough to be a member and he sees himself as a Karuk

but the Tribe doesn't. He feels that this would help with the mental health and have quarterly meetings with Enrollment to identify what people are doing to be Karuk. If you live out of the area then those members could write a note identifying what they have done to be Karuk lately.

He addressed Rain Rock and asked if the Tribe wants to get that back sometime. Chook-Chook noted that it is in Fort Jones as hostage so he asked if the Tribe is going to try and get it back. Michael believes that it needs to try to be returned. He noted that it can be taken back or discuss it. If it's important to the Tribe then they need to take it back. He was also very offended that the Tribe named the RRC after the rain rock. Sonny noted that the rain rock in Fort Jones is not the one from Katimiin, our Rain Rock washed down in a flood. Chook-Chook noted that there have been decisions on not shaking up relations with Siskiyou County and telling people to be good neighbors, but the County will never be receptive to being good neighbors with the Tribe. Buster believes that the relationship with the County is a work in progress, and the Tribe is attempting to approve the consultation process with the County.

Arch noted that when Rain Rock was chosen as the name of the casino there was no opposition and no one spoke up. He advised that if he felt a way then he would have liked to discuss it and speak about it. Chook-Chook noted that he should have spoken up and he did discuss some items with Josh Saxon while he was on Council. Buster reported that Rain Rock was Josh's suggestion.

Chook-Chook then asked that the Elected Officials attend the Tribes programs and encourage the use of them throughout the communities of the Tribe. Lisa Hillman has worked on developing a curriculum and it is being used in Orleans and Somes Bar. He would like to add that the Tribe should push this and get it exposed to the youth. This will help the kids learn the Tribal aspects of things. What kids have done is teach native youth their tradition but also improved their English American studies. Chook-Chook would also like to go out and do field trips to identify and review projects. Renee explained that she only was invited to one field trip from staff since elected. If staff doesn't say they have scheduled events, then no one knows. Chook-Chook would like to tour Offield Mountain and make people speak the Karuk Language. Buster asked Lisa about positive responses to Karuk language being taught in schools. Lisa noted that the language certification is in place and Lisa provided changes to it. She noted that there is no Human Resources support or continuity of support to get the Language Coordinator position in place. There needs to be support from the Tribe to be in charge of the credentialing process to get teachers certified and in schools teaching the language.

Chook-Chook noted that he didn't come today to harass the Council but came forward to encourage the Tribe. Buster then noted that there is a Native American Heritage Center being put in in California. All Tribes in California are going to have the opportunity to include their correct history and Buster will send advisory board information to Chook-Chook, in case he is interested in participating.

He then wrapped up his presentation to include that not all people can handle a year around 9-5pm job. It doesn't fit for mental health and there are Holidays throughout the year but that doesn't leave time to become masters of the Tribes culture. The work schedule that has been taken on from an industrial era, grinds people down, and then they struggle with mental health issues. He feels that it would be more reflective and contribute to mental health and a balanced wellness to have a traditional schedule. He would like an 8 month work and school schedule. Work and go to school for two months and take one month off which allows the people to be culturally involved in each season. There could be rotational workers or some other means to cover the workload. He believes that that allows for the ease of use with the Ceremonial Leave

policy. Climate Change is affecting our people, which contribute to the wellness and mental health of the people.

The Council thanked Chook-Chook for presenting his items today.

**2) Trista Parry, Grant Writer:**

Trista is present to review the newest grant opportunity that April has been working on. It will expand the Transitional House program for Native Women. It will include staffing and housing. Robert noted that there was a transitional house for women previously. April explained that there is a re-entry program through the wellness court and this would be women who would qualify through the re-entry program. It is under resolution 19-R-129 to the Office of Justice Programs Bureau of Justice Assistance.

Arch asked where they plan to put the residences. April is planning to go with the same theory and they will do small park homes to put into parks, instead of purchasing a home outright. Robert believes it would be nice to have a community and Robert would like to use the trailer parks. Trista believes that that is the plan.

Arch Super moved and Robert Super seconded to approve resolution 19-R-129, 7 haa, 0 puuhara, 0 pupitihara.

**3) Lisa Hillman, Pikyav Field Institute:**

Lisa embraced her culture and she addressed the Council on getting a facial tattoo, marking herself traditionally.

She would like to seek approval for Grant Gilkison in San Antonio TX and it's reimbursable. It will be October 21-25, 2019.

Renee Stauffer moved and Michael Thom seconded to approve out of state travel for Grant Gilkison to San Antonio TX., 6 haa, 0 puuhara, 0 pupitihara (Robert Chairing the meeting).

**4) Emma Lee Perez, Contract Compliance:**

Renee Stauffer moved and Arch Super seconded to approve resolution 19-R-128, 6 haa, 0 puuhara, 0 pupitihara (Buster assumed chair, Verna absent for vote).

**Old Business:**

Tabled the old business to the Planning Meeting.

**Director Reports:**

**1) Dr. Vasquez, Medical Director:**

Not present, report provided.

He noted that there is going to be a diabetic luncheon in Happy Camp and Renee asked when it was going to be scheduled. It will be scheduled for October 16<sup>th</sup> at the Happy Camp Senior Center.

Arch Super moved and Renee Stauffer seconded to approve Dr. Vasquez's report, 7 haa, 0 puuhara, 0 pupitihara.

**2) Darryl McBride, Youth & Family Services Director:**

Darryl is not present, report provided. Buster noted that he called in sick but he will be in attendance at meetings moving forward. Renee asked if there is an update regarding flag football. There was no update.

Robert Super moved and Kristen King seconded to table Darryl's report, 7 haa, 0 puuhara, 0 pupitihara.

Arch then asked about funding for the youth program to attend an event that Darryl emailed out. The date has not been set but Barbara noted that it needs to be a TANF proposal.

**3) Jeanna Frost, Operations:**

Jeanna is not present, report provided. The diabetic grant is on a calendar year and she provided those expenditures. The CHR's and herself is on fiscal year.

Buster asked if there were any more registrations for the OneSight program. Rondi noted that they are getting some over time. Buster requested that information be published and on bulletin boards. On November 20, and the 23<sup>rd</sup>, they want to do an Elders Appreciation dinner and she asked for feedback regarding this. She will determine Orleans' date when she's down there.

Michael Thom moved and Verna Reece seconded to approve Jeanna's report, 7 haa, 0 puuhara, 0 pupitihara.

**4) Cindy Hayes, Yreka Clinic Manager:**

Not present, report provided.

Buster asked about her being slightly over budget. Laura Olivas explained that it is within budget and has some moves in the budget that will make it accurate. Arch asked about the clinic shortage for a receptionist. They are hiring and for a replacement at this time.

Renee Stauffer moved and Robert Super seconded to approve Cindy's report, 7 haa, 0 puuhara, 0 pupitihara.

**5) Pat Hobbs, Children & Family Services:**

Pat is present to review her report. She updated the Council that there is no one in the transitional house to date as Ken is in charge of that process but he's out so she doesn't have an update. Pat covers for Ken but there are some background checks that are required so that is in the process. She doesn't intend on being strict on the background checks but sexual offenders will have to be reviewed.

Pat reported that there is no ROI for communication with the client and probation. Pat noted that she is unaware of the status of the pending client. Ken operates parallel and she doesn't know anything about their clients and likewise for them. Rondi noted that they can follow up. The house is open and ready for use, it's just pending clients to begin living in it.

She has two action items. She first presented the Senior Resident position description with changes. It has an increase in wages. There have been a couple applicants but they didn't successfully pass the screening. Robert asked if the applicant that doesn't have their license could potentially obtain their license in a timeframe. Pat was unsure but can check with Vickie Simmons. Pat explained that there are going to be two recovery coaches hired and they may be able to provide transportation instead of the Senior Resident. Loretta explained that the Transitional Home cannot provide treatment. Loretta had a change to qualifications to clarify

removing the language with Substance Abuse and include transitional living. CDL preferred will be moved to a qualification.

Arch Super moved and Renee Stauffer seconded to approve the Senior Resident position description with changes, 6 haa, 0 puuhara, 0 pupitihara (Robert absent for vote).

She then presented a full time and part time Recovery Coach Position description. There were changes in classification and then it needed the update of High School graduate or GED. There were some formatting issues which will clarify Veterans Preference language.

Arch Super moved and Michael Thom seconded to approve the Part-Time and Full-Time Recovery Coach position descriptions with changes, 7 haa, 0 puuhara, 0 pupitihara.

She then provided a request for an agreement 20-A-003 with Cellhire to have satellite phones.

Robert Super moved and Kristen King seconded to approve 20-A-003, 7 haa, 0 puuhara, 0 pupitihara.

She then presented a resolution to accept funding from CRIHB under resolution 19-R-130 to extend work in use disorder treatment.

Arch Super moved and Sonny Davis seconded to approve resolution 19-R-130, 7 haa, 0 puuhara, 0 pupitihara.

Pat interviewed two LCSW's yesterday. Both have had offers made to them. Pat is very excited about this. There needs to be 2 days in Orleans and have services provided there. Strategic planning identified that there needs space but she has not received any feedback. The space is needed ASAP. She also noted that they are ordering a mobile unit and they have to put some wrap on it. "River Runner" and a picture of Sugarloaf is what she would like to do. She will have a picture taken by a contractor.

Verna Reece moved and Renee Stauffer seconded to approve Pat's report, 7 haa, 0 puuhara, 0 pupitihara.

**6) Dr. Lew, Dental Director:**

Dr. Lew is not present, report provided.

Arch Super moved and Michel Thom seconded to approve Dr. Lew's report, 7 haa, 0 puuhara, 0 pupitihara.

**7) Tonia Bergin, Orleans Clinic Manager:**

Not present, report provided.

Arch Super moved and Kristen King seconded to approve Tonia's report, 7 haa, 0 puuhara, 0 pupitihara.

**8) Rondi Johnson, Health CEO:**

Rondi is present to review her report with the Health Board. She updated the Council that things are going smoothly for the Interim Director of CFS and they are still advertising. She works closely with April as she's covering.

Jeanna and Lulu have been working on the OneSight Clinic. While Jeanna is out Lulu is doing a great job. The numbers are not as good as expected but they are trying to advertise as much as possible. She noted that they will fill out the paperwork with potential clients, if they want it and just need help filling it out. Buster received a call from OneSight and the organization noted that he was happy with Lulu's excitement about the program.

She is reviewing changes with the upcoming Medicare and Medical Summit. There are changes coming including additional holistic care.

Renee asked about the holistic care and if it was just for opiate use. Renee noted that she would like an emphasis on preventative medicine including exercise and diet. She would like to have programs that have this type of activity. Rondi noted that Robert Kelly has just finished a course on exercise and health and she will be getting additional training to do the training onsite to other staff so they can move toward health and exercise.

Robert liked the 100 mile club and it was popular and had a good turnout. There will be a Halloween costume contest so she advised that the staff will be participating and if the Council would like to, they are welcome to.

Renee Stauffer moved and Sonny Davis seconded to approve Rondi's report, 7 haa, 0 puuhara, 0 pupitihara.

**9) Lessie Aubrey / Jodi Henderson, Deputy Assistant:**

Jodi is present to provide her report. She reported that they finished up with the HRSA final report. They had website problems and did get a ticket number so it was due to HRSA's site not the Tribal site.

Jodi provided information on using a translator for documents and also communication.

The CQI reports identified that Covered California had minimal assistance January through March totaling about 8-10. Sharon Denz does patient assistance on medication which is estimated at \$14,000 in cost savings. Orleans Medical clinic patient visits were updated to the Health Board.

Training reports indicated that Lessie and Jodi attended training in Billings MT., and it was very good.

Their next goal is to update all the HHS policies and procedures to get them in the right folders so they can be shared and updated.

The personnel appearance policy was approved and provided for information. It includes that tattoos on the face or other jewelry in the face, will require a cover up of them. The Tribal Council is concerned about traditional tattoos and contemporary tattoos and who the judge of appropriate and inappropriate. Rondi noted that Tribal Tattoos shall be clarified as allowable. It can be a case by case basis. Language could be included that appropriate Tribal tattoos shall be allowed.

Kristen does not like the language on tattoos because the 111 should not be forbidden because traditionally we recognize it. This is a part of who we are. The policy was approved on the consent calendar but the Council will pull it for edits and review.

Barbara did a google search to find the appropriate language for employer's standards and expectations. It shall be vague enough to include language that meets the Tribes Mission as well as organizational standards, so this will assist in guiding but not restrict the Tribes Mission in the organization. Tabled for further discussion.

Michael Thom moved and Verna Reece seconded to approve Jodi's report, 7 haa, 0 puuhara, 0 pupitihara.

**10) Emily Kinsella, RPMS Site Manager:**

Emily is present to review her report. Michael asked Emily to provide a report on CRIHB travel/training services that is provided to the staff. Laura Olivas believes that it would be MaraLei to determine that costs vs benefits. Emily explained that that is not within her scope.

Barbara advised that CRIHB should provide the costs vs. benefits of being an Associate Member to their organization. They represent all California Tribes and should be providing data on how their organization assists the Tribe.

Verna Reece moved and Michael Thom seconded to approve Emily's report, 7 haa, 0 puuhara, 0 pupitihara.

**11) Susanna Greeno, Happy Camp Clinic Manager:**

Susanna is present to review her report. The last couple months have been heavy with scheduling. The staffing is an issue with employees calling in sick and educational needs of staff. This month the transporters will be moving to the Senior Center.

Renee Stauffer moved and Michael Thom seconded to approve Susanna's report, 7 haa, 0 puuhara, 0 pupitihara.

**12) April Attebury, Interim CFS:**

Renee Stauffer moved and Sonny Davis seconded to approve April's report, 7 haa, 0 puuhara, 0 pupitihara.

**Closed Session:**

Michael Thom moved and Renee Stauffer seconded to uphold the PRC denial and pay \$490 from Third Party for Case#325, 7 haa, 0 puuhara, 0 pupitihara.

Informational: Bookkeeper is reviewing different reporting to provide and will also be discussing how to reduce credit card expenses and allow the clinics to accept more payments at point of entrance, with the CFO.

Renee Stauffer moved and Robert Super seconded to approve the health financial report, 7 haa, 0 puuhara, 0 pupitihara.

Informational: Bookkeeper asked for the Youth Council to be exempt from the 4 hour meeting requirement. Denied.

Informational: issue with backgrounds being paid shall be referred to TANF or TERO to assist in payment.

Informational: the Safety Officer provided a list of incidents for the month. Also, it was noted that EHR shall be used across the Health Program.



Michael Thom moved and Renee Stauffer seconded to provide a going away gift for Sheila Super, 5 haa, 0 puuhara, 2 pupitihara (Arch/Robert).

Robert Super moved and Sonny Davis seconded to approve \$150 each community for Halloween Candy, 7 haa, 0 puuhara, 0 pupitihara.

Informational: a recruitment brochure was provided by the Health CEO.

Robert Super moved and Kristen King seconded to approve the Karuk Tribe Priorities for the Water Resilient California letter, 6 haa, 0 puuhara, 0 pupitihara (Arch absent for vote).

Informational: requests from Karuk Sports will be tabled until a review of the budget is provided to the Council.

Renee Stauffer moved and Kristen King seconded to add Jody Waddell and Bob Goodwin to the Tribes insurance for one day, 7 haa, 0, puuhara, 0 pupitihara.

Robert Super moved and Kristen King seconded to authorize Laura Mayton to sign tree removal notice, 7 haa, 0 puuhara, 0 pupitihara.

Verna Reece moved and Robert Super seconded to declare the Happy Camp District seat vacant due to death and issue notice to the Election Committee in accordance with the Tribes Constitution, 7 haa, 0 puuhara, 0 pupitihara.

Robert Super moved and Kristen King seconded to leave the health personnel appearance policy as is, 7 haa, 0 puuhara, 0 pupitihara.

Robert Super moved and Kristen King seconded to uphold the PRC denial and pay for half of Case#324, 7 haa, 0 puuhara, 0 pupitihara.

Informational: mobile van shall have a picture and the Tribes seal but will not have “river runner” imprinted on it.

Consensus: to have the Health CEO evaluate changing supervision of the courier position and report back to the Health Board.

Informational: employee #JW shall be referred to her Supervisor to review policy and training plan. Final recommendation shall be provided by the Health CEO.

Michael Thom moved and Renee Stauffer seconded to approve agreement 20-A-004, 6 haa, 0 puuhara, 0 pupitihara (Robert absent for vote).

Kristen King moved and Renee Stauffer seconded to approve the first amendment to the IGA with Siskiyou County, 7 haa, 0 puuhara, 0 pupitihara.

Informational: clarification shall be sought from the Health CEO why there is a fundraiser for the Senior Center.

Informational: the Council shall set a RRC employee survey to be released to its employees.

Informational: Michael Thom provided the update regarding Amkuuf and the handling fee charged to th Tribe. It will be added to a joint meeting to have both CFO's present to understand this is a positive fee.

Consensus: to send notice that the chairs in Orleans shall be shampooed or steam cleaned within the month.

Informational: if no bonus or raise is being provided then no gift will be provided either.

Verna Reece moved and Sonny Davis seconded to rescind employee #DG suspension, 2 haa, 3 puuhara (Arch, Michael, Renee), 2 pupitihara (Robert/Kristen).

Informational: Flag football is very disappointing and it won't happen.

**Next Meeting:** November 7, 2019 at 10am in Happy Camp.

Arch Super moved and Verna Reece seconded to adjourn at 4:56pm.

**Respectfully Submitted,**

---

**Russell "Buster" Attebery, Chairman**

**Recording Secretary, Barbara Snider**