

Smoke Signals

February 2019

*Newly Elected Tribal Council Member
Carlos Bulletts*



Tribal Council Member Carlos Bulletts was appointed for one year to serve on the Tribal Council. Congratulations!! Mr. Bulletts



Reminder:

In any emergency call 911, you will be calling Kane County, they will then transfer your call to Truxton who will then notify Law Enforcement and Emergency Services (Colorado City) if needed.

Kaibab Paiute Tribe RV Campground

We would like to thank the Kaibab Paiute RV Campground Staff for providing our visitor's with tremendous customer service. The KPT RV Park Campground came in second place for receiving five 5-Star reviews from our customers.

February's Events



Tribal Council
Meeting
February 21, 2019
9:00 am
Tribal Chambers

Tribal Office Closed
February 18, 2019

Enrollment Meeting
February 7th, 2019
Conf. Rm #2 - 10:00
am

Senior Language
Preservation Social
February 8, 2019
Com. Bldg.
5:30 - 8:30 pm

Community Movie
February 28, 2019
6:30 pm

Language Class
Starting Jan 17th,
2019
6:00 - 7:00 pm
Comm. Bldg.





Congratulations, Kaibab Paiute Tribal Campground won a 2018 Campers Choice Award!

Campers Choice Award Winners include RV parks and campgrounds that received the most 5 star reviews in 2018 from the Campendium community and maintain a 4 star or greater average! We encourage you to show off your achievement by displaying the enclosed window sticker in a prominent location near the front door to where your guests check-in.

You should have also received an email with an award badge for your website. If you haven't received it yet, please contact us at info@campendium.com.

Once again, congratulations and we look forward to sending more campers your way and reading great reviews about your park in 2018!

WWW.CAMPENDIUM.COM

848 N RAINBOW BLVD. #929 – LAS VEGAS, NV 89107

Our RV Park has done it again! Just when you thought it couldn't get any better, they went and won an award competing against Campgrounds across the entire United States.



That's right, we are honored to announce that the Kaibab Paiute Tribal Campground was recognized by Campendium, a national review site, as one of the best campgrounds in the United States. Mountain View Campground in Hiawassee GA won first prize, and we tied for Second with Rancho Sedona Campground in Sedona, AZ.

Other campgrounds included campgrounds from Texas, New Mexico, Florida, Arkansas, Idaho, Louisiana, Montana, California, Nevada, Illinois, Kansas, Oregon, South Dakota, Kentucky, Oklahoma, North Carolina, and Tennessee. Just to be named among these top campgrounds would have been an honor, but to be tied for second place across the nation is off the charts.

Please help us congratulate the Campground staff. Toland Mayo, Darren Enas, Dana Rogers, and Carmilla Betony are doing a fabulous job, and are representing the Tribe exceptionally well. If you would like to see the full story go to:

https://www.campendium.com/camping/campers-choice-awards-2018/best-rv-parks-2018/?utm_source=Campendium&utm_campaign=8f51a2b55f-01_09_2019&utm_medium=email&utm_term=0_d42c2750af-8f51a2b55f-112810885

Thanks again staff, keep up the good work!!!



Human Resources

HC 65 Box 2
Fredonia, AZ 86022

Phone: (928) 643-7245 Fax: (888) 294-9453

E-mail: HR@kaibabpaiute-nsn.gov

Website: www.kaibabpaiute-nsn.gov



Employment Opportunities – January 18, 2019

NEW! **Wildlife Technician:** Full Time – Temporary (6 months)/Benefits after 90 days; \$12.00

The Department of Wildlife, Fisheries and Parks is starting a project to better understand and manage Tribal natural resources. Technician will apply wildlife management principles and techniques within the context of the Kaibab Paiute Reservation and scope of work in the grant requirements.

Maintain wildlife management objectives within scope of the grant for bighorn sheep, mule deer and other wildlife to continue to improve, assess and manage Kaibab Paiute Reservation wildlife resources. Conduct wildlife research relevant to tribal interests. Track mule deer and bighorn sheep using research techniques and use of drone. Keep water troughs full and relocate some troughs to better locations. Document and preserve Kaibab Paiute traditional ecological knowledge of wildlife resources. Write weekly, monthly and quarterly reports, detailing activities/projects completed, etc. All other duties as assigned.

NEW! **Administrative Assistant/Records Mgt Clerk:** Full Time/Benefits after 90 days; \$12.00 hr

This position works under the direct supervision of the Tribal Administrator and provides administrative and secretarial support for the Administrator and those who work closely with the Administrative office. These may include Department Directors, and Chairperson with the main duties focused on the organization and filing of grant related documents and other important records. Establishes, develops, maintains and updates filing system for grants administration and as needed for Tribal Administrator. Types and designs general correspondence, memos, letters, charts, tables, graphs, agendas, etc. Make phone calls, research/locate requested information, assemble highly confidential and sensitive information. Acts as a liaison with Departments/Directors and assists in retrieval of information from files when needed. Schedules and organizes certain activities such as meetings, conference calls, travel, projects and department meetings/appointments relating to the Administrator's office. Organizes and prioritizes large volumes of information for Administration and Directors as needed. Assist departments with procurement of necessary supplies and research pricing on non-recurring purchases. All other duties as assigned.

NEW! **KELC Lead Teacher:** Full Time/Benefits after 90 days; \$12.00 hr, DOQ*

The Kaibab Early Learning Center is seeking an enthusiastic and motivated Lead Teacher to oversee the classroom. This individual will provide a safe, nurturing, learning environment and implement activities that inspire and encourage social, physical and intellectual development. He/she will also give children the opportunity for experiential learning and exploration each day. KELC children/students range from age 2 ½ (must be potty trained) until they start Kindergarten. They need direction to help them explore and expand their individual interests, assert independence, build self-esteem and prepare them to enter elementary school. This position is responsible for, but not limited to providing care and support to children of various ages (2.5 to 5+) including prepare lesson plans that are creative, age-appropriate and are within the guidelines of the Arizona State Early Learning Standards and the selected curriculum.

Interact with parents/guardians and encourage them to become active in their child(ren)'s development and growth. Provide information to parents regarding their child(ren)'s progress. Maintain an environment that is respectful of family cultures and values. Assist the Director in keeping parents/guardians informed by posting parent information on the parent information board by the Learning Center entry, including lesson plans, daily schedules, special activities, etc. Supervise children and be actively involved in their daily activities and transitions. Assist the Director in maintaining the environment and keep it in a safe and healthy condition, e.g. checking for broken equipment, keeping classroom clean, sterilize toys, etc. Promote good hygiene, manners and kindness towards others. All other duties as assigned.

NEW!

KELC Teacher Assistant: Part Time/No Benefits; \$11.00 hr

The Kaibab Early Learning Center is seeking an enthusiastic and motivated Teacher Assistant to help the Center's Lead Teacher and Director in all areas as needed. The aide will be assisting with children that range in age from 2 ½ until they start Kindergarten in all aspects of the Center. This position is responsible for, but not limited to providing care and support to children of various ages (2.5 to 5+) including: Provide care and support to children of different ages as needed and assist the Lead Teacher in the classroom. Supervision of children at all times. Be respectful of child and family cultures, values and differences of all children. Inform parent of any pertinent information regarding the child or Center if Lead Teacher is unable. Help maintain the environment and keep it in a safe and healthy condition daily (e.g. checking for broken equipment, keeping their classroom clean, sterilize toys, etc.). Promote the importance of good hygiene, care and kindness toward others. Assist with other duties as needed, attend and participate in staff meetings, center events and parent meetings. Must have knowledge of emergency procedures. All other duties as assigned.

NEW!

Facilities Maintenance Assistant: Full Time/Benefits after 90 days; \$12.00 hr, DOQ*

This position works under the direct supervision of the Facilities Maintenance Director and provides general basic maintenance and repair work on tribal buildings and fleet vehicles as assigned. This can include plumbing, electrical, carpentry and air-conditioning and heating systems. Duties and responsibilities include: Maintain and repair machines, mechanical equipment, and buildings. Troubleshoot and fix faulty electrical components. Inspect and diagnose problems and situations and figure out best solutions. Do routine preventive maintenance to ensure that machines continue to run smoothly. Assemble and set up machinery or equipment. Plan repair work using blueprints or diagrams. Do general cleaning and upkeep of buildings and properties. Order supplies from catalogs and storerooms. Meet with staff to estimate repairs and costs. Keep detailed records of work performed. Maintain Tribal vehicle fleet. Maintain a high level of confidentiality. All other duties as assigned.

NEW!

Events/Activities Coordinator: Part Time/No Benefits; \$11.00 hr

This position will be responsible for planning, coordinating and putting on events and activities for the Kaibab Band of Paiute Indians. This includes seasonal community parties, staff functions and community events. Weekly hours will vary depending on upcoming events/activities.

The Events/Activities Coordinator will control an event/activity from conception to clean up. Coordinator will meet with the committee, community or employee that needs an event or activity planned to work out event details such as location, food, entertainment, guest lists, staff and cleanup. Proactively handle any arising issues and troubleshoot any emerging problems when event occurs. Ensure that all budgets are adhered to and that events run smoothly. Events and activities include but are not limited to the following: Community Parties, i.e. Easter, Halloween, Christmas; Sounds of Thunder Mountain Pow Wow; Staff Appreciation Party; Christmas Staff Brunch and staff luncheons; Youth Basketball Camp; Health Fair;

Annual Meeting and Open House; Heritage Day; Grand Openings and Dedications. Propose ideas to improve events/activities. Provide feedback/reports to committees/employees/administration. Deliver flyers to communities relating to events/activities. All other duties as assigned.

CHR Registered Nurse: 24 hrs wk/Benefits after 90 days; \$24.00 hr

Must be clinically competent while delivering care to Kaibab Paiute Tribal patients in the community. Utilizing the nursing process of assessment, planning, intervention, implementation, and evaluation, the RN will effectively interact with patients, significant others, and other health team members. Provide services through case management on a consistent basis, including screening and ongoing assessment of patients: screen and assess patient; obtain and record vital signs; maintain immunization program for all tribal members and other federally recognized tribal members. Document and prepare clear, concise reports; maintain accurate patient records on PCC (patient care component); complete documentation in a timely manner; write and submit monthly reports. Promotes the efficient and effective use of a variety of healthcare resources by focusing on the whole patient. Services provided include but are not limited to: education regarding diabetes and hypertension prevention and management; maternal and child health; women’s and men’s health; substance abuse and communicable disease control. Assure that systems are in place with regards to safe guarding patients medical information in accordance with HIPPA regulations. Work collaboratively with other members of the healthcare team in coordination of the patient’s care. Answer phone calls and other inquires in a timely manner. Occasionally transport patient to doctors’ appointments. All other duties as assigned.

*DOQ = Depends on Qualifications

For full job description and qualifications see Human Resources or website.

- Please follow the guidelines listed below when filling out your application:*
1. Complete the Application for Employment in its entirety, providing detailed and accurate information; include area codes with phone numbers, city, state zip codes with addresses, particularly on the Employment History section. Incomplete applications will not be considered.
 2. Indian Preference will be given if an attached copy of your tribal document or ID card demonstrating proof of eligibility.
 3. Return the completed application and the following: education requirement verifications, copy of driver’s license and 36 month driving record, and two completed fingerprint cards (available at the Human Resource Office) to the Tribal Affairs Building located at 1 North Pipe Spring Road and HWY 389. Applications and verifications will be accepted by mail: HC 65 Box 2, Fredonia, AZ 86022.
 4. Any offer of employment will be contingent upon the satisfactory completion of a drug test and background check.

Kaibab Band of Paiute Indians

Wildlife, Fisheries & Parks Department

Wasting Deer Meat – On January 9, 2019 it was reported that there was deer meat in the dumpster at Red Hills Village, (Picture #1) upon checking I Found one large piece of Deer Meat (Picture #2, 3). This is a violation of the hunting rules, first to not waste meat and second not to put any part of a deer in any dumpster. This is considered wasting and all hunters should have more respect for the animal they harvest.

Hunters sign a rules and regulations paper before they are issued a tag and it says that any hunter caught wasting will lose their hunting privileges for up to 5 years.

The animal gives its life so you can give life to yourself, your family and others, hunters should never disrespect the animal they harvest by wasting the meat like this.

Therefore, this Department would like for anyone with information on this to call me, so that the person or persons who committed this violation, can be prosecuted. Anyone with information that would like to stay anonymous can do so. Call (928) 643-8305.

Picture #1



Picture #2



Picture #3



Tribal Hunters – Remember to turn in your White tag to the Wildlife Department filled out. If you don't you can't get another permit. This Department would not recommend hunting in January due to the poor condition of the deer after being hunted for three months and it being winter.

Minors Hunters Safety Card – On the internet go to hunter-ed.com - Everyone below the age of 18 needs to attend a hunter's safety course or they need to attend one of the ones we do every October during the Youth Hunt, the child will need one to get a hunting permit. This is not something new it has been in the Ordinance since the beginning. It is better to get a Hunters Safety card in the state you live in so you can participate in there State hunts.

Fire Wood – You don't need a permit to get fire wood, unless you are selling it off the Reservation. But, to get wood for personal use is ok, you can get wood anywhere on the reservation.

Fish pond – When the "SHUTDOWN" is over we will try to get another delivery of fish.

WATCHOUT FOR DEER - on County Road 240 Slow down and if you see them, slow down more as they can jump right out without warning in front of you or into the side of your car, the best thing is to slow down. Remember it is in the Wildlife Ordinance that hitting a deer needs to be reported to this Department or BIA Police, if Non-Indian it needs to be reported to County/State or Arizona Game & Fish it is an Arizona State Law...

Back Dirt Roads – If for some reason you take the back roads, beware of the sand and mud, remember to tell someone where you are going and about when you will return, take a lot of water and some snacks, and bring a shovel, tow chain, and a jack, and pickup all litter, **KEEP MAIN GATES CLOSED!!!**, if the road gets sandy or muddy turn back you don't want to get stuck. If you know of someone that has gone out and not returned call this Department at any time, (office or Home) contact any Wildlife Committee member, or BIA-Police.

Any questions or concerns contact Danny Bulletts, Jr. at 643-8305.or Email me at dbullettsjr@kaibabpaiute-nsn.gov. Thank You.

NEWS FROM KAIBAB PAIUTE TRIBAL HOUSING

Greetings All and welcome to the new year. May this year be the best year yet for you.

We have a few things we would like to address.

All Mutual Help and homeowners are responsible for ALL maintenance of their homes. If you do call in a work order, it will be a long time before it can be worked on. Our rental units are our priority and we will continue to complete all of their work orders.

ALL work orders need to be called in to either Kathryn or Yolanda. If they are not called in, then it will not be worked on. Please do not tell the maintenance workers.

All garbage must be bagged and tied, when taken to the dumpsters. REMEMBER no furniture, tires, oil, weeds, mattresses, ONLY household garbage. Even boxes need to be bagged, if possible, try to break them down.

We have noticed that for a family of 8, water usage for a month averages about 9,000 gallons. If you are above that amount you have a water leak. It could be your toilet that is running continuously or maybe its your tub or faucets leaking.

We will be making sure that your DPW bills have a line item for your water and propane usage.

Please try to monitor your usage. If you notice anything unusual, contact us. We will also be keeping an eye on the usage.

Remember the water is a tribal resource and by not fixing the problem, you are wasting our tribal resources.

We will be having our womens craft January 30th at the community building. Please come on out and have some fun.

Here is who is on-call:

January 26-27 Quentin Hill

February 2-3 Cassandra Featherhat

February 9-10 Don Johnson

February 16-17 Quentin Hill

February 23-24 Cassandra Featherhat

Quentin Hill 643-6070

Cassandra Featherhat 435-899-1217

Don Johnson 435-689-0007



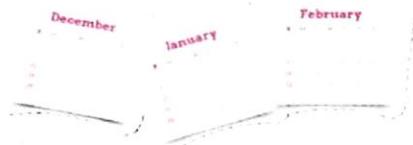
AMERIND Risk

Tribes Protecting Tribes



Home fires occur more in winter than in any other season. As you stay cozy and warm this winter season, **be fire smart!**

Half of all home heating fires occur in the months of



Keep portable generators outside, away from windows, and **as far away as possible from your house.**

Install and test carbon monoxide alarms at least **once a month.**



Have a qualified professional clean and inspect your chimney and vents **every year.**

Heating equipment is involved in **1** in every **6** reported **home fires** and **1** in every **5** home fire deaths.



Store cooled ashes in a tightly covered metal container, and keep it outside at least **10 feet** from your home and any nearby buildings.



Keep anything that can burn at least

3 feet from any heat source like fireplaces, wood stoves, radiators, or space heaters.



Plug only **1 heat-producing appliance** (such as a space heater) into an electrical outlet at a time.



For more information on how to prevent winter fires, visit www.usfa.fema.gov/winter and www.nfpa.org/winter.





AMERIND Risk

Tribes Protecting Tribes

What to do if you hear the hiss of a gas leak, or catch a whiff of a rotten egg smell?

- If you notice something wrong like sparks or flames, evacuate your house immediately and call 911 once you are at a safe distance.
- If you don't notice anything obviously wrong, make sure all the burners on your gas stove are turned off.
- If the stove is off and you suspect a leak, don't turn on the lights. It could spark and cause an explosion.
- Open all the doors and windows to ventilate the house.
- If you notice your grass or shrubs suddenly changed color, looking more brown or rusty, that could be a sign of a leak: the gas pouring out of the pipes. If you see any of these things, make sure to call 911 immediately and then call the gas company.
- If you have turned the gas off in your home, do not try to turn it back on yourself; call the gas company to do that for you.

Tips on preventing fires, and creating a safer home environment can be found on AMERIND's website at www.AMERINDRisk.org, or by going to its Facebook page at <https://www.facebook.com/AMERINDRisk-157506987725744/>. Or call AMERIND's Safety Department at 800-352-3496.

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About AMERIND Risk

AMERIND Risk was founded 30 years ago by more than 400 tribes who united and pooled their resources to create AMERIND Risk to keep money within Indian Country. AMERIND Risk provides employee benefits, and property, liability and workers compensation insurance for tribes, tribal governments, tribal businesses and individual property coverage. It is the only 100%, tribally-owned and operated insurance solutions provider in Indian Country. In May of 2016, AMERIND launched a new business line [AMERIND Critical Infrastructure](#) (ACI) which will help tribes obtain high-speed internet. To learn more about ***Tribes Protecting Tribes*** or for an insurance quote, go to AMERINDRisk.org.

Cooking Safety

Cooking brings family and friends together, provides an outlet for creativity and can be relaxing. But did you know that cooking fires are the number one cause of home fires and home injuries? By following a few safety tips you can prevent these fires.

"COOK WITH CAUTION"

- Be on alert! If you are sleepy or have consumed alcohol don't use the stove or stovetop.
- Stay in the kitchen while you are frying, boiling, grilling, or broiling food. If you leave the kitchen for even a short period of time, turn off the stove.
- If you are simmering, baking, or roasting food, check it regularly, remain in the home while food is cooking, and use a timer to remind you that you are cooking.
- Keep anything that can catch fire — oven mitts, wooden utensils, food packaging, towels or curtains — away from your stovetop.

If you have a small (grease) cooking fire and decide to fight the fire...

- On the stovetop, smother the flames by sliding a lid over the pan and turning off the burner. Leave the pan covered until it is completely cooled.
- For an oven fire, turn off the heat and keep the door closed.

If you have any doubt about fighting a small fire...

- Just get out! When you leave, close the door behind you to help contain the fire.
- Call 9-1-1 or the local emergency number from outside the home.



Cooking and Kids

Have a "kid-free zone" of at least 3 feet (1 metre) around the stove and areas where hot food or drink is prepared or carried.

FACTS

- ❗ The leading cause of fires in the kitchen is unattended cooking.
- ❗ Most cooking fires in the home involve the kitchen stove.



NATIONAL FIRE PROTECTION ASSOCIATION
The leading information and knowledge resource on fire, electrical and related hazards

Heating Safety

There is something about the winter months and curling up with a good book by the fireplace. But did you know that heating equipment is one of the leading causes of home fire deaths? With a few simple safety tips and precautions you can prevent most heating fires from happening.

BE WARM AND SAFE THIS WINTER!

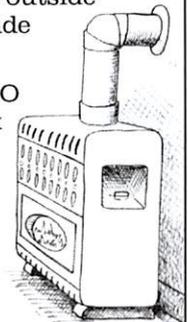
- Keep anything that can burn at least three-feet (one metre) away from heating equipment, like the furnace, fireplace, wood stove, or portable space heater.
- Have a three-foot (one metre) "kid-free zone" around open fires and space heaters.
- Never use your oven to heat your home.
- Have a qualified professional install stationary space heating equipment, water heaters or central heating equipment according to the local codes and manufacturer's instructions.
- Have heating equipment and chimneys cleaned and inspected every year by a qualified professional.
- Remember to turn portable heaters off when leaving the room or going to bed.
- Always use the right kind of fuel, specified by the manufacturer, for fuel burning space heaters.
- Make sure the fireplace has a sturdy screen to stop sparks from flying into the room. Ashes should be cool before putting them in a metal container. Keep the container a safe distance away from your home.
- Test smoke alarms at least once a month.



Heating Equipment Smarts

Install wood burning stoves following manufacturer's instructions or have a professional do the installation. All fuel-burning equipment should be vented to the outside to avoid carbon monoxide (CO) poisoning.

Install and maintain CO alarms to avoid the risk of CO poisoning. If you **smell** gas in your gas heater, do not light the appliance. Leave the home immediately and call your local fire department or gas company.



FACT

Half of home heating fires are reported during the months of **December, January,** and **February.**



**NATIONAL FIRE
PROTECTION ASSOCIATION**
The leading information and knowledge resource
on fire, electrical and related hazards

Smoke Alarms at Home



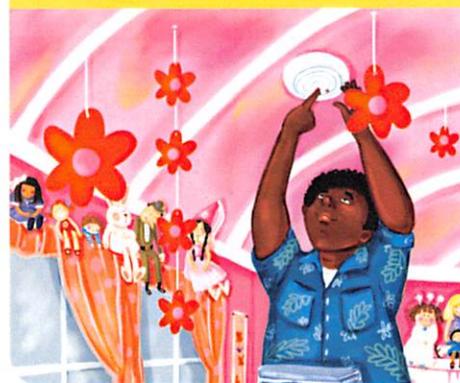
SMOKE ALARMS ARE A KEY PART of a home fire escape plan. When there is a fire, smoke spreads fast. Working smoke alarms give you early warning so you can get outside quickly.

SAFETY TIPS

- Install smoke alarms in every bedroom. They should also be outside each sleeping area and on every level of the home. Install alarms in the basement.
- Large homes may need extra smoke alarms.
- It is best to use interconnected smoke alarms. When one smoke alarm sounds, they all sound.
- Test all smoke alarms at least once a month. Press the test button to be sure the alarm is working.
- Current alarms on the market employ different types of technology including multi-sensing, which could include smoke and carbon monoxide combined.
- Today's smoke alarms will be more technologically advanced to respond to a multitude of fire conditions, yet mitigate false alarms.
- A smoke alarm should be on the ceiling or high on a wall. Keep smoke alarms away from the kitchen to reduce false alarms. They should be at least 10 feet (3 meters) from the stove.
- People who are hard-of-hearing or deaf can use special alarms. These alarms have strobe lights and bed shakers.
- Replace all smoke alarms when they are 10 years old.

FACTS

- ❗ A closed door may slow the spread of smoke, heat, and fire.
- ❗ Smoke alarms should be installed inside every sleeping room, outside each separate sleeping area, and on every level. Smoke alarms should be connected so when one sounds, they all sound. Most homes do not have this level of protection.
- ❗ Roughly 3 out of 5 fire deaths happen in homes with no smoke alarms or no working smoke alarms.



**NATIONAL FIRE
PROTECTION ASSOCIATION**
The leading information and knowledge resource
on fire, electrical and related hazards

Your Logo

Friday, February 8th

5:30 – 8:30 PM

Te'Angwavaxant Community Building

SENIOR

LANGUAGE PRESERVATION

SOCIAL

Kajibab Paiute & other native Elders and young Seniors 60 and older living on/near the Kaibab Paiute Reservation you are cordially invited to join us for a fun evening of dinner, presentations, games & prizes!

Sponsored by: Cultural Preservation, Language Program & CHR Health Education
For more information contact Cultural Preservation 643-7365

Comments and Input Requested

The Kaibab Transportation Department is preparing their program budgets and priorities for the year. The previous year's Transportation Improvement Program (TIP) is being distributed for public comment. The project priorities have not changed, and the Department is proposing to keep the same TIP for this year and continue with the planned projects. The first priority is SR 389 and Pipe Springs Road Intersection, and the second priority is resurfacing the Tribal Court Parking Lot.

The Department will be presenting the proposed TIP to the Tribal Council at the February 21, 2019 meeting for approval. All comments on the TIP should be submitted in writing to the Transportation Department by February 8, 2019. Comment forms are available at Tribal Headquarters or on the website. You can also email your comments to ewhitlock@highroadengineering.com.

Kaibab Band of Paiute Indians
TRANSPORTATION IMPROVEMENT PROGRAM (TIP)
FOR FISCAL YEARS 2018 - 2022

STATE 04 - Arizona BIA REGION H - Western BIA AGENCY H69 - So. Paiute F.O. RESERVATION H69617 - Kaibab Total Funding Allocated to Project

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals						
								PE CON CE Z	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
H69S3100	KBIR CR240 Safety No. 2	CR 240	Pipe Springs Rd Trail	015-Mohave	2.0 mi	Preconstruction Engineering and Construction	TTP (6K1)				\$50,000.00			\$50,000.00
										\$138,293.00	\$207,315.00	\$214,000.00	\$559,608.00	
										\$12,500.00			\$0.00	
Total								\$0.00	\$0.00	\$0.00	\$200,793.00	\$207,315.00	\$214,000.00	\$622,108.00

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals						
								PE CON CE Z	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
H69SA700	KBIR SR389 (2)	SR 389	State Route 389 and Pipe Springs Road	015-Mohave	0.4 mi	Preconstruction Engineering and Construction	TTP (6K1)		\$96,000.00					\$96,000.00
							6K1 Total	\$0.00	\$96,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$96,000.00
							TTP Safety (657)	\$80,000.00	\$397,000.00	\$264,000.00				\$264,000.00
								\$18,000.00	\$105,000.00	\$105,000.00				\$105,000.00
							657 Total	\$495,000.00	\$369,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$369,000.00
Project Total								\$495,000.00	\$465,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$465,000.00

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals						
								PE CON CE Z	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
H69R2100	KBIR 726 (1)	T 726	Tribal Court Parking Lot	015-Mohave	0.1 mi	Preconstruction Engineering and Construction	TTP (6K1)		\$25,500.00	\$177,823.00				\$25,500.00
								\$56,421.00	\$12,800.00				\$234,244.00	
								\$9,000.00	\$3,250.00				\$12,800.00	
Total								\$0.00	\$90,921.00	\$193,873.00	\$0.00	\$0.00	\$0.00	\$284,794.00

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals							
								CE RM	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018-FY 2022
H69RM617	KBIR Road Maint	N/A	N/A	015-Mohave	N/A	Maintenance	TTP (6K1)		\$29,290.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$150,000.00
							Total	\$29,290.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$150,000.00	

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals							
								PE	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018-FY 2022
H69884	KBIR Planning	N/A	N/A	015-Mohave	N/A	Planning	TTP TTP (66K)		\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$25,280.00	
							TTP (6K1)		\$23,353.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$150,000.00
							Proj Total	\$23,353.00	\$35,056.00	\$35,056.00	\$35,056.00	\$35,056.00	\$35,056.00	\$175,280.00	

DENOTES PROJECT FUNDS TO BE OBLIGATED IN FY 2018

DENOTES FUNDS FOR BIA WRO 2ND LEVEL REVIEW

TTP Construction Funds (6K1) Total	\$52,643.00	\$246,921.00	\$253,873.00	\$260,793.00	\$267,315.00	\$274,000.00	\$1,206,902.00
TTP Safety Funds (657) Total	\$495,000.00	\$369,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$369,000.00
TTP Trans Png Funds (66K) Total	\$0.00	\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$25,280.00

NOTE: PE = Preconstruction Engineering (Activity Codes 03, 04, 05, 06, 07 & 08)
 CON = Construction (Activity Codes: 09, 10, 11, 12 & 13)
 CE = Construction Engineering (Activity Code 14)
 Z = Tribal Project Management (Activity 17)

Grand Total Available Funds	\$547,643.00	\$620,977.00	\$258,929.00	\$265,849.00	\$272,371.00	\$279,056.00	\$1,601,182.00
Retained Services to BIA	\$0.00	\$0.00					
Grand Total to Tribe	\$547,643.00	\$620,977.00	\$258,929.00	\$265,849.00	\$272,371.00	\$279,056.00	\$1,601,182.00

Kaibab Band of Paiute Indians
TRANSPORTATION IMPROVEMENT PROGRAM (TIP)
FOR FISCAL YEARS 2018 - 2022

STATE 04 - Arizona BIA REGION H - Western BIA AGENCY H69 - So. Paiute F.O. RESERVATION H69617 - Kaibab

Total Funding
Allocated
to Project

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals							
								PE CON CE Z	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018-FY 2022
H69S3100	KBIR CR240 Safety No. 2	CR 240	Pipe Springs Rd Trail	015-Mohave	2.0 mi	Preconstruction Engineering and Construction	TTP (6K1)								
											\$50,000.00				
											\$138,293.00		\$207,315.00	\$214,000.00	\$559,608.00
								\$12,500.00							\$0.00
							Total		\$0.00	\$0.00	\$0.00	\$200,793.00	\$207,315.00	\$214,000.00	\$622,108.00

\$622,108.00

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals								
								PE CON CE Z	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018-FY 2022	
H69SA700	KBIR SR389 (2)	SR 389	State Route 389 and Pipe Springs Road	015-Mohave	0.4 mi	Preconstruction Engineering and Construction	TTP (6K1)									
											\$96,000.00					
																\$0.00
																\$0.00
																\$0.00
						6K1 Total		\$0.00	\$96,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$96,000.00	
						TTP Safety (657)		\$80,000.00								
								\$397,000.00	\$264,000.00					\$264,000.00		
								\$18,000.00	\$105,000.00					\$105,000.00		
						657 Total		\$495,000.00	\$369,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$369,000.00		
						Project Total		\$495,000.00	\$465,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$465,000.00		

\$960,000.00

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals							
								PE CON CE Z	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018-FY 2022
H69R2100	KBIR 726 (1)	T 726	Tribal Court Parking Lot	015-Mohave	0.1 mi	Preconstruction Engineering and Construction	TTP (6K1)			\$25,500.00					
										\$56,421.00	\$177,823.00				
											\$12,800.00	\$12,800.00			
									\$9,000.00	\$3,250.00				\$12,250.00	
						Total		\$0.00	\$90,921.00	\$193,873.00	\$0.00	\$0.00	\$0.00	\$0.00	\$284,794.00

\$284,794.00

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals								
								CE RM	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018-FY 2022	
H69RM617	KBIR Road Maint	N/A	N/A	015-Mohave	N/A	Maintenance	TTP (6K1)									
						Total		\$29,290.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$150,000.00	
								\$29,290.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$150,000.00		

\$179,290.00

Project I.D.	Project Name	Route No.	Route Name	County	Project Length	Project Type	Funding Source	Project Totals							
								PE	PRIOR YEARS	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018-FY 2022
H69884	KBIR Planning	N/A	N/A	015-Mohave	N/A	Planning	TTP TTP (66K)			\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$25,280.00
						TTP (6K1)		\$23,353.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$150,000.00	
						Proj Total		\$23,353.00	\$35,056.00	\$35,056.00	\$35,056.00	\$35,056.00	\$35,056.00	\$175,280.00	

\$198,633.00

DNOTES PROJECT FUNDS TO BE OBLIGATED IN FY 2018

DNOTES FUNDS FOR BIA WRO 2ND LEVEL REVIEW

TTP Construction Funds (6K1) Total	\$52,643.00	\$246,921.00	\$253,873.00	\$260,793.00	\$267,315.00	\$274,000.00	\$1,206,902.00
TTP Safety Funds (657) Total	\$495,000.00	\$369,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$369,000.00
TTP Trans Plng Funds (66K) Total	\$0.00	\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$5,056.00	\$25,280.00

NOTE: PE = Preconstruction Engineering (Activity Codes 03, 04, 05, 06, 07 & 08)
 CON = Construction (Activity Codes: 09, 10, 11,12 & 13)
 CE = Construction Engineering (Activity Code 14)
 Z = Tribal Project Management (Activity 17)

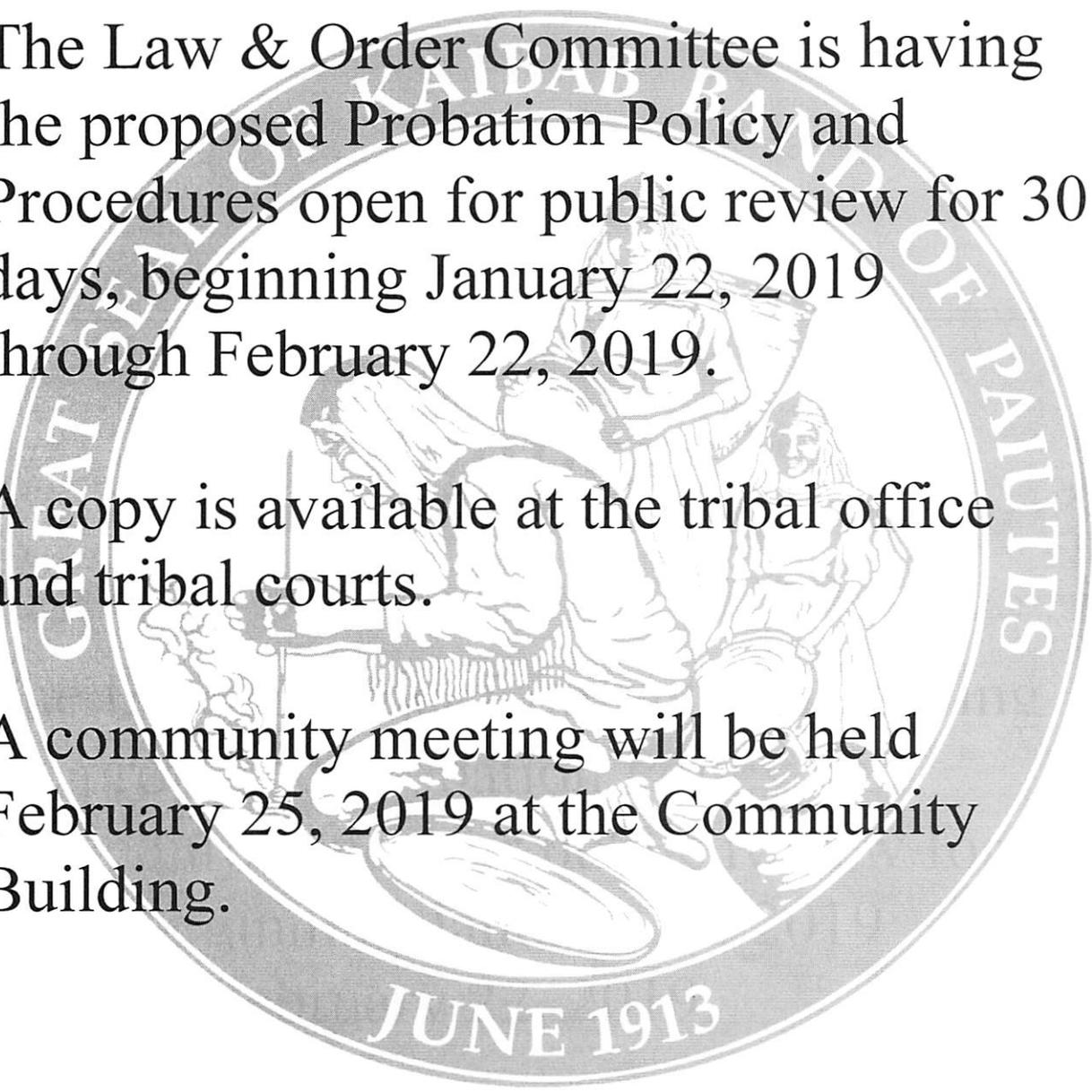
Grand Total Available Funds	\$547,643.00	\$620,977.00	\$258,929.00	\$265,849.00	\$272,371.00	\$279,056.00	\$1,601,182.00
Retained Services to BIA	\$0.00	\$0.00					
Grand Total to Tribe	\$547,643.00	\$620,977.00	\$258,929.00	\$265,849.00	\$272,371.00	\$279,056.00	\$1,601,182.00

NOTICE

The Law & Order Committee is having the proposed Probation Policy and Procedures open for public review for 30 days, beginning January 22, 2019 through February 22, 2019.

A copy is available at the tribal office and tribal courts.

A community meeting will be held February 25, 2019 at the Community Building.





Kaibab Band of Paiute Indians Probation Program

Policies and Procedures

HC 65 Box 2
Fredonia, AZ 86022

p. (928) 643-7214
f. (888) 447-8298

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Purpose and Code of Ethics

The purpose of these Policies and Procedures is to set out the processes by which the Kaibab Band of Paiute Indians and Probation and Juvenile Probation Program operates. These policies and procedures are developed for the programmatic operation of the probation program, rather than as personnel policies, and are not intended to supplant the Tribe's personnel policies in the employee handbook. Failure to adhere to these policies and procedures, however, may be cause for disciplinary action in accordance with the disciplinary process provided in the employee handbook.

While these policies and procedures are comprehensive, they are not exhaustive, and cannot address every situation a probation officer may face. Probation officers are required to use good judgment at all times and act accordingly. All probation officers are required to abide by the code of ethics for probation officers.

Distribution

The probation supervisor will assure that all probation officers are provided with a copy of these policies and procedures as well as the code of ethics for probation officers within three (3) business days of hire. All probation officers must sign a statement indicating they have received the policies and procedures as well as a copy of the code of ethics for probation officers and will abide by them. A copy of the signed statement will be placed in the probation officer's personnel file.

Organization within the Tribe's Government

- The Probation Program is located within the Tribal Court Building.
- The Chief Tribal Judge shall have supervisory authority over the probation staff, and decision-making authority to assure the effective and efficient operation of the Probation Program.
- The Chief Tribal Judge shall have responsibility over the day-to-day operations of the Probation Program, including responsibility for development of budgets and assuring that the expenditures are within budgetary limits, signing leave slips, and handling personnel matters to the extent of possible suspension or termination.
- The Chief Tribal Judge reports to the Tribal Council of the Kaibab Band of Paiute Indians and is directly supervised by the Tribal Chairperson of the Kaibab Band of Paiute Indians.

Mission Statement and Goals

The mission statement of the Kaibab Band of Paiute Indians Probation Program is to encourage the rehabilitation and recovery of all defendants on probation, parole or extended supervision, while providing fair and just service that incorporates the beliefs and traditions of the Kaibab Band of Paiute Indians.

The goals of the Probation Program are to (1) help probationers/parolees meet the conditions of their probation or parole set by the courts, parole commissions and the probation office, (2) to reduce recidivism of probationers by identifying their needs (therapy and job skills training) and assuring they have access to services when possible and (3) to assure the safety of not only the public but the probationer/parolee.

General Information

Uniforms

All probation officers will be expected to dress in a professional manner and will be provided with all necessary equipment to perform their job duties. Officers are expected to wear their badges/probation shirts while on duty and to any approved work related conferences or training. Probation officers are not to give anyone their work badges/probation shirts for any reason unless it is approved by their supervisor in writing.

Probation officers are responsible for the care of the equipment they receive from the Kaibab Band of Paiute Indians. If the equipment is damaged or needs repairs, the officer shall contact their supervisor so a replacement may be ordered. The officer may be charged for the cost of the repairs or replacement, at the discretion of the supervisor and depending on the circumstances in which the equipment was damaged.

Training

All probation officers are to become certified by a reputable Probation Academy within one year of their hire date. All probation officers are expected to attend training on various topics that pertain to their job duties and that are within budgetary restrictions. Probation officers are to become certified and maintain certification on the use of non-lethal weapons (i.e. tasers) prior to receiving the equipment.

Fleet Vehicle Use

Prior to the use of a fleet vehicle the probation officer is to inspect the vehicle for any damage inside and outside and report any damage to their supervisor. All use of a fleet vehicle must be reported on the sign out sheet located at the Tribal Headquarters front desk. The probation officer shall not allow another person to operate a tribal vehicle while in their possession unless it is a fellow co-worker. The probation officer will abide by all rules and regulations set by the Kaibab Band of Paiute Indians Transportation Department.

Office Hours and Coverage

Office hours for all probation officers will be conducted between the hours of 8:00am to 5:00pm Monday through Friday, unless special circumstances arise where the probation officer is needed to work earlier and/or later than regular business hours, as well as on weekends. Probation officers will manage their work hours to fall within the approved and budgeted hours assigned. If the probation officer has any planned time off, it will be their responsibility to work with their supervisor to make sure their caseload will be covered while they are gone. It will also be the responsibility of the probation officer to find coverage, when needed, for any scheduled appointments they will be unable to make or to reschedule their appointments to another date. For any unexpected time off, the probation officer is to notify their supervisor as soon as possible so they may get their work load covered while out of the office.

Overview of Job Duties

Services Provided

- The Probation Program provided monitoring, drug and alcohol testing, conducts searches (warrantless and with a warrant) if the officer has probable cause, community service opportunities and related services for all defendants placed on probation or parole by the Kaibab Band of Paiute Indians Tribal Court, including any specialty courts within the tribal court system.
- Probation officers will also provide a risk assessment on defendants prior to their being put on probation.
- Probation officers also serve as case managers for their clients and hold multi-departmental staff meetings to develop and implement the best plan of action for each client to successfully complete their probation.

- Probation officers will provide clients with current information regarding education, job trainings, health care and mental health care services and will assist with access to services when possible to help with successful completion of probation or parole.
- Probation officers may conduct home visits of the probationer or parolee.
 - Home visits should be unannounced in order to gain more information regarding the probationer/parolee living conditions.
 - Probation officers must be accompanied by a tribal law enforcement officer while conducting home visits.
 - Upon completion of home visits the probation officer is to complete a detailed report (number of residents, vehicles, pets and if any weapons are on premise) of their findings while on the home visit. A copy of the report will be put in the probationer/parolee file and if needed, a copy will be given to the tribal police department.

Programs Used

As of this time, the Kaibab Paiute Tribal Court is not using a case management system. If, in the future, a case management system is utilized, the probation officer will be granted access to the system. The probation officer will receive training on the program and will be expected to use the system to check dockets to be aware of the scheduling of cases involving their clients and other relevant information regarding their clients. This system will be used to keep track of the client's compliance and non-compliance with conditions of probation.

The probation officer will have access to law enforcement electronic management systems solely for the purpose of checking for any client arrest. If a probation officer finds out that one of his/her clients has been arrested, they may choose to visit their client in jail if they are not represented by an attorney. If the probation officer does visit the client in jail, the client must be informed that everything disclosed may be told to the prosecutor or in court if the probation officer is called to testify. If the client is represented by an attorney, the probation officer must reach out directly to the client's attorney. The probation officer will work with the prosecutor to determine what new charges will be filed against the client, and if probation should be revoked.

Reporting

A monthly report is due no later than the 3rd day of each month and shall be submitted to the tribal court clerk. The monthly report will include, but is not limited to, the following information:

- Number of probationers (adult and juvenile) that were added to the officer's caseload during the previous month. The name of the probationer, date in which they started probation and the length of their probation.
- Total number of probationers (adult and juvenile) that had their probation revoked and their sentence imposed during the previous month.
- Total number of probationers (adult and juvenile) that successfully completed their probation during the previous month.

The court clerk will summarize all reports received and turn the summarization into the Tribal Council, Tribal Judge and Tribal Prosecutor prior to the due date for all department monthly reports to Tribal Council.

Confidentiality

All records of the probation officers, with the exception of statistical numbers are deemed confidential and will not be shared with anyone for any reason except for the prosecutor upon written request, the tribal court upon written request

or on-the-record oral request from the Tribal Court Judge, or in compliance with an applicable statute, controlling regulations, or upon the order from the court of competent jurisdiction. All probation officers will sign an oath of confidentiality before starting work.

Use of Force

A probation officer, while on duty, may find it necessary to use force to overcome resistance and defend him/herself or another person. The standard professional practice of the Kaibab Band of Paiute Indians Probation Office is: the minimum amount of force will be used in all situations. Under no circumstances will the force used be greater than necessary to achieve lawful objectives. A probation officer never uses unnecessary force or violence, and uses only such force in the discharge of duty as is reasonable in all circumstances. Force may be used only with the greatest restraint and only after discussion, negotiation, and persuasion has been found to be inappropriate or ineffective. While the use of force is occasionally unavoidable, every probation officer refrains from the unnecessary infliction of pain or suffering and never engages in cruel, degrading, or inhumane treatment of any person. Violation of this policy and/or supporting procedures will result in disciplinary action up to and including termination.

Probation officers will be held accountable for all actions, as well as inaction where the use of physical force is necessary while on duty. Probation officers are expected to comply with all legal, regulatory and probation department standards, and are required to document the use of force while on duty on an approved form by the probation office. The prosecutor shall be notified of any use of physical force and any injuries that were sustained during the altercation, including death.

Probation Process

The probation process shall be governed by the applicable provisions of the Kaibab Band of Paiute Indians Law and Order Code. The provisions herein are intended to provide further guidance for compliance with applicable Code provisions. In the case of a conflict between these policies and procedures and the Code, the Code shall govern.

- Prior to being placed in the probation program, the defendant will take a risk assessment. The risk assessment will be ordered by the tribal court and administered by the probation officer. This risk assessment will help determine the level of probation needed and the conditions of the probation. The probation officer will be fully trained on how to administer the risk assessment and read the results of the assessment in order to give the tribal court the accurate information needed in a timely manner.
- Upon receiving the order of probation, the probation officer will put together a file on the probationer. This file will include the list of conditions ordered by the court for the probationer as well as the rules and regulations of probation. In cases where the probationer was not informed of these conditions, the officer will set up a meeting with the probationer to discuss the conditions of their probation.
- During the initial meeting with the probationer, the probation officer will discuss how the probation program works and responsibility of the probationer. By the end of the meeting the probationer should fully understand how the probation program works and what their responsibilities are as a probationer to successfully complete their probation. The probationer will also receive a copy of the probation guidelines handbook.
- At the end of the initial meeting the probation officer and probationer will sign the rules and regulations and the probation agreement that list the conditions of their probation, and states that they will abide by all conditions listed in the agreement. Once the agreement is signed the probation officer will make a copy of the signed agreement and give a copy to the probationer. The original will be put in the probationer's file.
- Meeting dates will be scheduled between the probationer and the probation officer. During these meetings the progress of the probationer will be discussed and any issues that the probationer may be having. Also during these meetings, drug and alcohol tests may be administered. Drug and alcohol tests will also be given to the probationer on a random basis in order to ensure the probationer is in compliance with the no drug and alcohol policy.

- The probation officer may also perform random visits to the probationer's home in order to get a better understanding of the probationer's living conditions and to make sure that the probationer is compliant with all rules and regulations of their probation.
- If at any time the probation officer is suspicious of the probationer, a warrantless search may be conducted, as long as the probation officer has probable cause.
- If at any time the probation officer determines that a probationer is at-risk to violate a condition of their probation, or has violated a condition of their probation, the probation officer will attempt to meet with the probationer to discuss the situation before filing a notice of probation to the tribal court, unless in the professional opinion of the probation officer, it is in the best interest of the probationer and the public to immediately file a notice of probation violation. If for any reason the probation officer is unable to locate the probationer or the probationer refuses to meet with the probation officer, the probation officer will reasonable determine the probationer has violated a condition of their probation, the probation will request a warrant be issued for their arrest. A hearing will also be scheduled to discuss the revocation of their probation.
- The probationer will be given proper notice of the probation revocation hearing.
- At the end of the hearing the tribal court will determine if they will revoke the client's probation or if they will amend the conditions of their probation.
- If the probationer successfully completes their probation, the probation officer will notify the tribal court in writing of the successful completion. The tribal court shall order final disposition of the matter.

Juvenile Probation Proceedings

- All probation proceedings involving a minor will be closed to the public, and will only include the juvenile defendant, the tribal probation officer assigned to the case, the prosecutor, the juvenile's parents or legal guardian. The tribal judge may choose to, at their discretion, permit other family members of the juvenile into the court room if there is good cause for them to be there.
- At the discretion of the tribal judge, they may choose to call additional witnesses other than the witnesses called by the prosecutor. If the witness is not prohibited to be in the court room during the proceedings, they will be asked to leave after they have given their testimony.

Staff Meetings and Multi Department Meetings

Probation officers will meet on a regular basis to discuss workloads and address any coverage that is needed. Probation officers will also meet regularly with the tribal court judge to discuss any training opportunities, budgetary issues and policy matters. As needed, the officer will meet with other departments to discuss issues regarding their clients and how they can work together to address the issues.

Grievance Against an Officer

An internal grievance process is necessary to resolve client complaints, reduce the need for additional court hearings, and give the opportunity to improve operations. If a probation officer learns that a client wishes to file a complaint against them, the officer must inform the client to file their complaint with their supervisor, the tribal court judge, in writing. A probation officer is never to discourage a client from filing a complaint against them. Upon receiving the written grievance, the supervisor will review the information and may interview the probation officer. In all cases, when a grievance is filed, the supervisor will first attempt to resolve the matter on their own. If a resolution is not achieved, the supervisor will consult with the tribal prosecutor. The supervisor will respond to the probationer in writing. If the grievance suggests criminal misconduct by the probation officer, the supervisor will consult and review the matter with the tribal prosecutor and will immediately cease all probation activity for that probation officer. If the grievance is found to have a basis in fact, and alleges actions which are in violation of this or other applicable policy, the grievance may result in disciplinary action against the probation officer up to and including termination. The probation supervisor will

maintain a separate file for client/probationer grievances. Whereas such matters are administrative, no documents regarding a grievance will be placed in the personnel file, however, a copy of the grievance and its disposition will be placed in the supervisor's personnel folder for the officer. Should the grievance result in a disciplinary action being taken, a record of the violation will be provided to Human Resources and placed in the probation officer's personnel file.

Other Services

Community Service

The Community Service component of the probation program provides opportunities for learning job skills and developing good work habits. Community service can also be used as an alternate way of paying off fines and court fees. The community service will be supervised by the community service coordinator as well as the probation officer. Community service can be ordered by the tribal court or it can be a part of the probation agreement that was signed by both the probationer and probation officer.

- Court fines may be paid through community service at a rate of \$10.00 per hour with written consent from the tribal court.
- All probationers who wish to participate in community service will need to sign a community service agreement and abide by the rules of the community service agreement. Failure to do so may result in revocation of their probation.
- Community service may only be performed at those entities that have signed a community worksite agreement.
- It is the duty of the probation officer to make sure that the probationer has adequate training for the work they will be performing and that the probationer will be supervised by an employee of the entity for which they are performing the community service. The employee supervising the probationer may not be an immediate family member of the probationer.
- All tools and materials must be provided by the entity for which the probationer is working.
- Juveniles may not participate in the community service program unless they have written consent from their parent or legal guardian.
- No entity may discriminate against a probationer based on age, race, color, religion, sex, nationality, handicap, veteran status, political affiliation or other reason prohibited under the Kaibab Band of Paiute Indians Law and Order Code.
- As a general rule, any program of the Kaibab Band of Paiute Indians Tribal Government and other government entities approved by the probation supervisor, may be provided with a community service worker upon completion and approval of the community service worksite agreement. Other than tribal government programs, only nonprofit organizations that have completed the required forms may be provided with community service workers through the probation program and must be compliant with the following:
 - The non-profit organization must provide proof that they are a non-profit organization.
 - A copy of their current insurance policy must be submitted to the tribal court and it must clearly state that medical expenses for volunteers such as community service workers will be paid under their policy.
 - The policy must include liability coverage in the amount of \$1 million per incident to include bodily injury and property damage for volunteers such as community service workers.
 - Religious based non-profits must stipulate that they will not require the community service volunteer to participate in any religious services, will not be subject to proselytizing, and will not be required to participate in prayer or attend any prayer meetings without the prior consent of the community service worker.

- Any injury sustained by the community service worker must be report IMMEDIATELY to the probation officer or the workplace supervisor, and if the community service workers is a juvenile, the parents or legal guardian must be informed of the incident. The community service worker is to receive any medical attention needed IMMEDIATELY.
- All entities that have a community service worker must provide evaluations of the worker's performance. The evaluation form will be provided by the probation officer. If the entity fails to provide the probation officer with the evaluation form they will no longer receive a community service worker until they have completed and submitted the required evaluation form.

Mediation/Counseling

The probation officer can request the services of a mediator or counselor to assist them in resolving a potential probation violation. If this method is used, the probation officer will notify the probationer before the motion is filed with the tribal court. The probationer is to meet with the mediator or counselor to determine if there is a way to avoid being found guilty of violating a condition of their probation. The probation officer will attend the meeting and in some instances be asked to participate in the meeting either by the probationer or the mediator. At the end of the meeting the mediator will submit in writing their findings and resolution if any and this will be signed by the probationer, mediator and probation officer. If there are any conditions that the mediator would like the probationer to meet, the mediator will submit those conditions at the same time.

Effective Date and Modification

This policy will take effect upon its approval by resolution of the Kaibab Band of Paiute Indians Tribal Council. Modifications may be made on an as needed basis as agreed upon by the consensus of the probation officer and by the approval of the Chief Judge and the Tribal Prosecutor.

Acknowledge and Receipt

I have received my copy of the Probation Policies and Procedures Handbook. The Policies and Procedures Handbook describes important information about the Probation Program, and I understand that I should consult my immediate supervisor regarding and questions not answered in this handbook.

Furthermore, I acknowledge that his handbook is neither a contract of employment nor a legal document. I understand and agree that employment and compensation may be terminated with or without cause and with or without notice at any time by the Kaibab Band of Paiute Indians or myself. I have received the handbook, and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it.

Employee Signature

Date

Employee Printed Name

Code of Ethics

AS A TRIBAL PROBATION OFFICER,

I AM DEDICATED TO RENDERING PROFESSIONAL SERVICE to the Courts, the parole/probation authorities and the community at large in effecting the social adjustment of the probationer and assuring the compliance of defendants with their legal responsibilities.

I WILL CONDUCT MY PERSONAL LIFE WITH DECORUM, will neither accept nor grant favors in connection with my office, and will put loyalty to moral principles above personal consideration.

I WILL UPHOLD THE LAW WITH DIGNITY and with complete awareness of the prestige and stature of the judicial system of which I am a part. I will be ever cognizant of my responsibility to the community which I serve.

I WILL STRIVE TO BE OBJECTIVE IN THE PERFORMANCE OF MY DUTIES, respect the inalienable rights of all persons, appreciate the inherent worth of the individual, and inviolate those confidences which can be reposed in me.

I WILL COOPERATE WITH MY FELLOW WORKERS AND RELATED AGENCIES and will continually attempt to improve my professional standards through the seeking of knowledge and understanding.

I RECOGNIZE MY OFFICE AS A SYMBOL OF PUBLIC FAITH and I accept it as a public trust to be held as long as I am true to the ethics of the Kaibab Paiute Probation Program. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession.



Education Connection

February 2019

Winter Library Hours
 Mon-Thurs 10-6:00
 Friday 9-3

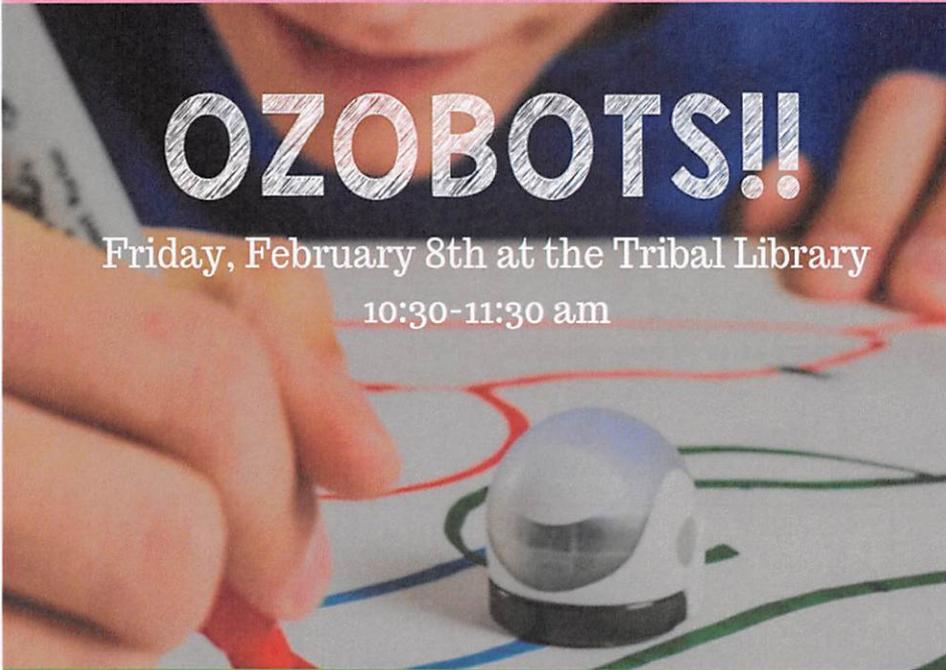
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5 FMUSD Board Mtg. 6 p.m.	6	7 Education Committee Meeting 2:00 pm KCSB Board Mtg. 7 p.m.	8 Robots 10:30-11:30	9
10	11 CCSD Board Mtg. 6 p.m.	12	13	14 Valentine's Day	15 Journaling 12-1 DSU STEM Event 5:00 pm	16
17	18 LIBRARY CLOSED President's Day	19 Teen ART 7:00-8:30 pm	20	21 Tribal Council HUMAN BRAIN AND ELECTRONICS 5:00-7:00 PM	22 Book Lunch 12-1 Computer Class 2:00-4:00 pm	23
24	25	26	27	28 Community Movie Night 6:30 pm		
<p>Check out our webpage for current information and flyers http://kpteducationlibrary.weebly.com/</p>						

February Education EVENTS

OZOBOTS!!

Friday, February 8th at the Tribal Library

10:30-11:30 am



Come play with our newest robotics addition, the Ozobot! It's a clever bot that follows the paths that you create. It's part robotics, part coding, and all fun!!
Students grades 3rd and up--10:30-11:30 am

EDUCATION COMMITTEE MEETING



FEBRUARY 7TH
2:00 PM
TRIBAL LIBRARY

Teens with H.E.A.R.T.

BLACK OUT POETRY

Create your own black out poetry
and quote your world if you missed
last month!

Tuesday, February 19th

5:30-7:00 pm

Tweens and Teens 12-18

Tribal Library

Congrats

Tavavee Shearer-High Honor Roll

Oscar Martinez-Honor Roll

Kayla Hill-Honor Roll

Please feel free to share any other
student successes with me for the
newsletter!

February Library EVENTS

BULLET JOURNAL, TIME MANAGEMENT, AND HAPPINESS PROJECT

Friday, February 15th
1:00-2:30 pm
Library

Start the new year off right by making time management a commitment. The bullet journal is part schedule, part to-do list, part journal. Come learn some new techniques, tricks, and secrets to making time management less hectic and more fun! Small journal provided or feel free to bring your own. This is a great class for teens to help manage their daily schedules, stay on top of homework and prioritize responsibilities. We will also be exploring how to use a journal to create inner happiness.

COMPUTER WORKSHOP

Learn how to create beautiful flyers, cards, bookmarks, facebook posts, blog headings, and so much more using Canva or PowerPoint! 5 spots available...call to reserve yours today!

Friday, February 22nd
2:00-4:00 pm



COMMUNITY MOVIE NIGHT

THURSDAY, FEBRUARY 28TH
6:00 PM
AT THE COMMUNITY BUILDING

VOTE FOR YOUR FAVORITE!

BRING A COMFY CHAIR AND BLANKET, WEAR YOUR PAJAMAS, AND TAKE YOUR FAMILY OUT FOR A NIGHT AT THE MOVIES. DELICIOUS SNACKS PROVIDED BY CHR!

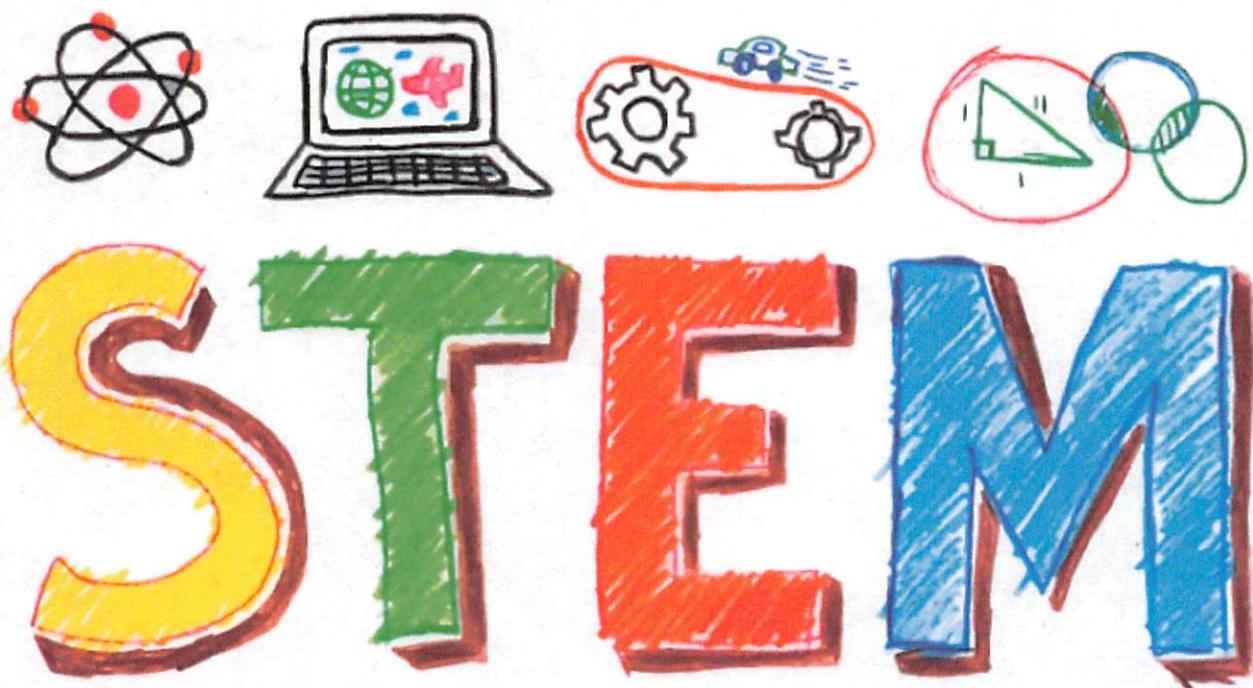


KAIBAB PAIUTE TRIBAL
LIBRARY PRESENTS

HUNGRY FOR BOOKS

COME EAT AND ENJOY THE LIBRARY. WE WILL DISCUSS BOOKS YOU HAVE READ, BOOKS YOU WOULD LIKE TO READ, AND HAVE AUDIO SAMPLINGS OF POPULAR BOOKS AND BEST SELLERS. THIS EVENT IS FOR TWEENS, TEENS AND ADULTS.

FRIDAY, FEBRUARY 22ND
12:00-1:00 PM
TRIBAL LIBRARY



**Family STEM night provided
by Dixie State University.
There will be dinner and a
variety of different STEM
activities for the whole family**

Friday, February 15th

5:00-7:00 pm

Community Building

Your Brain and Electronics

We invite you to attend an evening with Dr. Christy Kane on How Electronics are Changing the Human Brain. Dr. Kane offers an interactive educational evening for both adults and youth in regards to the electronic world and brain functioning.

Statistics:

- 1 in 5 adults struggle with depression and anxiety
- Antidepressants are the 3rd most common prescription drug among Americans 18-44
- 2.8 million youth ages 12-17 had at least one major depressive episode in 2017
- Teens with untreated depression are more likely to engage in risky sexual behaviors.
- Untreated depression is the #1 cause of suicide, 3rd leading cause of death among teenagers

Electronics-Social Media:

- 1 in 4 teens spend more time socializing online than in person
- 44% of teen girls are on social media and are twice as likely to share sexual based photos than boys
- Electronics increase the neurotransmitter dopamine and decrease fundamental brain neurotransmitter oxytocin.
- Electronics are addictive
- Electronics are creating the most social anti-social generation of all time.

Thursday, February 21st
5:00 Dinner
6:00-7:00 Presentation
Community Building

Brought to you by KPT Substance Abuse and Education
Understand the Brain Better
KPTUMLINK.COM

HAPPY BIRTHDAY!

February Birthdays



Joseph Blalock

Elli John

Yasmin Hill

Elyse Archuleta

Taityn Marshall-Spote

Krissy Burke



In an ongoing effort to recognize our students, we will begin spotlighting birthdays. If you have a tribal student with a birthday that is not listed please call me to update my information 928-643-6025