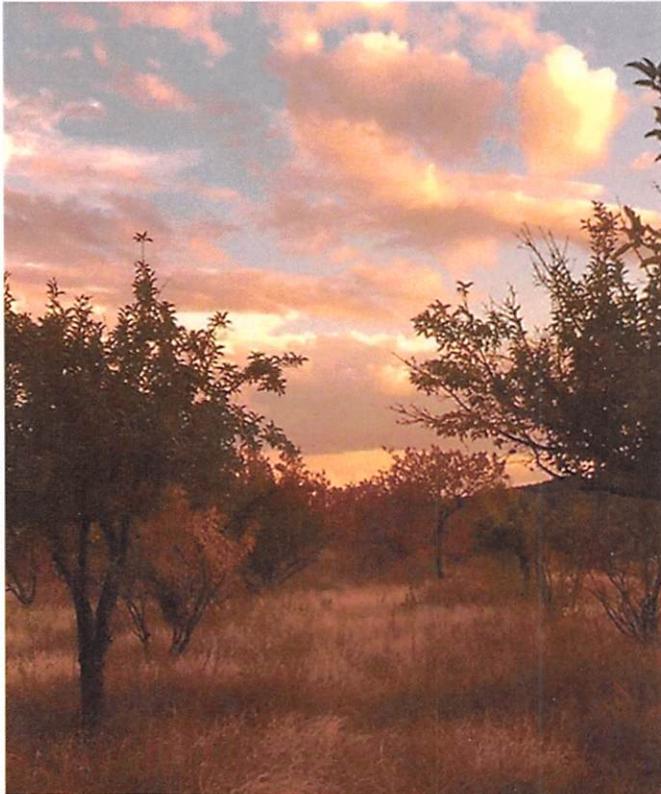


# SMOKE SIGNALS

November 2018

*Fall is Beautiful*



*Time for Firewood*



## Events for November

- **Tribal Council Mtg**  
November 15, 2018 9:00 am
- **Vision Seminar**  
Strategic Planning Meeting  
November 2 & 3, 2018
- **Halloween Party**  
October 27, 2018 - 3:00 pm
- **Health Fair**  
November 30, 2018 9-4pm  
December 1, 2018 9-1 pm
- **Hand Game  
Social/Potluck**  
November 30th 5:30 - 8:30
- **Family Game Nite**  
December 14th 6-8 pm





## KAIBAB PAIUTE TRIBAL COUNCIL GENERAL MEETING UPDATE

Dear Kaibab Paiute Tribal Membership,

Thank you to all who attended the Annual General Meeting on October 6. It was great to see and catch up with so many Tribal members.

At the General Meeting, Tribal members passed a motion for the Tribal Council to proceed with two tasks:

- Task 1: Work to amend the Constitution to remove the Secretary of the Interior's role in Tribal Constitution.
- Task 2: Review the five suggested amendments from the 2017 General Meeting and narrow down to three, then publish in the Tribal Newsletter.

### *Task 1*

The Tribal Council already started the process of amending the Constitution to remove the Secretary of the Interior's review and approval authority from the Tribal Constitution. Following the procedures in 25 CFR § 81 for Secretarial Elections as required by our Tribal Constitution, the Tribe is preparing the required documents to submit to the Bureau of Indian Affairs (BIA). At its regular November 2018 Tribal Council meeting, the Tribal Council will approve a formal Resolution requesting the Secretary to call the Secretarial Election. The Council will also approve the proposed amendments to be placed on the ballot. After this, the Resolution and proposed amendments will be submitted to BIA along with a list of eligible Tribal voters. The BIA will review the documents and then initiate the Secretarial Election process to amend the Constitution.

### *Task 2*

The Tribal Council has reviewed the five suggested amendments from the 2017 General Meeting. They are summarized as follows:

#1 There is no language currently in the Constitution compelling participation by a Tribal member in annual meetings. If approved, this amendment would require a Tribal member to attend at least one general meeting every three years or that person's name would be removed from the Tribal membership roll, and the person would not be eligible for re-enrollment. Exceptions to this rule would include incarceration, health, and deployment.



#2 This amendment would change the adoption standard in the Constitution to only allow those persons of  $\frac{1}{4}$  or more degree of Kaibab Paiute blood to be adopted into the Tribe, with full rights and benefits, except for those benefits derived from Judgment funds.

#3 This amendment would change the adoption standard in the Constitution to allow those persons of  $\frac{1}{4}$  or more degree of Southern Paiute blood to be adopted into the Tribe, with all Tribal rights and benefits.

#4 This amendment would change the adoption standard in the Constitution to only allow applicants with direct lineal descent from an enrolled Kaibab Tribal member to be eligible for enrollment.

#5 This amendment would change the adoption standard in the Constitution to only allow applicants with direct lineal descent from a Kaibab Tribal Member who is listed on the January 1, 1940 base roll, except for those benefits derived from Judgment funds.

The first of these suggested amendments deals with disenrollment for non-participation in general membership meetings. The other four amendments deal with changing the adoption standard of the Tribal Constitution.

The Council intends to include the first proposed amendment regarding disenrollment in the Secretarial Election since it deals with permanent termination of Tribal membership and could give rise to legal challenge. Following the formal Secretarial Election process for this amendment will strengthen the Tribe's position in the event a disenrolled person attempts to challenge the Tribe under the Indian Civil Rights Act. Thus, the Secretarial Election will include two questions: non-participation disenrollment; and, removing the Secretary of Interior's oversight from the Tribal Constitution.

After the Secretarial Election is conducted, the Council will then hold a special Tribal Election to have the membership weigh in on the proposed changes to the Tribe's Constitutional adoption standard. The 25 CFR 81 provisions governing the Secretarial Election limit the amount of questions the Tribe can present in the election, so a Secretarial Election is not an effective way to present the various changes to the adoption standard. The Council believes a Tribal Election after Tribal community meetings will be more effective to present these choices to the Tribal membership about adoption.

The Tribal Council welcomes your input about this process any time.



## Human Resources

HC 65 Box 2  
Fredonia, AZ 86022

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

E-mail: [HR@kaibabpaiute-nsn.gov](mailto:HR@kaibabpaiute-nsn.gov)

Website: [www.kaibabpaiute-nsn.gov](http://www.kaibabpaiute-nsn.gov)



### Employment Opportunities – October 18, 2018

NEW!

#### **Ranch/Farm Laborer:** Full-Time/Benefits after 90 days; \$10.00 or DOQ\*

Under the direction of the Ranch Foreman this position will assist with the daily operations of the Tribe's Farm and Ranch. Assist with General ranch/farm daily chores as directed by Ranch Foreman: Feed animals; maintain orchard – trimming, spraying, fertilizing, etc. Continue to ride colts that are not fully broken. Maintain irrigation systems: make sure pumps are in working order; pivot lines working. Repair fence lines and gates when needed, assist with branding, tagging and moving cattle. Assist with testing and reporting processes of nine incentives for funding. Run farm equipment when needed: bailer, swather, tractor, backhoe, manure spreader, truck. Clean and bulldoze reservoirs. All other duties as assigned.

NEW!

#### **Tamarisk Project – Lead Person:** Full-Time, Seasonal/No Benefits; \$15.00 DOE

Lead the team in removing the non-native, invasive tamarisk along the Cottonwood Wash and other areas where needed. Must have experience and demonstrate supervisory or lead person experience working with a crew of adult men/women of diverse backgrounds and be able to interact well with other staff members. Must have the ability to use hand saws and other hand tools. Must have the ability to work in extreme weather conditions in the outdoors and know proper care for long exposure to prevent injury. Must be able to work with limited or no direct supervision. Must be able to follow directions closely and possess knowledge of proper use of safety equipment. Use of a chipper machine is recommended but not required. Mechanical aptitude is a plus.

NEW!

#### **Tamarisk Project – Sawyer:** Full-Time, Seasonal/No Benefits; \$15.00 DOE

The primary objective of Tamarisk Project is removing the non-native, invasive tamarisk along the Cottonwood Wash and other areas where needed. The Sawyer is responsible for all sawyer activities. Must to interact well with other staff members. Must have verifiable sawyer experience and the ability to use hand saws and other hand tools. Must have the ability to work in extreme weather conditions in the outdoors and know proper care for long exposure to prevent injury. Must be able to work the direct supervision of the Lead Person. Must be able to follow directions closely and possess knowledge of proper use of safety equipment. Use of a chipper machine is recommended but not required. Mechanical aptitude is a plus.

NEW!

#### **Tamarisk Project – Laborers (2 positions):** Full-Time, Seasonal/No Benefits; \$10.00

The primary objective of Tamarisk Project is removing the non-native, invasive tamarisk along the Cottonwood Wash and other areas where needed. Work outdoors using hand saws and other hand tools. Must have the ability to work in extreme weather conditions in the outdoors and know proper care for long exposure to prevent injury. When trained, must be able to work with limited or no direct supervision. Mechanical aptitude is a plus. Must be able to follow directions closely and possess knowledge of proper use of safety equipment. Must be able to work under the direct supervision of the Lead Person and be able to interact well with other staff members.

**Records Management Clerk/Admin. Asst.:** 16 hours a week/No Benefits; \$10.50 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. Fill in at front entrance reception as needed. 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.

**Day Laborer:** Temporary/No Benefits, \$7.25 hr

From time to time, the Kaibab Band of Paiute Indians may hire employees for specific periods of time or for the completion of a specific project. The job assignment, work schedule and duration of the position will be determined on an individual basis. Duties and responsibilities will vary from department to department depending on assignment. No person employed under this policy and procedure may work for more than two calendar weeks at the same position for the same program. Any employment activity taking longer than two weeks to complete must follow normal temporary hire procedures.

**\*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.

It is important your application show all relevant education & experience you possess, including transcripts, diplomas, training certificates, 36 month driving record, etc. **Applications will not be considered if incomplete.** HR will accept resumes, however, the applicant understands that it is not in lieu of the application; "see resume attached" on the application will not be accepted.

Pre-employment background screening will be conducted. All Positions require a high school diploma or GED except for Day Laborer, Language Director, and C-Store Clerk. Full-time positions will receive full benefits that include Medical, Dental, Vision, HRA, Gap Insurance, plus Annual and Sick Leave, 13 paid Holidays and Birthday Leave.

**CONFIDENTIALITY:**

Each employee is required to sign a confidentiality agreement. Violation of this agreement can result in immediate dismissal.



From left to right top row, Tobacco Coordinator Toni Rogers, Health Educator Miaya Osife, Fitness Coordinator Shalyce Parashont, CHR Driver. Bottom row left to right CHR Billings, Suzanna Evans Fitness Coordinator Assistant, McKenna Yracheta, CHR Director, Laura Savala.



## VISION SEMINAR STRATEGIC PLANNING



The Kaibab Paiute Tribe Strategic Planning Meeting for future community planning. Your INPUT is important and needed!!

- **WHEN:** November 2-3, 2018
- **TIME:** 9:00 a.m. to 4:00 p.m. (both days)
- **WHERE:** Community Building (Kaibab)

LUNCH WILL BE SERVED

Please join us in this significant event!!

# CHR DEPARTMENT NEWS



Hi everyone, my name is Maiya Osife and I'm from Kaibab. Most of you know my mother's name is Cyndi Osife and my grandmother is Edna Osife-chaaype.

I am excited to be serving the community working for the CHR department as Diabetes Health Educator. I'm enjoying the opportunity to learn more about healthy habits, ways to promote good health and respect for traditional foodways, as well as the opportunity I've had to spend more time with the Elders who participate in our Active Elders workout program. I have lots of ideas for activities and upcoming

events, and I would really value input from you all in putting those things together, too. My door is always open so please don't hesitate to stop by if you have any questions or suggestions  
928-643-8333 mosife@kaibabpaiute-nsn.gov

\*\*\*\*\*

Hello everyone! My name is Tonie Rogers. My father is the late Jamie Rogers and my mother is Benita Yracheta. I'm the new Tobacco Coordinator, I started Sept. 19, 2018. I'm excited to work with the youth and teach & educate them what smoking and vaping could do to their body with the harmful ingredients they are made of. My goal here at work is to educate the next generation and decrease smoking or vaping in our community. I thank you all for giving me  
The opportunity to learn as well as educating you on the harmful effects of nicotine.



Sincerely, Tonie Rogers, Tobacco  
Coordinator  
928-643-8335 trogers@kaibabpaiute-nsn.gov

Kaibab Paiute CHR



JOIN US FOR OUR ANNUAL

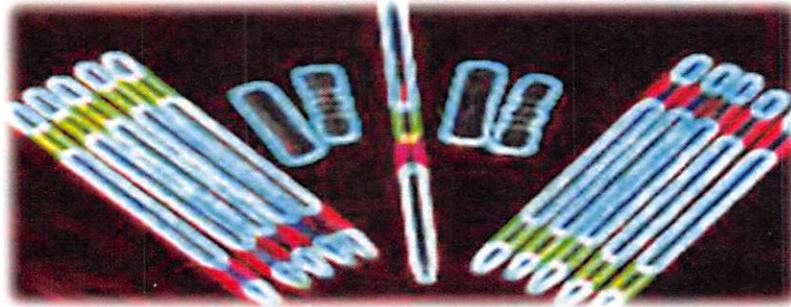
# TRIBAL HEALTH FAIR

FRIDAY NOV 30TH 9 AM-4 PM  
SATURDAY DEC 1ST 9 AM-1 PM

HEAR FROM EXPERTS IN  
THEIR FIELDS:  
ALZHEIMER'S, NUTRITION  
AND MORE

FUN ACTIVITIES AND  
PRIZES

# Hand Game Social & Pot Luck Dinner



***Friday, November 16<sup>th</sup>***

***5:30PM – 8:30PM***

***Kaibab Community Building***

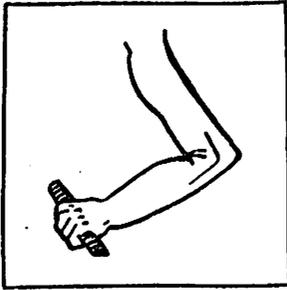
**BRING A POT LUCK DISH!**

Two areas will be set-up 1 for beginners to learn  
How to play and 1 for those who already  
Know how to play.

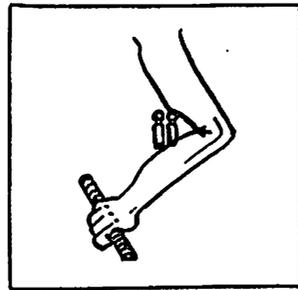
For more information contact LeAnn Jake Shearer at 643-7365 Cultural Preservation  
Office or [lshearer@kaibabpaiute-nsn.gov](mailto:lshearer@kaibabpaiute-nsn.gov)

**ll or ii**

ii is pronounced in English as ee-e



**ELBOW**



**KIIPUM**

KI-I-PUM

(KEE-EE-POOM)

He hurt his elbow.

His elbow is hurt.

His elbow is part of his arm.

px-kang-kai ung ki-ipum'ar

ki-ipum ung px-kang-koi

ki-ipum ung ang-auv-ung ara-mant

### Culex tarsalis found on Kaibab

While the 2018 summer has been particularly dry, there is still a possibility may get more rain. Moisture, when combined with warm weather, creates ideal breeding environment for mosquitoes. Standing water e.g., livestock drinkers, flowerpot bases, and children's wading pools are some examples good breeding places for female mosquitoes to lay eggs.



we  
an  
of

The genus called *Culex tarsalis*, is a species of blood-feeding mosquito, which are competent carriers of the West Nile virus. These mosquitoes can become infected when they feed on infected birds. The virus has been reported in more than 280 bird species. Certain types of birds such as crows, ravens, and jays appear to be most susceptible to the West Nile virus infection and will often die if infected. The infected mosquitoes can then spread West Nile virus to humans and other animals they bite. These mosquitoes tend to bite from dusk to dawn. The *Culex tarsalis* mosquitoes are common throughout Arizona, and was found on the Kaibab Reservation. West Nile virus is the most commonly occurring mosquito-borne disease in Arizona. The virus is most prominent through the summer and early fall seasons when mosquitos are most active. Even though the *Culex tarsalis* taken from the reservation tested negative for the disease, it's important to take precautions to protect yourself and your family.



The best protection from the West Nile virus is to use mosquito repellent at all times and to wear long pants and long sleeves when outdoors. These mosquitoes tend to bite from dusk to dawn. Staying indoors from dusk to dawn when mosquitos are most active is recommended. Make sure to have screens on windows and doors to keep the mosquitoes out. Empty any standing water around the home in containers, tires, toys, etc. and empty livestock water and children's pools at least every 2 days.

If you are experiencing a high volume of mosquitoes around the home or place of work, or if you see a lot of dead birds in the area, contact George Chung, Environmental Health officer for Indian Health Service (IHS) at (928) 737-6275 or [George.chung@ihs.gov](mailto:George.chung@ihs.gov).



*Here is a picture of this year's River Trip participants!*

If you are interested in attending next year's Southern Paiute Consortium Monitoring River Trip, please contact:

Charley Bullets, Southern Paiute Consortium Director

Work#..... 928.643.6278

Cell # ..... 435.689.1904

Fax #..... 888.939.3777



# Education Connection

## November 2018

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

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 LIBRARY CLOSED No Tutoring <small>KCSD Board Mtg, 7 p.m.</small>	2 LIBRARY OPEN FROM 9-1	3
4	5	6 Education Committee Meeting 1:00 pm <small>FMUSD Board Mtg, 6 p.m.</small>	7 TEENS with HEART Meeting 4:30 pm	8 Robotics Club 4:30-5:30 pm	9 Book Lunch 12:00-1:00	10
11	12 LIBRARY CLOSED Veteran's Day Observed <small>CCSD Board Mtg, 6 p.m.</small>	13	14	15 Tribal Council  No Tutoring	16 Computer Workshop 1:00-3:00 pm	17
18	19	20	21	22 LIBRARY CLOSED Thanksgiving	23 LIBRARY CLOSED Thanksgiving	24
25	26	27	28	29 Community Movie Night	30	
<p>Check out our webpage for current information and flyers  <a href="http://kpteducationlibrary.weebly.com/">http://kpteducationlibrary.weebly.com/</a></p>						

# November Activities



## Robotics Club

All ages

Thursday, November 8th, 4:30-5:30

Come play, create, and complete robotics challenges with the new Cubelets set and Ozobot provided to the library with a STEM grant.



## Computer Workshop

November 16th

1:00-3:00 pm

We will be exploring Excel graphs and charts. This is especially helpful for tracking and managing budgets and spending. 5 spots available call to reserve yours today.

## Women's Craft

December

@ the Community Building

We will have an assortment of Christmas Crafts to work on.

Brought to you by Housing and Library.

## Book LUNCH

November 9th

12:00-1:00 p.m. @ Library

Book Tasting

Readers of all ages are welcome...bring the whole family!

We will be reading a chapter or two from many different books from different genres. Please join us for discussion, food, and prizes!

If you are not able to attend, but would like to read the book and participate, please email me for the book report form.

[abundy@kaibabpaiute-nsn.gov](mailto:abundy@kaibabpaiute-nsn.gov)

## TEENS with H.E.A.R.T.

November 7th @ 4:30 pm in the Library

The Kaibab Paiute Tribal Library was awarded a teen programming grant and an award as part of the Great Stories Club. We are combining these two great opportunities to bring the teens in the area a one of a kind group...

Teens with Heroism, Empathy, Academics, Resiliency, and Teamwork.

The group will work on art projects such as paint pouring, crayon melting, self portraits, watercolor, pencil drawings, string art, and much more! Each teen will be given a book focusing on character traits of heroism, empathy, resiliency, and teamwork. Please have your teen (12-18) attend the meeting on November 7th so that they can help decide what activities the group will complete and the best day and time for activities to be held. Parents are welcome to attend.

# ★ HAPPY ★ BIRTHDAY!

## November Birthdays



Kamaira Bullets

Sativa Bullets

Hannah Lomahquahu

Xavier Lomahquahu

Yvette Lopez

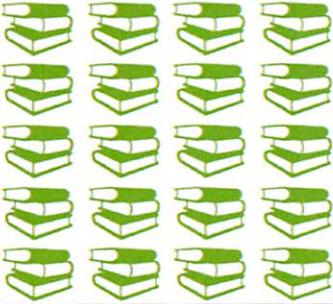
Taiven Shepherd

Rayven Tom



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

## WHY READ 20 MINUTES AT HOME?

Student A Reads	Student B Reads	Student C Reads
❖ 20 minutes per day.	❖ 5 minutes per day.	❖ 1 minute per day
❖ 3,600 minutes per school year.	❖ 900 minutes per school year.	❖ 180 minutes per school year.
❖ 1,800,000 words per year.	❖ 282,000 words per year.	❖ 8,000 words per year.
		
❖ Scores in the 90 <sup>th</sup> percentile on standardized tests.	❖ Scores in the 50 <sup>th</sup> percentile on standardized tests.	❖ Scores in the 10 <sup>th</sup> percentile on standardized tests.

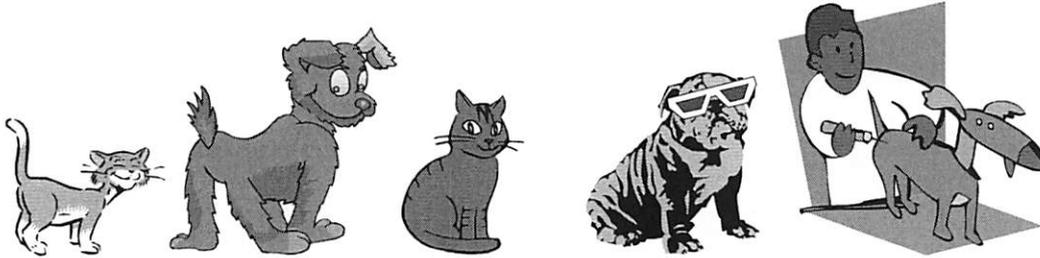
If they start reading for 20 minutes per night in Kindergarten, by the end of 6<sup>th</sup> grade, Student A will have read for the equivalent of 60 school days, Student B will have read for 12 school days, and Student C will have read for 3.

(Nagy and Herman, 1987.)

### WANT TO BE A BETTER READER? SIMPLY READ.

Students are welcome to read in the library daily even if they do not need help with homework! We have a great selection of new books and the kindle fire immersion reading is fantastic for students who are struggling to read! Let's work together to make sure our students are reading 1,800,000 words per year!!

# FREE RABIES VACCINATION CLINIC - CATS & DOGS



**FRIDAY, NOVEMBER 2<sup>nd</sup>, 2018**

**WHERE:** KAIBAB-PAIUTE COMMUNITY CENTER  
**TIME:** 8:00AM TO 9:00AM

**WHERE:** JUNIPER COMMUNITY  
**TIME:** 9:15AM TO 10:00AM

**WHERE:** RED HILLS COMMUNITY  
**TIME:** 10:15AM TO 11:00AM

**WHERE:** STEAMBOAT COMMUNITY  
**TIME:** 11:15AM TO 12:00PM

This clinic is provided for dogs and cats only. Animals must be **HEALTHY** and at least 3 months old to receive the rabies vaccine. All dogs **MUST BE** restrained on a **LEASH**, and cats **MUST BE** transported in a **CAGE**, on a **LEASH**, or in **PILLOW CASE**.

For questions, please contact IHS Office of Environmental Health at 928.737.6275 or the Wildlife, Fisheries, & Parks Department at 928.643.8305

**Page Department of Economic Security (DES)  
OUTREACH Schedule**

~ 2018 Quarterly Schedule ~

March 2018	June 2018	September 2018	December 2018
Wednesday, March 7	Wednesday, June 6	Wednesday, Sept 5	Wednesday, Dec 5
Wednesday, March 21	Wednesday, June 20	Wednesday, Sept 19	Wednesday, Dec 19

Start Time	End Time	Location	Address	Outreach Activity
9:00 AM	10:00 AM	Fredonia Public Library	130 S. Main St., Fredonia, AZ. 86022	Assist with Applications, Change Reports, pick up V&E documents & being available for any other questions.
10:30 AM	12:00 PM	Kaibab Band of Paiute Tibal Admin Bldg.	1 North Pipe Spring Rd. Fredonia, AZ 86022	
1:30 PM	3:00 PM	Colorado City Town Hall	25 S. Central, Colorado City, AZ 86021	

The start and end time identified for each location, when DES OUTREACH employees will be available.

**If you have any questions, please contact:**

Page Local Office  
1057 Vista Avenue, Page, Arizona 86040  
Phone: (928) 608-4266 or (928) 608-4267  
FAX: (928) 645-5241