

**TRIBAL COUNCIL MEETING MINUTES
OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD INDIAN NATION, MONTANA**

Volume 20 Number 81
Zoom Meeting

Held: August 13, 2020
Approved: August 18, 2020

MEMBERS PRESENT: Shelly Fyant, Chairwoman; Anita Matt, Vice-Chairwoman; Ellie Bundy McLeod, Secretary; Martin Charlo, Treasurer; Carole Lankford; James “Bing” Matt; Fred Matt; Charmel Gillin; Mike Dolson; and Len TwoTeeth.

OTHERS PRESENT: Jennifer Trahan, Council Office Manager; James Steele, Sr., Sergeant at Arms; and Abby Dupuis, Recording Secretary.

The meeting was called to **order** at 9:01 a.m. Quorum established.

The meeting was opened with a **prayer** by Ellie Bundy McLeod.

The **Tribal Council Meeting Minutes** for August 11, 2020 were presented for approval.

MOTION by Charmel Gillin to approve the Tribal Council Meeting Minutes for August 11, 2020, with corrections. Seconded by Ellie Bundy McLeod. Carried, unanimous (10 present).

The **agenda** was presented for approval.

MOTION by Anita Matt to approve the agenda, with changes. Seconded by Mike Dolson. Carried, unanimous (10 present).

Rob McDonald, Communications, discussed the Who’s At Risk project that he is working on with Brooke Swaney. The project has been picking up some momentum, and 6 elders are scheduled for interviews on Friday, Saturday and Sunday with the videographers. In talking to the elders where they would be most comfortable to talk, most suggested their homes or places close to their homes. Someone wanted to meet them at Blue Bay and someone wanted to meet by the river in Dixon. Brooke and her crew members are nontribal members, and these are tribal areas they would be entering. Rob asked if there was some latitude in this case to allow the request. Brooke is a resident and has a recreation permit. Her crew members are from out of the area and could not obtain a recreation permit. It is an educational project on the importance of

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wearing masks. **Carole Lankford** advised that the Natural Resources Department could issue a free-use permit for educational purposes. **Council** had no objection to the request. It was the **consensus** of council to move forward with the project.

Council met in **executive session** to discuss a personnel matter. **Jami Pluff**, Policy Analyst, was present for discussion.

Council reconvened into **regular session**.

MOTION by Anita Matt to hire Jonathan Owens for the Tribal Health Director position and enter into negotiations. Seconded by Ellie Bundy McLeod. Carried, 6 for (Anita Matt, Ellie Bundy McLeod, Shelly Fyant, Charmel Gillin, Mike Dolson, and Martin Charlo); 4 opposed (Len TwoTeeth, Fred Matt, Carole Lankford, and Bing Matt).

***Fred Matt**, for the record, "I hope this individual turns out to be what we need at Tribal Health, but on the other hand I feel like we encourage tribal members who get their education to get involved in a field that they truly love as far as a working field and I feel we have tribal members in the past that applied for this position and for whatever reason were not considered and I feel we have tribal members who can do the job."*

***Carole Lankford**, for the record, "I feel the last Tribal Health Director was qualified until she was interfered with."*

***Len TwoTeeth**, for the record, "I am opposed because I was going with the recommendation and conversation we had with our Health Committee."*

John Neiss, Facilities Maintenance, requested approval of a bid from Home Floor Covering in the amount of \$15,180.76 for carpeting in the counseling center. The Char-Koosta News will be moving to the Kicking Horse Job Corps Center and new carpeting is needed. This will be funded with the CARES Act funding. **Charmel Gillin** questioned why the Procurement Policy was not followed and this not being advertised. John explained that they have bid out projects in the past and would only receive one bid. Charmel suggested they might keep an advertisement out of the type of projects they have planned for that fund so if anyone is interested in creating some competition for the bid, that would be a potential way of addressing it. John was in favor of doing that.

MOTION by Martin Charlo to approve a bid from Home Floor Covering in the amount of \$15,180.76 for carpeting in the Kicking Horse Job Corps Counseling Center. Seconded by Anita Matt. Carried, unanimous (10 present).

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John Neiss, Facilities Maintenance, informed council that he has gone through the Procurement Policy on a number of projects and only gets one bid. The bidders are usually on the tribal preference list. John met with Rick Eneas about the CARES money, and Rick thought it would be a good idea to get a waiver of the Procurement Policy for the COVID-related projects up to \$75,000 since we are only getting one bid when services are advertised. **Len TwoTeeth** asked if the CARES Act funding could be used to repair the Dayton Roundhouse. It is critical that those repairs be made. Len will have further discussions with John Neiss and Rick Eneas. Len wants an assessment done to address the problems. John can get that assessment done late next week. This can be discussed in the chairwoman's meeting. **Charmel Gillin** commented that we recently received a report on spending and allocations for the COVID funding, and we are under-allocated in this fund.

Ann Miller and **Brenda Desmond**, Tribal Defenders Office, requested approval to apply for Montana Board of Crime Control Coronavirus Emergency Supplemental Funding in the amount of \$43,707.00 to purchase cellphones and prepaid cellphone minutes for clients to facilitate remote contact with them and zoom room equipment to safely facilitate court appearances and other appointments for clients. The Tribal Defenders Office has been finding ways to continue providing services to its clients while following safety protocols due to the coronavirus pandemic.

MOTION by Martin Charlo to apply for Montana Board of Crime Control Coronavirus Emergency Supplemental Funding in the amount of \$43,707.00. Seconded by Ellie Bundy McLeod. Carried, unanimous (10 present).

Charmel Gillin left the meeting for the remainder of the day.

Lindsey O'Neil, Tribal Health Department, requested approval to hire Amanda Nobles to fill the WIC CPA II position. The vacancy was advertised three times and there were no qualified tribal member applicants.

MOTION by Bing Matt to approve the hire of Amanda Nobles to fill the WIC CPA II position. Seconded by Fred Matt. Carried, unanimous (9 present).

Patrick Matt, Jr., Department of Human Resources Development, requested permission to use aerial drone footage over the complex and additional areas under the tribal jurisdiction (SKC and wilderness areas) for the Families First Grant final project. **Mike Dolson** was not in favor of having drones in the wilderness areas.

MOTION by Ellie Bundy McLeod to approve the use of aerial drone

footage. Seconded by Anita Matt. Carried, unanimous (9 present).

***** **Break** *****

Jeanne Christopher, Early Childhood Services, requested the hire of nontribal members on three-year contracts. The vacancies were advertised and all qualified tribal member applicants were hired.

MOTION by Ellie Bundy McLeod to approve the hire of Heather Currie on a three-year contract to fill the Head Start Teacher/Supervisor position. Seconded by Anita Matt. Carried, unanimous (9 present).

MOTION by Carole Lankford to approve the hire of Cynthia Sharp on a three-year contract to fill the Infant/Toddler Lead Teacher/Supervisor position. Seconded by Ellie Bundy McLeod. Carried, unanimous (9 present).

MOTION by Carole Lankford to approve the hire of Theresa Crockett on a three-year contract to fill the Infant/Toddler Lead Teacher position. Seconded by Martin Charlo. Carried, unanimous (9 present).

MOTION by Carole Lankford to approve the hire of Lauren Edwards to fill the Infant/Toddler Teacher position. Seconded by Anita Matt. Carried, unanimous (9 present).

MOTION by Anita Matt to approve the hire of Stormie Cenicola to fill the Head Start Teacher Aide position. Seconded by Bing Matt. Carried, unanimous (9 present).

MOTION by Carole Lankford to approve the hire of Rechanda Almaguer on a three-year contract to fill the Family Advocate position. Seconded by Martin Charlo. Carried, unanimous (9 present).

MOTION by Bing Matt to approve the hire of Jody Jones on a three-year contract to fill the Special Services Coordinator position. Seconded by Ellie Bundy McLeod. Carried, unanimous (9 present).

MOTION by Carole Lankford to approve the hire of Lisa Hales on a three-year contract to fill the Education Manager position. Seconded by Len TwoTeeth. Carried, unanimous (9 present).

MOTION by Carole Lankford to approve the hire of Elaine Frank on a three-year contract to fill the Education Manager position. Seconded by Len TwoTeeth. Carried, unanimous (9 present).

MOTION by Anita Matt to approve the hire of Elizabeth Camel on a

three-year contract to fill the Education Manager position. Seconded by Len TwoTeeth. Carried, unanimous (9 present).

MOTION by Anita Matt to approve the hire of Kale Gardner on a three-year contract to fill the Cultural Specialist position. Seconded by Carole Lankford. Carried, 8 for; 1 abstention (Martin Charlo).

MOTION by Ellie Bundy McLeod to approve the hire of Linda Ferris on a three-year contract to fill the Cultural Specialist position. Seconded by Len TwoTeeth. Carried, unanimous (9 present).

MOTION by Anita Matt to approve the hire of Siliye Pete on a three-year contract to fill the Cultural Specialist position. Seconded by Carole Lankford. Carried, unanimous (9 present).

Jeanne Christopher has been getting an update each day. Early Childhood Services has plans for things that have not been completed yet. Staff will return to work September 21. October 5 is the reopening for ECS. Staff may work staggered schedules.

Clayton Matt and **Dr. Bernadette Corum**, Tribal Health Department, requested renewal of a three-year contract with Margit Groessler to fill the Family Nurse Practitioner position. The discussion continued in **executive session**. **Jami Pluff**, Policy Analyst, was present for discussion.

Council reconvened into **regular session**.

MOTION by Carole Lankford to renew a three-year contract with Margit Groessler to fill the Family Nurse Practitioner position at the recommended rate of pay. Seconded by Martin Charlo. Carried, 8 for; 1 abstention (Len TwoTeeth).

Aric Cooksley, Boys & Girls Club, requested a letter of support for a funding request of \$100,000 to the Shakopee Mdewakanton Sioux Community for the Polson building project. A gymnasium addition is being constructed at the Ronan Club and a Club in Polson is being constructed.

MOTION by Ellie Bundy McLeod to approve a letter of support for a funding request of \$100,000 to the Shakopee Mdewakanton Sioux Community for the Polson building project. Seconded by Martin Charlo. Carried, unanimous (9 present).

Aric Cooksley reported that the Boys & Girls Club is still getting meals out to the community. Regarding the afterschool program, they worked with the Health Department to keep communication open and make sure they are doing what is

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needed. The schools will do some version of school for four days a week and be closed on Friday, so the club will mirror that the best they can. It will be open from 3-7 on the days they are open. The club would serve whichever cohort is in school that day after school. On Friday they will look at an extended day to be determined to provide options for kids during that time. The Polson club will be finished up in early October. Once they move in there, more options will be available and they will have more space. **Martin Charlo** told him the UCC has PPE if needed. Aric has sufficient supplies for now.

Chelsea Kleinmeyer and **Ashley Glass**, Tribal Health Department; **Niki Graham**, **Maja Pederson**, and **Mattea Grant**, University of Montana; discussed the Growing Older Staying Strong project. It is a community-based project to promote physical activity among American Indian older adults living on the Flathead Reservation. Mattea is attending the University of Montana and is pursuing a Masters of Public Health with Community Health & Preventative Sciences concentration. She applied for a fellowship with a proposed research project that will help complete her degree requirements. The Tribal Health Department is a partner on this project. This partnership has been in existence since the Fall of 2018. The project receives research oversight from the Salish Kootenai College Institutional Review Board and community oversight by a Community Research Mentor Panel consisting of 12 members. Ongoing community-based activities include the sharing of progress and plans with community entities, team training in research methods, and data collection and analysis. Qualitative interviews and surveys were conducted with 21 American Indian older adults (aged 50-82) about individual, social, and environmental influences on routine physical activity, with a focus on walking. The team analyzed the data and identified themes that are organized around barriers to physical activity and walking and facilitators that support physical activity and walking across communities on the reservation. Plans are to move into a state of action to increase accessibility and enthusiasm around physical activity for all community members, with an emphasis on older adults. Mattea requested permission to move forward with this project.

MOTION by Carole Lankford to approve the Growing Older Staying Strong project by Mattea Grant. Seconded by Fred Matt. Carried, unanimous (9 present).

Chelsea Kleinmeyer discussed next steps. A safety and accessibility assessment will be done on the walking paths. They will look at various programming to increase activities. **Carole Lankford** would like to have a clearing house of information after studies are completed. That might be something our Internal Auditor could develop.

Len TwoTeeth left the meeting for the remainder of the day.

Council met in **executive session** to conduct interviews for the Mission Valley Power Utility Board and S&K Business Services Board of Directors vacancies. **Melanie Piedalue**, Personnel Department, was present for interviews.

Council reconvened into **regular session**.

MOTION by Carole Lankford to appoint Amelia Adams to fill the unexpired term on the Mission Valley Power Utility Board for the term ending November 1, 2020. Seconded by Bing Matt. Carried, unanimous (8 present).

MOTION by Anita Matt to appoint Brandy Tenas to the S&K Business Services Board of Directors for a two-year term. Seconded by Martin Charlo. Carried, 7 for; 1 abstention (Fred Matt).

Council discussed the request from John Neiss for a \$75,000 limited waiver of the Procurement Policy for the CARES Act funded projects and only require the chairwoman's approval signature for those.

MOTION by Martin Charlo to approve the \$75,000 limited waiver of the Procurement Policy for the CARES Act funded projects with the chairwoman's approval signature. Seconded by Carole Lankford. Carried, unanimous (7 present – Fred Matt out of the room).

John Neiss, Facilities Maintenance, informed council that he would still get comparative prices for services even though the services would not be advertised.

Martin Charlo discussed employee safety and the importance of having door monitors. He would like to have the building protected. The council has not had any reports from the committees. Having the receptionist do it compromises the entire staff. **Chairwoman Fyant** directed Jennifer Trahan to follow up with the committees about hiring Building Monitors and provide an update during next week's chairwoman's meeting. **Martin Charlo** would like to hold a department head meeting on August 26 to seek input from the department heads on what is going well, what isn't, people not wearing masks at work, and the safety of our staff. **Chairwoman Fyant** discussed including tribal affiliates such as Salish Kootenai Housing Authority, Mission Valley Power, and Two Eagle River School. It is important to have consistent messaging across the board. The meeting was scheduled for August 26, at 9:00 a.m. **Ellie Bundy McLeod** wants an update from Salish Kootenai College on how things will be operating.

Bing Matt would like to address employees being allowed to telework. He is receiving complaints from tribal employees that are required to go to work and 75 employees from one department are allowed to telework. The employees reporting to work need to take personal time off (PTO) when they have appointments and they are concerned that the teleworkers would not be taking

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PTO. There are 75 employees from one department that are teleworking, and that is one-third of the workforce in that department. **Council** will request a report from Clayton Matt after the chairwoman's meeting next Monday.

Anita Matt informed council that she heard the Blackfeet Tribe gave their essential workers some extra days off for working during the pandemic.

Martin Charlo will forward an email from a concerned employee wanting council to look at the educational leave and change it to allow parents with kids staying home from school 8 hours per week to instruct those kids who are not going back to school this fall.

MOTION by Martin Charlo to adjourn the meeting.

Council **adjourned** at 11:46 a.m., and is scheduled to meet again on Tuesday, August 18, 2020, at 9:00 a.m.

CONFEDERATED SALISH AND KOOTENAI TRIBES

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Ellie Bundy McLeod
Tribal Secretary