

**Karuk Tribe – Council Meeting
October 23, 2025 – Meeting Minutes**

Meeting called to order at 10am by Chairman Attebery.

Present:

Russell “Buster” Attebery, Chairman
Scott Quinn, Secretary/Treasurer
Arch Super, Member at Large
Jennifer Goodwin, Member at Large
Robert Super, Member at Large
Laura Mayton, Member at Large

Absent:

Kenneth “Binx” Brink, Vice-Chairman
Kristen King, Member at Large
Eli Hensher-Aubrey, Member at Large

Chairman read the Mission Statement and Arch Super completed a prayer.

Agenda:

Scott Quinn moved and Robert Super seconded to approve the agenda with changes, 5 haa, 0 puuhara, 0 pupitihara.

Consent Calendar:

Arch asked about the backdated contracts on the consent calendar. Arch asked if there was any activity during the expiration time. Arch noted to watch out for that and to ensure that is current. The way to ensure that expirations don’t happen, is that all contracts expire at the end of the fiscal year. Arch then asked about the agreement with Akana. Emma Lee noted that the max is \$60k and not to exceed \$5k per month.

Emma Lee has one correction to the consent calendar. She omitted Misty’s nomination form.

Arch Super moved and Jennifer Goodwin seconded to approve the consent calendar, 5 haa, 0 puuhara, 0 pupitihara.

Laura Mayton moved and Jennifer Goodwin seconded to approve Misty Rickwalt nomination to the NAAC, 5 haa, 0 puuhara, 0 pupitihara.

Meeting Minutes of September 19, 2025:

Arch Super moved and Scott Quinn seconded to approve the meeting minutes of September 10, 2025 with clarification, 5 haa, 0 puuhara, 0 pupitihara.

Old Business:

Robert asked if the resolutions have been caught up. James noted that they are being worked on.

Language:

Kyfaat (Quit it).

Guests:

1) Rebecca Lin, EnterTribe:

Rebecca is present to complete her presentation on the last mile project. The grant is funded from the federal government and managed by the CPUC. The project will be completed at the end of next year. The project is working well and they appreciate Alex and his cultural experience. They will present the project to KRAB soon.

Director Reports:

1) Bill Tripp, DNR Director:

Bill is present in Orleans to review his report. Since his report was submitted, they have been organizing folks from different venues that can take a deep dive into fire consultation requests. ITC cannot do consultation for Tribes, but they can coordinate the Tribes to provide information to guide written consultation. Vice-Chairman will be at the NCAI conference.

Scott asked if Analisa or Bill went to the new facility in Yreka to determine what upgrades are needed or what needs to be finished. They were going to do a site visit. Bill reported that it is scheduled for next week. All three apartments are open and they will be able to work on safety repair needs as well.

Scott Quinn moved and Arch Super seconded to approve Bill's report, 5 haa, 0 puuhara, 0 pupitihara.

2) Evan Mills, HR Director:

Evan is present to review his report. The department had a strong last 30 days. He met with Rondi in HHS on recruitment and health. The COLA was completed.

The training plan and communication on open enrollment will be happening soon.

The programs he has been discussing is the employee satisfaction survey and question set. It was revised last month to cover a wide range of information. They would like to start this at the end of this month and be open for two weeks. He can create a baseline and over time this survey will be used as a baseline.

Exit interviews are done now, but they may want to do a check-in questionnaire. It gets into specific things that can be evaluated at a department level.

The Halloween Extravaganza is ongoing. The Holiday is coming up. Employee of the year will be at the Holiday Party.

Robert asked if the exit interviews, if he could keep a copy of them with the names and redact it, so the Council doesn't see it. The exit interviews are uploaded into a shared drive at this time. The Council can read them.

Laura Mayton moved and Arch Super seconded to approve the two surveys to be released to employees, 5 haa, 0 puuhara, 0 pupitihara.

Laura Mayton moved and Scott Quinn seconded to approve Evan's report, 5 haa, 0 puuhara, 0 pupitihara.

Robert asked for an incentive to complete the survey to get responses. It is great to have a launch celebration. Options will be evaluated.

3) Dion Wood, 477 Director:

Dion is present to review his report. The funds have been received and they are looking into \$600k difference.

The appeal hearing was postponed for Head Start. There is an issue of the feds pulling Head Start out of 477 plans.

Yesterday, there was a TERO Meeting. Three TERO Commissioners would like to attend a TERO Conference. Moved to closed session.

He then asked for eight persons to attend a conference in Rhode Island. This will be moved to closed session.

Dion noted that there are some concerning updates from the Government Shutdown. Cheryl is concerned about the food stamp reduction and SNAP. There have been letters sent out and they want to prepare for Holidays or food needs. The Tribes 477 program is the only agency in the State that provides holiday meals. They are open to discuss other ideas. Arch asked what the monthly amount for food stamps is; Cheryl was unsure. She asked the County but has not heard back. Some Membership is seeing cuts in services including SSI and re-entry programs.

Cheryl briefed on a few items that are challenging. ACF is enhancing its oversight based on their own priorities. Promoting work and self-sufficiency, measurable reductions of services.

She fears that cultural services will be hurt. She asked for the County to get educated about that and advocate for services for the people.

Laura noted that if SNAP or food stamps get cut off, they could do food vouchers and base it on the number of people in the household. Cheryl commented that the food distribution programs have been collecting information, but there are calls out to other agencies for information. Arch asked about the TANF Program, so the committee is now 477 and these options should be reported to that body first.

Buster then went on to discuss eliminating DEI and gender identity under the current Administration.

Emma Lee recommends to work with County's and agencies and the Tribe present a solution or a plan for the clients.

Arch asked about the positions for Head Start that have not been backfilled. Buster thanked Emma Lee and he would like to look into how to work together to serve the Membership with programs in the County as well.

Laura Mayton moved and Robert Super seconded to approve Dion's report, 5 haa, 0 puuhara, 0 pupitihara.

4) Jake Suppah, CFO:

Jake is present to review his report. He has been working on audit preparations. They are covering the year end items. He has had the opportunity to work with Laura on a few items. They have been having calls regarding pre-audit tasks and touching bases with REDW on their timeline. He has also had a call with E-Civis to ensure they learn how that works. He has been getting good information on DNR, HHS, 477, etc. The budgets are just starting out.

They have had WebEx and virtual meetings. Microfund wasn't working with eCivis in the beginning and he has been working with Emma Lee and Buddy on that process, to see where the Tribe is at in this process.

Arch Super moved and Robert Super seconded to approve Jake's report, 5 haa, 0 puuhara, 0 pupitihara.

5) Sara Spence, KTHA ED:

Sara is present to review her report. She would like to do an annual bulk mailing for HIP.

Scott Quinn moved and Jennifer Goodwin seconded to approve Housing to use the bulk mailing from Ram Offset for HIP, 5 haa, 0 puuhara, 0 pupitihara.

She is obtaining positive feedback for the COVID-19 funding. You don't have to be behind in your mortgage, and you don't have to prove how COVID has affected a person, just have to be 'affected by COVID'.

She highlighted that Preston Wilson is retiring after 26 years. October 30th they will be doing a potluck at 12noon.

She also announced that Amerin wants to do a site visit to look at the hazard mitigation work that has been done and they would like to highlight it as a 'best practices' project. This is going to be done on November 4-5, 2025.

Robert asked about the speed bumps going up to the wellness center. Sara deferred to Jack and Misty.

Robert Super moved and Jennifer Goodwin seconded to approve Sara's report, 5 haa, 0 puuhara, 0 pupitihara.

6) Jack Lantz, Director of Public Works:

Jack is present to review his report. He updated that transportation just purchased a snow plow.

Scott Quinn moved and Laura Mayton seconded to approve 25-R-174 which authorizes agreement 25-A-152, 4 haa, 0 puuhara, 1 pupitihara (Arch).

Jack commented that the procurement for the sign making machine was not officially approved. They are the best qualified vender. This includes training as well.

Arch Super moved Robert Super seconded to approve procurement and authorize the purchase of the sign machines, through Ishpook Leasing, 5 haa, 0 puuhara, 0 pupitihara.

He then provided a sole source for a new printer, which would attach to the equipment.

Scott Quinn moved and Robert Super seconded to approve printer with sole source for the sign making machine, 5 haa, 0 puuhara, 0 pupitihara.

Scott asked who is in charge of ensuring training will be done. Jack will be in charge of it and then delegate who can use it, after training is provided.

Scott asked Jack about the need for more parking. Housing and the Tribe wants to get rid of the geogrid. It is on the project task list.

Eric emailed out a contract for the wiring upgrades for the Yreka site. This will provide a backup of the Tribes information. The contract is 26-C-004.

Jennifer Goodwin moved and Scott Quinn seconded to approve contract 26-C-004, 4 haa, 0 puuhara, 0 pupitihara (Robert absent for vote).

Eric presented a letter of support to Siskiyou Telephone's California Advanced Services grant application.

Scott Quinn moved and Jennifer Goodwin seconded to approve a LOS for Siskiyou Telephone, 4 haa, 0 puuhara, 0 pupitihara (Robert absent for vote).

Scott Quinn moved and Arch Super seconded to approve Jack's report, 4 haa, 0 puuhara, 0 pupitihara. (Robert absent for vote).

7) James Davis, Self-Governance Director:

James is present to review his report. He updated the resolutions that were reviewed for the month. He commented that he and Chairman were invited to Jonathon Nez's classroom and he really appreciated that. He has scheduled consultations coming up. Parcel B continue to be ongoing.

Scott asked about consultation tomorrow, he asked what staff will be attending. James noted that Crystal will be attending.

Arch Super moved and Robert Super seconded to approve James' report, 5 haa, 0 puuhara, 0 pupitihara.

8) Tyvin Whitaker, PR:

Tyvin is present to review his report. He would like to provide highlights to the Tribes website. He offered to have the Tribe highlight other topics and/or persons.

He is trying to get a video project with a staff member. They will likely film next week. The website is ongoing and doing well.

Arch Super moved and Laura Mayton seconded to approve Tyvin's report, 4 haa, 0 puuhara, 0 pupitihara (Scott chairing).

9) Brionna Gonzalez, Education Director:

Brionna is present to seek approval to take youth to the Language is Life conference for 10 persons. It is paid from other funds.

Arch Super moved and Jennifer Goodwin seconded to approve youth travel for Language is Life 2025 conference, 4 haa, 0 puuhara, 0 pupitihara (Scott chairing).

Brionna reached out to Buster and Binx after attending the Siskiyou County SARB. There are 16 kids on the SARB list.

She noted that the walkthrough on the youth house on 10/6 was held. Dion and Brionna will discuss the youth house position further to ensure coverage.

Binx offered to have the Spay and Neuter presentation at NCAI. They have invited the youth to present in fall of 2026. They will offer registration to attend, and will share the presentation with the Council prior to travel being booked.

Deadlines need to be held for the higher education scholarship and this teaches discipline.

The youth is wanting to come up with a store front and they have the opportunity to purchase a screen print machine, supplies, and receive training for approximately \$5,500.

Buster asked if there is any movement on Eagleton. The Tribal College trip occurred and were able to attend two events. They will schedule more college trips as time allows.

Laura Mayton moved and Robert Super seconded to approve Brionna's report, 5 haa, 0 puuhara, 0 pupitihara.

10) Jeff Heign, Economic Developer:

Jeff is present to review his report. He presented resolution 25-R-186 which is membership to ATNI.

Arch Super moved and Jennifer Goodwin seconded to approve resolution 25-R-186, 5 haa, 0 puuhara, 0 pupitihara.

He updated that he is trying to familiarize himself with the Tribes current businesses. The laundry mat is being evaluated for electrical to ensure the building can handle new equipment.

Arch Super moved and Scott Quinn seconded to approve the ATNI membership fees from discretionary, 5 haa, 0 puuhara, 0 pupitihara.

Arch Super moved and Laura Mayton seconded to approve Jeff's report, 5 haa, 0 puuhara, 0 pupitihara.

11) April Attebury, Judicial Systems:

April is present to review her report. She brought the child advocate staff. April commented that her staff works with the education department, child welfare, and youth.

Maria is present to introduce herself. She works for Tribal Court and child custody. She provides assistance with education, medical, and transportation.

Rachelle Wilson is introduce herself. She announced that they also assist in outreach and education with dental, health and medical and do the transportation as well. They have been doing baskets for youth that has information on tribal court, outreach, business cards.

Frankie Snider introduced herself and commented that she works with both Maria and Rachelle.

Arch Super moved and Robert Super seconded to approve April's report, 5 haa, 0 puuhara, 0 pupitihara.

12) Erin Hillman, Director of Operations:

Erin is present to review her report.

Laura Mayton moved and Arch Super seconded to approve procurement and authorize the purchase of a Park Model, 5 haa, 0 puuhara, 0 pupitihara.

She then went on to discuss the Tax Markets project and how the assets work. The Health Administration rebid is scheduled for 11/12. Jacob is still following the trailer program. There are eight persons not responding to the update requests.

Arch Super moved and Jennifer Goodwin seconded to approve Erin's report, 5 haa, 0 puuhara, 9 pupitihara.

Phone Votes:

1. Request approval to authorize the purchase of supplies, equipment from McKesson. Passed.
2. Request approval of procurement and authorize the purchase of supplies from McKesson. Passed
3. Request approval of procurement and authorize the purchase of supplies from Quill. Passed.
4. Request approval of procurement and authorize the purchase of supplies/equipment from Henry Schein. Passed.
5. Request approval of the FY26 Work Comp and Liability insurance. Passed.
6. Request to approve PIO to enter former employee email for recovering documents. Passed.
7. Request to approve purchasing computer screens, printers, and monitors for HHS staff. Passed
8. Request to approve purchasing a medical van which will provide services to patients, education, screening. Passed.
9. Request to approve MOU 25-M-022. Passed.
10. Request to approve returning \$123,414.41 in HRSA funding and to anticipate a modification. Passed.
11. Request to approve a letter in support of the Tribal Labor Relations Act. Passed.
12. Request to approve burial assistance for TM#1293. Passed.

Closed Session:

Informational: Ray Elliott will assist Tribal Member RJ.

Laura Mayton moved and Robert Super seconded to approve the HHS Grant Writer/Grant Manager with change, 5 haa, 0 puuhara, 0 pupitihara. (background check, education/experience update)

Council Member A. Super would like to have a report on the revenue, increase history, consistency. Secretary/Treasurer recommends that a message be sent to providers and staff that the patient count should go up.

Scott Quinn moved and Jennifer Goodwin seconded to approve pay increases (4 persons), 4 haa, 0 puuhara, 1 pupitihara (Robert).

Laura Mayton moved and Scott Quinn seconded to approve \$500 for retirement party for Dr. Vasquez, 5 haa, 0 puuhara, 0 pupitihara.

Jennifer Goodwin moved and Scott Quinn seconded to waive the delinquent list for Tribal Member RJ for six months, allowing access to programs, and obtain a payment agreement, 5 haa, 0 puuhara, 0 pupitihara.

Laura Mayton moved and Scott Quinn seconded to approve waiving delinquent status for Tribal Member CG for a period of six months, allowing access to programs, and obtain a payment agreement, 5 haa, 0 puuhara, 0 pupitihara.

Laura Mayton moved and Jennifer Goodwin seconded to uphold the termination appeal and update the no-rehire status to eligible for employment at the Tribe, other than TANF, 2 haa, 0 puuhara, 2 pupitihara (Arch/Robert). Scott chairing.

Informational: Construction Manager is present to discuss disciplinary action. Barbara left the meeting.

Informational: Tribal Member RS requested KTHA assistance and reported ongoing negative treatment by 477 staff. Reports of not receiving a returned call or message from department and staff.

Council caucus: No minutes recorded.

Jennifer Goodwin moved and Laura Mayton seconded to approve waiving interview and offer employment to MC as TERO Director at salary set, 4 haa, 1 puuhara (Robert), 0 pupitihara.

Arch Super moved and Scott Quinn seconded to approve out of state travel for Michelle Cook, Barry Hockaday, and Dan Effman to Las Vegas NV, 4 haa, 0 puuhara, 0 pupitihara (Robert absent for vote).

Laura Mayton moved and Jennifer Goodwin seconded to approve Dion, 2 Committee Members and 2 Staff Members of his choice to 477 Conference in Rhode Island, and all offices must remain open, 3 haa, 1 puuhara, 1 pupitihara (Robert).

Council Caucus: no minutes recorded.

Laura Mayton moved and Scott Quinn seconded to approve attendance to the next 477 Conference/meeting which would be 3 staff and 2 Committee Members, different ones than the RI Conference, 5 haa, 0 puuhara, 0 pupitihara.

Scott Quinn moved and Robert Super seconded to approve purchasing a flow meter for Administration for water reporting, 5 haa, 0 puuhara, 0 pupitihara.

Jennifer Goodwin moved and Robert Super seconded to approve modification (1) to contract 25-C-089, 5 haa, 0 puuhara, 0 pupitihara.

Jennifer Goodwin moved and Robert Super seconded to approve modification (1) to contract 25-C-090, 5 haa, 0 puuhara, 0 pupitihara.

Consensus: to remove the cannabis covenant for Rosehaven property.

Informational: Bring a purchase request for property when the Tribe is in a different place. (no government shutdown).

Arch Super moved and Robert Super seconded to approve legal' s letter to the State regarding Parcel B with changes, 4 haa, 0 puuhara, 0 pupitihara.

Consensus: to have General Counsel work with Craig to develop a strategy.

Scott Quinn moved and Robert Super seconded to approve purchasing items from Dr. Beckman for \$35k, 2 haa, 1 puuhara (Laura), 2 pupitihara (Arch/Jennifer).

Scott Quinn moved and Robert Super seconded to approve updated procurement for Administration vehicles, 4 haa, 0 puuhara, 0 pupitihara.

Arch left at 6:21pm.

Barbara left at 6:22pm.

Adjourned.

Respectfully Submitted,

Russell “Buster” Attebery, Chairman

Recording Secretary, Barbara Snider