

TULE RIVER INDIAN HEALTH ADVISORY BOARD

TULE INDIAN RESERVATION

P.O. BOX 768

PHONE 784-2316

PORTERVILLE, CALIFORNIA 93258

MINUTES OF: November 25, 2003

The meeting was called to order by Chairperson Laura Manuel at 9:14am at the Mater Delores Church. Board members present:

Laura Manuel, Chairperson
Patsy Vega, Secretary
Joseph Garfield, Treasurer 9:18am
Vincent Burrough, Member 9:17am
Barbara Baga, Member
Veronica McDarment, Member
Lucille Apalatea, Alternate seated 9:16am

Absent:

Richard McDarment (Conflict of interest)
Brook Franco

III. Approval of Agenda

MOTION #1 Patsy Vega/Lucille Apalatea motioned to approve the Agenda of November 25, 2003, the vote was 5-0-0, motion carried.

IV. APPROVAL OF MINUTES

The November 6, 2003 Grievance Committee minutes were read with recommendations.

V. NEW BUSINESS

A. Grievance Committee recommendation from November 20, 2003

Discussion:

- Minutes of January 29, 2003, IV. New Business, g. Program Administration Manual was discussed with Motion #11 read: Patsy Vega/Barbara Baga motioned to approved the changes made to the Program Administration Manual at meetings held on November 25, 2002 and December 16, 2002 to sections 1,2,6,7,8, 12, 13, and 14. Votes were 5-0-1 (Richard McDarment stepped out) motion carried.
- Questions were asked why was one staff member asked to remain while others were to be terminated? Also Miss G. Hunter should be allowed to remain also because she kept our Clinic going when a Fiscal Officer wasn't available. Why wasn't there any ongoing documentation provided to these staff persons?

The decision in allowing Mrs. McDarment to remain working with the Health Center was, it appeared to the two older staff members seemed to override the new employee, take advantage of her by Mrs. McDarment doing their job duties may times therefore, leaving her duties unattended. Although, Ms. G. Hunter provided her services for many years along with Mrs. Chavez, the knowledge they shared to make this Department strong with the assistance of a Fiscal Officer should have never reached a point to where our funds were frozen. Timelines and

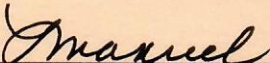
schedules were not met for us to provide services; these people could have caused the loss of our Program. Training was provided by Bobby Shields on site, for four days, and they declined Vikki Dekay's training, they were all covering for each other. When the Program Director went into the Fiscal Office to audit the Department after staff left, the findings that were included in the exhibit reports were numerous. The Program Director left it up to the Fiscal Officer to supervise her staff and make sure that timelines, schedules and duties were performed correctly.

MOTION #2 Patsy Vega/Lucille Apalatea motioned to accept the Grievance Committee's recommendation to remove Gayline Hunter and Alberta Chavez, and to offer Michele McDarment a lesser position in the Fiscal Department and put her on a 90-day probation per Policy. At the end of the Probation period the Program Director will report back to the Grievance Committee of Mrs. McDarment's job performance. The vote was 3-2-2 (Joseph Garfield/Vincent Burrough-no, Barbara Baga/Veronica McDarment abstained.) The Board Chairperson broke the tie vote, motion carried.

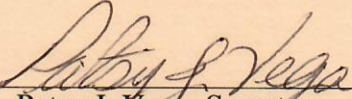
Mrs. Bustamante explained the need to get a CPA in at this time to continue business; calls have been made to bring in help, but we were waiting on the Board's decision first. Vikki DeKay has offered to assist in what needs to be done. With an Audit extension for 2003 we have 90 calendar days after the Calendar year to have this completed. I've pulled in more help to get the 2002 Audit completed and organized.

Mrs. Bustamante was directed to meet with Mrs. McDarment on terms of employment, with letters to be forwarded to Miss Gayline Hunter, and Mrs. Alberta Chavez.

MOTION #3 Vincent Burrough/Joseph Garfield motioned to adjourn at 10:50am, the vote was 6-0-0, motion carried.



Laura Manuel, Chairman



Patsy J. Vega, Secretary

Approved: January 8, 2004