

I. OPENING MEETING

- a. Roll Call

II. REPORTS

- a. The Executive Director's Report
 - i. Program Updates
 - ii. Annual Performance Reports
- b. Marketing and Communications report
 - i. TEA Website redesign update
 - ii. Chag Lowry Media Campaign update
 - iii. Social Media Posts & Community Outreach

III. PUBLIC COMMUNICATIONS

A member of the public (speaker) may address the Board during the Public Communications section of the BOE Agenda. Comments by public speakers made during the Public Communications will be limited to items on the BOE Agenda or items within the jurisdiction of the Board. The number of speakers who speak during Public Communications will not exceed ten. A speaker, in lieu of speaking during Public Communications, may speak during an agenda item. Comments during an agenda item will be limited to the topic of the agenda item. Speakers may register to speak by calling the Clerk of the Board at (707) 668-5101 by noon on the day of the BOE meeting, or they may register at the location of the BOE meeting until 10 minutes before the meeting begins. When registering to speak, a speaker will identify the topic the speaker wishes to address. A speaker's comments at a meeting will not exceed 3 minutes, will be limited to the registered topic, and will not include personnel matters concerning TEA or Tribal employees and/or matters that would violate the privacy of students. Speakers will provide (7) copies of any handouts to the Clerk of the Board for distribution at the Board table. For more information and restrictions, please see BOE policy Section 1402.6 Board of Education Agendas, Calendars, & Meetings.

IV. CONSENT AGENDA

- a. Northern Humboldt Union High School District – Extension/Addition
 - i. Contact(s): Alison Robbins
 - ii. Purpose:
 1. Authorization for **contract extension** for Modern Youth Internship Academies design work under STEP grant agreement for FY20-21 school year (**contract year 1**). Not all activities were completed, and NHUHSD needed additional time; they have now finished and wish to bill us **\$4,500**; and
 2. **Addition of \$4500** for continued work on MYIA to expand FY21-22 school year (**contract year 2**) which was originally \$2,250. This is for additional work on the Internships portion of the program.

Board of Education Meeting Agenda
Blue Lake Rancheria Tribal Education Agency
Tuesday, May 17, 2022 – 7PM
Zoom Meeting On-line Platform
Blue Lake, CA

- iii. Recommendation: Staff recommends that the year 1 contract agreement extension be granted to that NHUHSD can bill for the services of \$4500, and that an addition to year 2's contract of \$4,500 be approved for additional work on MYIA internships. **Total action's authorization: \$9,000.** *Original and Amended agreement in packet.*

1. **DISCUSSION:**
2. **NOMINATIONS:**
3. **DECISION:**
4. **ACTION:**

b. Grow Your Own Administrator (GYOA) – Champion Mentor Contracts

i. Contact(s): Alison Robbins

- ii. Purpose: Approval of a minimum of three (3) Champion Mentor Contracts for the GYOA Program cohort 1 graduates' induction mentoring. Staff would like to issue a minimum of three Champion Mentor contracts to provide the six GYOA graduates with 20 hours (each) of mentoring to support the transition of their roles from classroom teachers to educational leadership positions. Staff has negotiated three contracts, so far, for 20 hours @ \$155 per hour = \$3,100 per graduate, with three Native American certificated administrators, and a fourth is pending negotiations. Contracts are to begin 07/01/2022 for induction support and run through 06/30/2023. *Signed agreements are attached in packet:*

1. *Theresa Slayton – not to exceed \$9,300 – Pending contractor signature*
2. *Jennifer Lane – not to exceed \$6,200*
3. *Sara Sampels – not to exceed \$3,100*
4. *Melanie Sanderson – not to exceed \$3,100 – Pending negotiations*

- iii. Recommendation: Staff believes that induction mentoring is a critical component of support that needs to be provided to the new Native American school administrators the GYOA program graduated on 5/14/2022. Total authorization of \$18,600 (\$3,100 per graduate x six (6) May 2022 graduates)

1. **DISCUSSION:**
2. **NOMINATIONS:**
3. **DECISION:**
4. **ACTION:**

c. Grow Your Own Administrator (GYOA) – Administrative Mentor/Support – Steve Godla

i. Contact(s): Alison Robbins

- ii. Purpose: Steve Godla provides Administrative Support for the GYOA program. Steve assists Alison with program communication and implementation between US Department of ED, Cal Poly program administrators, and participants, as well as with data tracking & general program paperwork; communication between cohort members and their champion mentors; and between BLR and the school districts where cohort members are currently employed. Steve also meets with Alison and the program evaluator on the continuous improvement plan for GYOA. *Agreement is attached in packet.*
- iii. Recommendation: Staff recommends the approval of Steve Godla’s contract for the amount of \$24,159.

- 1. **DISCUSSION:**
- 2. **NOMINATIONS:**
- 3. **DECISION:**
- 4. **ACTION:**

d. Humboldt TRiO Talent Search Contract – Extension and Addition

- i. Contact(s): Alison Robbins
- ii. Purpose: Additional hours for work through September 30, 2023 provided to Hoopa Elementary and High School as part of the NYCP Pathmakers program.
 - 1. *Contract reconciliation is attached in packet.*
- iii. Recommendation: Staff recommends the approval of HSU Sponsored Programs contract extension the amount of \$6,760 for the services of Vanessa Cota.

- 1. **DISCUSSION:**
- 2. **NOMINATIONS:**
- 3. **DECISION:**
- 4. **ACTION:**

V. ITEMS REQUIRING BOARD ACTION OR DISCUSSION

a. Job Descriptions – Natural Resource Interns

- i. Contact(s): Alison Robbins
- ii. Purpose: Updating the Natural Resource Intern job description after meetings with NHUHS for use with the Modern Youth Internship Academies (MYIA) recruitment. *Included in packet*
- iii. Recommendation: Staff recommends the approval of the updated job description.

- 1. **DISCUSSION:**
- 2. **NOMINATIONS:**
- 3. **DECISION:**

4. **ACTION:**

VI. MISCELLANEOUS

- a. Approval of Board minutes from 04/19/2022
 - i. Contact(s): Alison Robbins
 - ii. Recommendation: TEA Staff recommends approval of the draft minutes for publication
 1. **DISCUSSION:**
 2. **NOMINATIONS:**
 3. **DECISION:**
 4. **ACTION:**

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

- a. Korby Skoglund contract for Grow Your Own Administrator (GYOA) graduate incentives - \$700 for the creation of regalia for graduation ceremony. Personally presented by Alison at Cal Poly graduation, or mailed to participants who could not attend in person.
- b. California Elementary Literacy Conference – June 16, 2022 – BLR TEA staff attending virtually
- c. 140-Hour Pre-Apprenticeship Training @ CR June 13 - July 14, 2022; BLR TEA staff to provide transportation in tribal vans – pending student count, and location.

IX. AJOURNMENT

Tribal Education Agency Executive Director's Report

Program Updates

- **Pathmakers Program** –
 - **Summer Programming** – working with Cal Poly Humboldt on the Math credit recovery and robotics camp program. We will be providing supplies for 75-80 students – mostly calculators and small manipulatives.
 - **Mobile Classroom work** –
 - Marlee has been continuing with this work, particularly at Big Lagoon Elementary, and assisted by Save CA Salmon.

- **Grow Your Own Administrator** – website is under development. The design and content has been provided to Toni and Isak, and is behind schedule. Saturday, May 14th was graduation at Cal Poly. Six necklaces have been purchased, created by Korby Skoglund. These necklaces and a graduation ceremony program are being mailed to the graduates. Once the May 2022 general ledger has been received from the Accounting department, Alison and Steve Godla will update the US Department of ED's mandatory website for tracking participants, the PDPDCS website.
 - **Cohort 1 Graduates:**
 - Rachel Brakeman – Eureka City Schools (Humboldt) – Yurok
 - Alvin “Joe” Dukepoo – Round Valley Unified School District (Mendocino) – Round Valley Pomo
 - Cindy Hogue – Happy Valley Primary School District (Shasta) – Wintu
 - Travis Hunt – Antelope Elementary School District (Tehama) - Yana
 - Margaret “Maggie” Peters – Klamath-Trinity Joint Unified School District (Humboldt) - Yurok
 - Kirsten Wright – Klamath-Trinity Joint Unified School District (Humboldt) - Hupa
 - **Job Prospects for Cohort 1:**
 - Rachel Brakeman is applying for the Superintendent/Principal position with Loleta School District
 - Maggie Peters will be on an Administrator Contract with HCOE for work on our Equity Series with Sharrone Blanck and Marlee Mansfield-Chavez
 - Opportunities have been identified in graduates' school districts or near-by districts (that meet grant requirements) via EdJoin.com and emailed to the graduates. HR departments will be contracted by Alison and Steve to further assist graduates with being assigned administrative work which would count towards their Service Payback Agreement.
 - **Recruitment Cohort 2 Participants:**
 - We are currently recruiting eight (8) participants for Cohort 2:
 1. Sierra Grifantini – Enterprise School District (Shasta) – accepted – Confederated Tribes of Grand Ronde
 2. Mchelle Demo-Davis – Gateway Unified School District (Shasta) – accepted – Turtle Mountain
 3. Kelda Britton – Round Valley High School District (Lake) – accepted – Round Valley Nomlacki
 4. Felicia Sears – Kelseyville Unified School District (Lake) – accepted – Yavapai-Apache
 5. Ken Dotson – Shasta Lake Middle School District (Shasta) – pending documentation - Wintu
 6. Deena DeArmon – Gateway Unified School District (Shasta) – accepted - Chickasaw
 7. Jeanne Burcell – Yreka High School District (Siskiyou) – accepted - Karuk
 - We have a few people who have contacted us, but we haven't received a significant amount of their paperwork to be considered pending.

- **State Tribal Education Partnership (STEP) – Career Readiness Education Programs**
 - **Recruit, Retrain, and Retain Educators** –

Tribal Education Agency Executive Director's Report

- Training is being scheduled for 8/10/2022 on the Air Quality Monitoring curriculum with Sonoma Tech and Michelle Fullers CARB AQ grant.
- Maggie Peter's contract with HCOE is under negotiations. There will be a \$7,600 contract addition to HCOE's ongoing contract with BLR TEA for the development of training materials based on the Native/cultural curriculum presented at the Equity Series.
- [Native American Career Technical Education](#) – website has been designed and is now active. Daniel and Frederique are continuing work on Action Plans.
- [Tribal Climate Resilience Program](#) – three students have been recruited thus far to be Natural Resources Interns to work on the TCRP and Resiliency Program with the goal of producing an Environmental Education conference with the focus on Climate Change this Fall 2022 (November).
 - [Resiliency Program](#) – in coordination with Northern Arizona University ITEP, will provide breakout sessions on climate change, and environmental subjects. Students will participate in organization and leading the conference. It will include our external partners, environmental scientists. Working with NHUHSD and ECS so that student participation in this conference can be used for high school science recovery credits.
- **Higher Education Scholarship Program** – Spring and Summer tuition, book, and planning meetings are underway with current Spring students preparing for graduation.
 - [2022 Pending Graduates:](#)
 - Jack Norton – Mechanical Engineering

Previous Events

- **NACTEP & OIE Project Directors Annual Meeting** – staff attended both conferences Tuesday, May 10 through Thursday, May 12:
 - **NACTEP** – Frederique and Alison
 - **OIE** – Alison and Lisa, and contractors Jack Bareilles and Steve Godla

Independent Contractor Agreement for Services

This Agreement is made this 20th day of May, 2021, between the parties, Northern Humboldt Union High School District (NHUHSD), (“Contractor”), and Blue Lake Rancheria (“BLR”) to complete the scope or work described herein (the “Project”).

- 1. Effective Dates.** This Agreement shall become effective as of the date of execution by BLR, and shall continue until September 30, 2023 unless terminated earlier in accordance with the provisions in Articles 19, 20, or 21 of this agreement.
- 2. Independent Contractor.** It is the express intent of the parties that Contractor is an independent contractor and not an employee, agent, joint venture or partner of BLR. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between BLR and Contractor or any employee or agent of Contractor. All work product developed by Contractor shall be deemed owned and assigned to BLR. This Agreement is not authority for Contractor to act for BLR as its agent or make commitments for BLR. Contractor retains the discretion in performing the tasks assigned within the scope of work specified. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement so long as the performance of these services does not interfere with the completion of the Project.
- 3. Taxpayer Identification Number.** Prior to commencing the Project, Contractor must provide BLR with a valid Employer Identification Number (EIN) from the IRS or in the absence of an EIN, a social security number. If Contractor does not have a valid EIN, Contractor must complete and submit a duly executed Form 554 to the IRS and obtain an EIN before payment can be made.
- 4. Tax Reporting and Filing.** Contractor acknowledges and agrees that he shall be responsible (as a self-employed individual) for filing all tax returns, tax declarations, and tax schedules, and for the payment of all taxes required, when due, with respect to any and all compensation earned by Contractor under this Agreement. BLR will not withhold any employment taxes from compensation it pays Contractor. Rather, BLR will report the amount it pays Contractor on IRS Forms 1099, to the extent required to do so under applicable Internal Revenue Code provisions and state or local law. Contractor is not the BLR’s employee, and Contractor is responsible for paying all required state and federal taxes.
- 5. No Benefits.** None of the benefits, if any, that are provided by BLR to its employees shall be available to Contractor (or his employees, if any, which for purposes of this paragraph shall be included in the term "Contractor"). Contractor's exclusion from benefit programs maintained by BLR is a material term of the terms of compensation negotiated by the Parties, and is not premised on Contractor's status as a non-employee with respect to BLR. To the extent that Contractor may become eligible for any benefit programs maintained by BLR (regardless of the timing of or reason for eligibility), Contractor hereby waives the right to participate in these programs. Contractor's waiver is not conditioned on any representation or assumption concerning Contractor's status under the common law test. Contractor agrees that, consistent with an independent contractor status,

Contractor will not apply for any government-sponsored benefits that are intended to apply to employees, including, but not limited to, unemployment benefits.

6. **Project Covered:** BLR hereby engages Contractor to provide the following services (the “Project”):
 - Assist with recruitment of mentoring and/or supervising teachers, and with scheduling classroom opportunities for student teaching hours for the R3E recruited teacher candidates earning a Designated Subject Credential during the 2021-22 and 2022-23 school years;
 - Consult and advise BLR via twice per month (at a minimum) Zoom meetings, and other mediums on:
 - Professional Development Opportunities provided by either the TEA or LEA;
 - Administrative, teacher recruitment, and data collection & sharing processes;
 - Coordination of services offered by either the TEA or LEA.
 - Establishment of Modern Youth Apprenticeship Academies, comprised of schedule creation, curriculum alignment, and coordinated internship & apprenticeship opportunities, focused on the following six CTE Industrial Sectors with the incorporation of business and financial (entrepreneurship) practices of the various career pathways within these CTE Industry Sectors:
 - Agriculture & Natural Resources;
 - Building & Construction Trades;
 - Health Science & Medical Technology;
 - Hospitality, Tourism, and Recreation: specifically, Nutrition, Foods and Culinary Arts;
 - Energy, Environment, and Utilities: *Installation, Maintenance, and Repair* of industrial machinery involved in heating, air conditioning and refrigeration, including electrical power-lines focused on renewable energy sciences (i.e. solar & wind);
 - Manufacturing & Product Development.
7. **Method of Performing Services.** Contractor will determine the method, details and means of performing the above-described services in compliance with the terms of this contract. The Contractor shall provide all services in accordance with applicable, local, tribal, state, federal laws, and the terms and conditions of this agreement.
8. **No Training or Instructions.** BLR enters into this Agreement based on Contractor's demonstrated ability to perform the type of services that it believes, and that Contractor has represented, are needed to accomplish the Project. Consequently, BLR does not contemplate providing Contractor with any training or instructions with respect to the Project.
9. **Employment of Assistants.** Contractor may, at Contractor’s own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Agreement. BLR may not control, direct, or supervise Contractor's assistants or employees in the performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of unemployment insurance, Social Security, disability insurance and other applicable

withholdings. Contractor agrees to provide proof of workers' compensation insurance for assistants he/she engages. Contractor is responsible for acts or omissions of employees, sub-contractors and other persons performing portions of work under the contract for the Contractor. Contractor agrees to hold BLR harmless against any and all liabilities attributable to the obligations imposed on Contractor under this Paragraph. The Contractor shall employ no employee of BLR.

10. **Compensation.** In consideration for the services to be performed by Contractor, BLR agrees to pay Contractor the amount set forth below; with payment(s) made in accordance with the schedule and process set forth below:
 - a. First payment to be billed by Contractor by 09/30/2022 - \$4,500
 - b. Second payment to be billed by Contractor by 09/30/2022 - \$2,250
 - c. Third payment to be billed by Contractor by 09/30/2022 - \$4,500
 - d. Fourth payment to be billed by Contractor by 09/30/2023 - \$1,125

Total contract not to exceed \$12,375
11. **Expenses.** Contractor shall be responsible for all costs and expenses incidental to the performance of services to BLR, including but not limited to; all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. BLR shall not be responsible for expenses incurred by Contractor in performing services for BLR, except for those specifically agreed to in the compensation and scope of work section.
12. **Liability Insurance.** Not required. Contractor is responsible for all liability for Northern Humboldt Union High School District See section 24 Indemnification. Initials of contractor: _____
13. **Contractor's Business Activities**
 - (a) Contractor is an independent contractor and may engage in other business activities at the same time service is provided to BLR.
 - (b) Contractor shall not during the term of this Agreement solicit BLR's employees or accounts on behalf of Contractor or another entity. Likewise, BLR shall not during the term of this Agreement solicit Contractor's employees or accounts on behalf of BLR or another entity. For either party to do so would warrant immediate termination of the agreement pursuant to Section 21.
 - (c) Contractor shall devote such time, attention, and energy to the business and affairs of BLR as requested by BLR, and in any event no less that the amount of time required to do a satisfactory completion of the required Project.
14. **Confidential Information.** If Contractor is working with design data, trade secrets, drawings, specifications, reports, sensitive cultural information, health information, or other information that is identified as confidential, the Contractor shall not disclose, publish or authorize others to publish design data, trade secrets, drawings, specifications, reports or other information pertaining to the work assigned to Contractor by BLR. Contractor agrees to refrain from disclosing, during the term of this agreement, or at any time thereafter, any confidential information to any third person or persons, or business organizations without the prior written consent of BLR.

15. **Representations and Warranties.** Contractor represents and warrants:
- (a) that Contractor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Contractor's undertaking this relationship with BLR
 - (b) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party,
 - (c) that Contractor has not entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.
16. **Labor, Tools and Equipment.** Contractor shall furnish all labor, equipment, supervision, transportation, supplies, and incidentals required to perform services under this Agreement. Contractor is not required to purchase or rent any tools, equipment, or services from BLR.
17. **Assignment.** The rights of each party under this Agreement are personal to that party and may not be assigned or transferred to any other person, firm, corporation, or other entity without the prior, express, and written consent of the other party.
18. **Cooperation of BLR.** BLR agrees to comply with all reasonable requests of Contractor (and provide access to all documents) reasonably necessary to the performance of Contractor's duties under this Agreement.
19. **Termination.** Either party may terminate this Agreement upon thirty (30) days written notice to the address of the other party contained in this Agreement.
20. **Termination by Default or Material Breach.** In the case of default or material breach of this Agreement by one Party, the other Party shall have the right to terminate this Agreement with no advance notice, only after providing the breaching Party with notice of the breach and the breaching Party fails to cure the breach within ten (10) days after receipt of the notice of breach. For the purposes of this section, a material breach of this Agreement shall include, but not be limited to the following: failure to provide services as specified or failure to complete project within the time specified in Section 1.
21. **Termination for Failure to Make Agreed-Upon Payments.** Should BLR fail to pay Contractor all or any part of the compensation set forth in Article 10 of this Agreement as specified, Contractor may terminate this Agreement if such failure is not remedied by BLR within thirty (30) days of receipt of written notice from Contractor of the breach.
22. **Notices.** Any notice provided for or concerning this Agreement shall be in writing and be deemed sufficiently given when sent by certified or registered mail to the respective address as set forth in this section:

If to Contractor: Northern Humboldt Union High School District
Attn: Roger Macdonald



If to BLR: Dr. Jason Ramos, Tribal Administrator
Blue Lake Rancheria
PO Box 428
Blue Lake, CA 95525

23. **Indemnification Agreement.** The Contractor agrees to protect, defend, indemnify and hold harmless the BLR, its Business Council, and its officers, employees and agents free and harmless from and against any and all losses, penalties, damages settlements, costs, charges, professional fees or other expenses or liability of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceeding or causes of action of every kind and character in connection with or arising directly or indirectly out of this Agreement and/or the performance hereof. Without limiting the generality of the foregoing, any and all such claims, etc., relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged infringement of any patent, trademark, copyright (or application for any therefore) or of any other tangible or intangible statute, ordinance, administrative order, rule or regulation, or decree of any court, shall be included in the indemnity hereunder. The Contractor further agrees to investigate, handle, respond to, provide defense for and defend any such claims, etc., at his sole expense and agrees to bear all other costs and expenses related hereto, even if it (claims, etc.) is groundless, false or fraudulent. Contractor initials:
24. **Entire Agreement of the Parties.** This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for BLR and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any parties, which are not embodied herein.
25. **Sovereign Immunity Not Waived.** Nothing in this Agreement shall be deemed or construed to be a waiver of the sovereign immunity of the Blue Lake Rancheria or its Business Council, officials, entities, or employees acting within their official or individual capacities.
26. **Termination for Convenience of BLR.** The Tribal Administrator of BLR, by written notice, may terminate this contract subject to Section 19 or 20, in whole or in part, when it is in BLR's best interest. If this contract is terminated, BLR shall be liable only for payment under the payment provisions of this contract for services rendered before the effective date of termination.
27. **Waivers.** The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any of the terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and condition, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.

28. **Modification of Agreement.** Any modification of this Agreement or additional obligation by either party in connection with this Agreement shall be binding only if placed in writing and signed by both parties or an authorized representative of both parties.
29. **Governing Law.** This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Blue Lake Rancheria. The parties hereto agree that all actions and proceedings relating directly or indirectly hereto shall be litigated in the Tribal Court of the Blue Lake Rancheria. The parties expressly consent to the jurisdiction of the Blue Lake Rancheria Tribal Court and to venue therein and consent to service of process in any such action or proceeding by certified registered mail of the summons and complaint therein directed to the parties at their respective addresses set forth in this Agreement. By agreeing to this venue, BLR does not waive its sovereign immunity, or its right to raise sovereign immunity as a defense.
30. **Headings.** The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.
31. **Independent Counsel.** Contractor acknowledges that Contractor has had the opportunity to consult legal counsel in regard to this Agreement. Contractor has read and understands this Agreement and is fully aware of its legal effect. Contractor acknowledges that he or she has entered into this Agreement freely and voluntarily and based on Contractor's own judgment, and not on any representations or promises other than those contained in this Agreement.
32. **Drug and Alcohol Policies.** Contractor and his employees are expected to be free from the effects of drug or alcohol use or abuse while conducting business for or in the name of BLR or a Tribal entity. If the Contractor has employees, Contractor shall provide a copy of Contractor's drug and alcohol policy to BLR upon execution of this Agreement.

The Parties have duly executed this Agreement as of the date of BLR's execution.

Roger Macdonald, Superintendent

Date

Dr. Jason Ramos, Tribal Administrator

Date

Independent Contractor Agreement between BLR and NHUHSD


Independent Contractor Agreement for Services

This Agreement is made this 07/01/2022 between the parties, Theresa Slayton, (“Contractor”), and Blue Lake Rancheria (“BLR”) to complete the scope or work described herein (the “Project”).

1. **Effective Dates.** This Agreement shall become effective as of the date of execution by BLR, and shall continue until 06/30/2023 unless terminated earlier in accordance with the provisions in Articles 19, 20, or 21 of this agreement.
2. **Independent Contractor.** It is the express intent of the parties that Contractor is an independent contractor and not an employee, agent, joint venturer or partner of BLR. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between BLR and Contractor or any employee or agent of Contractor. All work product developed by Contractor shall be deemed owned and assigned to BLR. This Agreement is not authority for Contractor to act for BLR as its agent or make commitments for BLR. Contractor retains the discretion in performing the tasks assigned within the scope of work specified. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement so long as the performance of these services does not interfere with the completion of the Project.
3. **Taxpayer Identification Number.** Prior to commencing the Project, Contractor must provide BLR with a valid Employer Identification Number (EIN) from the IRS or in the absence of an EIN, a social security number. If Contractor does not have a valid EIN, Contractor must complete and submit a duly executed Form 554 to the IRS and obtain an EIN before payment can be made.
4. **Tax Reporting and Filing.** Contractor acknowledges and agrees that he shall be responsible (as a self-employed individual) for filing all tax returns, tax declarations, and tax schedules, and for the payment of all taxes required, when due, with respect to any and all compensation earned by Contractor under this Agreement. BLR will not withhold any employment taxes from compensation it pays Contractor. Rather, BLR will report the amount it pays Contractor on IRS Forms 1099, to the extent required to do so under applicable Internal Revenue Code provisions and state or local law. Contractor is not the BLR’s employee, and Contractor is responsible for paying all required state and federal taxes.
5. **No Benefits.** None of the benefits, if any, that are provided by BLR to its employees shall be available to Contractor (or his employees, if any, which for purposes of this paragraph shall be included in the term "Contractor"). Contractor's exclusion from benefit programs maintained by BLR is a material term of the terms of compensation negotiated by the Parties, and is not premised on Contractor's status as a non-employee with respect to BLR. To the extent that Contractor may become eligible for any benefit programs maintained by BLR (regardless of the timing of or reason for eligibility), Contractor hereby waives the right to participate in these programs. Contractor's waiver is not conditioned on any representation or assumption concerning Contractor's status under the common law test. Contractor agrees that, consistent with an independent contractor status, Contractor will not apply for any government-sponsored benefits that are intended to apply to employees, including, but not limited to, unemployment benefits.
6. **Project Covered.** BLR hereby engages Contractor to provide the following services (the “Project”): Administrative and implementation support of the Grow Your Own Administrator program with services to include:

- GYOA Graduate(s)/preliminary admin credential holder(s) support during program participation and induction tailored to the specific needs of the Graduate;
 - Coordination with Humboldt County Office of Education (HCOE) Learning Services Division for induction support in association with Association of California School Administrators (ACSA) for credential clearing;
 - Provide consultation services for GYOA Graduate(s) including but not limited to tasks associated with Superintendent/Principals or Administrators such as: LCAP development, decision making processes, fiscal management decisions, staff communications, BOE policy/agenda items, student discipline, family engagement practices, IEPs, ideas for the implementation of Native American cultural curriculum in schools, et. al;
7. **Method of Performing Services.** Contractor will determine the method, details and means of performing the above-described services in compliance with the terms of this contract. The Contractor shall provide all services in accordance with applicable, local, tribal, state, federal laws, and the terms and conditions of this agreement.
8. **No Training or Instructions.** BLR enters into this Agreement based on Contractor's demonstrated ability to perform the type of services that it believes, and that Contractor has represented, are needed to accomplish the Project. Consequently, BLR does not contemplate providing Contractor with any training or instructions with respect to the Project.
9. **Employment of Assistants.** Contractor may, at Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Agreement. BLR may not control, direct, or supervise Contractor's assistants or employees in the performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of unemployment insurance, Social Security, disability insurance and other applicable withholdings. Contractor agrees to provide proof of workers' compensation insurance for assistants he/she engages. Contractor is responsible for acts or omissions of employees, sub-contractors and other persons performing portions of work under the contract for the Contractor. Contractor agrees to hold BLR harmless against any and all liabilities attributable to the obligations imposed on Contractor under this Paragraph. The Contractor shall employ no employee of BLR.
10. **Compensation.** In consideration for the services to be performed by Contractor, BLR agrees to pay Contractor the amount set forth below; with payment(s) made in accordance with the schedule and process set forth below:
- a. 20 hours @ \$155 per hour per GYOA Graduate – maximum three (3) Graduates, to be billed quarterly per the following schedule:
 - i. 1st Quarter (July, August, September 2022) – billed in October 2022
 - ii. 2nd Quarter (October, November, December 2022) – billed in January 2023
 - iii. 3rd Quarter (January, February, March 2023) – billed in April 2023
 - iv. 4th Quarter (April, May, June 2023) – billed in July 2023.
 - b. Assigned Graduate #1 (TBD) – 20 hrs. @ \$155 per hr = \$3,100
 - c. Assigned Graduate #2 (TBD) – 20 hrs. @ \$155 per hr = \$3,100
 - d. Assigned Graduate #3 (TBD) – 20 hrs. @ \$155 per hr = \$3,100
 - e. Total costs under this contract not to exceed \$9,300.
11. **Expenses.** Contractor shall be responsible for all costs and expenses incidental to the performance of services to BLR, including but not limited to; all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. BLR shall not be responsible for expenses incurred by Contractor in performing services for BLR, except for those specifically agreed to in the

compensation and scope of work section.

12. **Liability Insurance.** Not required. Contractor is responsible for all liability for _____ . See section 24 Indemnification. Initials of contractor: 
13. **Contractor's Business Activities**
- (a) Contractor is an independent contractor and may engage in other business activities at the same time service is provided to BLR.
 - (b) Contractor shall not during the term of this Agreement solicit BLR's employees or accounts on behalf of Contractor or another entity. Likewise, BLR shall not during the term of this Agreement solicit Contractor's employees or accounts on behalf of BLR or another entity. For either party to do so would warrant immediate termination of the agreement pursuant to Section 21.
 - (c) Contractor shall devote such time, attention, and energy to the business and affairs of BLR as requested by BLR, and in any event no less that the amount of time required to do a satisfactory completion of the required Project.
14. **Confidential Information.** If Contractor is working with design data, trade secrets, drawings, specifications, reports, sensitive cultural information, health information, or other information that is identified as confidential, the Contractor shall not disclose, publish or authorize others to publish design data, trade secrets, drawings, specifications, reports or other information pertaining to the work assigned to Contractor by BLR. Contractor agrees to refrain from disclosing, during the term of this agreement, or at any time thereafter, any confidential information to any third person or persons, or business organizations without the prior written consent of BLR.
15. **Representations and Warranties.** Contractor represents and warrants:
- (a) that Contractor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Contractor's undertaking this relationship with BLR
 - (b) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party,
 - (c) that Contractor has not entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.
16. **Labor, Tools and Equipment.** Contractor shall furnish all labor, equipment, supervision, transportation, supplies, and incidentals required to perform services under this Agreement. Contractor is not required to purchase or rent any tools, equipment, or services from BLR.
17. **Assignment.** The rights of each party under this Agreement are personal to that party and may not be assigned or transferred to any other person, firm, corporation, or other entity without the prior, express, and written consent of the other party.
18. **Cooperation of BLR.** BLR agrees to comply with all reasonable requests of Contractor (and provide access to all documents) reasonably necessary to the performance of Contractor's duties under this Agreement.
19. **Termination.** Either party may terminate this Agreement upon thirty (30) days written notice to the address of the other party contained in this Agreement.
20. **Termination by Default or Material Breach.** In the case of default or material breach of this Agreement by one Party, the other Party shall have the right to terminate this Agreement with no advance notice, only after providing the breaching Party with notice of the breach and the breaching

Party fails to cure the breach within ten (10) days after receipt of the notice of breach. For the purposes of this section, a material breach of this Agreement shall include, but not be limited to the following: failure to provide services as specified or failure to complete project within the time specified in Section 1.

21. Termination for Failure to Make Agreed-Upon Payments. Should BLR fail to pay Contractor all or any part of the compensation set forth in Article 10 of this Agreement as specified, Contractor may terminate this Agreement if such failure is not remedied by BLR within thirty (30) days of receipt of written notice from Contractor of the breach.

22. Notices. Any notice provided for or concerning this Agreement shall be in writing and be deemed sufficiently given when sent by certified or registered mail to the respective address as set forth in this section:

If to Contractor:

Theresa Slayton
[REDACTED]

If to BLR:

Jason Ramos, Tribal Administrator
Blue Lake Rancheria
1 Aee ye Kwee Loop
PO Box 428
Blue Lake, CA 95525

23. Indemnification Agreement. The Contractor agrees to protect, defend, indemnify and hold harmless the BLR, its Business Council, and its officers, employees and agents free and harmless from and against any and all losses, penalties, damages settlements, costs, charges, professional fees or other expenses or liability of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceeding or causes of action of every kind and character in connection with or arising directly or indirectly out of this Agreement and/or the performance hereof. Without limiting the generality of the foregoing, any and all such claims, etc., relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged infringement of any patent, trademark, copyright (or application for any therefore) or of any other tangible or intangible statute, ordinance, administrative order, rule or regulation, or decree of any court, shall be included in the indemnity hereunder. The Contractor further agrees to investigate, handle, respond to, provide defense for and defend any such claims, etc., at his sole expense and agrees to bear all other costs and expenses related hereto, even if it (claims, etc.) is groundless, false or fraudulent. Contractor initials: [REDACTED]

24. Entire Agreement of the Parties. This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for BLR and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any parties, which are not embodied herein.

25. Sovereign Immunity Not Waived. Nothing in this Agreement shall be deemed or construed to be a waiver of the sovereign immunity of the Blue Lake Rancheria or its Business Council, officials, entities, or employees acting within their official or individual capacities.

26. Termination for Convenience of BLR. The Tribal Administrator of BLR, by written notice, may terminate this contract subject to Section 19 or 20, in whole or in part, when it is in BLR's best

interest. If this contract is terminated, BLR shall be liable only for payment under the payment provisions of this contract for services rendered before the effective date of termination.

27. **Waivers.** The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any of the terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and condition, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.
28. **Modification of Agreement.** Any modification of this Agreement or additional obligation by either party in connection with this Agreement shall be binding only if placed in writing and signed by both parties or an authorized representative of both parties.
29. **Governing Law.** This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Blue Lake Rancheria. The parties hereto agree that all actions and proceedings relating directly or indirectly hereto shall be litigated in the Tribal Court of the Blue Lake Rancheria. The parties expressly consent to the jurisdiction of the Blue Lake Rancheria Tribal Court and to venue therein and consent to service of process in any such action or proceeding by certified registered mail of the summons and complaint therein directed to the parties at their respective addresses set forth in this Agreement. By agreeing to this venue, BLR does not waive its sovereign immunity, or its right to raise sovereign immunity as a defense.
30. **Headings.** The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.
31. **Independent Counsel.** Contractor acknowledges that Contractor has had the opportunity to consult legal counsel in regard to this Agreement. Contractor has read and understands this Agreement and is fully aware of its legal effect. Contractor acknowledges that he or she has entered into this Agreement freely and voluntarily and based on Contractor's own judgment, and not on any representations or promises other than those contained in this Agreement.
32. **Drug and Alcohol Policies.** Contractor and his employees are expected to be free from the effects of drug or alcohol use or abuse while conducting business for or in the name of BLR or a Tribal entity. If the Contractor has employees, Contractor shall provide a copy of Contractor's drug and alcohol policy to BLR upon execution of this Agreement.

The Parties have duly executed this Agreement as of the date of BLR's execution.



Theresa Slayton, Contractor

05 / 10 / 2022

Date



Dr. Jason Ramos, Tribal Administrator

05 / 05 / 2022

Date


Independent Contractor Agreement for Services

This Agreement is made this 07/01/2022 between the parties, Jennifer Lane, (“Contractor”), and Blue Lake Rancheria (“BLR”) to complete the scope or work described herein (the “Project”).

1. **Effective Dates.** This Agreement shall become effective as of the date of execution by BLR, and shall continue until 06/30/2023 unless terminated earlier in accordance with the provisions in Articles 19, 20, or 21 of this agreement.
2. **Independent Contractor.** It is the express intent of the parties that Contractor is an independent contractor and not an employee, agent, joint venturer or partner of BLR. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between BLR and Contractor or any employee or agent of Contractor. All work product developed by Contractor shall be deemed owned and assigned to BLR. This Agreement is not authority for Contractor to act for BLR as its agent or make commitments for BLR. Contractor retains the discretion in performing the tasks assigned within the scope of work specified. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement so long as the performance of these services does not interfere with the completion of the Project.
3. **Taxpayer Identification Number.** Prior to commencing the Project, Contractor must provide BLR with a valid Employer Identification Number (EIN) from the IRS or in the absence of an EIN, a social security number. If Contractor does not have a valid EIN, Contractor must complete and submit a duly executed Form 554 to the IRS and obtain an EIN before payment can be made.
4. **Tax Reporting and Filing.** Contractor acknowledges and agrees that he shall be responsible (as a self-employed individual) for filing all tax returns, tax declarations, and tax schedules, and for the payment of all taxes required, when due, with respect to any and all compensation earned by Contractor under this Agreement. BLR will not withhold any employment taxes from compensation it pays Contractor. Rather, BLR will report the amount it pays Contractor on IRS Forms 1099, to the extent required to do so under applicable Internal Revenue Code provisions and state or local law. Contractor is not the BLR’s employee, and Contractor is responsible for paying all required state and federal taxes.
5. **No Benefits.** None of the benefits, if any, that are provided by BLR to its employees shall be available to Contractor (or his employees, if any, which for purposes of this paragraph shall be included in the term "Contractor"). Contractor's exclusion from benefit programs maintained by BLR is a material term of the terms of compensation negotiated by the Parties, and is not premised on Contractor's status as a non-employee with respect to BLR. To the extent that Contractor may become eligible for any benefit programs maintained by BLR (regardless of the timing of or reason for eligibility), Contractor hereby waives the right to participate in these programs. Contractor's waiver is not conditioned on any representation or assumption concerning Contractor's status under the common law test. Contractor agrees that, consistent with an independent contractor status, Contractor will not apply for any government-sponsored benefits that are intended to apply to employees, including, but not limited to, unemployment benefits.
6. **Project Covered.** BLR hereby engages Contractor to provide the following services (the “Project”): Administrative and implementation support of the Grow Your Own Administrator program with services to include:


- GYOA Graduate(s)/preliminary admin credential holder(s) support during program participation and induction tailored to the specific needs of the Graduate;
- Coordination with Humboldt County Office of Education (HCOE) Learning Services Division for induction support in association with Association of California School Administrators (ACSA) for credential clearing;
- Provide consultation services for GYOA Graduate(s) including but not limited to tasks associated with Superintendent/Principals or Administrators such as: LCAP development, decision making processes, fiscal management decisions, staff communications, BOE policy/agenda items, student discipline, family engagement practices, IEPs, ideas for the implementation of Native American cultural curriculum in schools, et. al;

7. **Method of Performing Services.** Contractor will determine the method, details and means of performing the above-described services in compliance with the terms of this contract. The Contractor shall provide all services in accordance with applicable, local, tribal, state, federal laws, and the terms and conditions of this agreement.
8. **No Training or Instructions.** BLR enters into this Agreement based on Contractor's demonstrated ability to perform the type of services that it believes, and that Contractor has represented, are needed to accomplish the Project. Consequently, BLR does not contemplate providing Contractor with any training or instructions with respect to the Project.
9. **Employment of Assistants.** Contractor may, at Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Agreement. BLR may not control, direct, or supervise Contractor's assistants or employees in the performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of unemployment insurance, Social Security, disability insurance and other applicable withholdings. Contractor agrees to provide proof of workers' compensation insurance for assistants he/she engages. Contractor is responsible for acts or omissions of employees, sub-contractors and other persons performing portions of work under the contract for the Contractor. Contractor agrees to hold BLR harmless against any and all liabilities attributable to the obligations imposed on Contractor under this Paragraph. The Contractor shall employ no employee of BLR.
10. **Compensation.** In consideration for the services to be performed by Contractor, BLR agrees to pay Contractor the amount set forth below; with payment(s) made in accordance with the schedule and process set forth below:
- 20 hours @ \$155 per hour per GYOA Graduate – maximum two (2) Graduates, to be billed quarterly per the following schedule:
 - 1st Quarter (July, August, September 2022) – billed in October 2022
 - 2nd Quarter (October, November, December 2022) – billed in January 2023
 - 3rd Quarter (January, February, March 2023) – billed in April 2023
 - 4th Quarter (April, May, June 2023) – billed in July 2023.
 - Assigned Graduate #1 (TBD) – 20 hrs. @ \$155 per hr = \$3,100
 - Assigned Graduate #2 (TBD) – 20 hrs. @ \$155 per hr = \$3,100
 - Total costs under this contract not to exceed \$6,200.

11. **Expenses.** Contractor shall be responsible for all costs and expenses incidental to the performance of services to BLR, including but not limited to; all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. BLR shall not be responsible for expenses incurred by Contractor in performing services for BLR, except for those specifically agreed to in the compensation and scope of work section.
12. **Liability Insurance.** Not required. Contractor is responsible for all liability for _____, See section 24 Indemnification. Initials of contractor: 
13. **Contractor's Business Activities**
- (a) Contractor is an independent contractor and may engage in other business activities at the same time service is provided to BLR.
 - (b) Contractor shall not during the term of this Agreement solicit BLR's employees or accounts on behalf of Contractor or another entity. Likewise, BLR shall not during the term of this Agreement solicit Contractor's employees or accounts on behalf of BLR or another entity. For either party to do so would warrant immediate termination of the agreement pursuant to Section 21.
 - (c) Contractor shall devote such time, attention, and energy to the business and affairs of BLR as requested by BLR, and in any event no less that the amount of time required to do a satisfactory completion of the required Project.
14. **Confidential Information.** If Contractor is working with design data, trade secrets, drawings, specifications, reports, sensitive cultural information, health information, or other information that is identified as confidential, the Contractor shall not disclose, publish or authorize others to publish design data, trade secrets, drawings, specifications, reports or other information pertaining to the work assigned to Contractor by BLR. Contractor agrees to refrain from disclosing, during the term of this agreement, or at any time thereafter, any confidential information to any third person or persons, or business organizations without the prior written consent of BLR.
15. **Representations and Warranties.** Contractor represents and warrants:
- (a) that Contractor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Contractor's undertaking this relationship with BLR
 - (b) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party,
 - (c) that Contractor has not entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.
16. **Labor, Tools and Equipment.** Contractor shall furnish all labor, equipment, supervision, transportation, supplies, and incidentals required to perform services under this Agreement. Contractor is not required to purchase or rent any tools, equipment, or services from BLR.
17. **Assignment.** The rights of each party under this Agreement are personal to that party and may not be assigned or transferred to any other person, firm, corporation, or other entity without the prior, express, and written consent of the other party.
18. **Cooperation of BLR.** BLR agrees to comply with all reasonable requests of Contractor (and provide access to all documents) reasonably necessary to the performance of Contractor's duties under this Agreement.

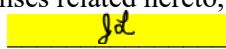
19. **Termination.** Either party may terminate this Agreement upon thirty (30) days written notice to the address of the other party contained in this Agreement.
20. **Termination by Default or Material Breach.** In the case of default or material breach of this Agreement by one Party, the other Party shall have the right to terminate this Agreement with no advance notice, only after providing the breaching Party with notice of the breach and the breaching Party fails to cure the breach within ten (10) days after receipt of the notice of breach. For the purposes of this section, a material breach of this Agreement shall include, but not be limited to the following: failure to provide services as specified or failure to complete project within the time specified in Section 1.
21. **Termination for Failure to Make Agreed-Upon Payments.** Should BLR fail to pay Contractor all or any part of the compensation set forth in Article 10 of this Agreement as specified, Contractor may terminate this Agreement if such failure is not remedied by BLR within thirty (30) days of receipt of written notice from Contractor of the breach.
22. **Notices.** Any notice provided for or concerning this Agreement shall be in writing and be deemed sufficiently given when sent by certified or registered mail to the respective address as set forth in this section:

If to Contractor:

Jennifer Lane



If to BLR:

Jason Ramos, Tribal Administrator
Blue Lake Rancheria
1 Aee ye Kwee Loop
PO Box 428
Blue Lake, CA 95525

23. **Indemnification Agreement.** The Contractor agrees to protect, defend, indemnify and hold harmless the BLR, its Business Council, and its officers, employees and agents free and harmless from and against any and all losses, penalties, damages settlements, costs, charges, professional fees or other expenses or liability of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceeding or causes of action of every kind and character in connection with or arising directly or indirectly out of this Agreement and/or the performance hereof. Without limiting the generality of the foregoing, any and all such claims, etc., relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged infringement of any patent, trademark, copyright (or application for any therefore) or of any other tangible or intangible statute, ordinance, administrative order, rule or regulation, or decree of any court, shall be included in the indemnity hereunder. The Contractor further agrees to investigate, handle, respond to, provide defense for and defend any such claims, etc., at his sole expense and agrees to bear all other costs and expenses related hereto, even if it (claims, etc.) is groundless, false or fraudulent. Contractor initials: 
24. **Entire Agreement of the Parties.** This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for BLR and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any parties, which are not embodied herein.

25. **Sovereign Immunity Not Waived.** Nothing in this Agreement shall be deemed or construed to be a waiver of the sovereign immunity of the Blue Lake Rancheria or its Business Council, officials, entities, or employees acting within their official or individual capacities.
26. **Termination for Convenience of BLR.** The Tribal Administrator of BLR, by written notice, may terminate this contract subject to Section 19 or 20, in whole or in part, when it is in BLR's best interest. If this contract is terminated, BLR shall be liable only for payment under the payment provisions of this contract for services rendered before the effective date of termination.
27. **Waivers.** The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any of the terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and condition, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.
28. **Modification of Agreement.** Any modification of this Agreement or additional obligation by either party in connection with this Agreement shall be binding only if placed in writing and signed by both parties or an authorized representative of both parties.
29. **Governing Law.** This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Blue Lake Rancheria. The parties hereto agree that all actions and proceedings relating directly or indirectly hereto shall be litigated in the Tribal Court of the Blue Lake Rancheria. The parties expressly consent to the jurisdiction of the Blue Lake Rancheria Tribal Court and to venue therein and consent to service of process in any such action or proceeding by certified registered mail of the summons and complaint therein directed to the parties at their respective addresses set forth in this Agreement. By agreeing to this venue, BLR does not waive its sovereign immunity, or its right to raise sovereign immunity as a defense.
30. **Headings.** The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.
31. **Independent Counsel.** Contractor acknowledges that Contractor has had the opportunity to consult legal counsel in regard to this Agreement. Contractor has read and understands this Agreement and is fully aware of its legal effect. Contractor acknowledges that he or she has entered into this Agreement freely and voluntarily and based on Contractor's own judgment, and not on any representations or promises other than those contained in this Agreement.
32. **Drug and Alcohol Policies.** Contractor and his employees are expected to be free from the effects of drug or alcohol use or abuse while conducting business for or in the name of BLR or a Tribal entity. If the Contractor has employees, Contractor shall provide a copy of Contractor's drug and alcohol policy to BLR upon execution of this Agreement.

The Parties have duly executed this Agreement as of the date of BLR's execution.



 Jennifer Lane, Contractor

05 / 05 / 2022

 Date



 Dr. Jason Ramos, Tribal Administrator

05 / 05 / 2022

 Date


Independent Contractor Agreement for Services

This Agreement is made this 07/01/2022 between the parties, Sara Sampels, (“Contractor”), and Blue Lake Rancheria (“BLR”) to complete the scope or work described herein (the “Project”).

- 1. Effective Dates.** This Agreement shall become effective as of the date of execution by BLR, and shall continue until 06/30/2023 unless terminated earlier in accordance with the provisions in Articles 19, 20, or 21 of this agreement.
- 2. Independent Contractor.** It is the express intent of the parties that Contractor is an independent contractor and not an employee, agent, joint venturer or partner of BLR. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between BLR and Contractor or any employee or agent of Contractor. All work product developed by Contractor shall be deemed owned and assigned to BLR. This Agreement is not authority for Contractor to act for BLR as its agent or make commitments for BLR. Contractor retains the discretion in performing the tasks assigned within the scope of work specified. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement so long as the performance of these services does not interfere with the completion of the Project.
- 3. Taxpayer Identification Number.** Prior to commencing the Project, Contractor must provide BLR with a valid Employer Identification Number (EIN) from the IRS or in the absence of an EIN, a social security number. If Contractor does not have a valid EIN, Contractor must complete and submit a duly executed Form 554 to the IRS and obtain an EIN before payment can be made.
- 4. Tax Reporting and Filing.** Contractor acknowledges and agrees that he shall be responsible (as a self-employed individual) for filing all tax returns, tax declarations, and tax schedules, and for the payment of all taxes required, when due, with respect to any and all compensation earned by Contractor under this Agreement. BLR will not withhold any employment taxes from compensation it pays Contractor. Rather, BLR will report the amount it pays Contractor on IRS Forms 1099, to the extent required to do so under applicable Internal Revenue Code provisions and state or local law. Contractor is not the BLR’s employee, and Contractor is responsible for paying all required state and federal taxes.
- 5. No Benefits.** None of the benefits, if any, that are provided by BLR to its employees shall be available to Contractor (or his employees, if any, which for purposes of this paragraph shall be included in the term "Contractor"). Contractor's exclusion from benefit programs maintained by BLR is a material term of the terms of compensation negotiated by the Parties, and is not premised on Contractor's status as a non-employee with respect to BLR. To the extent that Contractor may become eligible for any benefit programs maintained by BLR (regardless of the timing of or reason for eligibility), Contractor hereby waives the right to participate in these programs. Contractor's waiver is not conditioned on any representation or assumption concerning Contractor's status under the common law test. Contractor agrees that, consistent with an independent contractor status, Contractor will not apply for any government-sponsored benefits that are intended to apply to employees, including, but not limited to, unemployment benefits.
- 6. Project Covered.** BLR hereby engages Contractor to provide the following services (the “Project”): Administrative and implementation support of the Grow Your Own Administrator program with services to include:

- GYOA Graduate(s)/preliminary admin credential holder(s) support during program participation and induction tailored to the specific needs of the Graduate;
- Coordination with Humboldt County Office of Education (HCOE) Learning Services Division for induction support in association with Association of California School Administrators (ACSA) for credential clearing;
- Provide consultation services for GYOA Graduate(s) including but not limited to tasks associated with Superintendent/Principals or Administrators such as: LCAP development, decision making processes, fiscal management decisions, staff communications, BOE policy/agenda items, student discipline, family engagement practices, IEPs, ideas for the implementation of Native American cultural curriculum in schools, et. al;

7. **Method of Performing Services.** Contractor will determine the method, details and means of performing the above-described services in compliance with the terms of this contract. The Contractor shall provide all services in accordance with applicable, local, tribal, state, federal laws, and the terms and conditions of this agreement.
8. **No Training or Instructions.** BLR enters into this Agreement based on Contractor's demonstrated ability to perform the type of services that it believes, and that Contractor has represented, are needed to accomplish the Project. Consequently, BLR does not contemplate providing Contractor with any training or instructions with respect to the Project.
9. **Employment of Assistants.** Contractor may, at Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Agreement. BLR may not control, direct, or supervise Contractor's assistants or employees in the performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of unemployment insurance, Social Security, disability insurance and other applicable withholdings. Contractor agrees to provide proof of workers' compensation insurance for assistants he/she engages. Contractor is responsible for acts or omissions of employees, sub-contractors and other persons performing portions of work under the contract for the Contractor. Contractor agrees to hold BLR harmless against any and all liabilities attributable to the obligations imposed on Contractor under this Paragraph. The Contractor shall employ no employee of BLR.
10. **Compensation.** In consideration for the services to be performed by Contractor, BLR agrees to pay Contractor the amount set forth below; with payment(s) made in accordance with the schedule and process set forth below:
- 20 hours @ \$155 per hour per GYOA Graduate – maximum two (2) Graduates, to be billed quarterly per the following schedule:
 - 1st Quarter (July, August, September 2022) – billed in October 2022
 - 2nd Quarter (October, November, December 2022) – billed in January 2023
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 - Assigned Graduate #1 (TBD) – 20 hrs. @ \$155 per hr = \$3,100
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 - Total costs under this contract not to exceed \$6,200.

11. **Expenses.** Contractor shall be responsible for all costs and expenses incidental to the performance of services to BLR, including but not limited to; all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. BLR shall not be responsible for expenses incurred by Contractor in performing services for BLR, except for those specifically agreed to in the compensation and scope of work section.
12. **Liability Insurance.** Not required. Contractor is responsible for all liability for _____, See section 24 Indemnification. Initials of contractor: 
13. **Contractor's Business Activities**
- (a) Contractor is an independent contractor and may engage in other business activities at the same time service is provided to BLR.
 - (b) Contractor shall not during the term of this Agreement solicit BLR's employees or accounts on behalf of Contractor or another entity. Likewise, BLR shall not during the term of this Agreement solicit Contractor's employees or accounts on behalf of BLR or another entity. For either party to do so would warrant immediate termination of the agreement pursuant to Section 21.
 - (c) Contractor shall devote such time, attention, and energy to the business and affairs of BLR as requested by BLR, and in any event no less that the amount of time required to do a satisfactory completion of the required Project.
14. **Confidential Information.** If Contractor is working with design data, trade secrets, drawings, specifications, reports, sensitive cultural information, health information, or other information that is identified as confidential, the Contractor shall not disclose, publish or authorize others to publish design data, trade secrets, drawings, specifications, reports or other information pertaining to the work assigned to Contractor by BLR. Contractor agrees to refrain from disclosing, during the term of this agreement, or at any time thereafter, any confidential information to any third person or persons, or business organizations without the prior written consent of BLR.
15. **Representations and Warranties.** Contractor represents and warrants:
- (a) that Contractor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Contractor's undertaking this relationship with BLR
 - (b) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party,
 - (c) that Contractor has not entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.
16. **Labor, Tools and Equipment.** Contractor shall furnish all labor, equipment, supervision, transportation, supplies, and incidentals required to perform services under this Agreement. Contractor is not required to purchase or rent any tools, equipment, or services from BLR.
17. **Assignment.** The rights of each party under this Agreement are personal to that party and may not be assigned or transferred to any other person, firm, corporation, or other entity without the prior, express, and written consent of the other party.
18. **Cooperation of BLR.** BLR agrees to comply with all reasonable requests of Contractor (and provide access to all documents) reasonably necessary to the performance of Contractor's duties under this Agreement.

19. **Termination.** Either party may terminate this Agreement upon thirty (30) days written notice to the address of the other party contained in this Agreement.
20. **Termination by Default or Material Breach.** In the case of default or material breach of this Agreement by one Party, the other Party shall have the right to terminate this Agreement with no advance notice, only after providing the breaching Party with notice of the breach and the breaching Party fails to cure the breach within ten (10) days after receipt of the notice of breach. For the purposes of this section, a material breach of this Agreement shall include, but not be limited to the following: failure to provide services as specified or failure to complete project within the time specified in Section 1.
21. **Termination for Failure to Make Agreed-Upon Payments.** Should BLR fail to pay Contractor all or any part of the compensation set forth in Article 10 of this Agreement as specified, Contractor may terminate this Agreement if such failure is not remedied by BLR within thirty (30) days of receipt of written notice from Contractor of the breach.
22. **Notices.** Any notice provided for or concerning this Agreement shall be in writing and be deemed sufficiently given when sent by certified or registered mail to the respective address as set forth in this section:

If to Contractor:

Sara Sampels
[REDACTED]

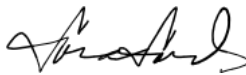
If to BLR:

Jason Ramos, Tribal Administrator
Blue Lake Rancheria
1 Aee ye Kwee Loop
PO Box 428
Blue Lake, CA 95525

23. **Indemnification Agreement.** The Contractor agrees to protect, defend, indemnify and hold harmless the BLR, its Business Council, and its officers, employees and agents free and harmless from and against any and all losses, penalties, damages settlements, costs, charges, professional fees or other expenses or liability of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceeding or causes of action of every kind and character in connection with or arising directly or indirectly out of this Agreement and/or the performance hereof. Without limiting the generality of the foregoing, any and all such claims, etc., relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged infringement of any patent, trademark, copyright (or application for any therefore) or of any other tangible or intangible statute, ordinance, administrative order, rule or regulation, or decree of any court, shall be included in the indemnity hereunder. The Contractor further agrees to investigate, handle, respond to, provide defense for and defend any such claims, etc., at his sole expense and agrees to bear all other costs and expenses related hereto, even if it (claims, etc.) is groundless, false or fraudulent. Contractor initials: JS
24. **Entire Agreement of the Parties.** This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for BLR and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any parties, which are not embodied herein.

25. **Sovereign Immunity Not Waived.** Nothing in this Agreement shall be deemed or construed to be a waiver of the sovereign immunity of the Blue Lake Rancheria or its Business Council, officials, entities, or employees acting within their official or individual capacities.
26. **Termination for Convenience of BLR.** The Tribal Administrator of BLR, by written notice, may terminate this contract subject to Section 19 or 20, in whole or in part, when it is in BLR's best interest. If this contract is terminated, BLR shall be liable only for payment under the payment provisions of this contract for services rendered before the effective date of termination.
27. **Waivers.** The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any of the terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and condition, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.
28. **Modification of Agreement.** Any modification of this Agreement or additional obligation by either party in connection with this Agreement shall be binding only if placed in writing and signed by both parties or an authorized representative of both parties.
29. **Governing Law.** This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Blue Lake Rancheria. The parties hereto agree that all actions and proceedings relating directly or indirectly hereto shall be litigated in the Tribal Court of the Blue Lake Rancheria. The parties expressly consent to the jurisdiction of the Blue Lake Rancheria Tribal Court and to venue therein and consent to service of process in any such action or proceeding by certified registered mail of the summons and complaint therein directed to the parties at their respective addresses set forth in this Agreement. By agreeing to this venue, BLR does not waive its sovereign immunity, or its right to raise sovereign immunity as a defense.
30. **Headings.** The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.
31. **Independent Counsel.** Contractor acknowledges that Contractor has had the opportunity to consult legal counsel in regard to this Agreement. Contractor has read and understands this Agreement and is fully aware of its legal effect. Contractor acknowledges that he or she has entered into this Agreement freely and voluntarily and based on Contractor's own judgment, and not on any representations or promises other than those contained in this Agreement.
32. **Drug and Alcohol Policies.** Contractor and his employees are expected to be free from the effects of drug or alcohol use or abuse while conducting business for or in the name of BLR or a Tribal entity. If the Contractor has employees, Contractor shall provide a copy of Contractor's drug and alcohol policy to BLR upon execution of this Agreement.

The Parties have duly executed this Agreement as of the date of BLR's execution.



 Sara Sampels, Contractor

05 / 05 / 2022

 Date



 Jason Ramos, Tribal Administrator

05 / 05 / 2022

 Date

Independent Contractor Agreement for Services

This Agreement is made this 08/03/2022 between the parties, Steve Godla, (“Contractor”), and Blue Lake Rancheria (“BLR”) to complete the scope or work described herein (the “Project”).

1. **Effective Dates.** This Agreement shall become effective as of the date of execution by BLR, and shall continue until 08/02/2023 unless terminated earlier in accordance with the provisions in Articles 19, 20, or 21 of this agreement.
2. **Independent Contractor.** It is the express intent of the parties that Contractor is an independent contractor and not an employee, agent, joint venturer or partner of BLR. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between BLR and Contractor or any employee or agent of Contractor. All work product developed by Contractor shall be deemed owned and assigned to BLR. This Agreement is not authority for Contractor to act for BLR as its agent or make commitments for BLR. Contractor retains the discretion in performing the tasks assigned within the scope of work specified. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement so long as the performance of these services does not interfere with the completion of the Project.
3. **Taxpayer Identification Number.** Prior to commencing the Project, Contractor must provide BLR with a valid Employer Identification Number (EIN) from the IRS or in the absence of an EIN, a social security number. If Contractor does not have a valid EIN, Contractor must complete and submit a duly executed Form 554 to the IRS and obtain an EIN before payment can be made.
4. **Tax Reporting and Filing.** Contractor acknowledges and agrees that he shall be responsible (as a self-employed individual) for filing all tax returns, tax declarations, and tax schedules, and for the payment of all taxes required, when due, with respect to any and all compensation earned by Contractor under this Agreement. BLR will not withhold any employment taxes from compensation it pays Contractor. Rather, BLR will report the amount it pays Contractor on IRS Forms 1099, to the extent required to do so under applicable Internal Revenue Code provisions and state or local law. Contractor is not the BLR’s employee, and Contractor is responsible for paying all required state and federal taxes.
5. **No Benefits.** None of the benefits, if any, that are provided by BLR to its employees shall be available to Contractor (or his employees, if any, which for purposes of this paragraph shall be included in the term "Contractor"). Contractor's exclusion from benefit programs maintained by BLR is a material term of the terms of compensation negotiated by the Parties, and is not premised on Contractor's status as a non-employee with respect to BLR. To the extent that Contractor may become eligible for any benefit programs maintained by BLR (regardless of the timing of or reason for eligibility), Contractor hereby waives the right to participate in these programs. Contractor's waiver is not conditioned on any representation or assumption concerning Contractor's status under the common law test. Contractor agrees that, consistent with an independent contractor status, Contractor will not apply for any government-sponsored benefits that are intended to apply to employees, including, but not limited to, unemployment benefits.
6. **Project Covered.** BLR hereby engages Contractor to provide the following services (the “Project”): Administrative and implementation support of the Grow Your Own Administrator program with services to include:
 - GYOA Candidate support during program participation and induction;

- Coordination with Humboldt State University (HSU) Educational Leadership Program to find administrative jobs for program participants;
- Coordination between HSU and BLR to develop professional development specifically designed for Native American educational leaders;
- Develop and prepare participants for administrative job search including but not limited to such things as mock interviews, statement of purpose, job searches, resume building, etc.
- Will work with BLR on participant recruitment for each of the cohorts;
- Will work with Evaluators to develop surveys to be collected from participants;
- Will work with HCOE, HSU, BLR and Evaluators on data collection for annual reports.
- Will participate in GYOA meetings with BLR, HSU, and Evaluators.

7. **Method of Performing Services.** Contractor will determine the method, details and means of performing the above-described services in compliance with the terms of this contract. The Contractor shall provide all services in accordance with applicable, local, tribal, state, federal laws, and the terms and conditions of this agreement.

8. **No Training or Instructions.** BLR enters into this Agreement based on Contractor's demonstrated ability to perform the type of services that it believes, and that Contractor has represented, are needed to accomplish the Project. Consequently, BLR does not contemplate providing Contractor with any training or instructions with respect to the Project.

9. **Employment of Assistants.** Contractor may, at Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Agreement. BLR may not control, direct, or supervise Contractor's assistants or employees in the performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of unemployment insurance, Social Security, disability insurance and other applicable withholdings. Contractor agrees to provide proof of workers' compensation insurance for assistants he/she engages. Contractor is responsible for acts or omissions of employees, sub-contractors and other persons performing portions of work under the contract for the Contractor. Contractor agrees to hold BLR harmless against any and all liabilities attributable to the obligations imposed on Contractor under this Paragraph. The Contractor shall employ no employee of BLR.

10. **Compensation.** In consideration for the services to be performed by Contractor, BLR agrees to pay Contractor the amount set forth below; with payment(s) made in accordance with the schedule and process set forth below:

- 536 hours @ \$45 per hour, to be billed monthly.
- Total costs under this contract not to exceed \$24,159.

11. **Expenses.** Contractor shall be responsible for all costs and expenses incidental to the performance of services to BLR, including but not limited to; all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. BLR shall not be responsible for expenses incurred by Contractor in performing services for BLR, except for those specifically agreed to in the compensation and scope of work section.

12. **Liability Insurance.** Not required. Contractor is responsible for all liability for _____ . See section 24 Indemnification. Initials of contractor:



13. **Contractor's Business Activities**

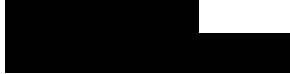
- (a) Contractor is an independent contractor and may engage in other business activities at the same time service is provided to BLR.
 - (b) Contractor shall not during the term of this Agreement solicit BLR's employees or accounts on behalf of Contractor or another entity. Likewise, BLR shall not during the term of this Agreement solicit Contractor's employees or accounts on behalf of BLR or another entity. For either party to do so would warrant immediate termination of the agreement pursuant to Section 21.
 - (c) Contractor shall devote such time, attention, and energy to the business and affairs of BLR as requested by BLR, and in any event no less that the amount of time required to do a satisfactory completion of the required Project.
14. **Confidential Information.** If Contractor is working with design data, trade secrets, drawings, specifications, reports, sensitive cultural information, health information, or other information that is identified as confidential, the Contractor shall not disclose, publish or authorize others to publish design data, trade secrets, drawings, specifications, reports or other information pertaining to the work assigned to Contractor by BLR. Contractor agrees to refrain from disclosing, during the term of this agreement, or at any time thereafter, any confidential information to any third person or persons, or business organizations without the prior written consent of BLR.
15. **Representations and Warranties.** Contractor represents and warrants:
- (a) that Contractor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Contractor's undertaking this relationship with BLR
 - (b) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party,
 - (c) that Contractor has not entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.
16. **Labor, Tools and Equipment.** Contractor shall furnish all labor, equipment, supervision, transportation, supplies, and incidentals required to perform services under this Agreement. Contractor is not required to purchase or rent any tools, equipment, or services from BLR.
17. **Assignment.** The rights of each party under this Agreement are personal to that party and may not be assigned or transferred to any other person, firm, corporation, or other entity without the prior, express, and written consent of the other party.
18. **Cooperation of BLR.** BLR agrees to comply with all reasonable requests of Contractor (and provide access to all documents) reasonably necessary to the performance of Contractor's duties under this Agreement.
19. **Termination.** Either party may terminate this Agreement upon thirty (30) days written notice to the address of the other party contained in this Agreement.
20. **Termination by Default or Material Breach.** In the case of default or material breach of this Agreement by one Party, the other Party shall have the right to terminate this Agreement with no advance notice, only after providing the breaching Party with notice of the breach and the breaching Party fails to cure the breach within ten (10) days after receipt of the notice of breach. For the purposes of this section, a material breach of this Agreement shall include, but not be limited to the following: failure to provide services as specified or failure to complete project within the time specified in Section 1.

21. **Termination for Failure to Make Agreed-Upon Payments.** Should BLR fail to pay Contractor all or any part of the compensation set forth in Article 10 of this Agreement as specified, Contractor may terminate this Agreement if such failure is not remedied by BLR within thirty (30) days of receipt of written notice from Contractor of the breach.

22. **Notices.** Any notice provided for or concerning this Agreement shall be in writing and be deemed sufficiently given when sent by certified or registered mail to the respective address as set forth in this section:


If to Contractor:

Steve Godla



If to BLR:

Jason Ramos, Tribal Administrator
Blue Lake Rancheria
428 Chartin Road
PO Box 428
Blue Lake, CA 95525

23. **Indemnification Agreement.** The Contractor agrees to protect, defend, indemnify and hold harmless the BLR, its Business Council, and its officers, employees and agents free and harmless from and against any and all losses, penalties, damages settlements, costs, charges, professional fees or other expenses or liability of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceeding or causes of action of every kind and character in connection with or arising directly or indirectly out of this Agreement and/or the performance hereof. Without limiting the generality of the foregoing, any and all such claims, etc., relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged infringement of any patent, trademark, copyright (or application for any therefore) or of any other tangible or intangible statute, ordinance, administrative order, rule or regulation, or decree of any court, shall be included in the indemnity hereunder. The Contractor further agrees to investigate, handle, respond to, provide defense for and defend any such claims, etc., at his sole expense and agrees to bear all other costs and expenses related hereto, even if it (claims, etc.) is groundless, false or fraudulent. Contractor initials: 

24. **Entire Agreement of the Parties.** This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for BLR and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any parties, which are not embodied herein.

25. **Sovereign Immunity Not Waived.** Nothing in this Agreement shall be deemed or construed to be a waiver of the sovereign immunity of the Blue Lake Rancheria or its Business Council, officials, entities, or employees acting within their official or individual capacities.


26. **Termination for Convenience of BLR.** The Tribal Administrator of BLR, by written notice, may terminate this contract subject to Section 19 or 20, in whole or in part, when it is in BLR's best interest. If this contract is terminated, BLR shall be liable only for payment under the payment provisions of this contract for services rendered before the effective date of termination.

27. **Waivers.** The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any of the terms and

conditions of this Agreement, shall not be construed as thereafter waiving any such terms and condition, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.

- 28. Modification of Agreement.** Any modification of this Agreement or additional obligation by either party in connection with this Agreement shall be binding only if placed in writing and signed by both parties or an authorized representative of both parties.
- 29. Governing Law.** This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Blue Lake Rancheria. The parties hereto agree that all actions and proceedings relating directly or indirectly hereto shall be litigated in the Tribal Court of the Blue Lake Rancheria. The parties expressly consent to the jurisdiction of the Blue Lake Rancheria Tribal Court and to venue therein and consent to service of process in any such action or proceeding by certified registered mail of the summons and complaint therein directed to the parties at their respective addresses set forth in this Agreement. By agreeing to this venue, BLR does not waive its sovereign immunity, or its right to raise sovereign immunity as a defense.
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- 31. Independent Counsel.** Contractor acknowledges that Contractor has had the opportunity to consult legal counsel in regard to this Agreement. Contractor has read and understands this Agreement and is fully aware of its legal effect. Contractor acknowledges that he or she has entered into this Agreement freely and voluntarily and based on Contractor's own judgment, and not on any representations or promises other than those contained in this Agreement.
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The Parties have duly executed this Agreement as of the date of BLR's execution.



Steve Godla, Contractor

05 / 05 / 2022

Date



Dr. Jason Ramos, Tribal Administrator

05 / 06 / 2022

Date

HSU Sponsored Programs Foundation

Original Contract Amount - 08/24/2020 - 05/27/2021
 Contract Extension - 05/31/2022
 Contract Extension - 05/31/2023

Executed - signed \$ 9,275.00 \$ 9,275.00
 Executed - signed \$ 13,250.00 \$ 22,525.00
 Negotiation - status \$ 6,760.00 \$ 29,285.00

Effective Date	Document Number	Name	Document Description	Fund Code	Program/Grants Code	GL Code	GL Title	Debit	Running Total	Remaining Balance	Notes
10/31/2020	SP36036	HSU Sponsored Programs Foundation	Agreement #N4749 Pathmakers at Hoopa services Aug24-Oct31	03	280	5300	Consultant Fees	\$ 689.24	\$ 689.24	\$ 8,585.76	
11/30/2020	SP36129	HSU Sponsored Programs Foundation	Acct#000860: N4749 Pathmakers at Hoopa services Nov1-Nov30	03	280	5300	Consultant Fees	\$ 1,325.31	\$ 2,014.55	\$ 7,260.45	
12/31/2020	SP36187	HSU Sponsored Programs Foundation	Acct#000860 N4749 Pathmakers at Hoopa services Dec1-Dec31	03	280	5300	Consultant Fees	\$ 1,238.10	\$ 3,252.65	\$ 6,022.35	
1/31/2021	SP36320	HSU Sponsored Programs Foundation	Acct#000860: n4749 Pathmakers at Hoopa services Jan1-Jan31	03	280	5300	Consultant Fees	\$ 1,479.29	\$ 4,731.94	\$ 4,543.06	
2/28/2021	SP36445	HSU Sponsored Programs Foundation	Acct#000860: N4749 Pathmakers at Hoopa services Feb1-Feb28	03	280	5300	Consultant Fees	\$ 1,446.17	\$ 6,178.11	\$ 3,096.89	
8/18/2021	SP37024	Humboldt State University	Salary, benefit, indirect cost for 3/1 - 7/31 2021	03	280	5300	Consultant Fees	\$ 932.60	\$ 7,110.71	\$ 2,164.29	
8/31/2021	SP37219	HSU Sponsored Programs Foundation	Acct#000860: N4749 Pathmakers at Hoopa services 8/1-8/31	03	280	5300	Consultant Fees	\$ 2,919.34	\$ 10,030.05	\$ 12,494.95	Added extension
9/30/2021	SP37341	HSU Sponsored Programs Foundation	Acct#000860: N4749 Pathmakers at Hoopa services 9/1-9/30	03	280	5300	Consultant Fees	\$ 1,736.40	\$ 11,766.45	\$ 10,758.55	
10/31/2021	SP37409	HSU Sponsored Programs Foundation	Acct#000860: N4749 Pathmakers at Hoopa services 10/1-10/31	03	280	5300	Consultant Fees	\$ 334.43	\$ 12,100.88	\$ 10,424.12	
12/31/2021	SP37633	HSU Sponsored Programs Foundation	Acct#000860: N4749 Pathmakers at Hoopa services 11/01-12/31	03	280	5300	Consultant Fees	\$ 3,316.00	\$ 15,416.88	\$ 7,108.12	
1/31/2022	SP37781	HSU Sponsored Programs Foundation	Acct#000860: N4749 Pathmakers at Hoopa services 1/01-1/31	03	280	5300	Consultant Fees	\$ 2,840.88	\$ 18,257.76	\$ 4,267.24	
Feb		HSU Sponsored Programs Foundation	Billing?	03	280	5300	Consultant Fees		\$ 18,257.76	\$ 4,267.24	
Mar		HSU Sponsored Programs Foundation	Billing?	03	280	5300	Consultant Fees		\$ 18,257.76	\$ 4,267.24	
Apr		HSU Sponsored Programs Foundation	Billing?	03	280	5300	Consultant Fees		\$ 18,257.76	\$ 4,267.24	
May		HSU Sponsored Programs Foundation	Billing?	03	280	5300	Consultant Fees		\$ 18,257.76	\$ 11,027.24	Negotiated Extension
Totals								\$ 18,257.76			

Fund

N4749 - PATHMAKERS AT HOOPA

Award Amount

\$22,525.00 Fund Start 08/24/2020
Date

Fund End Date

05/31/2022

Indirect Cost
Rate

25.00

Account Type	Object Group	Account	Prior Year Actuals	Current Month Actuals	Year to Date Actuals	Encumbrances	Total Budget	Contract To Date Actuals	Budget Balance
50 - Revenues	503 - Gifts Grants and Contracts	503402 - GRANTS & CONTRACTS - NONGOV	(\$6,178.11)	\$0.00	(\$16,919.30)	\$0.00	(\$22,525.00)	(\$23,097.41)	\$572.41
	503 - Gifts Grants and Contracts Total		(\$6,178.11)	\$0.00	(\$16,919.30)	\$0.00	(\$22,525.00)	(\$23,097.41)	\$572.41
50 - Revenues Total			(\$6,178.11)	\$0.00	(\$16,919.30)	\$0.00	(\$22,525.00)	(\$23,097.41)	\$572.41
60 - Expenditures	601 - Regular Salaries and Wages	601810 - WAGES-BENEFITED WITH INSURANCE	\$3,230.00	\$0.00	\$6,546.00	\$0.00	\$11,400.00	\$9,776.00	\$1,624.00
		601840 - WAGES-NON BENEFITED	\$0.00	\$0.00	\$3,327.75	\$0.00	\$0.00	\$3,327.75	(\$3,327.75)
	601 - Regular Salaries and Wages Total		\$3,230.00	\$0.00	\$9,873.75	\$0.00	\$11,400.00	\$13,103.75	(\$1,703.75)
	603 - Benefits Group	603001 - OASDI	\$200.26	\$0.00	\$612.17	\$0.00	\$707.00	\$812.43	(\$105.43)
		603003 - DENTAL INSURANCE	\$58.03	\$0.00	\$0.00	\$0.00	\$227.00	\$58.03	\$168.97
		603004 - HEALTH AND WELFARE	\$1,146.26	\$0.00	\$2,134.53	\$0.00	\$3,840.00	\$3,280.79	\$559.21
		603005 - RETIREMENT	\$171.00	\$0.00	\$654.60	\$0.00	\$1,140.00	\$825.60	\$314.40
		603007 - WORKERS COMPENSATION	\$32.91	\$0.00	\$73.88	\$0.00	\$115.00	\$106.79	\$8.21
		603010 - UNEMPLOYMENT COMP	\$49.07	\$0.00	\$120.52	\$0.00	\$362.00	\$169.59	\$192.41
		603011 - LIFE INSURANCE	\$2.21	\$0.00	\$4.10	\$0.00	\$12.00	\$6.31	\$5.69
		603012 - MEDICARE	\$46.84	\$0.00	\$143.16	\$0.00	\$165.00	\$190.00	(\$25.00)
		603013 - VISION CARE	\$5.91	\$0.00	\$11.64	\$0.00	\$52.00	\$17.55	\$34.45
		603015 - FLEXCASH	\$0.00	\$0.00	\$21.57	\$0.00	\$0.00	\$21.57	(\$21.57)
	603 - Benefits Group Total		\$1,712.49	\$0.00	\$3,776.17	\$0.00	\$6,620.00	\$5,488.66	\$1,131.34
	662 - SP - F & A Cost (Indirect Cost)	662994 - INDIRECT COST EXPENSE	\$1,235.62	\$0.00	\$3,269.38	\$0.00	\$4,505.00	\$4,505.00	\$0.00
662 - SP - F & A Cost (Indirect Cost) Total		\$1,235.62	\$0.00	\$3,269.38	\$0.00	\$4,505.00	\$4,505.00	\$0.00	
60 - Expenditures Total			\$6,178.11	\$0.00	\$16,919.30	\$0.00	\$22,525.00	\$23,097.41	(\$572.41)

Business Unit is equal to / is in **HMSPF****and** Fund is equal to **N4749 - PATHMAKERS AT HOOPA****and** Accounting Period is less than or equal to **10 (Apr)****and** Fiscal Year is equal to **2021-2022****and** LEFT(Fund, 1) is not equal to / is not in **T****and** **SPF Accounts**



Blue Lake Rancheria Tribe of California

POSITION DESCRIPTION

MANAGEMENT RETAINS THE RIGHT TO CHANGE JOB DESCRIPTION AS DEEMED NECESSARY

Job Title: Natural Resources Internship
Department: Tribal Government
Reports To: TEA Executive Director & assigned mentoring supervisor
FLSA Status: Non-Exempt
Prepared By: Alison Robbins
Revised Date: 05/05/2022
Approved By: BOE
Approved: Pending 5/17/2022 approval

JOB SUMMARY

A Pathmakers Student Intern works with assigned mentoring field supervisors to assist with student project planning, setting goals for learning the assigned functions and team responsibilities. The applicant will work up to 120 hours May-December. Some weekend days might be required.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Attend on-going trainings when needed or requested to do so by staff
- Complete program evaluation surveys as requested
- Keep accurate records of: hours worked, skills learned, and status of the student's project(s)
- Recognize role as a team member, learning responsibilities and time management
- Be patient and grow in understanding of the mentoring relationship with supervisor and team members.
- Spend at least five hours a month engaged in a mutually agreed-upon activity with assigned mentoring supervisor on student project(s)
- Communicate with assigned mentoring supervisor – by telephone or email regarding attendance
- Honor all commitments made to the Pathmakers & Modern Youth Internship Academies Program
- Plan Environmental Education conference for Native Youth with team and mentor(s)
- Collaborate with other BLR interns and staff on joint projects serving multiple programs for Teamwork experience

Promotes the following within the department and among all Team Members:

- Creates a collaborative, inclusive, and culturally responsive atmosphere
- Encourages mutual respect, dignity and integrity with all Team Members, by setting positive examples at all times.
- Maintains a professional departmental, company, and community reputation.

Blue Lake Rancheria requires Team Members, on a continual basis...

- To provide a safe work environment for Team Members, through compliance with established safety guidelines, identifying potential safety hazards, and reporting same to the appropriate person for proper resolution.
- To maintain a professional departmental, company and community reputation.
- To enforce performance standards, policies and procedures as they relate to the department.
- To maintain a consistent, regular attendance record.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Minimum requirement: Must have completed 10th grade, and be recommended by school staff for Internship position.

COMPUTER SKILLS

Must be knowledgeable and proficient working with the Microsoft Office Suite within six weeks of hire.

LANGUAGE SKILLS

Ability to read, and apply technical procedures, or government regulations. Ability to write reports on student progress. Ability to effectively present information and respond to questions from co-workers.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret graphs.

REASONING ABILITY

Ability to solve simple and practical problems, dealing with a variety of concrete or unknown variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

- Exercising sound independent judgment within established guidelines when called upon.

CERTIFICATES, LICENSES, REGISTRATIONS

Student work permit

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by a Team member to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the Team Member is regularly required to sit; use hands to finger, handle, or feel; and talk or hear. The Team Member frequently is required to reach with hands and arms. The Team Member is regularly required to stand; walk; climb or balance; and stoop, kneel, crouch, or crawl. The Team Member must regularly lift and/or move up to 50 pounds. The Team Member is regularly required to work in a variety of outdoor weather conditions. The Team Member is regularly required to work with and/or around sharp gardening tools and wheelbarrows. Close toed shoes and appropriate working clothing for gardening and land restoration work are necessary.

Must pass a drug test.

WORK ENVIRONMENT

The work environment characteristics describe here are representative of those a Team Member encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work will be performed outside at restoration sites on the Blue Lake Rancheria and locations such as The McKinleyville Land Trust, Potowot Garden, Sue-Meg garden, and/or Yurok Tribal gardens.

Virtually June 16th, 2022

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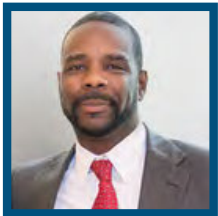
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*North State Builds and the
America's Job Center of California present*

140-Hour Pre-Apprenticeship Training June 13 - July 14, 2022

Classes will be held at College of the Redwoods in Eureka

- Must be at least 18 years old
- Must have a valid driver's license
- Must have reliable transportation
- Must have working cell phone
- High school diploma or GED preferred

To learn more and apply, contact your local AJCC:



Humboldt, Del Norte and Trinity County
jobhelp@thesmartcenter.biz
Phone: 707-464-8347



This program is a partnership between North Central Counties Consortium Workforce Board, Butte/Colusa/Glenn/Humboldt/Shasta/Sutter/Tehama/Yuba County's America's Job Centers and local State Building Trades Union Apprenticeship Programs. This is an Equal Opportunity Employer Program.

Auxiliary aids and services are available upon request to individuals with disabilities.

RE: BLR TRANSPORTATION QUESTION: Fw: Exciting Training Opportunity

Jon Hunt

Wed 5/4/2022 2:37 PM

To: Alison Robbins <a Robbins@bluelakerancheria-nsn.gov>;

Cc: Jason Ramos <JRamos@tgc.bluelakerancheria-nsn.gov>; Anita Huff <AHuff@bluelakerancheria-nsn.gov>;

Hey Ali,

The last time we provided rides for this program there were only three people using our service. If the numbers are going to be similar this year it might make more sense to have Isak or someone else from the Education Department transport the students with the company van(s). They each hold 7 passengers plus the driver. The Transportation Department is getting more busy (we might be opening back up to 8 hours a day) and receiving more requests for larger events. There could be a scheduling conflict if we promise one of our drivers at 2 hours a day for a month. But let me know if there is any update on transportation needs for larger groups attending the SB-1 program.

Thanks,

Jon Hunt
Transit Manager
and Utility Technician
Blue Lake Rancheria
1 Aiyekwee Loop
Blue Lake, CA 95525
(707) 668-5101 x1060

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From: Alison Robbins

Sent: Tuesday, May 3, 2022 12:52 PM

To: Jon Hunt <jhunt@bluelakerancheria-nsn.gov>; Jason Ramos <JRamos@bluelakerancheria-nsn.gov>

Cc: Isak Brayfindley <ibrayfindley@bluelakerancheria-nsn.gov>; Lisa LH. Hoffman <lhoffman@bluelakerancheria-nsn.gov>

Subject: BLR TRANSPORTATION QUESTION: Fw: Exciting Training Opportunity

Importance: High

Hi Jon and Jason - ASKING FOR SERVICE ASSISTANCE...

This weekend I forwarded you a request from Christy Hernandez to provide transportation again for the summer pre-Apprenticeship program like was provided last summer to Eureka and CR. I am forwarding the flyer with the

information.

Is this a possibility again this summer like last summer?

Isak and Lisa - this is the flyer that needs to go up on our website <https://www.tea.bluelakerancheria-nsn.gov/tea/fieldstudy/> - that's where last year's program flyer was placed. This flyer also needs to go out on Facebook posts weekly until the program starts - make it a repeater on the appropriate subject matter day per our Facebook posting schedule, please.

Isak and Lisa - *if Jon and Jason approve transportation* for the program from BLR Transit - then THAT TOO needs to be added.

Thank you everyone - I am just working through my hundreds of emails and sending them to those that need to know or take ACTION.

Ali

Alison Robbins
Executive Director
Blue Lake Rancheria Tribal Education Agency

I acknowledge my residence in Goudi'ni (Arcata), the ancestral territory of the Wiyot peoples. I offer my reconciliation and respect to their elders past and present. <https://www.wiyot.us/162/Wiyot-Placename-Video>

From: Christy Hernandez <hchristy@thesmartcenter.biz>

Sent: Friday, April 29, 2022 11:37 AM

To: Christy Hernandez

Cc: rbiasca@broadwaymed.com; brodt48@hotmail.com; markatbrowns@yahoo.com; brookenunes@aol.com; debicole1954@gmail.com; bucksport2@yahoo.com; print@bugpress.com; lparrott@blm.gov; heather@qsrwest.com; sunflowerstatesusie@gmail.com; orders@burlcountry.com; burlwoodinc@gmail.com; info@redwoodburl.com; etahumboldt36@gmail.com; bvadmin@sonic.net; annebeck@gmail.com; ccfinser@att.net; kayjohn45@yahoo.com; casey@cskin.co; louiechoa@gmail.com; sandracabrera0131@gmail.com; cacaococoon@gmail.com; help@cadnycs.com; cafe@briobaking.com; redwoodrestaurants@yahoo.com; lorrena123@gmail.com; cafephoenixarcata@gmail.com; upstairsatthewaterfront@msn.com; cairnsarchitecture@gmail.com; caitofsh@mcn.org; terisilvers@gmail.com; ryanrplumbing@gmail.com; ferny9636@gmail.com; californiabodyshop33@yahoo.com; jackie@mingtree.com; theralphs@humboldt1.com; chris.dannewitz@mac.com; c4cattleranch@gmail.com; Alison Robbins; mchapman@cttp.net; ar@calipsoca.com; callofthecompass@gmail.com; callahanaboutique@outlook.com; lonniesmith83@yahoo.com; cceureka@gmail.com; bevmorrison@sbcglobal.net; seacamille7@gmail.com; estra144@umn.edu; daniel@wente.org; bpieres@camptonelectric.com; miantoheed@yahoo.com; daniel@boldtrunners.com; sc101c@gmail.com; rjantz@hcar.us; evan@evanpiercey.com; cappscycle@suddenlink.net; caravanarcata@yahoo.com; aimee@ceramictileman.com; dave@carljohnsonco.com; shopkeeper@bubbles-arcata.com; carlisle@douglas.net; stevahnt@gmail.com; scotta@foodsnorth.com; carmelasmexican@gmail.com; btc.dv@sbcglobal.net; cisaacs@suddenlink.net; caroline@carolinestxbbq.com; carpediemmassage@gmail.com; debbie@thecarpetdepot.com; michael@carterhouse.com; cartricharge@gmail.com; timpropst23@gmail.com; s.lynn.martinez@gmail.com; casanovacolors@gmail.com; redwoodhaze@yahoo.com; stonelagoon@gmail.com; chris@cassaroscatering.com; heisslizzard@gmail.com; andy@cazco.com; sandralclose@aol.com; orickmarket1@gmail.com; cecilsbistro@gmail.com; redwoodrurallandmanagement@gmail.com; carolecrossleygifts@gmail.com; thewarehouse@reninet.com; info@celebratetamales.com; mandypatcurtis@gmail.com; centralaveservice@gmail.com; ali_nessler@hotmail.com; kyoto707@yahoo.com; centralstationtavern@gmail.com; shelly@champpagroup.com; kvenegas@changingtidesfs.org; cantunoe9@hotmail.com; chapmansbookery@yahoo.com; bolbrown@cs.com; ross805@gmail.com; charlotte.gray.store@gmail.com; lindasue7@suddenlink.net; chaseinc@live.com; jamesmcnf@gmail.com; discount.cigarettes@yahoo.com; cherryvalleyfarms420@gmail.com; martins.cheryl@yahoo.com; chicagodoghouse11@yahoo.com; rosemccutchen@gmail.com; katechan@cgemgmt.com; ekotas@chipotle.com;

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caylacooper1@yahoo.com; coastlinechurch.foursquare@gmail.com; gailmentink@yahoo.com; grandpasensei@aol.com

Subject: Exciting Training Opportunity

[EXTERNAL EMAIL] This e-mail originated from outside the Blue Lake Rancheria. Please take caution with its content and do not click links or attachments unless you recognize the sender and know that they are safe.

Hello Community Partners!

SMART Workforce Centers along with North State Builds, Humboldt Del Norte Building and Construction Trades and the NCCC Workforce Board are pleased to announce the 2022 return of this FREE Five Week Pre-Apprenticeship Training Program, happening in Eureka, California June 13th – July 14th!

This FREE training course will help attendees better understand their options in a variety of trades like masonry, heavy equipment operations, plumbing, electrical and more. It will also help them prepare for the pre-apprenticeship interview and provide a math refresher. There is no cost to attend and minor daily pay incentives totaling up to \$585 will be provided. Participants will earn their OSHA 10 card, first aid certificate, CPR card and pre-apprenticeship certificate. All community members are encouraged to attend, with priority given to women, minorities and veterans.

It is our hope that you share this information throughout your community so that together we can work to connect job seekers with this incredible free training opportunity! For more information or to register for the class, visit www.thesmartcenter.biz, call the SMART Workforce Center in Del Norte County at 707-464-8347, or email jobhelp@thesmartcenter.biz.

If you would like to learn more about this program, or have questions, please feel free to contact us at 707-464-8347. We will also be holding informational meetings every Thursday at 2pm, from May 12th through June 9th, Zoom link provided below.

Join one of our Informational Meetings Thursdays at 2pm (May 12th through June 9th) for more information regarding this great training opportunity!

<https://us02web.zoom.us/j/85069393140?pwd=Y2xxSFc5dVlkQUx2V2pPMWZvZ3pMz09>

Meeting ID: 850 6939 3140

Passcode: 294627

Christy Hernandez

Smart Workforce Center – Del Norte

707.460.4225 Direct Line

707.464.8347 Main Office

