EXAMPLE

POSITION DESCRIPTION: NATIVE AMERICAN MONITORS

ST. FRANCIS CENTRAL COAST CATHOLIC HIGH SCHOOL PROJECT
(CA-SCR-44/H) IN WATSONVILLE, CALIFORNIA

Prepared by Janet P. Eidsness, Coordinating Project Archaeologist
For Diocese of Monterey and Salesian Society

March 19, 2001

INTRODUCTION

In January 2001 following more than a year of environmental and cultural resource impact fact finding and analyses, the County of Santa Cruz Planning Commission issued conditional approval of the Church’s proposal to construct a private school campus and widen the Highway 152 frontage for safety reasons. The project area overlays a portion of CA-SCR-44/H, a recorded Native American archaeological site that also contains non-Native American historic period materials. In order to avoid careless desecration of Native American burials and prevent destruction of important information that may be present in the project area, an archaeological monitoring and data recovery plan was developed with Native American participation by the cultural resources team of Gary Breschini and Mary Doane of Archaeological Consulting, Bill Hildebrandt of Far Western Anthropological Group, and independent consultant Janet Eidsness. This plan includes participation of Ohlone descendants who have heritage ties to the Central Coast region as Native American Monitors. Development activities are expected to begin on April 15 and end on October 15, 2001. This document sets forth the desirable knowledge and abilities of Native American Monitor participants, and describes job requirements including discussion of roles and responsibilities. Based on recommendations from Ohlone consultants, our intent is to establish a “pool” of Native American Monitors who will be employed on a rotation basis to observe in-field cultural resource management activities during the 2001 phase of project developments that have the potential to uncover significant archaeological and sensitive Ohlone heritage resources. Participation of Native American Monitors in the St. Francis School project will provide opportunities for mutual exchange of information and understanding about Ohlone cultural values, the methods and benefits of archaeology in interpreting the past, applicable historic preservation laws and cultural resources management practices, and the dream of members of the local community who want their children to enjoy the benefits of schooling by the Salesians.

PREFERENCE

Preference for Native American Monitors will be given to persons of documented Ohlone descent who agree to serve in good faith as liaisons between all interested members and bands of the greater Ohlone Indian community, the cultural resources team (Archaeological Consulting, Far Western, Janet Eidsness), the project proponents (Diocese of Monterey and Salesians), construction contractor teams, and overseeing agencies (County of Santa Cruz and Caltrans).
In accordance with policy of the California Native American Heritage Commission (NAHC), a person who serves as a Native American Monitor on this project will not be recognized by the NAHC as the Most Likely Descendent (MLD), should Native American remains be discovered during project implementation.

DESIRABLE KNOWLEDGE AND ABILITIES

The following desirable knowledge and abilities are adopted for this project from the NAHC Guidelines for Monitors/Consultants of Native American Cultural, Religious, and Burial Sites (Final Approved 7/10/89).

- The on-site monitor/consultant should be familiar with and knowledgeable about local historic and prehistoric Native American village sites, culture, religion, ceremony and burial practices.

- Knowledge and understanding of, and ability to communicate meaning and facilitate implementation of Section 5097.98 of the California Public Resources Code and Section 7050.5 of the California Health and Safety Code (see Attachment 1).

- Ability to work with local law enforcement officials and the Native American Heritage Commission to ensure return of all associated grave goods taken from a Native American grave during excavation.

- Ability to read a topographical map and be able to locate for future inclusion into the NAHC Sacred Lands inventory sites that are discovered but not recorded and location of reburials.

- Knowledge of the techniques archaeologists use to collect on-site data, excavation, auger holes, trenches, shovel pits, controlled grid surface collections, etc. Prior monitoring experience is a plus, but is not required.

POSITION REQUIREMENTS, ROLES AND RESPONSIBILITIES

- Ability to identify archaeological deposits and potential areas of impact, and work with cultural resources team to preserve and protect burials and significant finds to extent practical. Native American Monitors and project archaeologists must work collaboratively to carefully observe and identify potentially significant archaeological finds and human remains in order to prevent destruction of important archaeological information and insensitive desecration of Native American remains should such be present in the work area. The Native American Monitor and the project archaeologists will have the authority to temporarily halt construction contractors’ ground-disturbing activities at the find locality of suspected or confirmed human remains and significant cultural features, to allow the cultural resource team to examine and identify the finds, assess their significance, and carry out treatment plan(s) as appropriate.
• Required to communicate orally and in writing with local Native Americans, project developers, archaeologists, planners, NAHC staff, and others involved in the mitigation plan. Must be willing to review project cultural resources reports and mitigation plan, in order to understand the legal context (CEQA) and requirements for protection of significant cultural resources at CA-SCR-44/H (these items will be made available).

• Expected to be on the job site and ready to work per your pre-assigned work schedule. Frequent tardiness and unexcused absences from work will not be tolerated. If you are unable to work according to your assigned schedule, you must notify the designated cultural resources team member as soon as possible so that arrangements can be made for an alternate.

• Required to maintain a daily log of activities and "findings" at a project site, (e.g., associated grave goods, skeletal remains, bone fragments, beads, arrow points, and other artifacts). The Native American Monitor Record Log with daily log sheets and other pertinent information will be provided for your use—all Native American Monitors will use the same Record Log for the sake of continuity. At the end of each day, this Record Log will turned over to a designated cultural resources team member, who shall reissue it the following work day to the assigned Native American Monitor for their record keeping. All Native American Monitors will have access to and may make copies to be held confidential (only available to those with need to know), of the Record Log book.

• Required to facilitate communications between the Most Likely Descendent (MLD) duly appointed by the NAHC under state law, the property owners (Salesians, Diocese) and cultural resources team. An MLD will only be appointed if there is a discovery of Native American remains on the project site. Under state law, the appointed MLD has the authority to make recommendations to the property owner concerning the treatment (e.g., examination, analysis) and disposition (e.g., reburial) of any discovered Native American skeletal remains and associated grave goods.

• Required to prepare a final written report describing the discovery of any Native American remains and associated grave goods and their final disposition. This report shall contain at a minimum the date of find, description of remains and associated grave goods, date of reburial, and place of reburial. The report shall include a discussion of mitigation measures taken to preserve or protect Native American cultural resources and if applicable a comparison with mitigation measures described in the environmental impact report. This report shall be submitted to NAHC within four weeks after completion of the project. Reburial information will be included in the Sacred Lands files.

• Must work in a safe manner as not to endanger yourself or others, and adhere to all job safety procedures. Required safety apparel and equipment for Native American Monitors includes: hard-soled work boots (no tennis shoes), long pants (no shorts), hardhat, bright orange safety vest.
For safety reasons, Native American Monitors must be in good physical condition (good vision, good hearing, able to be on your feet most of the day, and frequently squat and bend, be agile and able to move quickly out of the way of heavy equipment, etc.)

Must not be under the influence of or use alcohol or drugs on the job.

Tobacco smoking will not be permitted on the job in the work area, but only in designated areas during lunch and specified morning and afternoon breaks.