

**Minutes**  
**NORTHEAST ARIZONA TECHNOLOGICAL INSTITUTE OF VOCATIONAL EDUCATION**  
**(N.A.T.I.V.E.)**  
**Regular Governing Board Meeting**  
**Wednesday, March 13, 2013**  
**Culinary Arts Classroom No. 29, NATIVE District Central Campus, Kayenta, AZ**

**Meeting**

1. The regular meeting was called to order at 10:44 MDST by Shannon Tooke, President.  
Present  
Shannon Tooke, Tuba City Unified School District  
Theodore Allen, Chinle Unified School District  
Curtis Berry, Ganado Unified School District  
Eugene Kirk, Window Rock Unified School District  
Lavina Smith, Kayenta Unified School District (*arrived at 11:50 AM*)  
Wallace Todacheeny, Red Mesa Unified School District  
Mary Tom, Pinon Unified School District (*arrived at 11:09 AM*)  
Absent  
Margaret Yazzie, Sanders Unified School District
  2. Board President Tooke led the Pledge of Allegiance for Board Members and attendees.
  3. NATIVE Superintendent Leshner welcomed NATIVE Board Members, meeting attendees, and recognized new board member Curtis A. Berry. Mr. Berry, board member from Ganado, introduced himself.
  4. In addition to the seven Governing Board Members, the NATIVE Superintendent, the NATIVE Central Campus Principal, the NATIVE CTE Business Manager, the NATIVE secretary, 1 NATIVE legal counsel, 4 NATIVE site CTE directors, and 2 NATIVE site CTE secretaries for a total of 18, were in attendance for all or part of the meeting.
  5. Superintendent Leshner presented and recommended approval of the revised agenda  
Theodore Allen motioned to approve the revised agenda as presented and recommended by Superintendent Leshner, seconded by Eugene Kirk  
Vote: 3 in favor, 0 opposed, 2 abstained. The motion carried.
- Call to the Public: None.
6. Presentations and Reports:
    - 6.1. Superintendent's Report: The Superintendent's Report, included in the Board Agenda Packet DVD, was summarized by Superintendent Leshner, who referenced NATIVE attendance issues, NPC Nurse Assistant Training Program, SkillsNATIVE 2013, NATIVE Special Work Session, Construction-Hogan Construction Review, Construction-NATIVE Central Campus, and the Superintendent's calendar for February, 2013, and the proposed March, 2013. Superintendent Leshner recommended approval of the presented Superintendent's report. Superintendent Leshner recognized Pinon HS and Pinon CTE Director, Joni Sherman for all the hard work and for hosting SkillsNATIVE 2013.  
Motion to approve the Superintendent's report as presented and recommended by Superintendent Leshner was made by Theodore Allen, seconded by Eugene Kirk.  
Board member Todacheeny inquired about having a separate day for the worksession. Superintendent Leshner and Counsel Hoover addressed Board member Todacheeny's concern.  
Vote: 4 in favor, 0 opposed, 1 abstained. The motion carried.
    - 6.2. The Principal's Report, included in the Board Agenda Packet DVD, was noted by Superintendent Leshner.

### 6.3. Board

#### 6.3.1. Travel Reports

6.3.1.1. Board member Allen reported on his attendance to the ASBA Law Conference, September 6-8, 2012, Scottsdale.

6.3.1.2. Board members Tom, Todacheeny, and Kirk reported on their attendance to the ASBA 2013 Board Operations & Leadership Training (BOLTS), February 1, 2013, Flagstaff. Each reviewed sessions they attended, including policy reviews, Board function, potential Board issues, and improving Board teamwork. Board member Yazzie was not present to report on travel.

6.3.1.3. Board members Tom and Todacheeny reported on their attendance to the Indian Nations and Tribes Legislative Day, February 5, 2013, State Capitol, Phoenix. Board member Berry reported he attended the Legislative Day as part of another organization. Board members indicated there were good speakers who focused on issues relating to Indian Education.

6.3.1.4. Board member Todacheeny reported on his attendance to the ASBA Spring Seminar, March 5, 2013, Flagstaff. He reviewed the session on legal issues in schools and indicated the speakers were engaging, Board member Kirk reported he did not attend due to vehicle concerns.

6.3.2. Superintendent Leshar presented the upcoming Board travel and advised Board members to contact Board secretary to request Board travel if interested. Upcoming travel includes the 73<sup>rd</sup> Annual NSBA Conference. Board secretary reported on Board member requests and registration.

#### 6.4. Financial Report

Business Manager Charles Waite presented the 2012/2013 monthly financial reports including cash balance, revenue, monthly Board report, and site reports. All financial records have been reconciled with county school superintendent's and county treasurer's offices. All expenditures are well within the budget. Superintendent Leshar recommended approval of presented financial reports. Board member Allen inquired about an expenditure to Bank of the West. Board member Allen's inquiry will be addressed during the work session following the meeting.

Motion to approve the Financial report as presented and recommended by Superintendent Leshar and to follow up on Board member Allen's concern during the work session, was made by Curtis Berry, seconded by Wallace Todacheeny.

Vote: 5 in favor, 0 opposed, 1 abstained. The motion carried.

### 7. Consent Agenda

Superintendent Leshar recommended approval of consent agenda items. Board President Tooke read the consent agenda items into the minutes:

7.1. Minutes of the NATIVE Governing Board meeting and work session on February 13, 2013.

7.2. FY12 carryover and FY13 budget requests for Tuba City HS (7.2.1.), Chinle HS (7.2.2.), and Ganado HS (7.2.3.).

7.3. Consultant fee for Certified Nursing Assistant skills instructors for Sherry Roop R.N.—Monument Valley HS (7.3.1.), Betty Lee R.N.—Red Mesa HS (7.3.2.), Alicia Shields R.N.—Window Rock HS (7.3.3.), Katherine Reynolds R.N.—Pinon HS and Chinle HS (7.3.4.), Loria Hute R.N.—Valley HS (7.3.5.), Shannon Newland R.N.—Tuba City HS (7.3.6.), Ernasha Paddock R.N.—Ganado HS (7.3.7.).

7.4. Final reading of Policy GCO—Evaluation of Professional Staff Members, GCO-RA—Evaluation of Professional Staff Members, IKF—Graduation Requirements, IKF-RB—Graduation Requirements, IKF-EB—Graduation Requirements, JFABC—Admission of Transfer Students, JJIB—Interscholastic Sports, JJIB-EB—Interscholastic Sports, JLCCA—Acquired Immune Deficiency Syndrome and Human Immunodeficiency Virus Infections, KHC—Distribution/Posting of Promotional Materials.

7.5. Expenditures for meal purchases.

7.6. Accounts payable vouchers #1332, #1333, #1334, payroll vouchers #17, #18.

Motion to approve consent agenda items as presented and recommended by Superintendent Leshar was made by Theodore Allen, seconded by Curtis Berry.

Vote: 6 in favor, 0 opposed, 0 abstained. The motion carried.

8. Executive Session

Motion to approve to enter executive session was made by Eugene Kirk, seconded by Curtis Berry.

Vote: 4 in favor, 0 opposed, 2 abstained. The motion carried.

Motion to approve to exit executive session was made by Mary Tom, seconded by Eugene Kirk.

Vote: 6 in favor, 0 opposed, 0 abstained. The motion carried.

9. Unfinished Business

9.1. Superintendent Leshar presented Change Orders for Hogan project, Redden Construction, contractor. Superintendent Leshar recommended approval of presented Change Orders for Hogan project, as presented in the written documentation including increase in Navajo Nation Tax, addition of communication conduits, increase in conduit depth, electrical feed protection, carpet tile, ceramic tile, a security fence, extra bathroom fixtures, light fixtures, extend on time of solar parking lot light, building hardware change, signage, exterior soffits, site work, and upcharge for oil stain for the Hogan logs (SWTLH). Board members Allen and Tooke recommended to include a 8' fence rather than a 6' fence around the current NATIVE facilities, to be include in the Change Orders. Redden Construction contractor Dean Schifferer attended via video and agreed to include an 8' high fence as recommended, and presented an estimated additional cost to the change orders.

Motion to approve Change Orders for Hogan project, Redden Construction, contractor as presented and recommended by Superintendent Leshar, to include a 8' high fence around the current NATIVE facilities and to include an estimated additional cost of the fence to the change orders was made by Theodore Allen, seconded by Wallace Todacheeny.

Vote: 5 in favor, 0 opposed, 1 abstained. The motion carried.

10. New Business

None.

11. Next Meeting Agenda Items: None.

12. Announcements: A special work session follows the regular Board meeting.

13. The next regular Board meeting and work session are on Wednesday, April 10, 2013 at 10:00 AM, Kayenta.

14. Motion to adjourn meeting was made by Theodore Allen, seconded by Eugene Kirk at 1:09 PM.

Vote: 6 in favor, 0 opposed, 0 abstained. The motion carried.

Dated this 18<sup>th</sup> day of March, 2013

Northeast Arizona Technological Institute of Vocational Education

By



Karen Leshar, Superintendent

**Minutes**  
**NORTHEAST ARIZONA TECHNOLOGICAL INSTITUTE OF VOCATIONAL EDUCATION**  
**(N.A.T.I.V.E.)**  
**Special Governing Work Session**  
**Wednesday, March 13, 2013**  
**Culinary Arts Classroom No. 29, NATIVE District Central Campus, Kayenta, AZ**

**Work Session**

- A. The special work session meeting was called to order at 1:15 PM by Shannon Tooke, President.
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|---------|--|
| Present | Shannon Tooke, Tuba City Unified School District     |
|         | Theodore Allen, Chinle Unified School District       |
|         | Curtis Berry, Ganado Unified School District         |
|         | Eugene Kirk, Window Rock Unified School District     |
|         | Lavina Smith, Kayenta Unified School District        |
|         | Wallace Todacheeny, Red Mesa Unified School District |
|         | Mary Tom, Pinon Unified School District              |
| Absent  | Margaret Yazzie, Sanders Unified School District     |

In addition to the seven Governing Board Members, the NATIVE Superintendent, the NATIVE Central Campus Principal, the NATIVE CTE Business Manager, and the NATIVE secretary, for a total of 11, were in attendance for all or part of the meeting

- B. NATIVE Superintendent Leshar welcomed NATIVE Board members and meeting attendees.
- C. Superintendent Leshar addressed Board member Allen's concern regarding the Bank of the West expenditure. Business Manager Waite verified that Bank of the West expenditures are made every payroll cycle to pay for payroll taxes.

Superintendent Leshar and Business Manager Waite presented enrollment and funding concerns. Enrollment has decreased significantly from prior years, which affects decreased funding. It is imperative for NATIVE District to find a remedy to accommodate decreased funding. NATIVE District Central Campus does not have substantial enrollment to meet its needs. Currently, NATIVE District uses its allocated portion of the NATIVE budget to cover the extra costs to operate the Central Campus. One solution is the elimination and decrease of salaries, decrease financial consultant services. If state legislation is revised for FY14, Central Campus classes can be taught at BIE schools which will increase enrollment. A powerpoint was presented to aid in understanding the options. Adult education would generate a new revenue stream.

Board members discussed possible solutions. One option was to combine two positions into one position. Job descriptions for Superintendent, principal, coordinator, business manager, secretary, and custodian were reviewed to determine effective strategies. Board member Allen recommended each

Board member review options and devise his own plan to cut costs for presentation and/or discussion at the follow-up work session. It was advised that immediate steps should be taken as the new fiscal year is rapidly approaching. A special follow-up work session will be scheduled to continue the discussion and come to a consensus. A recommended date of Wednesday, March 27, 2013 was proposed.

D. The Work Session adjourned at 2:40 PM.