

**Minutes**  
**NORTHEAST ARIZONA TECHNOLOGICAL INSTITUTE OF VOCATIONAL EDUCATION**  
**(NATIVE)**  
**Public Hearing and Regular Governing Board Meeting**  
**Wednesday, May 11, 2011**  
**Governing Board Room, Sanders USD, Sanders AZ**

**Public Hearing**

- A. The public hearing was called to order at 10:40 AM by NATIVE Board President Eugene Kirk, who turned the public hearing over to Superintendent Leshner and Business Manager Charles Waite.
- B. Mr. Waite reviewed the FY11 revised expenditure budget number two. He informed public hearing attendees that the presented revised budget reflects the excess budget capacity move from M&O to unrestricted capital.
- C. Board member Shepherd inquired if the State Governor will find funding for school districts. Mr. Waite indicated that it is doubtful as the state intends to cut additional education funds for FY12. Ninth graders will not receive funds, which is about \$500,000 for NATIVE. JTED lobbyists continue to lobby on behalf of Arizona JTEDs. NATIVE and all JTEDs receive 91% of their eligible state aid. The future of JTEDs is legislatively supported. Navajo County provided the vehicle for Arizona school districts to establish a line of credit with Wells Fargo Bank, in case additional funding cuts create the need. Mr. Waite assured attendees that the presented revised budget is well within limitations and recommends approval of the revised budget during the next Board meeting. President Kirk recommended that the NATIVE Board develop a resolution to be sent to the Governor showing concern over educational budget cuts and oppose future education funding cuts. Board member Shepherd concurred with President Kirk's recommendation.
- D. The public hearing was adjourned at 11:03 AM.

**Meeting**

- 1. The regular meeting was called to order at 11:03 PM by Eugene Kirk, President  
Present – Governing Board: Eugene Kirk, Window Rock Unified School District  
Margaret Yazzie, Sanders Unified School District  
Ambrose Shepherd, Ganado Unified School District  
Lavina Smith, Kayenta Unified School District (*teleconference*)  
Mary Tom, Pinon Unified School District  
Absent – Governing Board: Theodore Allen, Chinle Unified School District  
Wallace Todacheeny, Red Mesa Unified School District  
Shannon Tooke, Tuba City Unified School District
- 2. President Kirk led the Pledge of Allegiance for Board Members and attendees.
- 3. Superintendent Leshner, Valley HS CTE Director Ted Goodluck, and Sanders USD Superintendent Mindy Porter welcomed NATIVE Board Members and meeting attendees.
- 4. In addition to the five Governing Board Members, the NATIVE Superintendent, the NATIVE Secretary, the NATIVE Business Manager, the NATIVE CTE Coordinator, 3 NATIVE site CTE Directors, 2 NATIVE site CTE teachers, and 1 NATIVE site CTE Superintendent, for a total of 15, were in attendance for all or part of the meeting.

5. Superintendent Leshar presented and recommended that the agenda be approved. Margaret Yazzie motioned to approve agenda as presented and recommended by Superintendent Leshar, seconded by Ambrose Shepherd. Board secretary recorded member votes with a roll call vote.

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

Call to the Public: None

6. Presentations and Reports:

- 6.1. The Superintendent's Report included in the Board Agenda Packet (DVD) was summarized by Superintendent Leshar. An enrollment chart was presented that compared last year's data to this year's data, indicating a declining NATIVE enrollment at the sites. The State Board of Nursing C.N.A. supervisor conducted NATIVE site visits as part of the biennial review. Monument Valley High School's Agriscience facility Grand Opening at which the NATIVE Board received a Plaque was discussed. Superintendent Leshar reported on the Chinle High School's agriculture program challenges. Wild dogs have killed several of the sheep purchased by NATIVE, but photos showed the precautions that Chinle High School CTE has taken to prevent the dogs from entering the animal enclosure in the future. Superintendent Leshar indicated that the JTED lobbyists continue to support JTED legislation for full and continued funding. Updated central campus construction information was presented. Superintendent Leshar shared the telephone response to a letter written to President Obama from the NATIVE Board over a year ago. The Skills NATIVE 2011 report was provided and CTE Coordinator Gilmore offered details about the success of the event. A letter in response to the comments made by Navajo Nation Council Delegate Leonard Tsosie at the April 18, 2011, meeting, was shared. The Superintendent's accountability calendar for March, April, 2011, and the May, 2011 calendars were presented. Chinle CTE Director Lelvis spoke highly of Superintendent Leshar and CTE Gilmore's guidance with Chinle HS's CTE programming. Board member Shepherd commended CTE Gilmore for his leadership efforts on Skills NATIVE.

Motion to approve the Superintendent's report was made by Ambrose Shepherd, seconded by Mary Tom. Board secretary recorded member votes with a roll call vote.

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

- 6.2. Board

- 6.2.1. Travel Reports

- 6.2.1.1. Board President Kirk reported on his attendance to the ASBA B.O.L.T.S, January 25, 2011, Flagstaff. He indicated that the workshop was informative.

- 6.2.1.2. Board President Kirk reported on his attendance to the ASBA Legal Seminar, March 11, 2011, Flagstaff. He reported the seminar provided legal insight. Members Todacheeny's and Allen's reports on their attendance at the ASBA Legal Seminar deferred to the June Board meeting.

- 6.2.1.3. Board member Yazzie reported on her attendance to the Microcomputers in Education Conference, March 13-16, 2011, Tempe. Board member Yazzie reported on her excitement of attending a wonderful and informative conference. Board members Todacheeny's, Allen's, and Tooke's reports deferred to the June Board meeting.

- 6.2.1.4. Board member Tom reported on her attendance to Skills NATIVE, March 31, 2011, Ganado HS, Ganado. Board member Tom reported on the success of Skills NATIVE, and indicated that she had the opportunity to talk on the KTNN radio station who was onsite.

- 6.2.2. Upcoming Travel

Superintendent Leshar presented the upcoming Board travel and advised Board members to contact Board secretary to request Board travel, if interested, to ASBA Delegate Assembly and the 2011 ACTE AZ Summer Conference

- 6.3. Site Presentation

Valley HS CTE Director Goodluck presented updated status on the Valley HS CTE programs. He was thankful and appreciative of NATIVE funds, the NATIVE Board and administration's support. Providing an overview of all Valley CTE programs, Mr. Goodluck expressed his interest in seeing site student organizations (CTSO) grow and develop.

#### 6.4. Financial Report

Business Manager Waite presented the 2010/2011 monthly financial reports that included 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. Business Manager Waite presented bonding information. Soliciting bonds is a way to secure construction funding. Superintendent Leshner recommended approval of the presented financial report.

Motion to approve the Financial Report as presented by Business Manager Waite and recommended by Superintendent Leshner was made by Ambrose Shepherd, seconded by Margaret Yazzie. Board member Shepherd inquired about the bonding information presented. Business Manager Waite addressed Board member Shepherd's concern. Board secretary recorded member votes with a roll call vote.

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

#### 7. Consent Agenda

Superintendent Leshner recommended approval of consent agenda items:

7.1. Minutes of the NATIVE Governing Board meeting on March 9, 2011, Special Governing Board meeting on April 12, 2011, Governing Board meeting on April 18, 2011

7.2. FY11 budget requests for (7.2.1) Tuba City HS, (7.2.2.) Red Mesa HS, (7.2.3.) Ganado HS

7.3. Board President Kirk as delegate, and Vice President as alternate for ASBA Delegate Assembly, June 25, 2011, Scottsdale

7.4. Superintendent and Board President as signatures on General Statement of Assurances for NATIVE

7.5. FY12 NATIVE District Calendar

7.6. 2011 NATIVE District Summer Schedule

7.7. FY12 Meeting Locations and Work Session Schedule

7.8. Chinle High School CTE textbooks for Heavy Equipment and Marketing:

*Diesel Technology Textbook, Hardback, 2007 Edition, by Goodheart-Wilcox Publisher, Copyright 2007*

*Diesel Technology Workbook, Paperback, 2007 Edition, by Goodheart-Wilcox Publisher, Copyright 2007*

*Diesel Technology Instructor's Manual, Paperback, 2007 Edition, by Goodheart-Wilcox Publisher, Copyright 2007,*

*Microsoft Office 2007, Illustrated Introductory Course; Windows Vista Edition,*

*Beskeen/Cram/Duffy/Friedrichse/Redomg and Microsoft 2007, Illustrated Second Course, Windows Vista Edition,*

*Beskeen/Cram/Duffy/Friedrichse/Wermers*

7.9. Expenditures for meeting meal services

7.10. Accounts payable vouchers #1028, #1029, #1030, #1031, #1032, #1033, #1034, #1035, #1036 #1037, #1038, payroll vouchers #118, #119, #120, #121, #123, #124

Motion to approve consent agenda items as recommended by Superintendent Leshner was made by Ambrose Shepherd, seconded by Margaret Yazzie. Board secretary recorded member votes with a roll call vote.

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

#### 8. Executive Session

None

#### 9. Unfinished Business

None

#### 10. New Business

Superintendent Leshner presented and recommended approval of new business agenda items:

10.1. Revised salary schedules—VCDL stipend chart (10.1.1.), Support Staff Salary Schedule (10.1.2.), Administrative Salary Schedules (10.1.3.)

10.2. Consultant fees to FY11 VCDL CTE Directors, VCDL facilitators, Professional Development

10.2.1. Gregory Lelvis, CHS VCDL Director

10.2.2. Sharon Watson-Murray, CHS VCDL Director

10.2.3. Charlotte Salabiye, CHS VCDL Facilitator

10.2.4. Doris Nelson, GHS VCDL Director

10.2.5. Sharon Hollifield, GHS VCDL Facilitator

- 10.2.6. Virginia Tsosie, RMHS VCDL Director
- 10.2.7. Clyde McBride, MVHS VCDL Director
- 10.2.8. Brenda Walker, MVHS VCDL Facilitator
- 10.2.9. David SantaMaria, PHS VCDL Director
- 10.2.10. Ryan Yazzie, PHS VCDL Facilitator
- 10.2.11. Ted Goodluck, VHS VCDL Director
- 10.2.12. Marcus Forrester, VHS VCDL Facilitator
- 10.2.13. Rob Windmiller, TCHS VCDL Director
- 10.2.14. Woody Begay, TCHS VCDL Director
- 10.2.15. Leah Begay, TCHS VCDL Facilitator
- 10.2.16. Damien Abplanalp, WRHS VCDL Director
- 10.2.17. Melissa Martinez, WRHS VCDL Facilitator
- 10.2.18. Peter Hayes, GHS Professional Development
- 10.3. Continuation of employment for FY12 of administrative staff—Frankie J. Gilmore (10.3.1.), Grade 5, Step 6 on the Board approved Administrative Salary schedule.
- 10.4. Continuation of employment for FY12 of support staff—Geraldine Begay (10.4.1.), Grade 8, Step 12 on the Board approved Support Staff salary schedule, and Beulah Featherhat (10.4.2.), Grade 1, Step 3 on the Board approved Support Staff salary schedule
- 10.5. Continuation of employment of Superintendent and recommendation to issue a letter of intent to offer the NATIVE Superintendent employment for FY11/12 and FY12/13.
- 10.6. Authorization to request quotes for 3-D model of NATIVE Central Campus
- 10.7. No Action: 1<sup>st</sup> Reading of Policy BIBA Board Member Conferences, Conventions, and Workshops
- 10.8. Governing Board Retreat, June 8-10, Moenkopi Legacy Inn & Suites, Tuba City, AZ.
- 10.9. Board President, selected Board members, NATIVE Superintendent, NATIVE CTE Coordinator, NATIVE Board Secretary, and NATIVE lobbyist to attend meetings with Deputy Director Margaret Romer, Division of Academic and Technical Education, United States Department of Agriculture, and Department of Energy, Washington D.C., date tbd, additional discussion required to select Board members to attend.

Motion to approve new business items as presented and recommended by Superintendent Leshar was made by Ambrose Shepherd, seconded by Margaret Yazzie. Board secretary recorded member votes with a roll call vote. Vote: 5 in favor, 0 opposed, 0 abstained. Motions for items 10.1, 10.2, 10.3, 10.4, 10.6, 10.8, 10.9, and 10.10 carried.

Board members re-opened agenda 10.9. to discuss selection of Board members to attend meetings with Deputy Director Margaret Romer, Division of Academic and Technical Education, United States Department of Agriculture, and Department of Energy, Washington D.C., date tbd. Superintendent Leshar read the names of recommended Board members to travel include Board President Kirk, Board Vice President Yazzie, Board member Shepherd and Board Member Todacheeny. It is the Board's discretion to select Board members for this trip.

A motion to approve Board President Kirk, Board Vice President Yazzie, Board member Shepherd, along with NATIVE Superintendent, NATIVE CTE Coordinator, NATIVE Board Secretary, and NATIVE lobbyist to attend meetings with Deputy Director Margaret Romer, Division of Academic and Technical Education, United States Department of Agriculture, and Department of Energy, Washington D.C., date tbd, was made by Margaret Yazzie, seconded by Eugene Kirk. Board secretary recorded member votes with a roll call vote. Vote: 5 in favor, 0 opposed, 0 abstained. The motion carried.

- 11. Next Meeting Agenda Items: Proposed budget, travel reports, Board resolution.
- 12. Announcements: None
- 13. The next regular Board meeting is scheduled for Wednesday, June 8, 2011, at 10:00 AM at Moenkopi Legacy Inn & Suites, Tuba City. The Board retreat is scheduled for June 8-10, 2011, Moenkopi Legacy Inn & Suites, Tuba City.

14. Motion to adjourn meeting was made by Margaret Yazzie, seconded by Ambrose Shepherd at 12:25 PM. Board secretary recorded member votes with a roll call vote.  
Vote: 5 in favor, 0 opposed, 0 abstained. The motion carried.

Dated this 16<sup>th</sup> day of May, 2011  
Northeast Arizona Technological Institute of Vocational Education

By



Karen Lesher, Superintendent

**Minutes**  
**NORTHEAST ARIZONA TECHNOLOGICAL INSTITUTE OF VOCATIONAL EDUCATION**  
**(NATIVE)**  
**Work Session**  
**Wednesday, May 11, 2011**  
**Governing Board Room, Sanders USD, Sanders, AZ**

A. Call to order

The work session was called to order at 12:27 PM (MDST).

The following Board members were present:

Eugene Kirk  
Margaret Yazzie  
Ambrose Shepherd  
Lavina Smith (*teleconference*)  
Mary Tom

In addition to the five Governing Board Members, the NATIVE Superintendent, the NATIVE secretary, the NATIVE Business Manager, for a total of 8, were in attendance for all or part of the work session. Superintendent clarified the work session is open to the public and no Board action will be taken.

B. Review of Board Travel Policy

Superintendent Leshar presented and reviewed the Board travel policy and ARS 36-623. There were two complaints about Board members traveling together and claiming two separate travel claims, which is potentially fraudulent activity. Superintendent Leshar cited ARS 36-623, "When one or more officers, employees or other public agents traveling on official business are transported in the same private conveyance, one mileage only may be allowed." After consulting with President Kirk, it was decided that NATIVE Board members are to be made aware of the illegality of the situation. If submitted fraudulent travel claims continue, an investigation of NATIVE from the auditor general's office will be conducted, that may lead to criminal actions, and media publicity. Board President indicated that Board members that are involved need to be notified by the Board. The topic can be re-presented at the Board retreat to ensure Board members are aware of the serious consequences for such fraudulent activity.

C. Superintendent Performance Pay Alternative Plan Review and Options

Superintendent Leshar presented and reviewed Superintendent Performance Pay Alternative Plan Review and Options as outlined in the Board Agenda DVD. Included in the Board Agenda DVD includes the ARS referencing Performance Pay for Superintendents 15-341, proposed Superintendent's contract, proposed NATIVE performance pay procedure with alternative procedures, performance pay evaluation worksheet, and lastly Pima County JTED performance pay procedure with alternative procedures. Superintendent Leshar asked of any questions or suggestions. There were no questions or suggestions from the NATIVE Board. The presented contract with the suggested performance pay option will be part of the June, 2011 NATIVE Board meeting.

D. Review of Board Secretary position

Superintendent Leshar presented and reviewed the Board Secretary position. Superintendent Leshar reported that she is unaware of issues with the Board Secretary position. Discussion of the Board secretary position was proposed to be placed on the May work session agenda by a Board member. Currently, the Board secretary's title is Superintendent/Board secretary. The current Superintendent/Board secretary fulfills the job description. It is uncommon to have a separate Board secretary at school districts and Superintendent Leshar indicated that she is unaware of another school district that has a separate secretaries for the Board and Superintendent. Board member Shepherd and

Yazzie indicated that there is no need to separate the positions, and are both satisfied with the current Superintendent/Board secretary and job description. Board President Kirk advised that the Board secretary should not be pressured into processing Board travel paperwork without the Board's approval. Superintendent Leshar ensured Board President Kirk that any Board travel must have the Board's approval before any type of travel preparations are made. President Kirk indicated that a District organizational chart should be revisited.

Superintendent Leshar asked for Board retreat topics for the Board retreat on June 8-10, Tuba City. Board members and Superintendent Leshar discussed recommended retreat topics: Board travel, central campus update and Building C construction plans, district goals, district technology plan, sovereignty issue with the Navajo Nation Council, school district authority, and Board technology training.

Business Manager Waite recommended a Special Board meeting before May 15, 2011 to have the NATIVE Board consider the revised budget. Superintendent Leshar and the Board agreed, and called for a posting of a Special Board meeting to be held on Thursday, May 12, 2011 at 3:00 PM to be held via teleconference or Board members and general public may be able to attend in person at the NATIVE District office, Kayenta. The public notice and Special Board meeting agenda was posted by 1:30 PM to meet the 24 hour notice guideline.

E. Adjournment

The work session adjourned 1:06 PM.