

Minutes
NORTHEAST ARIZONA TECHNOLOGICAL INSTITUTE OF VOCATIONAL EDUCATION
(N.A.T.I.V.E.)
Special Governing Work Session
Wednesday, March 27, 2013
Large Conference Room, NATIVE District Central Campus, Kayenta, AZ

Work Session

- A. The special work session meeting was called to order at 4:11 PM by Shannon Tooke, President.

Present
Shannon Tooke, Tuba City Unified School District
Theodore Allen, Chinle Unified School District (*teleconference*)
Curtis Berry, Ganado Unified School District (*teleconferenc0*)
Lavina Smith, Kayenta Unified School District
Wallace Todacheeny, Red Mesa Unified School District
Mary Tom, Pinon Unified School District

Absent
Eugene Kirk, Window Rock Unified School District
Margaret Yazzie, Sanders Unified School District

In addition to the six Governing Board Members, the NATIVE Superintendent, the NATIVE Central Campus Principal, the NATIVE CTE Business Manager, and the NATIVE secretary, for a total of 10, were in attendance for all or part of the meeting

- B. NATIVE Superintendent Leshar welcomed NATIVE Board members and meeting attendees.
- C. This follow-up work session continued strategizing on decreasing operational costs during the FY14 school year by reducing costs, downsizing number of administration positions, reducing Board travel budget, and considering administrative salary cuts. Superintendent Leshar reemphasized that current and projected enrollment does not support Central Campus operational costs. Superintendent Leshar and Business Manager Waite presented Part II of the power point from the March 13, 2013 special work session. She explained that Board member Kirk recommended presenting revised charts comparing current year expenses including employee benefits with projected downsized FY14 salary expenditures. Superintendent Leshar and Business Manager Waite advised the employee benefits are nominal and determination of actual benefits is not final until benefits are paid out since contribution rates fluctuate. The presentation included a revised administrative model that supported an Interim Superintendent/Principal, Business Manager, CTE Coordinator, secretary positions, and the Business Manager consultant. Calculations based on actual current expenses compared to the revised model yielded an estimated cost savings of \$73,000.

Board member Todacheeny proposed a reduction in salaries. Superintendent Leshar advised that this would require Board action to revise the board approved salary schedule. An optional approach would be to reduce the number of paid contract work days. Mr. Todacheeny commented on the decreased expense in FY14 Business consultant's fee. He agreed that the CTE Coordinator's position should be kept as a separate full time position.

Board member Allen presented his proposal to reduce all current positions' salaries, except teachers, by 5%, decrease the Board travel budget by 10%, and reduce the custodian's position to part time, which will bring an estimated savings for FY14 of \$41,000.

Board members discussed the presented ideas, shared their insight and explained to each other the importance of cutting costs. Board members were advised that personnel adjustments may be part of an upcoming Board meeting agenda.

- D. The Work Session adjourned at 6:09 PM.