



San Carlos Apache College
Board of Regents

Special Meeting Minutes
December 4, 2025 - 9:09am
 San Carlos Apache College, San Carlos, AZ

1. CALL TO ORDER

1.A. The meeting was called to order at 9:09am.

1.B. Roll Call:

| Board of Regents | Present | Absence | | Attendance Time |
|-----------------------------------------|---------|---------|-----------|-----------------|
| | | Excused | Unexcused | |
| Durena Thompson, Chair | x | | | 9:09am |
| Philip Stevens, Vice Chair | | x | | |
| Loreal Jones, Secretary | x | | | 9:09am |
| Isaiah Belknap, Regent | | x | | |
| Shirley Boni, Regent | x | | | 9:09am |
| Jessica Natsyn, Regent | x | | | 9:09am |
| Kerri Sangster, Regent | x | | | 9:09am |
| SCAC Staff | | | | |
| Dr. Linda Warner, President | x | | | 9:09am |
| Iris Sanchez (Administrative Assistant) | x | | | 9:09am |

A quorum was established.

1.C. Invocation by Shirley Boni

1.D. Announcements

No announcements.

1.E. Public Comments Section

No public comments.

1.F. Approval of Agenda

Regent Sangster moved to approve the agenda.

Item: Approve the agenda.
Motion: Made by Regent Sangster
Seconded by: Regent Natsyn
Vote: 5 yes/0 no

MOTION APPROVED

2. NEW BUSINESS

2.A. Approval of Christmas Gift for SCAC Staff

Dr. Warner presented staffing numbers (32 full-time and 23 part-time employees) and a preliminary estimate regarding a potential Christmas Gift. She noted that a gift was not included in the approved budget due to the college's separation from the tribe, but identified available flexibility within existing line items, particularly unused attorney fee funds (originally budgeted at \$100,000). Board members discussed funding sources, prior gift practices, equity between full- and part-time staff, and the importance of employee morale and community expectations. The Board agreed to proceed with consideration of a Christmas gift for staff.

Full Time Staff \$2,025.00 x 32 = \$64,000.00
Part Time Staff \$1,000.00 x 23 = \$23,000.00\

Regent Natsyn moved to approve the Christmas Gift for San Carlos Apache College part-time and full-time staff.

Item: Approve Christmas Gift for San Carlos Apache College part-time and full-time staff
Motion: Made by Regent Natsyn
Seconded by: Loreal Jones
Vote: 5 yes/0 no

MOTION APPROVED

Dr. Warner also asked the board if the Regents would also be included in the Christmas gift. This item was not originally on the agenda, so a motion was made.

Regent Natsyn moved to modify the agenda, adding section 2B for approval of Board Members' Christmas Gift.

Item: Approve addition to agenda, adding 2B approval of Board Members' Christmas Gift
Motion: Made by Regent Natsyn
Seconded by: Regent Boni
Vote: 5 yes/0 no

MOTION APPROVED

2.B. Approval of Board Members' Christmas Gift

The board discussed which amount was appropriate for the Board Member's Christmas gift. They stated that the part-time amount was adequate for the Board. However, Dr. Warner commented that she believes the Board deserves the Full-Time amount because of their participation and time allocated to the college's success. Regent Boni and Regent Natsyn agreed with Dr. Warner about the decision of the Board of Regents' Christmas gift amount being the same as Full-Time staff.

Regent Natsyn moved to approve the Board Members' Christmas gift in the amount of \$2,025.00

Item: Approve the Board Members' Christmas gift in the amount of \$2,025.00

Motion: Made by Regent Natsyn

Seconded by: Regent Boni

Vote: 5 yes/0 no

MOTION APPROVED

3. EXECUTIVE SESSION

There was no executive session.

4. NEXT MEETINGS/ANNOUNCEMENTS

5A. The next Tribal Council meeting is scheduled for January 6, 2026.

5B. Next SCAC Regular Meeting of the Board of Regents/Board Retreat –December 23, 2025

5C. Graduation – Friday, May 15, 2026, at 1:00 PM, San Carlos High School

5. ADJOURNMENT

Regent Natsyn moved to adjourn the meeting at 9:42am

Item: Approve adjournment of the meeting at 9:42am

Motion: Made by Regent Natsyn

Seconded by: Regent Sangster

Vote: 5 yes/0 no

MOTION APPROVED

Meeting was adjourned.