

Safety Tip Hotline 504-262-5505
SafeSchoolTipLine@lfno.org

Matthew Moreland, *Chair*
Caroline Bordelon, *Vice-Chair*
Adrienne Warren, *Secretary*
Brett Long, *Treasurer*
David Amoss
Dr. Ann Meese
Lauren Knight
Dr. Shearon Roberts
Anitra Walker
Keith Bartlett, *Emeritus (ex-officio)*

**Minutes of the
Special Meeting of the Board of Directors of Lycée Français de la Nouvelle Orléans
Tuesday, July 6, 2021 at 5:30PM
Meeting will be Held In-Person at: 1800 Monroe Street New Orleans, LA 70118**

**due to technical difficulties, live streaming was not be available for this meeting*

- I. Open Meeting - M. Moreland
Matthew called meeting to order at approximately 5:40p
- II. Roll Call - A. Warren
All members of the Board present except for Brett and Ann
Quorum met
- III. Ad Hoc Committee Report - L.Knight
Lauren distributed detailed minutes of the Ad-hoc committee meeting held on June 28th and provided a summary. Highlights of the discussion included--summer is a critical transition period for the school. The former COO (Mr. Celestin) emphasized the need to have someone at the helm to make important decisions for HR/personnel activities (new teacher onboarding, visa processing, etc). According to Keith (former LFNO CEO), an internal candidate is preferred because the strain on staff to onboard an external candidate would be overwhelming. Ms. Dufauchard will receive support from organizations such as the Louisiana Association of Public Charter Schools, New Schools for New Orleans, Charter School Growth Fund, etc. Public comment included a need to have someone stabilize school for new families, who can listen and move the school in the right direction. The Ad-hoc committee passes a motion recommending Ms. Dufauchard to be appointed Interim CEO.

**Motion to accept recommendation of Ad-hoc Committee for Interim CEO Position to extend to Danielle Dufauchard
Lauren motions, Shearon seconds.**

Board comment

Caroline asked Lauren if the Ad-hoc committee will continue in the overall CEO search. Lauren responded by saying the current members committed to the Interim search process only so, no they will not. Also based on discussion at the Ad Hoc committee meeting, members expressed a preference for hiring an executive search firm to identify the next CEO.

Anitra asked if Ms. Dufauchard had someone in mind to step into her current position as Principal of the lower school campus if appointed to the Interim CEO position. Ms. Dufauchard responded that she does have someone in mind and has held preliminary discussions. Her plans will be shared with the board if she is

appointed interim CEO.

David asked Ms. Dufauchard how she would approach the school's HR challenges. Ms. Dufauchard described how the Administration is ensuring a stable and smooth transition into the new school year. There is someone on staff focused on recruitment and day to day HR (payroll and benefits) activities. The team has been working on visas and ensuring that staff receive proper communication. Also stated that the team would look at HR proposals provided by the board and determine how best to move forward.

David recommended prioritizing earlier communication with the board to avoid last minute compliance needs. Ms. Dufauchard stated that the Administrative team will be proactive by communicating with the school's LDOE liaison and utilizing online resources (LDOE newsletter and website) to avoid any last minute requests of the board.

Caroline stated that the board has been collecting proposals in response to the HR audit findings. She asked if Ms. Dufauchard has a preference as to whether an HR contract should be directly managed/overseen by board or Interim? Ms. Dufauchard preferred for the board to operate as an oversight body and allow the school to implement the contract and report on progress regularly.

Several board members agreed with Ms. Dufauchard. Lauren stated it was a "slippery slope" for the board to step in day to day oversight. Shearon said the board should treat the Interim as a CEO and allow her to hold the accountability/responsibility of overseeing the contract. New administrative team will need space to implement as they see fit.

Several Board members expressed that handing off the HR contract to the Interim would be too much of a burden to place on the Interim at this time. There is a vacuum of leadership and a need for an overhaul of the HR system. Several board members feel the board should take on this responsibility. Caroline expressed that the HR concerns were brought directly to the board and the board has the responsibility to follow through in ensuring concerns are properly addressed.

Matthew stated that he envisions the Interim CEO having immediate authority to oversee the day to day, HR needs and processes however, the Board should hire and directly oversee the HR contract that will assist in building the long term "architecture" of the school's HR operations. Once that is set up, the interim or permanent CEO can take over. Further discussion of the HR proposals will be held during the July 12th regular board meeting.

Public Comment:

Two members of the public echoed concerns stated by several board members. There is currently a void in school leadership and Ms Dufauchard should not be burdened with directly overseeing the HR contract. HR concerns need to be addressed and directly overseen by the Board and not placed on the shoulders of the Interim CEO.

Board vote: Motion passes unanimously

IV. Motion to approve banking authority for officers, Interim CEO (primary signer of \$5,000), High School Principal (Secondary signer for checks over \$5,000 in absence of Interim CEO) and CFO (CFO to require second signator)

Motion to amend previous motion by removing the information listed in parentheses as they are not in alignment with financial thresholds previously set by the board.

Matthew motions, David seconds

Board comment-none

Public comment-a member of the public asked what is the threshold? Matthew responded \$1,000

Board vote: motion passes unanimously

**Motion to approve banking authority for officers, Interim CEO, High School Principal and CFO
Matthew motions, David seconds**

Board comment: Matthew will reiterate authorized signatories and financial thresholds with the Bank
Public comment: None

Board vote: motion passed unanimously

(Ann enters)

- V. Update of HR request for proposals in response to Fazande Consulting HR Report-B. Long

(See comments in section III.) Brett asked 5 entities to submit proposals to address HR concerns. Received proposals from 4th Sector, Fazande Consulting, and HR NOLA. Proposals vary in scope and need further clarification. Matthew will be seeking additional proposals and clarity on existing proposals. To be discussed further at the July 12th board meeting.

- VI. General Public Comment Period

Member of the public stated that he would like to see a change in the culture of the school. Would like to see the school have a family/community feel on all levels as it was in the past.

Another individual asked for clarification on campus occupation issues and the BESE board.

Matthew met with LDOE to see if they can schedule an emergency meeting in July to seek approval for the charter amendment. Approval would need a two-thirds vote of the BESE board in order to occupy the McNair and Priestly (once construction is completed) campuses at the start of the school year. If approved in the emergency meeting, children will be able to enter McNair campus in the fall. If not, we will need to await their next meeting in August and that will delay school occupancy of the McNair campus. A contingency plan was developed by 4th Sector Solutions and school leaders to accommodate all students at Patton and Johnson campuses until students are able to enter the McNair and (upon completion of construction) Priestly campuses.

- VII. Remarks from Board Members-none

VIII. Motion to adjourn

Shearon motions, Anitra seconds

Board comment: None

Public Comment: none

Board vote: motion passes unanimously

Meeting adjourned 7:01pm