

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

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**Minutes of Meeting of the Board of Directors of Lycée Français de la Nouvelle Orléans**  
**Monday, May 17, 2021 at 6 PM**  
**Covid-19 Protocol Zoom Meeting**

- I. Open Meeting - M. Moreland
- II. Roll Call - L. Knight
  - A. Matthew Moreland, *Chair* - PRESENT
  - B. Caroline Bordelon, *Vice-Chair* -PRESENT
  - C. Lauren Knight, *Secretary* -PRESENT
  - D. Brett Long, *Treasurer* - PRESENT
  - E. Graham Bosworth - PRESENT
  - F. David Amoss - PRESENT
  - G. Dr. Ann Meese - PRESENT
  - H. Adrienne Warren - PRESENT
  - I. Damon Carraby - ABSENT
  - J. Shearon Roberts - ABSENT
  - K. Erik Jungbacker - PRESENT
  - L. Anitra Walker - PRESENT
  - M. Keith Bartlett, *Emeritus (ex-officio)*
- III. Approval of Minutes - L. Knight
  - A. *Motion to approve the minutes*
    - 1. *Erik moved and Brett seconded*
    - 2. *Board Comment: Note that Anitra joined later*
    - 3. *No Public Comment*
    - 4. *Motion carries unanimously*
- IV. Old Business
  - A. Caroline, Keeanya, & Elizabeth Guilbeau were able to connect
- V. Reports & Recommendations of Chairman - M. Moreland
  - A. Call for nominations of Officers with terms to start July 1, 2021 (Chair, Vice-Chair, Secretary, Treasurer)
    - 1. Lauren states that she will pass the role of Secretary on at the end of her term.
    - 2. **David moves to present a slate Matthew Moreland as Chair, Adrienne Warren as Secretary, Caroline Bordelon as Vice Chair, Brett Long as Treasurer**
      - a) David moves, Ann seconds

- b) No Board Comment
- c) No Public Comment
- d) Motion carries unanimously.

(Shearon Roberts joined after vote)

**B. Motion to Approve Expenditure and Hiring Independent HR Review by Fazande Consulting**

1. Caroline moves, Erik seconds
2. Board Comment: Matthew states that the scope of Fazande can be found on the posted documents. The Board presented with a Statement of Concerns and wanted to move swiftly to find an independent investigator. Question about availability of start date: next week. How long: ~40 hours. Matthew: they'll be analyzing current HR practices and address some specific concerns - what we're currently doing against best practices (in a charter school lens).
  - a) Public Comment Centered around questions  
Is this only to check the HR policies and HR director or will they get into the rest of the leadership? Will they address the allegations in the Statement of Concerns? The consultants will be onsite and have the ability to interview leadership team members and other staff. Refer to posted scope.  
What other CMOs have they (the proposed HR consultant) worked with?  
Listed CMOs and that clients can be found on the website.  
Will this include a review of the Employee Manual? We have requested that. Was this HR services contract Dana's recommendation and is it subject to public records law?  
Yes recommended - once report has results will have to determine if all can be shared with the public - we hope to be able to.
  - b) Motion carries unanimously

**C. Motion to create a temporary advisory committee to assist K. Allen Consultants with creation of strategic plan - No motion made**

1. No committee necessary

VI. Reports & Recommendations of Committees

A. CEO Report

1. EOC - Scores Are Impressive
2. BESE Annual Site Visit on 5/5/2021 found LFNO as "In Compliance" in all areas measured  
Board Comment: What was enrollment
  - a) Public Comment shouting out the exceptional scores
  - b) Where are the projected numbers for 9th grade coming from? College & Counseling team conducted Individual Graduation Planning 75% (previous year retention was 50%) staying from 8th grade to Lycee 9th grade.
  - c) Noting drop in enrollments

B. Standing Committees

1. Academic Committee Report - A. Meese
  - a) Reviewed proposed agenda
2. Facilities Committee Report - D. Amoss
  - a) Spent over 1/3 of total budget
  - b) Target November for in-service date
  - c) **Motion to Authorize CEO to negotiate contracts for Priestly video/IT/intercom/security.**
    - (1) Davis moves, Erik seconds
    - (2) Jethro notes that this is to enter negotiations on how to proceed for signing contracts. Bret reviews the spending thresholds
    - (3) Public Comment around what is forecasted to spend
    - (4) Motion carries unanimously
3. Finance Committee Report - B. Long

**a) Motion to approve Covid one-time bonus pay**

- (1) Because of the extraordinary challenges faced by our teachers this past year, the administration proposed a \$1000 one-time bonus for 117 full-time teachers and a \$500 one-time bonus for part-time workers. The estimated cost of this bonus is \$140,000.
- (2) Brett moves, Erik seconds
- (3) Board Comment asked if school nurses were included: Yes.
- (4) No Public Comment
- (5) Motion carries unanimously

**b) Motion to amend the FY20-21 budget to reflect actual PPP loan**

- (1) Brett moves & Erik Seconds
- (2) No Board Comment
- (3) Public comments regarding when PPP money was spent
- (4) Motion carries unanimously

- c) Pay-equity issue that Governance have been working on - finance wants to dig into this data more at the next finance committee meeting.

**4. Governance Committee Report - G. Bosworth**

**a) Pay equity issue**

- (1) Do we know if any other schools employing J-1 teachers CFO did some research in other schools - CODOFIL pay scale represents what "has" to be paid and based on anecdotal information no other school did more.
- (2) Public Comment can the report Graham Bosworth
- (3) *Graham makes a motion to amend the agenda to include that the Board of Directors approve an amended pay scale that ensures that teachers in year 4 and 5 of their J-1 visa eligibility through the CODIFIL program be paid on the LFNO pay scale based on teacher experience level, rather than the CODOFIL pay scale.*
  - (a) *Graham moves and Ann seconds*
  - (b) *Board Comment clarifies that budget impact long term has not been reviewed by the finance committee. Treasurer emphasizes fiduciary obligations.*
  - (c) *Public Comment requesting Governance report be shared with finance*
  - (d) *Brett - we have fiduciary obligations.*
  - (e) *Erik & Graham Yay, Shearon abstains, All others Nay.*  
*Amendment to the agenda is not made.*
    - (i) Board Comment: We may also want to see what the French Minister of Education thinks about that. We don't want to do something that makes the French Ministry unhappy.

**b) PTO policy proposed by admin**

- (1) Next meeting will bring board members for recommendation

**C. Other Committees**

**1. Amis du Lycée Report - Anne Normann**

- a) Grant Activity: No Kids Hungry Grant \$50,000 - asking for funds for water filtration systems (sent the next day's boil water advisory)
- b) Entergy Foundation Grant Proposals underway
- c) Priestly Video has been seen in the white house. Hoping to get Jill Biden
- d) Walton Foundation & National Parks Service
- e) GiveNOLA Day raised more this year over last year and 31 more (Top 15% of all orgs participating)

**2. Athletics Committee Report - E. Jungbacker**

- a) No new news

**3. Culture & Community Committee Report - S. Roberts**

- a) Met on Thursday 5/13
- b) LFNO has been part of the Diverse Charter School Coalition for the last 5 years.
- c) What is our schools actual approach to handle racists incidents/protocol/disciplinary
- d) Overall school safety & bullying
- e) Execute annual CEO Stakeholder Survey for this year
  - (1) Year-on-year comparison and present findings from that data. Planning to send out

VII. New Business & Action Items

A. For June meeting

- 1. Per Policy No. 10 of Bylaws: At the conclusion of each LFNO year, each Committee must provide a report to the Board of Directors regarding the status of their progress for each respective goal.
- 2. Policies, Handbooks, and Contracts over 100K will be brought to this meeting for recommendation.

B. Discussion re: timeline for resuming option for in-person meetings/hybrid meetings

- 1. Caroline wants to make sure the technology is a consideration for attempting a hybrid meeting. Will experiment during strat planning meeting.

VIII. Remarks from Board Members

- A. David Amoss: Jethro, Jon Vollman, Lauren great job!

IX. Motion to Adjourn - M.Moreland

- A. Adrienne moves, Lauren seconds- no board or public comment. Motion passes unanimously