
Pursuant to LRS 42:19A (1)
any matter not on the published agenda
may be taken up by board only upon
unanimous approval of the members
present.
An individual wishing to place a matter on
the agenda shall submit a request to the
Superintendent at least eight (8) days
prior to the meeting date, stating the nature
of the matter and the time required to
present it. (CPSB Policy File: BCBI)

AGENDA
CALCASIEU PARISH SCHOOL BOARD
3310 BROAD STREET
LAKE CHARLES, LOUISIANA
Tuesday, June 14, 2016

1. **Prayer**— Dean Roberts
2. **Pledge of Allegiance**
3. **Roll Call**
4. **Approval of Minutes**
 - A. Calcasieu Parish School Board Meeting of May 10, 2016
5. **Presentations**
 - A. Zaner-Bloser Handwriting Winners/Principal Tim Savoy
 - B. 13 Years of Perfect Attendance/Keith LeLeux, Director of CWA and representing sponsor Billy Navarre Chevrolet and Kathleen Deanda, representing Stockwell, Sievert, Viccellio, Clements & Shaddock
6. **Superintendent's Report**
7. **Executive Session**
 - A. Consider and act upon recommendation of Superintendent on termination of Para-professional
 - B. Consider and act upon recommendation of Superintendent on termination of Custodian
8. **Committee Reports**
 - A. C&I Committee, May 24, 2016/Annette Ballard, *Chair*
 - B. Budget Committee, May 24, 2016/Ron Hayes, *Chair*
9. **Take Appropriate Action**

- A. Approval of Resolution to Oppose State Centralized Collection of Local Sales Tax
- B. Consider and Take Appropriate Action on Superintendent's Contract
- C. Consider and Take Appropriate Action Regarding Superintendent's Evaluation Timeline
- D. Approval of COLA Grant Application for Head Start Program

10. Bid Reports

- A. Bid 2017-01-PC/Renovations to convert wood shop into welding shop/Sulphur High School/General Funds
- B. Bid 2016-39 – Playground equipment, borders and surfacing for Gillis and Moss Bluff Elementary Schools/District 3 Sales Tax and Nelson Elementary/School Funds
- C. Bid 2017-25- Steamers for cafeterias/School Food Service Funds

11. Permission to Advertise

- A. Security Cameras & Equipment for Barbe High, LaGrange High, Westlake T&I, Combre Elementary, and Positive Connections/General Funds
- B. Security Cameras & Equipment for Sam Houston High School/District 3 Sales Tax
- C. Cargo Vans/quantity of 2/School Food Service Funds
- D. Automated External Defibrillators for 29 sites/General Funds
- E. Cafeteria Oven Equipment/Molo Middle and Fairview Elementary/Equipment Grant for 15-16

12. Correspondence

(None)

13. Condolences/Recognitions

14. Schedule Committees

A&P Committee Meeting.....June 28, 2016, 5:00 p.m.
 C&I Committee Meeting.....July 26, 2016, 5:00 p.m.
 (tentative)

15. Adjourn Meeting

May 10, 2016

ITEM 4. A

DATE, TIME, PLACE OF MEETING

The Calcasieu Parish School Board meeting was held in the Board Room of the Calcasieu Parish School Board, located at 3310 Broad Street, Lake Charles, Louisiana, 70615, on May 10, 2016, at 5:00 p.m.

The meeting was called to order by John Duhon, President. The prayer was led by Annette Ballard and the Pledge of Allegiance was led by Tamia Grant, a student at DeQuincy High School.

ROLL CALL

The roll was called by Superintendent Bruchhaus and the following members were present: Mack Dellafosse, Billy Breaux, John Duhon, Chad Guidry, Chuck Hansen, Dean Roberts, Aaron Natali, Fredman Hardy, Glenda Gay, Annette Ballard, Ron Hayes, Eric Tarver, Alvin Smith, Damon Hardesty, and Wayne Williams.

APPROVAL OF MINUTES

Mr. Dellafosse with a second by Mr. Guidry, offered a motion to approve the Minutes of April 12, 2016. The motion carried.

PRESENTATIONS

A. Jamey Rasberry, Director, LCMH Sports Medicine, presented the quarterly report.

B. Students of the Year/Matt Rion/STEPS Coordinator

Elementary School Division Winner, Jake Cannon Brown, Cypress Cove Elementary

Elementary School Division Runner-Up, Jacob Jerome St. Mary, T.S. Cooley Elementary

Middle School Division and Regional Winner, Austin Lloyd Dellafosse, S.J. Welsh Middle

Middle School Division Runner-Up, Kallan Elise Conner, Bell City High

High School Division and Regional Winner, Cade Aaron Herman, Sulphur High

High School Division Runner-Up, Emma Noelle Griffin

C. Principals of the Year/Matt Rion/STEPS Coordinator

Elementary School Division, Laura LeDoux, E.K. Key Elementary

Middle School Division, Gena Granger, Vinton Middle

High School Division, Craig Neal, DeQuincy High

SUPERINTENDENT'S REPORT

May 10, 2016

Mr. Bruchhaus gave the following report:

All board members have received their April, 2016, Head Start report:

Enrollment – 447 - Waiting List – 161

Submitted the Head Start Continuation Grant for 2016-2017

Continuous recruitment and screening for 2016-2017 is in process at sites

Registration of staff to attend the Head Start Region 6 – Conference – Baton Rouge

Staff will participate in CPR and Kagan Training this month

All board members have received a copy of the April school population report.

Current sales tax numbers for our general fund which show April, 2016, collections at \$ 1,909,884 over budget for the month. For the 2015-2016 year, collections are \$18,782,625 over budget. Collections for the full year are \$14,031,990 over the same ten months last year.

This report does not include the new ½ cent sales tax, which is \$3,490,198 over budget in its first ten months.

CLEP—College Level Examination Program

We have a new lab at LCBA with 309 tests administered – 202 passed, which is a 65% pass rate. 183 students received credit for 1st College English – saving tuition and time. We also get points for our high school accountability index.

Presentation of new promotional videos that will run on KPLC, as an introduction to our upcoming Job Fair on May 25.

COMMITTEE REPORTS

Long Range Planning Committee, April 7, 2016, Mack Dellafosse, Chair

Mr. Dellafosse gave the following report, which was information only and no action taken. The meeting was a continuation of the agenda from March 15, 2016.

The Calcasieu Parish School Board Long Range Planning Committee meeting was held in the Board Room of the Calcasieu Parish School Board, located at 3310 Broad Street, Lake Charles, Louisiana, 70615, on April 7, 2016, at 5:00 p.m.

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The meeting was called to order by Mack Dellafosse, Committee Chair. A prayer was led by Alvin Smith and the Pledge of Allegiance was led by Mack Dellafosse.

The roll was called by Superintendent Bruchhaus and the following committee members were present: Fred Hardy, Glenda Gay, Annette Ballard, Ron Hayes, Mack Dellafosse, Eric Tarver, Max Caldarera, Alvin Smith, Chad Guidry, Billy Breaux, and John Duhon.

Mr. Natali and Mr. Williams arrived after the roll was called.

Absent: Dean Roberts and Chuck Hansen.

Update on Short and Long Range Goals

Short Range:

Uniform School Safety Issues

Salary Schedule Corrections and Inequities

Facility Financing/Bonding

Long Range

Alternative School Plan

Ronnie Harvey, CPAS Principal, Dr. Felecia Coleman, Positive Connections Principal, and Dr. Betty Washington, Director of Alternative Programs/SPED, spoke to the committee regarding space and facility issues at Positive Connections and CPAS. Mr. Bruchhaus discussed a proposed second site at the old D.S. Perkins building for alternative schools, due to the upcoming bridge re-construction.

Employee Pharmacy/Medical Clinic

Skylar Giardina, Risk Manager, presented information on this proposal.

All agenda items were discussion items for further study by staff; there was no action taken.

On a motion to adjourn by Mr. Breaux and a second by Mr. Hayes, the meeting was adjourned at 6:56 p.m.

C&I Committee, April 26, 2016, Annette Ballard, Chair

Mrs. Ballard gave the following report:

The Calcasieu Parish School Board Curriculum and Instruction Committee met Tuesday, April 26th, 2016 in the Board Room, 3310 Broad Street, Lake Charles,

May 10, 2016

Louisiana.

Committee Members Present: Annette Ballard; Chair, Chuck Hansen, Vice Chair, Fred Hardy, Ron Hayes, Dean Roberts, Eric Tarver, Alvin Smith.
Other Board Members Present: Damon Hardesty, John Duhon, Glenda Gay, Aaron Natali, Wayne Williams, Chad Guidry

The C&I Committee Meeting was called to order by Annette Ballard, Chairman. A quorum was present. The prayer was led by Fred Hardy and Ron Hayes led the pledge of allegiance.

Mr. Campbell began by explaining that presentations would be given by the nine Focus Schools and would center on new initiatives that have been put into place at each school to address school performance. Michelle Joubert, Principal at J.J. Johnson, began the elementary presentation by showing the growth in Literacy at her school from using the K-2 Core Knowledge Language Arts program. Next Jessica Rivero, an Elementary Consultant, spoke about how teachers from each Focus school in grades 3-5 were using the Focused Reading Interventions Program to target deficits and gaps in literacy instruction and provide strategies to improve academic vocabulary. Pam Bell, Principal of J D Clifton, shared that the information gained at the monthly administrators meetings along with opportunity to network with peers and the C&I staff is helping them to focus on improving student achievement through data-driven discussions. Dr. Chasity Jenkins, Principal of Brentwood Elementary, spoke about visits she and representatives from other Focus Schools made to high performing elementary schools in South Crowley and Jeanerette that have similar demographics as our Focus schools. She reported on the curriculum, instructional strategies, and programs each of these schools have used to increase their school's performance scores and how they are being integrated into our Focus Schools. Next Mildred Smith, Principal Combre Fondel, went over their plans to improve the Washington Marion Feeder School Cluster by continuing the Literacy Initiative alignment with the other feeder schools, along with training to increase parent involvement, and summer tutoring opportunities. Mrs. Smith emphasized the support the Elementary Dept. and consultants have provided with Leadership PLC's and continuous professional development.

Next Carolyn Thomas-Clark, School Improvement Facilitator, explained the four Initiatives middle schools were focusing on. These include lower-teacher/pupil ratio, additional RTI teachers, additional teacher leader support, and use of advanced technology. The Oak Park Middle School Team made up of April Gonzales, ELA Lead Teacher, Kathrin Caldwell, STEM Teacher, Rathnanjali Bolli, Math Teacher, Lataine Fleming, Progress Instructional Coach talked about how the newly implemented curriculum along with effective RTI has increased the school's DCA test scores. The Molo Middle Team made up of Trudie Yokum, Curriculum Coordinator and Shonna Anderson; Principal presented data showing how the Achieve3000 has greatly improved their Lexile growth. Julian

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Guillory, Assistant Principal at F.K. White, presented New Technology supports for students that will be offered through summer camps and ways their program will expand advanced technology courses. Future plans for the Middle School Department include district PLC sessions, in-services, and ELA alignment with Oak Park Middle.

Jackie Shelton, Principal Washington Marion, Jessie Unkle, Assistant Principal Washington Marion, Rico Guillory, Principal LaGrange, and Melissa Enright, Assistant Principal LaGrange, reported on initiatives they have implemented to increase their ACT scores, EOC scores, Graduation Index, and Graduation Cohort Rates. Both schools have implemented Work Keys and ACT Boot Camps to help raise their scores. RTI Rotations have provided additional support for EOC testing. Data was presented showing CLEP testing, Advanced Placement, and Dual Enrollment courses are increasing the number of students who are college ready. The LOSFA grant allows seniors to take campus tours and promotes initiatives to increase college attendance. CFES (College for Every Student) provides high-needs schools with resources that focus on improving school culture and increasing graduation rates. The Progress Project offers professional development and New Teacher support with summer workshops and start of the year camps.

All of the above was information only; no action required.

Mr. Campbell then presented the C&I Committee with a recommendation to shift 504 duties away from school counselors to the Pupil Appraisal Department. The rationale was that so many responsibilities, such as standardized testing, 504 evaluations, and Jump Start have been added in recent years, that the time counselors actually spend counseling students has greatly diminished. In addition, the staff at Pupil Appraisal is uniquely qualified to support schools in the 504 screening and evaluation process and will bring a higher level of consistency to the district when it comes to identifying students in need of 504 services.

A motion was made by Eric Tarver and seconded by Chuck Hansen to accept the 504 recommendation.

On behalf of the committee, Mr. Tarver offered the motion to accept the recommendation to hire 6 specialists in the Pupil Appraisal Department to support the schools in 504 screening and evaluations. A second was not needed.

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Submitting blue cards to speak to the Board:

Mike Hill

Terri Shaw

Victoria McMillin

Emily Williams

**After much discussion, Mr. Hansen called the question;
Mr. Roberts seconded. The motion passed.**

**On the motion to add 6 screening specialists to the Pupil
Appraisal Department, the motion carried with 2 nay
votes.**

There being no further business to discuss, the meeting adjourned at 7:00 pm.

A&P Committee, April 26, 2016, Eric Tarver, Chair

Mr. Tarver gave the following report:

The Calcasieu Parish School Board Budget/Fiscal Management Committee met at 7:07 p.m., Tuesday, April 26, 2016 in the Board Room, 3310 Broad Street, Lake Charles, Louisiana. A quorum was present.

Present: Eric Tarver - Chairman, Fred Hardy - Vice Chairman, committee members Annette Ballard, Glenda Gay, Chad Guidry, Ron Hayes, Aaron Natali Dean Roberts, Alvin Smith, Damon Hardesty, Wayne Williams and the secretary, Shannon LaFargue. Board member John Duhon was also present.

Not present: Chuck Hansen

Mr. Tarver called the meeting to order and Mr. LaFargue introduced the first item on the agenda: Board procedures for selection of agenda items.

John Duhon made a motion seconded by Mr. Guidry for a board member to add an item on the agenda, they would need to get (4) four other board members to agree with them before the item could be added to the agenda. Then, Mr. Bruchhaus or his staff would disseminate the information to other board members. On a roll call vote the motion failed.

Mr. Tarver, as chairman, passed the gavel to Mr. Hayes to make a motion to delete committee agenda items at the end of the board meeting and instead submit suggested items with a detailed explanation to the Superintendent. The motion passed.

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On behalf of the committee, Mr. Tarver made the motion to accept the committee recommendation. A second was not needed and on a vote, the motion carried.

The next item was board procedure for speaking time limits.

Mr. Duhon made a motion seconded by Mr. Smith to amend school board policy BC to so reflect a limit to board members speaking time to (5) five minutes per round, for (2) two rounds for all committee and board meetings. Staff will determine the official wording and it will be sent to Forethought as we do for other policies and will come back before the board. The motion passed.

On behalf of the committee, Mr. Tarver made the motion to accept the committee recommendation. A second was not needed. After much discussion regarding the necessity of such a limit, the motion failed unanimously.

The last item concerning board procedure is rotation of the selection of officers. Mr. Tarver asked Mr. Hardy to present the information.

Mr. Hardy made a motion, seconded by Mrs. Gay, to have a rotation system for officers. The motion failed to pass.

Next, Mr. Tarver introduced the item to amend the Textbook Adoption Policy.

On motion by Mrs. Ballard, seconded by Mr. Natali and approved, it was recommended to adopt the changes to the textbook policy as amended.

On behalf of the committee, Mr. Tarver made the motion to accept the committee recommendation. A second was not needed and on a vote, the motion carried.

The next item on the agenda for discussion was the SPRINGboard Teacher Salary Schedule. This is a one year appointed salary schedule for teachers who qualify and there is a district need. Teachers who are in TAT positions that are making good-faith efforts, (attempting the Praxis, attending professional development and the new teacher academy), to become certified will be allowed to continue on the path to certification and benefit the CPSB teaching force. A TAT applicant must meet the following requirements: have a baccalaureate degree from regionally accredited institution; passing scores on the Praxis core academic skills for educators in reading and writing examinations or appropriate scores on the ACT or SAT and at least a 2.20 GPA. A TAT qualifies for SPRINGboard teacher salary schedule, a one year Provisional Salary, by completing an application and submitting it to his/her director, be recommended by principal, successfully complete the COMPASS Evaluation,

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attempt the Praxis Content Exam, and commit to professional development. The Superintendent shall have the final approval for SPRINGboard positions. This SPRINGboard to certification will encourage teachers to stay in the system and pursue certification. The SPRINGboard salary is \$37,000 plus system benefits. Long term degreed sub pay is \$30,000 based on 182 days with no benefits. Our ultimate goal is to have all certified teachers in the CPSB system.

Terri Johnson, CFT representative, spoke on a Blue Card.

On motion by Mr. Guidry, seconded by Ballard, the SPRINGboard Teacher Salary Schedule was approved as presented.

On behalf of the committee, Mr. Tarver made the motion to accept the committee recommendation. A second was not needed and on a vote, the motion carried.

Mr. Lafargue then gave a brief update on recruiting efforts including social media emphasis. Applications may now be found on our Facebook page and Twitter.

The fifth item on the agenda was monetary incentive for bus driver recruitment.

Mr. Duhon made a motion, seconded by Mr. Hayes to pay a \$300 stipend to any CPSB employee who refers a bus-driving candidate to the CPSB bus driver certification course and the candidate successfully completes the course, and is hired and starts driving for the district.

Mr. Hayes then made an amendment to the motion, seconded by Mrs. Gay, to give a \$1000 stipend instead of \$300. After discussion, the motion failed.

Mr. Natali amended the original motion, seconded by Mrs. Gay, to pay the referring employee an additional stipend of \$450 after the bus driver has driven for six months. The amendment passed.

Then, the amended motion, to pay any CPSB employee who refers a bus-driving candidate to the CPSB bus driver certification course and the candidate successfully completes the course, is hired by the district and starts driving will receive a \$300 stipend and an additional \$450 stipend after the bus driver has driven for six months was voted on and passed.

On behalf of the committee, Mr. Tarver made the motion to accept the committee recommendation, as amended. A second was not needed and on a vote, the motion carried.

Next, there was a motion made by Mr. Duhon, seconded by Mr. Hayes to approve the maintenance Operations Framework, Organizational Chart, and Maintenance Standard Operating Procedure Handbook. The motion passed.

On behalf of the committee, Mr. Tarver made the motion to

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accept the committee recommendation. A second was not needed and on a vote, the motion carried.

The next item for discussion was the Intern Partnership with Sowela. The Sowela Internship areas include: Culinary Arts, Graphic Arts, Computer Technology, Accounting, Office Systems, Utility Workers, and various Workforce Development Areas (HVAC, Electrical, etc.). The benefit of the Sowela Internship would be the potential to hire full-time students upon graduation, students would have real-world experiences and fulfill degree requirements, and the partnership would strengthen the relationship between Sowela and CPSB. The salary for Interns would be \$10 per hour.

On motion by Mr. Guidry, seconded by Mr. Duhon, the Sowela-CPSB Intern Partnership Program was approved and passed.

On behalf of the committee, Mr. Tarver made the motion to accept the committee recommendation. A second was not needed and on a vote, the motion carried.

The last item on the agenda was School Food Services (SFS) updates by Mrs. Hoseman. Mrs. Hoseman discussed where SFS was in 2010-11 when she first came to the parish to where we are currently. We have more food programs and sites and 27 qualifying CEP schools. Mrs. Hoseman applied for USDA equipment grants and two schools were awarded grants for \$30,000 each. Smart Phone Lunch Applications will be available in 2016-2017. Some ideas to increase participation in SFS were discussed including: taste testing products, adding Smoothies to middle and high schools, and also adding Pizza Hut pizza to the menu. Other ideas were to add 'grab and go' carts, from equipment grants of \$5000 per school, and bag lunches. Also discussed was the minimum daily requirements for calories, fats, and sodium. Some of the obstacles or issues for next year are lack of workers, there is no Manager Certification, a 4% state tax on parent, teacher, and adult meals, and an increase in food and transportation costs. This presentation was for information only and did not require a motion.

This item was for information only.

Speaking on a Blue Card was Donald Lacoste.

On motion by Mr. Hayes and seconded by Mr. Guidry the meeting adjourned at 9:07 p.m.

TAKE APPROPRIATE ACTION

Mr. Duhon read the following items:

Grant Title: Principal Fellowship

May 10, 2016

Funding Authority: Louisiana Department of Education

Person Applying for Grant: Margaret Goode, Grants Supervisor

Grant Amount: \$77,405

Grant Period: July 1, 2016 – September 30, 2017

Purpose: The Department of Education seeks to empower principals as they support teacher learning. Principals are the leaders of instructional change in schools. The most important work they lead instructionally is to:

- Set goals and direction for the school with a focus on academic improvement.
- Implement structures and processes for the team (teachers, supervisors, and school leaders) designed to improve instruction through skill development and a focus on constant improvement.
- Evaluate and provide feedback to all teachers.

This program supports individual principals in building their instructional leadership skills through a cohort collaboration training with professional development from the National Institute of School Leadership (NISL). This program will also train a trainer who will be certified by the NISL to train other principals. The funding is for registration fee for one year of NISL training.

Six principals and one facilitator participated in Cohort 1; all of them recommended continued participation to build leadership skills across the district, citing individual benefits for themselves as leaders and for their schools. Six principals and/or aspiring principals along with one district-level facilitator will participate in Cohort 2.

On a motion to approve by Mr. Hayes and a second by Mrs. Ballard, the motion carried.

Item B removed, did not pass as Committee.

BID REPORTS

Mr. Duhon read the following items:

A. Bid 2017-08 – Food items for 2016-2017 school year/School Food Services

BID 2017-08 – FOOD ITEMS FOR 2016/2017 SCHOOL YEAR, School Food Service, was opened on April 27, 2016 at 10:00 a.m.

BIDS WERE SENT TO THE FOLLOWING:

BIMBO BAKERY

DIAMOND FOODS

FLOWERS CORPORATION

LACASSAGNE'S

NARDONE BROS

OASIS FOODS

May 10, 2016

PON FOODS
REINHART FOOSERVICE
WILLIAM GEORGE

BID RESULTS AS FOLLOWS:

DIAMOND FOODS	\$ 332,473.20
FLOWERS CORP	\$ 86,575.00
LACASSAGNES	\$ 427,149.31
NARDONE BROS	\$ 178,430.00
OASIS	\$ 18,200.00
PON FOODS	\$ 541,367.21
SMOOTHIE KING	\$ 51,850.00
WILLIAM GEORGE	\$ <u>521,582.49</u>
TOTAL	\$2,157,627.21

THE STAFF ALONG WITH THE FOOD SERVICE DIRECTOR RECOMMENDS
AWARDING AS INDICATED AS THE LOWEST RESPONSIBLE RESPONSIVE
BIDDERS.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hayes, the motion
carried.

B. Bid 2017-15 – Sprinkler system inspections/General Funds

BID 2017-15 – SPRINKLER SYSTEM INSPECTIONS, General Funds, was opened on
April 12, 2016 at 10:00 a.m.

BIDS WERE SENT TO THE FOLLOWING:

BAYOU FIRE & SECURITY
FIRE & SAFETY COMMODITIES
FIREMAN KITCHEN SOLUTIONS
FIREMASTER
HAGEMEYER
S&S SPRINKLER

BID RESULTS AS FOLLOWS:

HAGEMEYER \$12,500.00

THE STAFF RECOMMENDS AWARDING TO HAGEMEYER AS THE LOWEST
RESPONSIBLE RESPONSIVE BIDDER.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hayes, the motion
carried.

C. Bid 2016-05PC – New Gym ACU's at S.J. Welsh, W.W. Lewis, DeQuincy High

May 10, 2016

School, LaGrange High School/Riverboat Funds

The Committee to receive bids met on the date herein indicated and reviewed bids on the following project.

DATE: April 20, 2016

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DESCRIPTION:

CPSB-New ACU'S- SJ Welsh Middle, WW Lewis Middle, Dequincy High School, Lagrange High School

FUNDS: Riverboat Funds

BID NUMBER: 2016-05PC

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DESIGNER: Associated Design Group Inc.

CONTRACTOR

||

BASE BID

Trouth Air Conditioning
00

\$276,350.

Air Conduit , LLC
00

\$334,490.

Calcasieu Mechanical Contractors, Inc.
00

\$315,961.

Central Auction House

The Committee recommends award of the contract

to: Trouth Air Conditioning (\$276,350.00)

(Base Bid) in the amount of:

May 10, 2016

Two Hundred and Seventy Six Thousand Three Hundred Fifty Dollars
and no/100 as the lowest qualified bidder meeting specifications.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hayes, the motion carried. There was one nay vote.

CORRESPONDENCE

A. Change Order Number Two (2) for the Project, "Batting Cage Building at Sam Houston High School," Bond District #27; John D. Myers, Associates, Inc., Contractor, C.R. Fugatt, AIA, Designer; *Increase* of \$21,434.60.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hayes, the motion carried.

CONDOLENCE/RECOGNITION

Mr. Smith congratulated the DeQuincy High School track team for winning the regional track meet at Northwestern. The one mile relay team won state for AA schools.

Mr. Hansen congratulated the Sulphur High School girls' golf team for winning state and the choir for winning

Mr. Roberts congratulated the Barbe High School baseball team for being in the state semi-finals.

SCHEDULE COMMITTEES

Budget Committee Meeting.....May 24, 2016 5:00 p.m.
C&I Committee Meeting.....May 24, 2016 (to follow)

ADJOURN MEETING

On a motion to adjourn by Mr. Hardy and a second by Mr. Hayes, the meeting was adjourned at 7:14 p.m.

John Duhon, President

Karl Bruchhaus, Secretary

Item 5. A

Zaner-Bloser Handwriting Winners --- all from
Gillis Elementary School

Kindergarten – Bella Foreman

1st Grade – Caitlin Fontenot

3rd Grade – Noah Rockwell

4th Grade – KayLeigh Hammons

5th Grade – Quentin Binschus (now at Kaufman)

Item 5. B

**Elise Michele Taylor, 13 years of perfect attendance –
Sulphur High**

Sponsors:

Billy Navarre Chevrolet

Stockwell, Sievert, Viccellio, Clements & Shaddock

Item 8. A

MINUTES CURRICULUM & INSTRUCTION COMMITTEE MEETING May 24th, 2016

The Calcasieu Parish School Board Curriculum and Instruction Committee met Tuesday, May 24th, 2016 in the Board Room, 3310 Broad Street, Lake Charles, Louisiana.

Committee Members Present: Annette Ballard; Chair, Chuck Hansen, Vice Chair, Fred Hardy, Ron Hayes, Dean Roberts, Eric Tarver, and Alvin Smith.

Other Board Members Present: Damon Hardesty, John Duhon, Glenda Gay, Aaron Natali, Wayne Williams, Chad Guidry, Billy Breaux, Mack Dellafosse

The C&I Committee Meeting was called to order by Annette Ballard, Chairman. A quorum was present. The prayer was led by Ron Hayes who asked for a moment of silence to remember the student from T.S. Cooley who has passed away and Glenda Gay led the pledge of allegiance.

Mr. Campbell began by explaining the revisions to the 2016-2017 Student Code of Conduct. Revisions to pages 2, 3, 4, 15, 52, and 56-59 include reordering of Bullets/Table of Contents, updating a phone number, additional wording for ZT offenses, date change and a change of wording for Federal Programs. Revision to page 9 & 10 Dress Code Expectations. Mack Dellafosse made a motion to amend item number 10 to include black as an allowable color for socks. Billy Breaux seconded the motion. The amended motion was voted on and passed.

Revisions to pages 16-18 were changes from Technology on the Acceptable Use Policy Revisions and addition of Disclaimer. Revision to page 49 to include Addition of Annual Notice Regarding Medicaid Reimbursements. Revision on page 53 is the removal of the Photo consent form and to omit parent signatures from AUP in accordance with ACT 837.

A motion was made by Mack Dellafosse and seconded by Eric Tarver to accept the revisions as amended to the 2016-2017 Student Code of Conduct. The motion was voted on and passed.

There being no further business to discuss, Mrs. Ballard requested a motion to adjourn at 5:25 p.m. which was made by Mack Dellafosse and seconded by John Duhon.

Tommy Campbell
Secretary

**MINUTES
BUDGET/FISCAL MANAGEMENT COMMITTEE MEETING
May 24, 2016**

The Calcasieu Parish School Board Budget/Fiscal Management Committee met at 5:33 p.m., Tuesday, May 24, 2016 in the Board Room, 3310 Broad Street, Lake Charles, Louisiana. A quorum was present.

Present: Ron Hayes, Chairman, Eric Tarver - Vice Chairman, committee members Annette Ballard, Glenda Gay, Chad Guidry, Chuck Hansen, Damon Hardesty, Fred Hardy, Dean Roberts, Alvin Smith, Wayne Williams and the secretary, Wilfred Bourne. Other Board members present were Billy Breaux, Mack Dellafosse, John Duhon and Aaron Natali.

Mr. Hayes called the meeting to order and introduced the first item on the agenda.

Mr. Bourne presented Budget Revision #3 for the 2015-2016 General Fund which included revenues and other sources of funds of \$336,515,485, an increase of \$3,052,456 and expenditure and other uses of funds of \$331,850,447, an increase of \$5,414,975 over revision #2. General Fund budget revision #3 projects a current surplus of \$4,665,038 resulting in unreserved/undesignated fund balance of \$49,970,222, or 14.85% of projected revenues.

On motion by Mrs. Ballard seconded by Mr. Tarver and approved, it was recommended that Budget Revision #3 to the 2015-2016 General Fund be approved as presented.

Next, the 2015-2016 Special Revenue Budget Revision #1 was presented for approval. Projected revenue and other sources of funds were \$58,293,622, an increase of \$2,641,606 from the original budget. Expenditures and other uses of funds are \$57,805,339, an increase of \$1,766,951, with a projected surplus of \$331,466, all in School Food Services. School Food Services is the largest of the Special Revenue Funds with projected revenues and other sources of funds of \$13,566,253, an increase of \$874,655, from the original budget. The Food Services Fund is projecting a surplus of \$331,466, leaving a fund balance of \$4,091,121, or 30.16% of projected revenues.

On motion by Mr. Duhon, seconded by Mr. Dellafosse, it was recommended that the 2015-2016 Special Revenue Budget Revision #1 be approved as presented.

Mr. Bourne then presented the 2016-2017 Proposed General Fund Budget. Proposed revenues and other sources of funds are \$326,600,868, a decrease of \$9,714,617 from the final revision for 2015-2016. Expenditures and other uses of funds are projected at \$323,748,928, a decrease of \$8,101,519 from the final revision of 2015-2016. The proposed budget for 2016-2017 projects an operating

surplus of \$2,851,940 leaving a projected unassigned fund balance of \$52,822,165 or 16.17% of projected revenues.

A motion was made by Mr. Guidry, seconded by Mr. Hardy, to approve the 2016-2017 General Fund Budget for advertisement and final approval at the July 2016 Board meeting.

Mr. Tarver made an amendment to the motion, seconded by Mr. Roberts to have staff look at options for cuts to the budget of approximately \$1,000,000 should it become necessary. The motion passed.

Then, the amended original motion to approve the 2016-2017 General Fund Budget for advertisement and final approval at the July 2016 Board meeting was voted on and passed.

Mr. Wayne Foster then presented school audits for approval. He advised the committee that there were no significant audit findings and recommended that the audits for the following schools be approved: Cypress Cove Elementary, Frasch Elementary, Pearl Watson Elementary, S. J. Welsh Middle, and F. K. White Middle Schools.

On motion by Mr. Tarver, seconded by Mr. Duhon, it was recommended that the school audits be approved as presented.

Mr. Bourne provided a report of Calcasieu Parish School Board state and federal grant funded personnel. The report shows the percentage of salary paid from each grant listed by employee. This was given for informational purposes only and did not require a motion.

Then, Mr. Bruchhaus presented information on the HVAC Maintenance Program. Request for Proposals were advertised in February, 2016, with only one proposal received from Johnson Control, Inc. (JCI). Staff negotiated with JCI and proposed a total annual price of \$2,800,000 with removal of the preventive maintenance on DX units. JCI agreed and revised the proposal with Alternate #4.

On motion by Mr. Breaux, and seconded by Mr. Hansen, staff's recommendation was approved for JCI Alternate #4 at \$2.8 million for 2016-2017 with Board President authority to sign the negotiated contract once reviewed by the Board Attorney to include 3 initial years with 2 option years.

Next, Ms. Skylar Giardina presented renewal information for Property and Casualty Insurance. She informed the Board that an option for \$5,000,000 in Cyber Liability coverage would cost \$54,841 and that we only carry flood insurance on facilities that are in a flood zone. The Board wanted staff to look at flood insurance deductible options at 2%, 2.5% and 3%.

On motion by Mr. Hansen, seconded by Mr. Guidry, it was recommended to approve property and casualty coverage for 2016-2017, exercise the optional \$5,000,000 Cyber Liability coverage, and reject uninsured/underinsured motorist coverage for 2016-2017 and give the superintendent or his designee permission to sign all renewal related contracts.

Mr. Bourne then summarized the optional scenarios prepared by Mr. Spikes for Title I Allocations as requested by the board. After much discussion on the subject, the board made no changes to the current allocation formula and bands.

Mr. Bourne then made the following announcement:

NOTICE is hereby given in compliance with La. R.S. 42:19.1, that the Calcasieu Parish School Board, of Calcasieu Parish, Louisiana, will meet in open and public session on the 12th day of July, 2016, at 5:00 p.m., 3310 Broad Street, in the Board Room, *to adopt the annual millage rates levy* for Calcasieu Parish School Board.

There being no further business to discuss, on motion by Mr. Dellafosse and seconded by Mr. Dean the committee adjourned the meeting at 7:26 p.m.

Wilfred Bourne
Secretary



June 2, 2016

Per Board Request, the following pricing on the property deductible options have been received:

- **3% Named Storm deductible - additional premium \$157,275 inclusive of tax**
- **2% Named Storm deductible - additional premium \$209,700 inclusive of tax**

****Please note we currently have a 5% Named Storm deductible****

Yours truly,

Skylar D. Giardina
Risk Manager
Calcasieu Parish School Board

Building Foundations for the Future

A RESOLUTION In Regard To State Centralized Collection of Sales Tax

WHEREAS, the Constitution of the State of Louisiana grants local governments the right to levy and collect local sales and use taxes; and

WHEREAS, there are several constitutional amendments and bills introduced each Legislative Session that would transfer collection responsibility of local sales and use tax levies to the state Department of Revenue; and

WHEREAS, local taxing authorities possess the best knowledge and experience to properly collect its own taxes and have a proven record of proactive advancements in the areas of enforcement, audit coverage, dispute resolution, reporting technology and successful litigation; and

WHEREAS, the state of Louisiana's budget issues do not offer prospects for the Department of Revenue to have sufficient resources to provide the necessary taxpayer assistance, enforcement programs, and training of its employees on the specific application of local sales and use tax ordinances without significant cost contributions from local governments, thereby resulting in the direct and indirect loss of local tax receipts; and

WHEREAS, many local taxing authorities have issued bonded indebtedness guaranteed by the passage of locally adopted sales and use tax levies, collection of said levies the direct responsibility of local governments, and which transfer of that responsibility to a state agency may generate legal challenges and jeopardize future bond issuances; and

WHEREAS, the central local collector in each parish is directly responsible to the local taxing authorities and their elected officials for the performance of local tax administration, and the Secretary of Revenue being an appointee of the Governor of the State, uncertainty exists as to who in the Department of Revenue will be accountable to local taxing authorities for the performance of such critical local tax administration,

NOW, THEREFORE BE IT RESOLVED by the Calcasieu Parish School Board, as a local taxing authority and/or governing body, that each member of the legislative delegation for the parish of Calcasieu is urged to vigorously oppose any and all proposed legislation that transfers the administration and collection of local sales and use taxes to the Louisiana Department of Revenue; and

BE IT FURTHER RESOLVED that a copy of this resolution be sent forthwith to said legislators so that they will be made aware of our position on this matter.

**Superintendent Contract**

After asking for feedback from many sources on the draft contract by sending it out last week, several often repeated comments lead to the suggested revisions below. Most every person observed that the following targets were unrealistically ambitious considering the State's fairly unstable accountability system and move to a standard of mastery instead of basic.

Exhibit A.1 originally suggested that no greater than 10% of schools (6) would be rated less than "C." The revised Exhibit A.1 changes that number to 9 schools with the following language:

The Superintendent will work to achieve continuous academic improvement throughout the school system, and to achieve a District Performance Score letter grade according to State accountability guidelines of no less than B by the end of the term of this contract. The Superintendent will develop and implement programs designed to close the gap between those schools whose performance was rated D or F and those rated A or B, with the goal of at least 84% of schools rated C or better by the end of the contract period.

Exhibit A.2.1 originally suggested that 14 of 18 C, D, or F elementary schools (77%) would increase by one full letter grade. A more realistic target revises the number to 9 of 18 or 50% in the following:

By the end of the contract period, at least 50%, or 9 out of 18 of the Calcasieu Parish Elementary Schools rated a C, D, or F on their 2015 School Performance Score, will increase one full letter grade in the Louisiana School Accountability System.

Exhibit A.3.1 originally suggested that 4 of 6 C, D, or F middle schools (66%) would increase by one full letter grade. A more realistic target revised that number to 3 of 6 or 50% in the following:

By the end of the contract period, at least 50%, or 3 out of 6 of the Calcasieu Parish Middle Schools rated a C, D, or F on their 2015 School Performance Score, will increase one full letter grade in the Louisiana School Accountability System.

Several other issues also required adjustment as listed below:

Exhibit A.3.2 should read "6 middle schools" rather than "6 elementary schools"

Exhibit A.3.2 as corrected reads: *By the end of the contract period, 6-8th grade scores on District Common Assessments in ELA and Math together will show an average growth from pre-test to post-test of 15 percentage points in the combined results of our 6 elementary middle*

Building Foundations for the Future

schools currently rated at a level of C, D, or F according to 2014-2015 State issued letter grades.

Exhibit A.3.3 should be deleted, as it conflicts with **B.2.3**.

Exhibit B.2.3 reads: *By the end of the contract period, at least 60% of 8th Grade students will earn Carnegie Credit prior to entering the 9th Grade.*

Here are some additional comments about targets reflected in the contract:

The language of Act One of 2012 (now in R.S. 17:54) regarding targets does not clearly say when achievement of targets is to be measured, or whether targets may even be changed during the term of a superintendent's contract. The pertinent law provisions (from 17:54) follow:

The superintendent of schools shall be employed by a city, parish, or other local public school board pursuant to a written contract. Such contract shall contain but need not be limited to specific performance objectives. However, for the board of a local public school system that received any variation of a school performance letter grade of "C", "D", or "F", such contract shall establish performance targets at the school and district level as follows: (1) student achievement; (2) student achievement for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; (3) graduation rates; (4) graduation rates for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; and (5) the percentage of teachers with an "effective" or "highly effective" performance rating.

The above changes made by Act One require the contract to contain targets. It is unclear whether and how those targets may be changed on a yearly basis during the term of the contract. Annual revisions to the targets would in effect be amendments to the contract, since the contract in this instance must contain the targets. The statute does not mandate yearly revisions to targets or the contract. If the targets themselves address student achievement among other similar issues, as the proposed contract targets do in this case, then having the end of the term of the contract as the final measuring period still leaves room for yearly review and adjustment of the means and methods used to achieve those targets. The proposed contract provides for reporting by the Superintendent to the Board of yearly progress in reaching those targets. See contract language from Article II B below.

The failure of the Calcasieu Parish School Board or any of its schools to meet the performance targets of the Exhibits to this contract shall not constitute failure of the Superintendent to comply with the requirements of this contract where the Superintendent has developed and implemented reasonable procedures designed to reach those targets. The results of all targets shall be measured at the end of the term of this contract. However, the Superintendent, on or before December 31 of each calendar year, shall report to the Board on progress in reaching these targets as long as the district is not an A or B district. The Board recognizes that the achievement of targets depends on many variables not under the control of the Superintendent. Thus, consideration will be given toward the Superintendent's good faith efforts to reach these targets.

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EMPLOYMENT CONTRACT

BETWEEN KARL E. BRUCHHAUS AND CALCASIEU PARISH SCHOOL BOARD

It is hereby agreed by and between the CALCASIEU PARISH SCHOOL BOARD, a political subdivision of the State of Louisiana, located in Calcasieu Parish, Louisiana (hereafter called the "Board"), and Karl E. Bruchhaus (hereafter called "Superintendent") that the Board in accordance with its actions found in the minutes of its meetings held on the 8th day of March, 2016, ~~14th and 24th days of June, 2014~~ and the ____ day of _____, 2016 does hereby appoint and employ said Karl E. Bruchhaus as the Superintendent of Schools for the Calcasieu Parish School Board for the period commencing the ~~25th day of June, 2014~~ 1st day of January, 2017 and ending at midnight on the 31st day of December, 2016 2020, and Karl E. Bruchhaus does hereby accept said appointment.

WHEREAS, the Board and the Superintendent desire to comply with the requirements of La. R.S. 17:54 and 17:81, and

WHEREAS, the Board and the Superintendent believe that a written employment contract will better define and guide their relationship and serve as a basis for effective communication between them as they perform their governing and administrative functions in the operation of the school system.

NOW THEREFORE, the Board and the Superintendent, for the reasons herein specified, agree as follows:

I.

TERM, RENEWAL AND EVALUATION

In consideration of the promises herein contained the Board does hereby employ the Superintendent and the Superintendent does hereby accept employment as the Superintendent of Schools for the Calcasieu Parish School Board for a period commencing on the ~~25th day of June, 2014~~ 1st day of January, 2017 and ending at midnight on the 31st day of December, 2016 2020. The Board shall evaluate the performance of the Superintendent in November of each year, except during the final year of this Contract, when the Board shall evaluate the Superintendent in June, 2016 2020.

Prior to July 1, 2016 2020 the Board shall notify the Superintendent of termination of employment under this Contract, or in lieu thereof the Board and the Superintendent may negotiate and enter into a contract for subsequent employment.

The Superintendent may choose not to enter into a subsequent contract and may terminate his employment.

The Board shall negotiate in good faith and offer the Superintendent a new contract at the expiration of this Contract unless a majority of the entire Board membership votes prior to July 1, 2016 2020 against offering a new contract.

The Superintendent shall have the right to terminate this Contract without penalty upon giving the Board, through its President, written notice that the Superintendent is terminating his employment as Superintendent of Schools for the Calcasieu Parish School Board not less than one hundred eighty (180) days in advance of the effective date of said termination.

II.

PERFORMANCE OBJECTIVES AND TARGETS

Louisiana law (La. R.S. 17:54) states that the written contract between the Superintendent and the School Board shall contain specific performance objectives, and for a local public school system which received any variation of a school performance letter grade of C, D, or F such contract shall establish performance targets at the school and district level as follows: (1) student achievement; (2) student achievement for schools that have received any variation of a school performance letter grade designation of C, D, or F; (3) graduation rates; (4) graduation rates for schools that have received any variation of a school performance letter grade designation of C, D, or F; and (5) the percentage of teachers with an effective or highly effective performance rating.

A.

Performance Objectives

The Board recognizes that La. R.S. 17:81 requires that when choosing a local superintendent the Board shall select a leader who shall prioritize student achievement and act in the best interest of all students enrolled in this school system. However, the Board and the Superintendent acknowledge that education of students involves many other elements of school system governance, including but not limited to transportation, facility operation and maintenance, finance, risk management and safety, food services, student health, and personnel. The Superintendent provides oversight for these other elements as well as for management of school system academics. The objectives listed below address the responsibilities of the Superintendent in these and other areas.

1. Governance

- a. The Board expects to be informed of material developments which positively or negatively impact the school system;
- b. The Superintendent is expected to timely prepare and post/file reports, agendas, and other documents in accordance with State and Federal laws, as well as Board Policy; and
- c. The Board requires the Superintendent to demonstrate ethical leadership for the school system and endeavor to educate School Board employees regarding compliance with mandates of State ethics laws.

2. Curriculum and Instruction

The Superintendent will continuously work toward

- a. Increasing the academic achievement level of Calcasieu Parish School Board students, which work shall include consideration of dual credit enrollment courses, advanced placement courses, ACT test preparation and test results, pre-kindergarten education availability, early intervention and remediation, workforce development, extended day programs, extra instructional time, graduation rates, and use of alternative educational opportunities;
- b. Providing appropriate opportunities for professional development for employees;
- c. Developing and implementing efforts to recruit and retain teachers and support staff;

- d. Increasing student academic achievement as demonstrated by results of both state and local performance measurements.
- e. Continuing to promote the development of plans to assist minority and socioeconomically disadvantaged students to increase academic success.

3. Finance

- a. The Board shall be informed of system finance and budget status, and of contents of yearly external audit reports;
- b. The Superintendent shall make recommendations for and shall continue to promote practices that maintain sound school system financial status, and
- c. The Superintendent shall continue to keep the Board informed of efforts to seek additional funding for system educational and operational needs, and shall provide assistance to staff in seeking and evaluating resources for alignment, equity, and sustainability to improve educational opportunities for students.

4. Community

- a. The Superintendent shall serve as an advocate for Calcasieu Parish public education;
- b. The Superintendent shall maintain a visible presence in schools and in the community; and
- c. The Superintendent will continue to communicate with the public through available opportunities such as through websites, newsletters, releases to news media, and public speaking engagements.

5. Support

- a. The Superintendent will continue to evaluate the operations of and consider revisions to processes used in
 - i. School Food Services,
 - ii. Student transportation services,
 - iii. Safety, maintenance, and school appearance programs; and
 - iv. Health and wellness programs for students and employees.
- b. The Superintendent will
 - i. Continue to promote and explore methods to identify and encourage effective candidates for leadership positions in the school system, and
 - ii. Support strategies to address continuing staff education on laws, School Board policies, and codes of conduct such as those which prohibit nepotism, bullying, harassment, hazing, child abuse, substance abuse, as well as reporting and in-service requirements.

~~The Board shall evaluate the Superintendent and his job performance based upon the following performance objectives:~~

- ~~A. The Superintendent shall keep the Board informed of material developments which positively or negatively impact the school District;~~
- ~~B. The Superintendent shall keep the Board informed as to the status of District finances and its budget and shall make such recommendations as are necessary to maintain sound financial status within the system;~~

- C. ~~The Superintendent shall timely file and/or post all necessary reports, agendas, or other documents as required by law;~~
- D. ~~The Superintendent shall be an advocate for the school system;~~
- E. ~~The Superintendent shall maintain a visible presence in the schools and in the community;~~
- F. ~~The Superintendent shall assist the staff in seeking all available funding with the goal of obtaining resources to improve educational opportunities for all students, and shall continually evaluate resources and programs for alignment and sustain ability;~~
- G. ~~The Superintendent shall monitor and work toward improving student achievement in the District; and~~
- H. ~~The Superintendent shall at all times be the ethical leader of the District by complying with all applicable State and local ethics laws.~~

B.

Performance Targets

Pursuant to the provisions of La.R.S. 17:54 the Board and the Superintendent adopt as part of this contract the PERFORMANCE TARGETS described in Exhibit A 1 - District Wide Student Achievement; Exhibit A 2 - Individual School Student Achievement at C, D, or F Elementary Schools Based on 2014-2015 State issued letter grades. Exhibit A 3 - Individual School Student Achievement at C, D, or F Middle Schools based on 2014-2015 State issued letter grades. Exhibit A 4 -Individual Student Achievement at C, D, or F High Schools based on 2014-2015 State issued letter grades. Exhibit B 1 -District Graduation Rates; Exhibit B 2 - Graduation Rates for each C,

D, or F School; Exhibit C 1 Teacher Effectiveness and Retention. The failure of the Calcasieu Parish School Board or any of its schools to meet the performance targets of the Exhibits to this contract shall not constitute failure of the Superintendent to comply with the requirements of this contract where the Superintendent has developed and implemented reasonable procedures designed to reach those targets. The results of all targets shall be measured at the end of the term of this contract. However, the Superintendent, on or before December 31 of each calendar year, shall report to the Board on progress in reaching these targets as long as the district is not an A or B district. The Board recognizes that the achievement of targets depends on many variables not under the control of the Superintendent. Thus, consideration will be given toward the Superintendent's good faith efforts to reach these targets.

III.

COMPENSATION

The Board agrees to pay the Superintendent a salary at the annual rate of \$150,000.00 170,000.00 payable in monthly installments of one-twelfth (1/12) of the annual rate.

The Board shall increase the salary of the Superintendent whenever there is an increase in the pay of Calcasieu Parish School Board teachers, generally, as reflected in the Teachers' Salary Schedule. The increase in the Superintendent's salary shall be at the rate of 1.9 (index) of the increase in Step 76 of the Teachers' Salary Schedule. The Superintendent shall also receive the same general salary supplements received by Calcasieu Parish teachers.

The Board may, in its sole discretion, further increase the salary of the Superintendent based upon the Superintendent's job performance. This increase may, but need not necessarily, be based upon the Board's evaluation of the Superintendent's performance in relation to the

objectives set forth in Paragraph II above. This increase must be approved by a majority of the entire Board membership.

IV.

VACATION AND OTHER BENEFITS

The Superintendent shall be entitled to annual leave, sick, and emergency leave in accordance with Board policy generally applicable to professional members of the central administrative staff.

The Superintendent shall have available and be subject to inclusion in such policies of life and health insurance as are generally available to other professional administrative central staff personnel.

The Board shall pay one hundred percent (100%) of the Superintendent's membership dues in appropriate professional organizations.

The Board shall provide the Superintendent with an automobile expense allowance of \$900.00 per month. The allowance is intended to reimburse the Superintendent for expenses of maintaining an automobile, together with expenses incidental to its use, including but not limited to insurance, fuel, servicing, and repairs. The Board shall provide, to the extent allowed by law, insurance coverage during the term of this Contract including motor vehicle liability coverage, protecting and insuring the Superintendent in his individual and official capacity from liability for actions arising from conduct falling within the course and scope of his employment as the Superintendent of Schools for the Calcasieu Parish School Board, excluding criminal litigation. The Board may satisfy this insurance coverage requirement by providing coverage under the

Board's risk management program which includes a self-insured retention and excess liability coverage.

V.

DISABILITY

Should the Superintendent be unable to perform any or all of his duties by reason of illness, accident, or other cause beyond his control, and said disability or inability to perform such duties begin or exist at a time when the Superintendent has neither unused annual leave nor unused sick leave, the Board may, in its sole discretion, make the following adjustments to the salary of the Superintendent. For the first month of disability, the Superintendent shall receive his entire monthly salary; for the second month of disability, the Superintendent shall receive two-thirds of his regular salary; and for the third month of disability, the Superintendent shall receive one-third of his regular salary. However, should the Superintendent be disabled from performing his duties as Superintendent following the third month after the commencement of his disability, and should the Superintendent have no accrued sick and/or annual leave, the Board may, in its sole discretion, terminate all subsequent pay under this Contract to the Superintendent for as long as such disability exists. If such disability continues for more than six (6) months and irrespective of whether or not the Superintendent has any unused annual or sick leave, or, if such disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board, in its sole discretion, may terminate this Contract immediately. In such an event, the respective duties, rights, and obligations of both the Superintendent and the Board shall terminate.

VI.

PROFESSIONAL LIABILITY

The Board shall provide, to the extent allowed by law, insurance coverage during the term of this Contract protecting and insuring the Superintendent in his individual and official capacity from liability for actions arising from conduct falling within the course and scope of his employment as the Superintendent of Schools for the Calcasieu Parish School Board, excluding criminal litigation. The Board may satisfy this insurance coverage requirement by providing coverage under the Board's risk management program which includes a self-insured retention and excess liability coverage.

VII.

MEDICAL EXAMINATION

At the request of the Board the Superintendent agrees to have a comprehensive medical examination. The Board shall reimburse the cost of this medical examination. Any report of the medical examination shall be given directly and exclusively by the examining physician to the Superintendent. However, the Board shall be advised in writing by the physician of the continued fitness of the Superintendent to perform his duties.

VIII.

DUTIES OF THE SUPERINTENDENT

The Superintendent shall perform such duties in and for the Calcasieu Parish School Board as are prescribed by the laws of the State of Louisiana and by the policies, rules, and regulations made thereunder by the Louisiana Board of Elementary and Secondary Education, the State Department of Education, and the Calcasieu Parish School Board. All policies and regulations

concerning the Superintendent and his duties now found in the policy manual of the Calcasieu Parish School Board, and those which may be included by amendment and addition thereto, are incorporated in this Contract as if copied in full, and the Superintendent agrees to accept and follow those policies and regulations unless they are inconsistent with State law.

The Board shall determine the number of schools to be opened, the location of school houses, the number of teachers and other school personnel to be employed, and shall establish salary schedules in accordance with the provisions of Act 1 of 2012 **as amended**. The Board serves in a policymaking capacity that is in the best interests of all students enrolled in schools under the Board's jurisdiction, and shall in establishing Board policies, prioritize student achievement, financial efficiency, and workforce development.

The Superintendent is the Chief Executive Officer, Treasurer, and Ex-Officio Secretary of the Board. Except to the extent otherwise provided by law, the Superintendent shall be responsible for directing and assigning teachers of the schools under his jurisdiction, organizing, reorganizing and arranging the administrative and supervisory staff, selecting, managing, employing, and terminating or recommending the termination of, in accordance with law, the employment of personnel and fixing their salaries. The Board in accordance with **the provisions** of Act 1 of the 2012 session of the Louisiana legislature, **as amended**, and subject to the requirements, conditions and limitations contained therein, delegates to the Superintendent authority for the hiring and placement of all school personnel. It shall be the responsibility of the Superintendent to ensure that all persons have proper certification, as applicable, and are qualified for the positions for which they are hired. The Superintendent shall from time to time suggest regulations, rules, and procedures deemed necessary or appropriate for the well ordering of the schools within the system,

and in general perform all duties incident to the office of Superintendent of Schools for the Calcasieu Parish School Board and such other duties as may be prescribed by the Board from time to time. The Board, individually and collectively, shall promptly refer all criticisms, complaints and suggestions called to its attention to the Superintendent for study and recommendation.

The Superintendent, in accordance with State law, agrees to devote his entire skill, labor and attention to the office of Superintendent of Schools for the Calcasieu Parish School Board, provided, however, that the Superintendent upon securing prior approval of the Board, may undertake speaking or other engagements, writing, lecturing, or consulting work which do not interfere with the performance of his duties and obligations hereunder, provided that the same are either educationally related or determined to foster a beneficial relationship with the public or the professional community, and are undertaken pursuant to this Contract or regulations and policies of the Calcasieu Parish School Board. Honorariums, if any, received by the Superintendent in connection with the above-described activities shall not affect the amount of compensation to be received by him under this Contract. In no case will the Board be responsible for any expenses attendant to the performance of the aforesaid outside activities.

IX.

REMOVAL OF THE SUPERINTENDENT

In accordance with State law throughout the term of this Contract the Superintendent shall be subject to removal if found incompetent, unworthy, or inefficient, in accordance with La. R.S. 17:54. The Superintendent shall further be subject to removal for his failure to fulfill the terms and the performance objectives of this Contract, or to comply with School Board policy. Prior to his dismissal, the Superintendent shall be provided with written charges against him, notice of

hearing and a full and fair hearing before the Board. The Superintendent may be accompanied by his legal counsel at this hearing. The Superintendent shall be entitled to call and cross-examine witnesses, and further, to a free transcript of the proceedings. However, any cost of legal counsel and related expenses, regardless of the outcome of the hearing, shall be the responsibility of the Superintendent. Removal of the Superintendent pursuant to the foregoing requires the vote of at least two-thirds (2/3) of the membership of the entire Board.

X.

PUBLIC RELATIONS

The Board recognizes that the Superintendent, to be effective, must enjoy a working relationship with the community. To develop the same requires a commitment to the expenditure of energy, time, and funds. Fostering beneficial business relationships with the public and with the professional community is a genuine interest of the Board, and the Board deems the same to be necessary for effective management of the school system. To that end, the Board encourages the Superintendent to develop and maintain relationships with appropriate civic and social organizations.

XI.

SAVINGS CLAUSE

If any provision or item of this Contract is held invalid or found to be in violation of State and/or Federal constitutional or statutory law, or regulations adopted pursuant to such authority, such invalidity shall not affect the other provisions, items or applications of this Contract which can be given effect without the invalid provision, item or application, and to this end the provisions of this Contract are declared severable. The parties hereto affirm that they have read and are familiar

with the terms of this employment Contract and have signed the same, in duplicate original before the undersigned competent witnesses and the undersigned Notary Public on the date indicated below.

WITNESSES:

CALCASIEU PARISH SCHOOL BOARD

BY:

JOHN DUHON ~~ANNETTE BALLARD~~, PRESIDENT

KARL E. BRUCHHAUS, SUPERINTENDENT

SWORN TO AND SUBSCRIBED before me this _____ day of ~~June~~, 2014

_____, 2016 at Lake Charles, Louisiana.

NOTARY PUBLIC

Printed Name

Notary Public Identification No.

EXHIBIT A 1
DISTRICT WIDE STUDENT ACHIEVEMENT

The Superintendent will work to achieve continuous academic improvement throughout the school system, and to achieve a District Performance Score letter grade according to State accountability guidelines of no less than B by the end of the term of this contract. The Superintendent will develop and implement programs designed to close the gap between those schools whose performance was rated D or F and those rated A or B, with the goal of at least 84% of schools rated C or better by the end of the contract period.

EXHIBIT A 2
**INDIVIDUAL SCHOOL STUDENT ACHIEVEMENT AT EACH
C, D, OR F ELEMENTARY SCHOOL**

1. By the end of the contract period, at least 50%, or 9 out of 18 of the Calcasieu Parish Elementary Schools rated a C, D, or F on their 2015 School Performance Score, will increase one full letter grade in the Louisiana School Accountability System.
2. By the end of the contract period, K-5th grade scores on District Common Assessments in ELA and Math together will show an average growth from pre-test to post-test of 15 percentage points in the combined results of the 18 elementary schools currently rated at a level of C, D, or F according to 2014-2015 State issued letter grades.

EXHIBIT A 3
**INDIVIDUAL SCHOOL STUDENT ACHIEVEMENT AT EACH
C, D, OR F MIDDLE SCHOOL**

1. By the end of the contract period, at least 50%, or 3 out of 6 of the Calcasieu Parish Middle Schools rated a C, D, or F on their 2015 School Performance Score, will increase one full letter grade in the Louisiana School Accountability System.
2. By the end of the contract period, 6-8th grade scores on District Common Assessments in ELA and Math together will show an average growth from pre-test to post-test of 15 percentage points in the combined results of our 6 middle schools currently rated at a level of C, D, or F according to 2014-2015 State issued letter grades.

EXHIBIT A 4
**INDIVIDUAL STUDENT ACHIEVEMENT AT EACH
C, D, or F HIGH SCHOOL**

1. By the end of the contract period, at least 66%, or 2 out of 3 of the Calcasieu Parish High Schools rated a C, D, or F on their 2015 School Performance Score, will increase at least one full letter grade in the Louisiana School Accountability System.
2. By the end of the contract period, the District EOC Index will increase by at least 8% overall from the 2014-15 level of 66.6.
3. By the end of the contract period, the number of students who have received college credit by the time they graduate High School through AP, Dual Enrollment, or CLEP will increase by at least 5% from the 2014-2015 level.
4. By the end of the contract period, the District ACT Index will increase by at least 4% over the 2014-15 level of 74.6.

EXHIBIT B 1 DISTRICT GRADUATION RATES

1. By the end of the contract period, the District Graduation Cohort Rate shall be no lower than 85%.

EXHIBIT B 2 GRADUATION RATES FOR EACH C, D, or F SCHOOL

1. By the end of the contract period, the District Graduation Cohort Rate for each C, D, or F High School shall be no lower than 70%.
2. By the end of the contract period, the overall High School Course Failure Rate, including students failing because of Seat Time, will decrease by 2%.
3. By the end of the contract period, at least 60% of 8th Grade students will earn Carnegie Credit prior to entering the 9th Grade.

EXHIBIT C – 1 TEACHER EFFECTIVENESS AND RETENTION

1. By the end of the contract period, the district will work towards more effectively and accurately evaluating teacher and administrator effectiveness while at the same time maintaining the level of teachers and administrators receiving Effective Proficient or Highly Effective Calcasieu COMPASS ratings at or above 85% district-wide.
2. To enhance teacher effectiveness, certification, and retention, the Superintendent will continue to support and provide resources at or above 2015-16 levels for the New Teacher Academy, Mentoring Program, Believe and Prepare, and Ed. Leadership initiatives through the end of the contract period, contingent upon the continued support of the Board.
3. The percentage of non-certified teachers employed in the district will remain below the current state-wide average as reported by the Educator Workforce Report at the end of the contract period.



Memorandum

To: Board Members

From:  Karl Bruchhaus, Superintendent

Date: June 8, 2016

Subject: June Evaluation of Superintendent's Contract

The attached excerpt from the current Superintendent's contract calls for a June evaluation in the final year of the contract, prior to the 180 day notice of renewal. It states:

I.

TERM, RENEWAL AND EVALUATION

"In consideration of the promises herein contained the Board does hereby employ the Superintendent and the Superintendent does hereby accept employment as the Superintendent of Schools for the Calcasieu Parish School Board for a period commencing on the 25th day of June, 2014 and ending at midnight on the 31st day of December, 2016. The Board shall evaluate the performance of the Superintendent in November of each year, except during the final year of this Contract, when the Board shall evaluate the Superintendent in June, 2016."

A number of Board Members have individually stated that the fact that the most recent evaluation was completed in March with some renewal terms already approved, may cause the June evaluation to be redundant. This issue is certainly at the discretion of the full Board and the Board could choose to move the June evaluation to November if so acted upon.

Building Foundations for the Future

**EMPLOYMENT CONTRACT
BETWEEN KARL E. BRUCHHAUS AND
CALCASIEU PARISH SCHOOL BOARD**

It is hereby agreed by and between the CALCASIEU PARISH SCHOOL BOARD, a political subdivision of the State of Louisiana, located in Calcasieu Parish, Louisiana (hereafter called the "Board"), and Karl E. Bruchhaus (hereafter called "Superintendent") that the Board in accordance with its actions found in the minutes of its meetings held on the 14th and 24th days of June, 2014 does hereby appoint and employ said Karl E. Bruchhaus as the Superintendent of Schools for the Calcasieu Parish School System for the period commencing the 25th day of June, 2014 and ending at midnight on the 31st day of December, 2016.

WHEREAS, the Board and the Superintendent desire to comply with the requirements of La. R.S. 17:54, and

WHEREAS, the Board and the Superintendent believe that a written employment contract will better define and guide their relationship and serve as a basis for effective communication between them as they perform their governing and administrative functions in the operation of the school system.

NOW THEREFORE, the Board and the Superintendent, for the reasons herein specified, agree as follows:

I.

TERM, RENEWAL AND EVALUATION

In consideration of the promises herein contained the Board does hereby employ the Superintendent and the Superintendent does hereby accept employment as the Superintendent

of Schools for the Calcasieu Parish School System for a period commencing on the 25th day of June, 2014 and ending at midnight on the 31st day of December, 2016. The Board shall evaluate the performance of the Superintendent in November of each year, except during the final year of this Contract, when the Board shall evaluate the Superintendent in June, 2016.

Prior to July 1, 2016 the Board shall notify the Superintendent of termination of employment under this Contract, or in lieu thereof the Board and the Superintendent may negotiate and enter into a contract for subsequent employment.

The Superintendent may choose not to enter into a subsequent contract and may terminate his employment.

The Board shall negotiate in good faith and offer the Superintendent a new contract at the expiration of this Contract unless a majority of the entire Board membership votes prior to July 1, 2016 against offering a new contract.

The Superintendent shall have the right to terminate this Contract without penalty upon giving the Board, through its President, written notice that the Superintendent is terminating his employment as Superintendent of Schools for the Calcasieu Parish School System not less than one hundred eighty (180) days in advance of the effective date of said termination.

II.

PERFORMANCE OBJECTIVES

The Board shall evaluate the Superintendent and his job performance based upon the following performance objectives:

ITEM 9. D

May 20, 2016

To:	Karl Bruchhaus, Superintendent John Duhon, School Board President
From:	Sheryl Piper, Early Childhood Director
Subject:	Approval of COTA grant application

Grant Title: Calcasieu Parish School Board (CPSB) Head Start Program

Grant Source: Federal

Grant Amount: \$65,847.00

Schools: DeQuincy Primary, J. D. Clifton Elementary, Jake Drost, Brenda H. Hunter, and J. I. Watson

Person Applying: Sheryl Piper – Early Childhood Director

Purpose: The Head Start Program provides an integrated approach of early childhood care and education that includes comprehensive services to four hundred fifty (450) children ages 3 and 4. It is designed to focus on providing early literacy and mathematical skills necessary for children to become Kindergarten ready. The program promotes school readiness by enhancing social and cognitive development of children by providing health, nutritional, social and other services. CPSB School Readiness Goals are aligned with the Head Start Childhood Development and Early Learning Framework and the Louisiana Birth to 5 Early Learning and Development Standards. Research-based assessment methods are being used to support teacher-child interactions and children's progress towards the school readiness goals. The program is currently participating in the implementation of the Community Network Pilot (Act 3). Head Start program also includes engaging parents, families and communities in their child's learning.

BID REPORT

Item 10. A

The Committee to receive bids met on the date herein indicated and reviewed bids on the following project.

DATE: June 07, 2016

DESCRIPTION:

Renovations to Convert a Wood Shop into A Welding Shop Sulphur High School

FUNDS: General Funds

BID NUMBER: 2017-01PC

DESIGNER: Ellender Architects & Associates LLC

CONTRACTOR	BASE BID
Gunter Construction, Inc.	\$228,400.00
Sam Istre Construction Company	\$238,500.00
K & J Development of SWLA, LLC	No Bid
Keiland Construction, LLC	No Bid
John D. Myers & Associates, Inc.	\$225,800.00
Pat Williams Construction, LLC	\$242,000.00
Central Auction House	No Bid

The Committee recommends award of the contract to:

John D. Myers & Associates LLC

(Base Bid) in the amount of:

Two Hundred Twenty-Five Thousand and no/100

as the lowest qualified bidder meeting specifications.



Karl Bruchhaus, Superintendent

TO: WILFRED BOURNE
PEGGY CARLILE
SHANNON LAFARGUE
DENNIS BENT

FROM: JOSEPH E. FEUCHT, PURCHASING SUPERVISOR

RE: BIDS FOR JUNE 2016

PERMISSION TO ADVERTISE:

SECURITY CAMERAS & EQUIPMENT
GENERAL FUNDS FOR BARBE HI, LAGRANGE, WESTLAKE T&I, COMBRE,
POSITIVE CONNECTIONS
SALES TAX DISTRICT 3 FUNDS FOR SAM HOUSTON HIGH

CARGO VANS – QTY OF 2
SCHOOL FOOD SERVICE FUNDS

AUTOMATED EXTERNAL DEFIBRILLATORS FOR 29 SITES
GENERAL FUNDS

CAFETERIA OVEN EQUIPMENT FOR MOLO & FAIRVIEW
EQUIPMENT GRANT FOR 2015/2016 SY

BID REPORTS:

ALL BIDS WERE POSTED ON WWW.CENTRALBIDDING.COM AND WWW.CPSB.ORG

**BID 2016-39 – PLAYGROUND EQUIPMENT, BORDERS AND SURFACING for
Gillis & Moss Bluff Elem (Sales Tax) and Nelson Elem (School Funds) was
opened on June 3, 2016 at 11:00 a.m.**

BIDS WERE SENT TO THE FOLLOWING:

BLISS PRODUCTS
BYO RECREATION
DYNA PLAY
HAHN ENTERPRISES
PLANET RECESS
TOTAL RECREATION

Building Foundations for the Future

BID RESULTS AS FOLLOWS:

BLISS PRODUCTS	\$205,016.43
BYO RECREATION	\$226,300.89
HAHN ENTERPRISES	\$234,356.00
HEARTLAND PARK	\$223,190.35
PLANET RECESS	\$183,169.00**
QUALITY COURT	\$285,090.00
TOTAL RECREATION	\$203,731.43

THE STAFF RECOMMENDS AWARDING TO PLANET RECESS IN THE AMOUNT OF \$183,169.00 AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDER.

BID 2017-25 – STEAMERS FOR CAFETERIAS, School Food Service Funds, was opened on June 3, 2016 at 10:00 a.m.

BIDS WERE SENT TO THE FOLLOWING:

ALACK REFRIGERATION
ASSOCIATED FOOD EQUIPMENT
CAYARDS
LAFAYETTE RESTAURANT
NOLA RESTAURANT

BID RESULTS AS FOLLOWS:

ASSOCIATED FOOD	\$71,435.00
CAYARDS	\$68,125.00**
DOUGLAS EQUIPMENT	\$87,356.95
GREAT LAKES SUPPLY	\$83,575.00
LAFAYETTE RESTAURANT	\$70,925.00
NOLA RESTAURANT	\$69,750.00

THE STAFF RECOMMENDS AWARDING TO CAYARDS AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDER.



Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

TO: WILFRED BOURNE
PEGGY CARLILE
SHANNON LAFARGUE
DENNIS BENT

Items 11. A-E

FROM: JOSEPH E. FEUCHT, PURCHASING SUPERVISOR

RE: BIDS FOR JUNE 2016

PERMISSION TO ADVERTISE:

SECURITY CAMERAS & EQUIPMENT
GENERAL FUNDS FOR BARBE HI, LAGRANGE, WESTLAKE T&I, COMBRE,
POSITIVE CONNECTIONS
SALES TAX DISTRICT 3 FUNDS FOR SAM HOUSTON HIGH

CARGO VANS – QTY OF 2
SCHOOL FOOD SERVICE FUNDS

AUTOMATED EXTERNAL DEFIBRILLATORS FOR 29 SITES
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Building Foundations for the Future

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NOLA RESTAURANT	\$69,750.00

THE STAFF RECOMMENDS AWARDDING TO CAYARDS AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDER.

NAME	POSITION	LOCATION	DATES	ADDITIONAL INFO
RESIGNATIONS				
Jordan Bellard	Teacher	Nelson Elementary	05/24/16	Relocating
Lisa Fontenot	Custodian	Vinton Elementary	05/24/16	Personal reasons
Sandy Moody	Cafeteria Technician	RW Vincent Elementary	05/03/16	Personal reasons
Christina Hebert	Cafeteria Technician	Iowa High	04/29/16	Personal reasons
Emily Starnes	Teacher	Sulphur High	05/24/16	Relocating
Kevin Moreau	Teacher	Starks High	05/06/16	Personal reasons
Melanie Lanthier	School Clerk	Westlake High	05/24/16	Personal reasons
Tracie Champagne	Speech Therapist	Special Services	05/24/16	Relocating
Stacy Fontenot	Speech Therapist	Special Services	05/24/16	Relocating
Nancy Norman	Teacher	Vinton Elementary	05/24/16	Relocating
Clifton Alexander	Custodian	LeBlanc Middle	05/13/16	Accepted other employment
Tracy LeBlanc	Clerk	Sales Tax Department	05/13/16	Personal reasons
Heather Willis	Counselor	Sam Houston High	06/03/16	Relocating
Laurel Bussell	Paraprofessional	Starks High	05/24/16	Personal reasons
Lonnie Edwards	Custodian	Washington Marion High	05/20/16	Personal reasons
Amy Clawson	Teacher	Fairview Elementary	05/24/16	Spouse transferred
Karen Poole	Custodian	Bell City High	05/31/16	Personal reasons
Anna White	Counselor	Cypress Cove Elementary	05/09/16	Personal reasons
Bobbie Jones	Teacher	Washington Marion High	05/16/16	Personal reasons

Chantrelle Brehm	Paraprofessional	Head Start	05/23/16	Personal reasons
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Tabatha Edwards	Paraprofessional	Head Start	05/24/16	Seeking other employment
Sandra Didelot	Paraprofessional	Head Start	05/24/16	Seeking other employment
Hunter Heath	Custodian	LaGrange High	05/17/16	Personal reasons
Kissie Simon	Paraprofessional	Positive Connections	04/29/16	Personal reasons
Jessica Norsworthy	Teacher	Henry Heights Elementary	05/24/16	Relocating
RETIRE-REHIRE TERMING				
Wilma Breaux-Miles	Counselor	Barbe High	04/05/16	
RETIREMENT				
Betty Turner	Teacher	Prien Lake Elementary	05/24/16	
Linda Walker	Bus Driver	Western Heights Elementary	07/31/16	
Pearl Albert	Teacher	St. John Elementary	05/24/16	
Azora Milstead	Bus Driver	Western Heights Elementary	07/31/16	
Donald Fontenot	Educational Diagnostician	Pupil Appraisal	07/29/16	
Charles Cook	Teacher	Washington Marion High	06/17/16	
Mona Breaux	Paraprofessional	Kaufman Elementary	07/31/16	
Leigh Tutt	Curriculum Coordinator	Fairview Elementary	08/07/16	
Reinette Guillory	Principal	Bell City High	06/16/16	
Wanda Johnwell	Teacher	Pearl Watson Elementary	05/24/16	
Darrel Peloquin	Carpenter	Maintenance Department	08/04/16	
Kenneth Perkins	Custodian	WW Lewis Middle	06/30/16	
Connie Gatewood	Paraprofessional	Pearl Watson Elementary	05/24/16	

Rene Dever	Teacher	Special Services	06/30/16	
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Gloria Deskin	Cafeteria Manager	Moss Bluff Elementary	05/24/16	
MATERNITY LEAVE			Due Date:	
Aiza Babineaux	Teacher	Washington Marion High	5/2/16 - 5/24/16	5/18/16 (C)
Renee Hardy	Teacher	Jl Watson Elementary	8/8/16 - 8/22/16	7/8/16 (A)

APPROVED - May 18, 2016

