

March 6, 2026

James L. Russell, III

[REDACTED]  
[REDACTED] 70560  
[REDACTED]

St. Mary Parish School Board Members  
St. Mary Parish Public Schools  
474 Hwy 317  
Centerville, Louisiana 70522

Re: Application for Superintendent of Schools

Dear President Black and Members of the St. Mary Parish School Board:

I, James L. Russell, III, am a native and resident of New Iberia, Louisiana. After graduating with honors from New Iberia Senior High School in 1992, I proudly enrolled into Southern University, knowing I was adequately prepared to undertake and overcome any challenge necessary to attain success. In 1997, I returned home to begin my career as a professional educator, possessing a desire to provide children with the same meaningful opportunities that were afforded to me. In 2004, at the age of 29, I was appointed by the Iberia Parish School Board to serve as principal of Anderson Middle School. During my ten years of service there, I decided to attend Southern University Law Center. This opportunity allowed me to heighten my understanding and analysis of school law, policy formation and how to more effectively approach the day-to-day occurrences and issues associated with performing the duties of school building level leader. In 2014, I was appointed to serve as Supervisor of Child Welfare and Attendance. In 2016, after successful completion of law school and the Louisiana Bar Examination, I began a private practice that focuses on catastrophic injury and education law.

I have been blessed with the opportunity to provide twenty-nine, uninterrupted years of professional service to the children and parents of the Iberia Parish School System. Currently, I am serving my twelfth year as Supervisor of Child Welfare and Attendance. In addition, for the past 12 years, I have also had the privilege of helping coordinate community service efforts in St. Mary Parish that assisted in ensuring students had a great and positive start to each school year by providing free haircuts and schools supplies to families. Although I am not a current resident of St. Mary parish, I, too, have a dire interest in the efforts of public education and its effects upon the well-being of every community within this great parish. The communities along the Highway 90 corridor are positioned for extreme growth but, they must be adequately prepared and poised to address the dynamic infrastructural demands that facilitate such growth. High quality education and career-oriented training are, indeed, significant to creating an infrastructure that supports impactful growth of communities. This understanding, coupled with a compassion for the individual and collective success of all stakeholders, is vital to the growth of the St. Mary Parish Public School System, the increased academic achievement of its students, and the infrastructural and economic growth of the entire parish.

**PERSONAL INFORMATION**

Russell James L  
Last Name First Middle Initial

Cell Phone Number: (337) 454-9994 Email address: [REDACTED]

Business Address: 1500 Jane Street Telephone: (337) 365-2341

City: New Iberia State: Louisiana Zip: 70563

Home Address: [REDACTED] Telephone: (337) 365-9494

City: New Iberia State: Louisiana Zip: 70560

Present Position: Supervisor of Child Welfare and Attendance

Type of Organization or School District: Iberia Parish School District

Enrollment: 10,474 Annual Budget: \$209,509,169

Types of Certificates Held:

Valid Louisiana Teaching Certificate containing certifications in:  
Health and Physical Education, Principal, Secondary School Principal, Educational  
Leader Level 2, Eligible for Educational Leader Level 3 at hire.

Valid Louisiana Notary Certificate

Valid Louisiana Law License

**ATTACH YOUR CERTIFICATE/WRITTEN CONFIRMATION THAT YOU ARE ELIGIBLE  
FOR IMMEDIATE CERTIFICATION AS SUPERINTENDENT FROM THE LDOE.**

**PROFESSIONAL PREPARATION**

	<b>Institution &amp; Location</b>	<b>Major/Minor</b>	<b>Degree</b>	<b>GPA (optional)</b>
<b>Undergraduate</b>	Southern University and A&M College – Baton Rouge, LA	Therapeutic Recreation/Health and Phys. Ed.	Bachelor of Science	████
<b>Graduate</b>	Nicholls State University – Thibodaux, LA	Education Administration and Supervision	Master of Education	████
<b>Professional</b>	Southern University Law Center – Baton Rouge, LA		Juris Doctorate	████

**ADMINISTRATIVE EXPERIENCE**

<b>School System</b>	<b>City</b>	<b>State</b>	<b>Position</b>	<b>Dates From-To</b>
Iberia Parish School District	New Iberia	Louisiana	Principal – Anderson Middle School	July 2004 – July 2014
Iberia Parish School District	New Iberia	Louisiana	Supervisor of Child Welfare and Attendance	July 2014 – Present

**TEACHING EXPERIENCE**

<b>Name of School</b>	<b>City</b>	<b>State</b>	<b>Grade or Subject</b>	<b>Dates From-To</b>
Iberia Middle School	New Iberia	Louisiana	Health and Phys.Ed.	July 1997 – June 1998

Jeanerette Senior High School	Jeanerette	Louisiana	SPED Inclusion, Biology, Health and Phys. Ed.	July 1998 – July 2002
Westgate High School	New Iberia	Louisiana	Health and Phys. Ed.	July 2002 – July 2003
Jeanerette Senior High School	Jeanerette	Louisiana	Discipline Center Teacher/Dean of Students	July 2003 – July 2004

Total Years Administrative Experience: 22 Total Years Teaching Experience: 7

Louisiana Teaching Certificate Type and Number: Certificate Type "A", Number 401219

List Areas of Certification: Health and Physical Education, Principal K-12, Secondary School Principal, Educational Leader Level 2, Eligible for Educational Leader Level 3

Do you hold a teaching certificate from another state? No.  
If so, please list State(s) and areas of certification. N/A

Has your certificate ever been suspended, revoked, or subject to other adverse action? No  
If so, please state the date, agency taking such action and reason for same: N/A

Are you presently certified for the position of Superintendent of Schools by the Louisiana Department of Education? As indicated on my certificate, I am eligible for EDL 3 at hire.  
If not, do you currently possess the educational requirements, experience, and other qualifications necessary to obtain immediate certification at this time? Yes.

Have you attached written confirmation of eligibility for immediate certification from the LDOE? See attached Teaching Certificate. Please note that you must do so.

Have you ever been terminated by a school system or asked to resign? No.  
If so, please attach an explanation identifying the employer, basis for termination or resignation, and the date of same. N/A.

Have you ever had your contract non-renewed or been informed that your contract would not be renewed? No. If so, please identify the school district: N/A.

Have you ever resigned in lieu of termination or non-renewal of your contract? No.  
If so, please identify the school district: N/A.

Have you ever been convicted of a felony or other serious offense, even one which was expunged? No.  
If so, please attach an explanation identifying the charge, jurisdiction, and court involved, date of conviction or plea, and factual basis of charge(s). N/A.

Have you ever engaged in or been accused of engaging in sexual misconduct with a minor/student or the abuse or neglect of a minor? No.

If so, please attach an explanation identifying the conduct or alleged conduct in question, including but not limited to the dates(s), your employer at the time, criminal charges, jurisdiction and court involved, date of conviction or plea, and factual basis of the charge(s) or allegations. N/A.

Have you ever been the subject of any investigation of alleged sexual misconduct involving a minor or student, abuse of a minor or student, or neglect of a minor or student? No.  
 If so, please attach an explanation identifying the conduct or alleged conduct in question, including but not limited to the dates(s), your employer at the time, the results of the investigation, criminal charges, jurisdiction, court involved, date of conviction or plea, and factual basis of the charge(s) or allegations. N/A.

Have you ever been the subject of any investigation of alleged test security violations, test cheating, or other situation in which the results of a test were voided or not accepted due to irregularities? No.  
 If so, please attach an explanation identifying the school or school district in question, including but not limited to the dates(s), your employer at the time, the results of the investigation, factual basis of the charge(s) or allegations, and the results of the investigation. N/A

State the earliest possible date you could begin work as a certified superintendent: The beginning of the next fiscal year or any prior agreed upon time.

**MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS AND OFFICES AND DATES HELD:**

<b>Organization</b>	<b>Dates From - To</b>
Louisiana Association of Principals	July 2004 – July 2014
Louisiana Association of Child Welfare and Attendance Personnel – Executive Committee Member	July 2014 - Present
Louisiana Bar Association	December 2017 - Present
American Bar Association	December 2017 - Present

**COMMUNITY ORGANIZATIONS AND SERVICES:**

<b>Organization</b>	<b>Dates From - To</b>
John G. Lewis, Jr. Lodge 261, PHA, F&AM	August 1994 – Present
Southern University Alumni Association	May 1997 - Present
Omega Psi Phi Fraternity, Inc., Past Basileus (President)	December 2004 - Present
Rho Omicron Foundation, Board Chairman	February 2025 - Present

**REFERENCES - List five (5) names, titles, work addresses, and telephone numbers of individuals familiar with your career that we may contact:**

- |    |  |
|----|--|
| 1. | Heath Hulin, Superintendent of Iberia Parish Schools, 1500 Jane St. New Iberia, LA 70563, Ph. (987) 885-8844                                       |
| 2. | Gannon Dooley, Director of Human Resources - Iberia Parish Schools, 1500 Jane St. New Iberia, LA 70563, Ph. (987) 885-8844                         |
| 3. | Paul Derouselle, Supervisor of Child Welfare & Attendance - Acadia Parish Schools, 2402 North Parkerson Ave. Crowley, LA 70526, Ph. (987) 588-8884 |
| 4. | Dr. James Gray, Superintendent of Jefferson Parish Schools, 501 Manhattan Blvd. Harvey, LA 70058, Ph. (504) 848-7888                               |
| 5. | Hon. Marcus A. Bryant, LA State Representative – District 96, 209 West Main St. Suite 405 New Iberia, LA 70560. Ph. (987) 885-8888                 |

Please provide any other information which you think might be helpful.

I have read, understand, and acknowledge the foregoing notice, conditions, and directions for completing this application. I certify that the information provided herein and in the attachments hereto is accurate, true, and complete to the best of my knowledge. I further certify that I have not been convicted of a felony or other serious offense and have not engaged in physical or sexual misconduct, neglect or abuse with or toward a student. I hereby waive my confidentiality with regard to my work record or criminal record and consent to and authorize the release of information from my current or former employers and/or law enforcement personnel upon inquiry in reference to this application. This authorization allows all prior employers to release any information which may have been sealed or the subject of a prior non-disclosure agreement. I release anyone responding to such inquiry from any liability for providing such information.

  
\_\_\_\_\_  
Signature

3-6-2026  
\_\_\_\_\_  
Date

**AUTHORIZATION AND RELEASE**  
**IMPORTANT: READ CAREFULLY BEFORE SIGNING**

Louisiana Revised Statutes 17:3884 provides that a school board considering the employment application of a person who has been evaluated in another school system shall request such person's evaluation results as part of the application process and shall inform the applicant that his/her evaluation results will be requested. The applicant shall be given the opportunity to review any information received by the prospective employer as a result of such request and afforded the opportunity to provide any response or information the applicant deems appropriate. Please be advised, therefore, that the St. Mary Parish School Board will request evaluation results on you from each of the school districts you have listed in your application. You will be given an opportunity to review the evaluation results received and to provide a response or information if you would like to do so. Any written response or information you might provide will be retained with your application.

Louisiana Revised Statutes 17:15 also requires all applicants for employment to be fingerprinted in order to assist in background checks of those individuals. Should it be determined that any applicant (or employee) has been convicted of one or more of the criminal offenses set forth in Louisiana Revised Statutes 17:587.1(C), then that applicant (or employee) is generally precluded from further employment with the school system. The conviction of other offenses that call into question the applicant's fitness for the position may also preclude employment or continued employment.

Louisiana Revised Statutes 17:81.9 further requires a school board receiving an application to request that all current and prior school board employers of the applicant provide it with all information in their records relative to instances of sexual misconduct, if any, with students committed by the applicant. This law further provides that the applicant must release all such employers from liability arising from the release of such information to the prospective employer.

Louisiana Revised Statutes 44:1 et al. provides that public records are subject to production to persons requesting such information, including members of the press. Accordingly, I understand that the fact that I am seeking employment with the Board and my application may become public knowledge.

 3-6-2026

**AUTHORIZATION AND RELEASE**

I certify that the information which I have provided in the attached application is true, correct, and complete. I understand that furnishing false information or omitting material information on this application could disqualify me from consideration for employment or could lead to my discharge from employment. I have read and agree to the above provisions and hereby authorize the St. Mary Parish School Board to request, receive, review, and consider my prior evaluations and information relative to sexual misconduct or physical abuse, if any, with students from all of my current or previous school system employers. I further release the St. Mary Parish School Board, its employees, agents and insurers and all current and former employers, their agents, employees and insurers from any liability connected with such disclosures and do hereby specifically authorize such employer(s) to release to the St. Mary Parish School Board my complete personnel file, including such information and documentation as may be requested in connection with my application for employment with it, including any documentation which had been previously sealed or which formed the subject of a prior non-disclosure agreement.



APPLICANT

DATE: 3/6/2026

# James Lee Russell, III

[REDACTED]

[REDACTED]

[REDACTED]

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## **Objective**

To effectively lead organized efforts of promoting excellence in public education by empowering stakeholders with opportunities to engage in meaningful collaboration, sincere communication and intense implementation of initiatives that demonstrate compassion for individual success and the collective betterment of our community's way of life.

## **Education and Certification**

*April 2022 – May 2023*

Louisiana School Boards Association  
Level Up Program for Future Superintendents

*October 13, 2017*

Licensed Attorney  
Sworn in by the Louisiana Supreme Court (En banc)

*August 2012 – May 2016*

Juris Doctorate  
Southern University Law Center

*January 2001 – December 2002*

Master of Education  
Nicholls State University

*January 2002 – May 2002*

Academy for Aspiring Principals  
University of Louisiana at Lafayette

*January 1998 – December 2000*

Certification, Health and Physical Education  
Nicholls State University

*June 1992 – May 1997*

Bachelor of Science, Therapeutic Recreation  
Southern University and A&M College

*August 1989 – May 1992*

High School Diploma (Honors)  
New Iberia Senior High School

**Professional  
Experience**

***August 2024 – June 2025***

***Commercial Construction Project Manager***

***Brandon O. Williams Construction***

Assisted the Commercial General Contractor with land development, contract execution, supervision/quality control of all sub-contractors and conducting inspections related to construction of a 4,000 square foot commercial facility for a local non-profit organization.

***October 2017 – Present***

***Attorney***

***Law Offices of James L. Russell, III, LLC***

Practice specializes in the areas of Catastrophic Injury and Education Law. Researches, analyzes, and applies enumerated laws and court decisions related to legal matters presented to our office. Advocates on behalf of any and all interested parties with whom we have fiduciary duties established by actual and perceived contractual means.

***July 2014 – Present***

***Supervisor of Child Welfare & Attendance***

***Foster Care Liaison***

***Iberia Parish School Board***

Facilitates, analyzes, and supervises the processes and procedures structured around state law, BESE and local board policy, which pertain to student enrollment/placement, attendance, zoning, discipline and wellness. Serves as a liaison with local courts who oversee the diversion and/or adjudication of juvenile criminal and status offenses. Member of Iberia Parish Schools District Emergency Management Team (Public Information Officer).

***July 2004 – June 2014***

***Principal***

***Anderson Middle School***

Organized, facilitated, and managed the day-to-day operations required to ensure that all students were receiving, and all professionals were providing, the most appropriate and rewarding educational experience possible. *2005 LDOE School of Recognized Academic Growth, 2005 Iberia Parish Middle School Principal of the Year, 2011 Louisiana Board of Regents/LA Gear Up Top Performing School*

***July 2003 – June 2004***

***Behavioral Adjustment Facilitator/Disciplinarian/Coach***

***Jeanerette High School***

Assisted administrative efforts aimed at re-teaching and reinforcing appropriate behaviors required for maximizing learning opportunities in the regular classroom setting. Guided the development of student-athletes and earned playoff appearances in football and state champion recognition in track and field.

***2004 LHSAA State Track and Field Champion***

***July 2002 – June 2003***

***Teacher/Coach***

***Westgate High School***

Taught, assessed, and analyzed the performance of state mandated grade level objectives for health and physical education. Guided the development of student-athletes who earned playoff appearances and state recognition in football and track and field.

***July 1998 – June 2002***

***Teacher/Coach***

***Jeanerette High School***

Served two years as a Special Education/Resource teacher upon earning certification in health and physical education. Two more years were spent teaching health and physical education as well as biology. Guided the development of student-athletes and earned playoff appearances in football and state recognition in track and field.

***July 1997 – June 1998***

***Teacher/Coach***

***Iberia Middle School***

Taught, assessed, and analyzed the performance of state mandated grade level objectives for wellness education. Served as head coach for basketball and assistant coach for football and track and field.

***July 1996 – January 1997***

***Instructional Assistant***

***Christa McAuliffe Adult Educational Center, East Baton Rouge***

Assisted certified teachers with the implementation of various instructional programs designed to address the specific academic needs of highly committed adult learners.

**Professional  
Affiliations**

Louisiana Association of Child Welfare and Attendance Personnel (Executive Committee Member), Louisiana State Bar Association, American Bar Association, Southern University Alumni Federation.

**Civic/Community  
Engagement**

John G. Lewis, Jr. Lodge #261, Prince Hall Affiliated – Free & Accepted Masons, Southern University Alumni Association, Omega Psi Phi Fraternity, Inc., Rho Omicron Foundation – Board of Directors (Chair), St. Edward Catholic Church.

**Hobbies and  
Interests**

Analyzing legal theory, cooking, attending sporting events, playing golf, listening to music, attending concerts and undertaking household construction, renovation and handyman projects.

**References**

*Hon. Marcus A. Bryant*  
*Louisiana House of Representatives, District 96*

(225) 253-2222  
[Redacted]  
[Redacted]

*Dr. James Gray*  
*Superintendent of Jefferson Parish Schools*

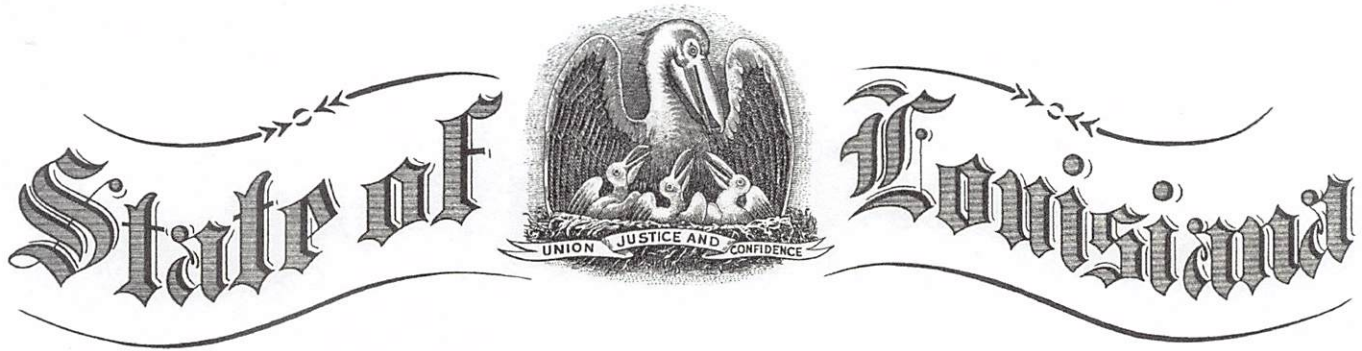
(225) 200-2766  
[Redacted]  
[Redacted]

*Jimmy Rodrigue*  
*Senior Vice President, Community First Bank*

(225) 265-6677  
[Redacted]  
[Redacted]

*John K. Pierre*  
*Chancellor*  
*Southern University Law Center*

(225) 571-2550  
[Redacted]  
[Redacted]



# STATE DEPARTMENT OF EDUCATION

**Certificate Type**  
**TEACHING CERTIFICATE**

**NUMBER**  
**A 401219**

**VALID**  
**Life**

**Certificate Issued To:**

**JAMES LEE RUSSELL**

**By the Louisiana Department of Education, based upon the following:**

B.S., SOUTHERN UNIVERSITY, 1997

COMPLETED ALTERNATIVE TEACHER EDUCATION PROGRAM, NICHOLLS STATE UNIVERSITY, 2001

M.ED., NICHOLLS STATE UNIVERSITY, 2002

MASTER'S DEGREE PLUS 30 GRADUATE HOURS, , 2014

DOCTOR'S DEGREE, SOUTHERN UNIVERSITY, 2016

**ELIGIBILITY: The holder of this certificate is eligible for the following area(s) and/or terms:**

HEALTH AND PHYSICAL EDUCATION (K-12), 8/28/2001

PROVISIONAL SECONDARY SCHOOL PRINCIPAL, 8/9/2002

PROVISIONAL PRINCIPAL, 8/9/2002

PRINCIPAL, 8/2/2006

SECONDARY SCHOOL PRINCIPAL, 8/2/2006

EDUCATIONAL LEADER - LEVEL 2, 7/3/2012

VALID FOR LIFE FOR CONTINUOUS SERVICE, 8/9/2002

This individual is eligible for an EDL 3 certificate. The certificate is issued upon the request of the Louisiana Employing Authority once the individual is hired to serve as an Assistant Superintendent or Superintendent.

**Ronnie Morris**

**Dr. Preston Cade Brumley**



# IBERIA PARISH SCHOOL DISTRICT

## *Growing Great Minds*

P.O. Box 200  
1500 Jane Street  
New Iberia, LA 70563  
Phone (337) 365-2341

**Heath Hulin**  
Superintendent  
**Neely Anne Moore**  
Assistant Superintendent  
of Administration  
**Allison O'Donnell**  
Assistant Superintendent  
of Curriculum  
**Wayne Landry**  
General Counsel

February 25, 2026

St. Mary Parish School Board Members  
St. Mary Parish Public Schools  
474 Hwy. 317  
Centerville, LA 70522

Re: James Russell, III – Applicant for Superintendent

Dear Members,


I am happy to provide a letter of support on behalf of Mr. James Russell, III in his application to serve as the next Superintendent of the St. Mary Parish School District. Mr. Russell has served the Iberia Parish School System for the past 29 years in the capacity of teacher, principal, and district supervisor.

After teaching for seven years, he went on to lead Anderson Middle School as principal for ten years. The challenges posed by the high poverty, at-risk population were certainly met by Mr. Russell's leadership and service to the school and community. Following his tenure as a school principal, Mr. Russell was appointed as a District Supervisor of Child Welfare and Attendance. He has held this position for the past twelve years. In addition to all the daily duties charged to our Child Welfare and Attendance Supervisors, James has also been involved in special projects such as district rezoning in response to population shifts and school consolidation efforts. As a member of our District Emergency Management Team, Mr. Russell has received training from national consultants, reviewed and evaluated School Emergency Management Plans, and has been deployed to school campuses as a district liaison during multiple and varied emergency situations.

In recognition for his leadership and service, Mr. Russell was named the 2005 District Middle School Principal of the Year. During his tenure as a district supervisor, James has attended numerous state and regional conferences to remain up to date on legal issues and child welfare and attendance topics facing our district. Most notably, James was selected to participate in a competitive leadership development program offered through the Louisiana School Boards Association. As a member of the 2023 Level Up League, Mr. Russell has received a year of professional development and training in preparation for service as a School District Superintendent.

For all of these reasons, I offer my support for Mr. Russell's application. If you should have questions, please feel free to contact me. Best wishes in your search for the next Superintendent of St. Mary Parish Public Schools.

Sincerely,

  
Heath M. Hulin  
Superintendent  
Iberia Parish School District

**PRESIDENT**  
**Brad M. Norris**  
District 8

**FIRST VICE-PRESIDENT**  
**Dan L. LeBlanc, Sr.**  
District 7

**SECOND VICE-PRESIDENT**  
**Rachael L. Toups**  
District 14

**EXECUTIVE COMMITTEE**  
**Danny D. Segura**  
District 13

**PAST PRESIDENT**  
**Elvin "Dee" Pradia**  
District 2

**Nursey O. McNeal**  
District 1

**Jesse J. McDonald**  
District 3

**Raymond "Shoe-Do" Lewis**  
District 4

**Debra A. Savoie**  
District 5

**Mike Mayeux**  
District 6

**Dana P. Dugas**  
District 9

**Suzette B. Charpentier**  
District 10

**Kathleen B. Rosamond**  
District 11

**Rev. Arthur L. Alexander**  
District 12