School Board Meeting – August 2, 2022

Order of Business

6:00 P.M.

- 1. Call to Order
- 2. Invocation
- 3. Pledge of Allegiance
- 4. Roll Call
- 5. Approval of Minutes of School Board Meeting of July 5, 2022

<u>RECOMMENDATION</u>: That the Board approve the minutes of School Board Meeting of July 5, 2022, as recorded.

- 6. Personnel Announcements & Introductions (Information Only)
 - Supervisor of Secondary Education Darrell Dillard
 - Supervisor of Human Resources Matthew Hodson
 - Principal, H. L. Bourgeois High School Casannah Moses
 - Principal, Ellender Memorial High School Blaise Pellegrin
 - Principal, South Terrebonne High School Dr. Madge Gautreaux
 - Principal, Evergreen Jr. High School Zack Hill
 - Principal, Gibson Elementary School Sharon LeBlanc
 - Principal, Mulberry Elementary School Dene' Cunningham
 - Principal, Oakshire Elementary School LaCest Campbell

- Principal, School for Exceptional Children (SEC) Tammy Camille
- Assistant Principal, Mulberry Elementary School Tory Adkins
- Assistant Principal, H. L. Bourgeois High School Shawn Preston
- Assistant Principal, Southdown Elementary School Magan LeBouef
- Assistant Principal, H. L. Bourgeois High School Norris Chappel
- 7. Meeting Announcements
 - 8/09 First Day of School for Students
 - 8/09 5:30 Public Hearing on 2022-2023 Proposed Budget
 - **8/16** 5:00 Buildings, Food Service, & Transportation Committee Finance, Insurance, & Section 16 Lands Committee Executive Committee Education, Technology, & Policy Committee
 - 9/06 6:00 Regular School Board Meeting
- 8. Citizen Concerns
 - A. Vicki Cloutier Legal updates and local food support regarding USDA Title IX transgender bathrooms in public schools and withholding federal lunch money overreach
 - B. Misty Detiveaux Threat to school lunches by current administration and alternatives to federal monies
- 9. Board Committee Meeting Reports
 - A. Education, Technology, & Policy Committee (see attached Committee report of July 19, 2022, meeting)
 - B. Buildings, Food Service, & Transportation Committee (see attached Committee report of July 19, 2022, meeting)
 - C. Finance, Insurance, & Section 16 Lands Committee (see attached Committee report of July 19, 2022, meeting)
 - D. Executive Committee (see attached Committee report of July 19, 2022, meeting)

- 10. Superintendent's Agenda
 - A. Agenda Items
 - (1) Matter pertaining to 2022-2023 School Calendar Adjustments

<u>RECOMMENDATION:</u> That the Board approve the 2022-2023 School Calendar adjustments as follows:

Tuesday, November 8, 2022 – Staff Development Day (No Students)

Tuesday, January 17, 2023 – Regular School Day (Previous Staff Development Day)

(2) Matter pertaining to revised Policy FILE: F-11.5 Personal Leave

<u>RECOMMENDATION</u>: That the Board approve, as presented, revised Policy FILE: F-11.5 Personal Leave.

(3) Matter pertaining to revised Policy FILE: F-11.4 Sick Leave

RECOMMENDATION: That the Board approve, as presented, revised Policy FILE: F-11.4 Sick Leave, effective upon Board approval on August 2, 2022.

(4) Matter pertaining to employee compensation package

<u>RECOMMENDATION:</u> That the Board approve, as presented, the employee compensation package.

- (5) Personnel Section
 - (a) Announcement of Administrative Assignments for 2022-2023 School Year (Information Only)

ADMINISTRATIVE (CENTRAL OFFICE) ASSIGNMENTS FOR 2022-2023 SCHOOL YEAR

Chief Academic Officer Chief Financial Officer Sandra LaRose Rebecca Breaux

Director of Child Welfare & Attendance Director, Human Resources Supervisor, Child Nutrition Program Supervisor, Child Welfare & Attendance Supervisor, Elementary Education Supervisor, Federal Programs Supervisor, Human Resources Supervisor, Middle School Education Supervisor, Secondary/Vocational/Adult/Driver Ed. Supervisor, Special Education Services Supervisor of Transportation/Safety District Assessment & Accountability Administrator Supervisor of Finance Data Processing Manager Network System Administrator Plant Operations Manager Risk Manager Executive Assistant to the Board Executive Secretary to the Superintendent

Mark Torbert Dr. Debra Yarbrouah Monica Walther Cory Butler Alton Johnson Cheryl Degruise Matthew Hodson Kim Vauclin Darrell Dillard Dr. Monica Breaux Devlin Aubert Dr. Myra Austin Michelle Klingman Maria Vice Christopher Babin Sammy Poiencot Curtis Constrantiche Ramona Brunet Melissa Hagen

ADMINISTRATIVE (PRINCIPAL) ASSIGNMENTS FOR 2022-2023 SCHOOL YEAR

Acadian Elementary School Bayou Black Elementary School **Bourg Elementary School** H. L. Bourgeois High School **Broadmoor Elementary School** Caldwell Middle School Coteau-Bayou Blue Elementary School **Dularge Elementary School** Ellender Memorial High School Evergreen Junior High School **Gibson Elementary School** Grand Caillou Elementary School Grand Caillou Middle School Honduras Elementary School Houma Junior High School Lacache Middle School Legion Park Elementary School Lisa Park Elementary School Montegut Elementary School Montegut Middle School **Mulberry Elementary School** Oaklawn Middle School **Oakshire Elementary School** School for Exceptional Children

Tonia Cook Melynda Rodrigue Jennifer Blanchard Casannah Moses Melissa Soileau **Charles Bergeron** Nikki Fanguy **Tessie Adams Blaise Pellegrin** Zack Hill Sharon LeBlanc Amanda Callahan John Campbell Melanie Edmonds Jason Corbin Juliette Gautreaux Sharri McGuire Misty Richard Andrea Rodrigue Jennifer Pitre Dene' Cunningham **Torrey Carter** LaCest Campbell Tammy Camille

Schriever Elementary School South Terrebonne High School Southdown Elementary School Terrebonne High School Upper Little Caillou Elementary School Village East Elementary School Louis Miller Terrebonne Career & Technical High School Terrebonne Alternative Program (T.A.P.P.S.) Bayou Cane Adult Ed. Administrator Miranda Babin Dr. Madge Gautreaux Kanika Smith Scotty Dryden Trisha Melancon Terez LeBlanc William Simmons, Jr. Tommy Salter Marilyn Schwartz

- (b) Personnel Actions for Period of June 27, 2022, through July 22, 2022 [list of professional instructional and non-instructional/support personnel (contract renewals, appointments, resignations, and retirements – <u>Information Only</u>)]
- (c) Leave of Absence
 - 1) Family and Medical Leave

<u>RECOMMENDATION:</u> That the Board approve a family and medical leave in accordance with Policy FILE: F-11.4a for Patricia Guidry, Special Education Paraprofessional at Oaklawn Middle School, beginning August 29, 2022, through November 7, 2022 (medical)

- (6) Parent Appeal for Student #0151111 Readmission (Executive Session)
- 11. Adjournment

Bubba Orgeron, Superintendent Terrebonne Parish School Board P. O. Box 5097 Houma, Louisiana 70361 985-876-7400

In accordance with the Americans with Disabilities Act, if you need special assistance, please contact Bubba Orgeron, Superintendent, Terrebonne Parish School Board, at 985-876-7400, Ext. 860-213, describing the assistance that is necessary.

RLB

August 2, 2022

Dear Members of the Board:

The EDUCATION, TECHNOLOGY, and POLICY COMMITTEE met at 5:00 P.M. on Tuesday, July 19, 2022, in the Board Room of the School Board Office with the following members present: Mrs. Debi Benoit, Chairwoman, Mr. Matthew Ford, Vice Chairman, and Dr. MayBelle Trahan. Also in attendance were Mr. Clyde Hamner, Mr. Roger Dale DeHart, Mr. Gregory Harding, Mrs. Stacy Solet, Mr. Dane Voisin, Superintendent Bubba Orgeron, and members of the staff.

Chairwoman Benoit called the meeting to order. The meeting began with the invocation and Pledge of Allegiance to the Flag.

Superintendent Orgeron presented information regarding revisions to Policy FILE: B-8.1 Employee Representative Committee.

RECOMMENDATION NO. 1

The Committee recommends that the Board approve, as presented, revised Policy FILE: B-8.1 Employee Representative Committee.

FILE: B-8.1

EMPLOYEE REPRESENTATIVE COMMITTEE

The Employee Representative Committee will meet regularly with the Superintendent to make and consider recommendations regarding changes in and additions to policies, regulations, and procedures affecting personnel matters and working conditions and serves in an advisory capacity to the Superintendent in matters that affect the Terrebonne Parish Schools. Such recommendations shall be presented to the Board for its consideration.

COMMITTEE COMPOSITION

The Employee Representative Committee shall be composed of, but not limited to, members and/or designee according to the following:

- A. <u>A teacher representative from each school</u>
 - 1. <u>Each District Teacher of the Year (elementary, middle,</u> <u>secondary) will serve as their school's representative.</u>
 - 2. <u>School's teacher representatives will be selected</u> <u>democratically by each faculty and submitted to the</u> <u>Director of Human Resources no later than the end of the</u> <u>first month of the school year.</u>
 - 3. <u>Each school will have only one (1) teacher</u> <u>representative.</u>

Teachers of the Year representing the three clusters: elementary, middle, and secondary;

- B. Three (3) teachers appointed by the Superintendent representing the three clusters: elementary, middle, and secondary;
- **<u>B</u>**. Terrebonne Association of Educator's Representative;
- <u>**C**</u>. A+PEL Representative;
- **D**. Terrebonne Principals' Association Representative;
- <u>E</u>. Outstanding School Support Employee of the Year representing the three clusters: elementary, middle, and secondary;
- **<u>F</u>**. Terrebonne Insurance Committee Representative;
- **<u>G</u>**. Terrebonne Parish Bus Drivers' Association Representative;
- <u>**H**</u>. Terrebonne Parish School Food Service Association

Representative.

COMMITTEE OPERATING PROCEDURES

A. Meetings

The ERC will determine the time and date of its regular meetings at the first meeting in September.

B. Setting the agenda

Agenda items must be submitted by noon at least three (3) workdays prior to the meeting date.

C. Special meetings

Special meetings of the ERC may be called at the discretion of the Superintendent or designee.

D. Citizen participation

Individuals shall be allowed to address the ERC at any scheduled meeting.

- E. Submission of recommendations
 - 1. Recommendations may be submitted to the <u>Director of</u> <u>Human Resources</u> Assistant Superintendent of Instruction and Student Support Services and/or ERC at any time during the calendar year using the proper recommendation form. Forms are available at each school or work site.
 - 2. While recommendations may be considered at any time during the calendar year, a formal request for recommendations will be sent out at a date agreed upon by the ERC at its first meeting.
 - 3. Recommendations may be submitted by any individual

or group within the Terrebonne Parish School System and by the general public.

- F. Consideration of recommendations
 - 1. The ERC will give each recommendation careful consideration.
 - 2. Each recommendation will be returned by the ERC to the person submitting the recommendation with a written response as to action taken. Recommendations will be returned through the Board mail and/or electronic mail system.
 - 3. Items referred to the ERC by the Board may be decided by mutual agreement between the Board and the ERC.
 - 4. Recommendations referred to the ERC by individuals or groups other than the Board and approved by the ERC for addition to policy, regulation or procedure shall be presented to the employees for a vote before being submitted to the appropriate committee of the Board.
 - 5. The Superintendent may direct the ERC to work in his/her absence provided that all final recommendations are submitted for review before being forwarded to the appropriate committee of the Board.
 - 6. The Employee Representative Committee (ERC) shall select from its members a spokesperson or persons to present recommendations and rationales to the appropriate Board committee. It shall be the responsibility of the spokesperson of the Employee Representative Committee (ERC) to place any of the above-referenced matters on the agenda of the appropriate committee within the prescribed guidelines of Board policy.
 - 7. On matters regarding policies, regulations and

procedures affecting personnel matters and working conditions, the ERC will operate by consensus.

If, in the opinion of the Superintendent, the Committee is unable to reach consensus, then he/she shall call for a vote. If a majority of the Committee approves the recommendation, then the policy will be forwarded to the appropriate Board committee with written rationale for both positions.

8. On matters other than policies, regulations, and procedures affecting personnel matters and working conditions, the ERC will operate by consensus.

If, in the opinion of the Superintendent, the Committee is unable to reach consensus, then he/she shall call for a vote. If a majority of the Committee approves the recommendation, then the recommendation is adopted by the Committee.

RECONCILIATION OF DIFFERENCES

In cases where recommendations of the Employee Representative Committee (ERC) are not adopted by the Board, the Board shall refer the matter back to the appropriate Board committee for further review and evaluation with due consideration of ERC concerns.

Adopted: September 1991 Revised: November 1991 Revised: May 1994 Revised: July 1996 Revised: January 1997 Revised: November 1997 Revised: August 2014 **Revised: July 2022**

Ref: Board minutes, 7-16-96, 1-21-97, 11-18-97, 8-19-14, 8-2-22.

Mrs. Sandra LaRose, Chief Academic Officer, presented information on

schools' Staff Development Days 1 and 2.

Mrs. LaRose presented information regarding Terrebonne Parish School District's Opening of Schools motivational and inspirational guest speaker, Mr. Mickey Smith, Jr.

Mrs. LaRose, Mr. Darrell Dillard, Supervisor of Secondary Education, and Dr. Debra Yarbrough, Director of Human Resources, presented information on various instructional department updates.

There being no further business to come before the **Education**, **Technology**, and **Policy Committee**, the meeting was adjourned at 5:31 P.M.

Respectfully submitted,

Debi Benoit, Chairwoman

Matthew Ford, Vice Chairman

Dr. MayBelle Trahan

SL/jb

August 2, 2022

Dear Members of the Board:

The BUILDINGS, FOOD SERVICE, and TRANSPORTATION COMMITTEE

met immediately following the 5:00 P.M. Education, Technology, and Policy Committee meeting on Tuesday, July 19, 2022, in the Board Room of the School Board Office with the following members present: Mr. Dane Voisin, Chairman, Mr. Roger Dale DeHart, Vice Chairman, and Mr. Gregory Harding. Also in attendance were Mr. Matthew Ford, Mrs. Stacy Solet, Dr. MayBelle Trahan, Mr. Clyde Hamner, Mrs. Debi Benoit, Superintendent Bubba Orgeron, and members of the staff.

Chairman Voisin called the meeting to order.

Mr. Scott Griffith, Project Manager, Hammerman & Gainer, LLC, addressed the Committee regarding building repairs in response to Hurricane Ida.

RECOMMENDATION NO. 1

The Committee recommends that the Board issue a "NOTICE TO PROCEED" (as per contractual agreement) for plans and specifications for building repairs for the following projects, funding to be derived from FEMA reimbursement funds, authorize the advertising of bids, direct that any major project changes be reported to the Buildings, Food Service, and Transportation Committee prior to advertising for bids, and further, authorize the Board president to sign all necessary documents pertaining thereto.

Maintenance & Auxiliary Services Building Central Office Transportation Building Archestrate, LLC Archestrate, LLC Archestrate, LLC

Mrs. Alli Dugas, Purchasing Agent, addressed the Committee regarding renewal of the Pest Control Service contract with Rogers Pest Control.

RECOMMENDATION NO. 2

The Committee recommends that the Board renew the service contract with Rogers Pest Control, under the same terms and conditions as the current contract, for five (5) years beginning September 6, 2022, through September 5, 2027, and further, authorize the Board president to sign all necessary documents pertaining thereto.

Mrs. Dugas addressed the Committee regarding acceptance of Request for Proposals for Mechanical Engineering Services for the H. L. Bourgeois High School HVAC Replacement/Upgrade Project.

RECOMMENDATION NO. 3

The Committee recommends that the Board accept the proposal, meeting all specifications, for Mechanical Engineering Services for the H. L. Bourgeois High School HVAC Replacement/Upgrade Project from Thompson Luke & Associates, LLC, 10705 Rieger Road, Suite 101, Baton Rouge, LA 70809, issue a "NOTICE TO PROCEED" with plans and specifications for the project, establish a budget of \$3,057,423.00, monies to be derived from the American Rescue Plan Act-ARPA (ESSER III), authorize the advertising of bids, direct that any major project changes be reported to the Buildings, Food Service, and Transportation Committee prior to advertising of bids, and further, authorize the Board president to sign all necessary documents pertaining thereto.

Mrs. Dugas addressed the Committee regarding authorization to advertise for bids for storage sheds at various schools ruined by Hurricane Ida.

RECOMMENDATION NO. 4

The Committee recommends that the Board authorize the Purchasing Department to advertise for bids for storage sheds at various schools, funding to be derived from FEMA reimbursement funds.

Mrs. Rebecca Breaux, Chief Financial Officer, addressed the Committee regarding update of Hurricane Ida (attached).

Mr. Merlin Lirette, AIA, CEFP, The Merlin Group, Ltd., addressed the Committee regarding substantial completion of Mulberry Elementary School Addition Construction Project (attached).

RECOMMENDATION NO. 5

The Committee recommends that the Board ratify a change order for the Mulberry Elementary School Addition Construction Project to increase the contract time by eighty-seven (87) days, due to inclement weather, from April 22, 2022, to July 18, 2022, approve the substantial completion dated July 18, 2022, subject to the punch list; upon completion of the punch list, final inspection, and receipt of the lien-free certificate, authorize the release of retainage; and further, authorize the Board president to sign all necessary documents pertaining thereto.

Mr. Marco Gonzalez, representing Volkert, Inc., addressed the Committee regarding update of Hurricane Ida response.

Mr. Curtis Lee, representing Hammerman & Gainer, LLC, addressed the Committee regarding update of Hurricane Ida response.

Mr. Sammy Poiencot, Supervisor of Plant Operations, addressed the Committee regarding maintenance updates (attached).

There being no further business to come before the **Buildings**, Food Service, and Transportation Committee, the meeting was adjourned at 6:27 P.M.

Respectfully submitted,

Dane Voisin, Chairman

Roger Dale DeHart, Vice Chairman

Gregory Harding

SP/sn

August 2, 2022

Dear Members of the Board:

The FINANCE, INSURANCE, and SECTION 16 LANDS COMMITTEE met immediately following the 5:00 P.M. Education, Technology, and Policy Committee, and Buildings, Food Service, and Transportation Committee meetings on Tuesday, July 19, 2022, in the Board Room of the School Board Office with the following members present: Mr. Clyde Hamner, Chairman, and Mrs. Stacy Solet. Mr. Michael LaGarde, Vice Chairman, was absent. Also in attendance were Mr. Gregory Harding, President, Dr. MayBelle Trahan, Vice President, Mr. Matthew Ford, Mr. Roger Dale DeHart, Mr. Dane Voisin, Superintendent Bubba Orgeron, and members of the staff.

Chairman Hamner called the meeting to order.

Mrs. Katherine Gilbert-Theriot, Director of Business Retention and Expansion at Terrebonne Economic Development Authority (TEDA), addressed the Committee regarding the adoption of a resolution to support K & B Machine Works, LLC in its participation in the Industrial Tax Exemption Program (ITEP).

RECOMMENDATION NO. 1

The Committee recommends that the Board adopt the resolution, as presented, honoring K & B Machine Works, LLC's Industrial Tax Exemption Program (ITEP) contract #20170624-ITE and #20180498-ITE, without penalty.

Mrs. Gilbert-Theriot addressed the Committee regarding the adoption of a resolution to support AIT Machine, LLC in its participation in the Industrial Tax Exemption Program (ITEP).

RECOMMENDATION NO. 2

The Committee recommends that the Board adopt the resolution, as presented, honoring AIT Machine, LLC's Industrial Tax Exemption Program (ITEP) contract #20170323, without penalty.

Mrs. Gilbert-Theriot addressed the Committee regarding the adoption of a resolution to support K & B Machine Works, LLC in its participation in the Industrial Tax Exemption Program (ITEP).

RECOMMENDATION NO. 3

The Committee recommends that the Board adopt the resolution, as presented, granting the request by K & B Machine Works, LLC (Industrial Tax Exemption Application #20200534-ITE).

Mrs. Gilbert-Theriot addressed the Committee regarding the adoption of a resolution to support Bollinger Houma Shipyards, LLC in its participation in the Industrial Tax Exemption Program (ITEP).

RECOMMENDATION NO. 4

The Committee recommends that the Board adopt the resolution, as presented, granting the request by Bollinger Houma Shipyards, LLC (Industrial Tax Exemption Application #20190322-ITE).

Superintendent Orgeron addressed the Committee regarding the Receipt of the Proposed Operating Budgets for Fiscal Year 2022-2023 and establishing a Public Hearing.

RECOMMENDATION NO. 5

The Committee recommends that the Board receive the Proposed Operating Budgets for the General Operating Fund, Child Nutrition Program Fund, 1 Cent Sales Tax Fund, 1/2 Cent Sales Tax Fund, 3/4 Cent Sales Tax Fund, and various Special Revenue Funds for the 2022/2023 Fiscal Year and establish a Public Hearing on the same: Tuesday, August 9, 2022, at 5:30 P.M. in the Board Room of the Terrebonne Parish School Board Office, 201 Stadium Drive, Houma, LA 70360. Superintendent Orgeron addressed the Committee regarding 2022-2023 Performance Pay.

RECOMMENDATION NO. 6

The Committee recommends that the Board approve, as presented, the Performance Pay structure, effective with the 2022-2023 school year.

Superintendent Orgeron addressed the Committee regarding an Employee Compensation proposal he intends to present to the Board at its August 2, 2022, meeting.

Mrs. Rebecca Breaux, Chief Financial Officer, addressed the Committee regarding the Fiscal Year 2021/2022 Louisiana Compliance Questionnaire (attached).

RECOMMENDATION NO. 7

The Committee recommends that the Board adopt the following resolution in reference to the Louisiana Compliance Questionnaire for the 2021/2022 Fiscal Year:

TERREBONNE PARISH SCHOOL BOARD RESOLUTION NO. ____

BE IT RESOLVED, that the Terrebonne Parish School Board, in connection with the June 30, 2022, audit, adopts the Louisiana Compliance Questionnaire for submission to LaPorte CPAs and Business Advisors, and confirms that the representations made therein are to the best of the Board's knowledge and belief, and

BE IT FURTHER RESOLVED, that Gregory Harding, President of the Terrebonne Parish School Board, Aubrey "Bubba" Orgeron, Jr., Superintendent, and Rebecca Breaux, Chief Financial Officer, be authorized to sign said Questionnaire. Superintendent Orgeron addressed the Committee regarding a salary increase for all full time employees by the Louisiana Legislature, effective with the 2022-2023 Fiscal Year.

RECOMMENDATION NO. 8

The Committee recommends that the Board add \$1,500 to each teacherbased pay scale, indexed accordingly, and add \$750 to each support personnel pay scale, as per SCR 23 of the 2022 Regular Session of the Louisiana Legislature, effective for the 2022-2023 Fiscal Year.

Mrs. Michelle Klingman, Supervisor of Finance, presented information on the Monthly Budget-to-Actual Comparison report (attached) and gave an update on the Sales Tax collections report (attached). She stated that sales tax collections for the month of May 2022 are approximately 13.71% higher than May 2021.

There being no further business to come before the **Finance**, **Insurance**, **and Section 16 Lands Committee**, the meeting adjourned at 7:03 P.M.

Respectfully submitted,

Clyde Hamner, Chairman

Stacy Solet

RB/bp

August 2, 2022

Dear Members of the Board:

The **EXECUTIVE COMMITTEE** met immediately following the 5:00 P.M. Education, Technology, and Policy Committee; Buildings, Food Service, and Transportation Committee; and Finance, Insurance, and Section 16 Lands Committee meetings on Tuesday, July 19, 2022, in the Board Room of the School Board Office with the following members present: Mr. Gregory Harding, President, and Dr. MayBelle Trahan, Vice President. Mr. Michael LaGarde was absent. Also in attendance were Mr. Clyde Hamner, Mr. Matthew Ford, Mr. Roger Dale DeHart, Mrs. Stacy Solet, Mr. Dane Voisin, Superintendent Bubba Orgeron, and members of the staff.

Vice President Trahan called the meeting to order.

The Executive Committee examined and authorized payment of invoices for the current month (including supplemental payroll and travel expenses).

There were no Committee member concerns.

There being no further business to come before the **Executive Committee**, the meeting was adjourned at 7:09 P.M.

Respectfully submitted,

Gregory Harding, President

MayBelle Trahan, Ed.D., Vice President

RB/bp