

**TERREBONNE PARISH SCHOOL BOARD
201 STADIUM DRIVE
HOUMA, LOUISIANA 70360**

School Board Meeting - March 17, 2015

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 March 3, 2015

RECOMMENDATION: That the Board approve the minutes of School Board Meeting of March 3, 2015, as recorded.

6. Citizen Concern
 - A. Candace Lajaunie – Common Core, Resolution, Opt Out, General Education, School Board Members
7. Board Committee Meeting Reports
 - A. Education, Technology, and Policy Committee (See Attached Committee Report of March 2, 2015, Meeting)
 - B. Buildings, Food Service, and Transportation Committee (See Attached Committee Report of March 9, 2015, Meeting)
 - C. Finance, Insurance, and Section 16 Lands Committee (See Attached Committee Agenda of March 16, 2015, Meeting)

8. Superintendent's Agenda

A. Presentation Item

- A. Jane Arnette, Executive Director, SCIA (South Central Industrial Association), and Nicol Blanchard, Region 3 College and Career Transitions Coordinator/Basic Perkins Coordinator, Fletcher Technical Community College – “Work It” Program

B. Agenda Items

(1) Personnel Section

- (a) Personnel Actions for Period of February 4, 2015, through March 11, 2015 [list of professional instructional and non-instructional/support personnel (contract renewal, appointments, resignations, and retirement – Information Only)]

(2) Parent Appeal for Student Readmission (Possible Executive Session)

- Readmission of Student #128778

9. Individual School Board Member

- A. Mr. Roosevelt Thomas – Reschedule School Board Meeting of April 7, 2015, to April 14, 2015 (Due to Easter Holidays), with said agenda deadline to remain noon Wednesday, April 1, 2015

RECOMMENDATION: That the Board reschedule the School Board Meeting of April 7, 2015, to April 14, 2015 (Due to Easter Holidays), with said agenda deadline to remain noon Wednesday, April 1, 2015.

10. Announcements

4/03 – 4/10 Easter Holidays

4/13

5:00 Education, Technology, & Policy Committee

4/14

6:00 Regular School Board Meeting

11. Adjournment

Philip Martin, 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 Philip Martin, Superintendent, Terrebonne Parish School Board, at 985-876-7400, Ext. 233, describing the assistance that is necessary.

RLB

**TERREBONNE PARISH SCHOOL BOARD
201 STADIUM DRIVE
HOUMA, LOUISIANA 70360**

March 17, 2015

Dear Members of the Board:

The EDUCATION, TECHNOLOGY, and POLICY COMMITTEE met at 5:00 P.M. on Monday, March 2, 2015, in the Board Room of the School Board Office, with the following members present: Dr. Brenda Leroux Babin, Chairwoman, Mr. L. P. Bordelon, III, Vice-Chairman, and Mrs. Vicki Bonvillain. Also in attendance were Mr. Roosevelt Thomas, Board President, Mr. Richard Jackson, Superintendent Philip Martin, and members of the staff.

Dr. Babin called the meeting to order. The meeting began with the invocation and Pledge of Allegiance to the Flag.

Mrs. Carol Davis, Assistant Superintendent, Instruction and Student Support Services, presented information on the American School Counselor Association's (ASCA) Counselor of the Year Program.

After recognition and special congratulations, Mr. Bordelon, seconded by Mrs. Bonvillain, offered the following motion:

RECOMMENDATION NO. 1

The Committee recommends that the information concerning the American School Counselor Association's (ASCA) Counselor of the Year Program, be spread across the minutes, as presented:

March 2, 2015

TO: Brenda Leroux Babin, Ph.D., Chairwoman, and Members of the Education, Technology, and Policy Committee

FROM: Carol Davis, Assistant Superintendent

RE: 2015 Counselor of the Year Program

INFORMATION:

Jennifer Degruise, Counselor at Montegut Middle School, was selected as a finalist in the American School Counselor Association's (ASCA) Counselor of the Year Program. Mrs. Degruise was one (1) of five (5) national finalists selected.

Christina Falgout, Counselor at South Terrebonne High School, was selected as a semi-finalist in the ASCA's Counselor of the Year Program as well. Mrs. Falgout was one (1) of sixteen (16) semi-finalists selected.

The process involved a lengthy application and an intense interview that was held in Alexandria, Virginia, last November.

Mrs. Degruise and Mrs. Falgout were honored in Washington, D.C. at a White House recognition ceremony hosted by First Lady Michelle Obama in late January. All travel expenses for the interview process and recognition ceremony were funded by the American School Counselor Association. In honor of Mrs. Degruise's accomplishments, Mrs. Kelly Dupre, Principal of Montegut Middle School, also attended the recognition ceremony.

CD/jb

Mrs. Becky Breaux, Chief Financial Officer, presented revisions to policy FILE: E-1.6 Use of School Facilities.

RECOMMENDATION NO. 2

The Committee recommends that the Board approve, as presented, the following revised policy FILE: E-1.6 Use of School Facilities:

FILE: E-1.6

USE OF SCHOOL FACILITIES

The Terrebonne Parish School Board may lend its facilities, including buildings, grounds, buses, stadiums, etc., for the use of non-profit civic, educational and religious organizations that are chartered by the State of Louisiana and have been assigned exempt status by the United States Post Office or Internal Revenue Service but not for the use of individuals or political groups, even if sponsored by qualifying organizations in accordance with the policies listed herein. Only those organizations or groups that have been certified by the Plant Operations Manager, as being eligible for use of school buildings or property may apply through the proper channels for use of school facilities. In order to certify as required, a group or organization shall:

- a. Furnish proof of non-profit status, including corporate charter number and exemption or permit number issued by the United States Post Office or the Internal Revenue Service.
- b. Show financial responsibility sufficient to defray charges levied.
- c. Provide a Certificate of Insurance attesting to the fact that General Liability coverage is in force for the individual or organization requesting use of School Board facilities with; (1) the Terrebonne Parish School Board's minimum insurance requirements including workman's compensation, when applicable; (2) Terrebonne Parish School Board named as Additional Insured; (3) Waiver of Subrogation in favor of Terrebonne Parish School Board. The Board reserves the right to request higher limits of liability or coverage in the event that the proposed use of facility creates additional exposure to the Board.
- d. If incorporated, furnish name and address of the officers of the corporation and designated officer of service.

APPLICATION FOR USE OF BUILDINGS

- a. Organizations requesting the use of an auditorium, cafeteria,

school grounds, lighted fields, or gymnasium shall make application to the office of the Plant Operations Manager, in triplicate, on a form to be provided by the Board at least ten (10) days before the desired date. The Terrebonne Parish School Board reserves the right to refuse any and all applications.

- b. The Terrebonne Parish School Board will grant permission to the Terrebonne Parks and Recreation Board for a continuing use of the school facilities of the parish without separate written application for each use, provided the activity is part of the regular scheduled recreation program for school age children for which no fees (entrance or admission) are levied. The Superintendent of Parks and Recreation Board will obtain permission from the principal prior to any activity and have assured responsibility as well as pay janitorial services, when necessary, in accordance with policy. It will be the responsibility of the Superintendent, Parks and Recreation Board, to maintain an accounting of fees and to pay the necessary fees in accordance with current School Board policies.

1. Fees

The application form will include the conditions under which the use of the facility will be granted and the fees and charges, if any, to be levied. A copy of the application form and a check for the fee involved, made payable to the Terrebonne Parish School Board, shall be forwarded to the office of the Plant Operations Manager. The principal will bill the organization for any charges due.

a. Technical Equipment

When a principal authorizes the use of technical equipment such as lighting panels, electronic systems, and recording devices, by others, he/she shall appoint a person trained and knowledgeable in that particular field to operate such equipment. Only that person so designated by the principal

shall operate the aforementioned equipment and his/her fees will be set by the principal and shall be paid by the organization or the person using the premises.

b. School Facilities

The following fees are to be charged for programs sponsored by qualifying organizations. A fee for the use of a school facility will not be levied if the facility is to be used to raise funds by the school; or if the facility is to be used by a school-sponsored organization; or by YMCA and Terrebonne Parks and Recreation Board for children of school age for which no admission fee is collected (at the discretion of the Superintendent or his/her designee); with the exception that charges may be levied for custodial or cafeteria workers, as provided elsewhere herein.

AUDITORIUMS OR PLACES OF ASSEMBLY

Auditoriums

Each Performance..... \$600.00
Each Rehearsal..... \$240.00 + \$60.00 per
hour over three hours

Cafeteriums

Each Performance..... \$180.00
Each Rehearsal..... \$ 60.00

**Gymnasiums
(when used as such)**

All Schools

Night..... \$180.00
Day..... \$180.00

Cafeterias

Kitchen & Dining Area..... \$240.00
Dining Area Only - Without Platform. \$120.00

Lighted Fields

Softball-Baseball Diamonds..... \$120.00

Stadiums

All Stadiums..... \$960.00

Other Facilities

Other facilities will be provided at the discretion of the principal at a minimum fee of \$10.00 per hour, per unit.

NOTE: Other functions not stipulated in paragraph b above (fees) by YMCA and Terrebonne Parks and Recreation Board will be allowed a 50% discount from the fee schedule, providing for a maximum charge of \$200.00.

c. Engineers; Janitors; School Food Services Employees

(1) Engineers

...at prevailing rate with minimum of two (2) hours per call

(2) Janitors

...at prevailing rate with minimum of two (2) hours per call

(3) School Food Services Employees

Managers

...at prevailing rate with minimum of two (2) hours per call

Technicians

...at prevailing rate with minimum of two (2) hours per call.

d. Damage Deposit

Organizations or groups must establish financial responsibility when making any application or pay a damage deposit fee of \$100.00. The deposit will be returned if not used.

- (1) The application will include a clause binding the organization or group for the payment for the repair of any damage to school property, and equipment lost or damaged; and, if a building is not left in an acceptable condition, for the payment for the labor necessary to restore it to an orderly condition.
- (2) The principal will bill the organization or group for any damages, etc. incurred, and the check must be made payable to the Terrebonne Parish School Board.
- (3) The principal is authorized to approve or reject any application in keeping with these policies. Rejected applications or applications not in keeping with these policies should be submitted to the Superintendent and Executive Committee for approval.

e. Other Policies Governing Fees

- (1) The Plant Operations Manager shall be responsible for the collection of all fees, charges, and payments for damages, etc. Checks will be made payable to the Terrebonne Parish School Board for the services of custodial or school food service employees. Monthly statements for payment of fees will be forwarded to the accounting department at the end of the month.
- (2) Under no circumstances shall organizations or groups using school facilities, or their members acting individually, tip school employees for services rendered.
- (3) Organizations or groups that either charge children to participate and/or adults to view the activity shall not be eligible for waiving of fees.

2. Other Policies Governing Use of Buildings

- a. Under no condition shall anyone other than the principal, assistant principal, janitor or a member of the Superintendent's administrative staff be issued a key for any of the public school buildings of Terrebonne Parish, with the exception that a coach, band director, shop instructor, or cafeteria manager may be issued individual keys to their respective departments. Principals are permitted to issue keys to teachers for a temporary period of time. In addition, any unauthorized person or group found in a public school building or on the grounds of a school shall be subject to disciplinary action.
- b. If the services of a law enforcement officer and/or fireman are required, the organization or group will do the following:
 - (1) Make the necessary arrangements for these services.
 - (2) Make the necessary payment for charges for the services directly to the proper authority.
- c. Principals will be responsible for the assignment of needed custodial personnel, including engineers, janitors, restroom attendants, and/or school food services personnel.
- d. Only authorized school board employees will be permitted to handle or operate school equipment.
- e. Including both rehearsals and performances, auditoriums are not to be rented on more than three (3) nights in a given week.
- f. Ticket sales and/or attendance will be limited to the normal seating capacity of the facility used.
- g. Tobacco products, drugs, beer and alcoholic beverages shall not be allowed in gymnasiums, auditoriums, stadiums, or on campuses, and all School Board facilities at any time; plastic cold drink bottles (non-alcoholic) will be allowed on campuses only, but not in gymnasiums, auditoriums, or stadiums. Concessions in other areas of the campus will be under the

control of the principal as to what, where, and by whom sold, if permitted.

h. When **kitchen facilities** are to be used, the school food service manager or school food service technician delegated by the manager must be present and all work must be done by persons regularly employed in the kitchen to be used. Payment for the services of school food service employees must be made by the organization or group using the facility.

(1) No group or organization is exempt from payment for the services of school food service employees.

(2) School food service employees, by written signed statements, may volunteer their services for a given function. These statements must be attached to the application for the use of the kitchens.

i. **Priority of Use** (Auditoriums, Cafeterias, Gymnasiums, Lighted Fields, Stadiums and Other Facilities)

(1) A school will naturally have first priority to the use of its own facilities.

(2) If a building or a facility is not being used by a school, priority of use to other schools and organizations shall be as follows:

(a) Other public schools of the parish

(b) Private and parochial schools of the parish

(c) Resident organizations of the parish

(d) Non-resident organizations of the parish.

APPLICATION FOR USE OF STADIUMS

~~1. Fees~~

~~a. Maintenance Fees for Use of Stadiums~~

~~All senior high schools using stadiums for football games shall pay a fee of \$150.00 per game, said fee to be placed in a Stadium Usage Fund and these funds shall be administered by the principals of each respective high school. An annual financial report shall be submitted to the Terrebonne Parish School Board at the end of each fiscal year. These funds will be used for the following expenditures:~~

~~water hoses, sprinkler heads, seed, liners, fertilizers, tapes, line marker, dirt, diesel fuel, and other items of equipment necessary in preparing the field for football contests~~

~~These funds shall also bear the cost of the services of janitors and the cleaning of the stadium after each game.~~

~~Fees for use of stadiums are stated above.~~

APPLICATION FOR USE OF LIGHTED PLAYGROUNDS

Requests for tournaments by groups not sanctioned by the Terrebonne Parks and Recreation Board will be made with the principal of the school involved.

In the event the use of school facility, playground or lighted field is to be requested during the summer months when the school principal is not available, then the request will be made through the Office of Supervisor, Secondary Education and Guidance, on the form provided.

Any groups, including independent reaction groups, will do the following:

- (1) Pay for any damages to buildings, equipment or grounds
- (2) Waive any and all rights to recover from the Terrebonne Parish School Board for any damages resulting from the use of the school facility/facilities stipulated on the application form
- (3) Obtain necessary city or parish permits and provide law

enforcement officers and firemen when required

- (4) Limit ticket sales and/or attendance to the normal seating capacity of the facility used
- (5) Prohibit the use of cold drink bottles or cans in gymnasiums, auditoriums or on grounds
- (6) Comply with all Board of Health requirements
- (7) Supervise parking so that vehicles will not cut across school lawns or non-parking areas
- (8) Use of sand and sawdust on diamonds to be prohibited.

GENERAL REGULATIONS

- a. All school activities on lighted school playgrounds during the evening hours must be under the supervision of a responsible adult person.
- b. All school activities on lighted playgrounds, including practice sessions, must be terminated at 9:30 P.M.
- c. A lighted field may be used for practice purposes by a given team only once a week for a period not to exceed a two-hour period. Organizations/groups wishing to use a field for this purpose must secure permission from Terrebonne Parks and Recreation Board.
- d. Official games must be limited to a two-hour period.
- e. If the services of a school janitor are required, payment for the janitorial services must be made by the organization using the field.
- f. Organizations using a lighted field shall be responsible for any damage that might occur and shall also be responsible for the

enforcement of the regulations set forth above.

- g. Separate meters shall be placed on all lighted fields.
- h. A key to the switch box on lighted fields may be given to a responsible person.
- i. The Terrebonne Parish School Board will pay the electric bills.

CONSTRUCTION AND IMPROVEMENTS

All construction and improvements constructed (existing and new) and maintained by Terrebonne Parish Parks and Recreation, as well as any other organization, the organization shall submit an annual written inspection report assuring that all improvements, such as poles, lights, wiring, buildings, dugouts, fence, etc., are in safe conditions prior to August 1st of every year. The organization is responsible for notifying the Terrebonne Parish School District immediately of any unsafe conditions; provide the Terrebonne Parish School District with a written plan of action to correct the problems and a follow up inspection report assuring the area is safe, after corrections are made.

All new construction and improvements shall meet or exceed local, state and federal laws, rules, permitting and regulations.

The superintendent of recreation must first make application, in writing, to the principal of the school for the construction of a new, lighted playground, or for improvements to an existing one. The principal will consult with the Supervisor, Secondary Education and Guidance, and the local recreation committee before approving the application.

If the application meets with the approval of the principal, it shall be submitted to the superintendent of education for his/her consideration. The superintendent of education shall notify the superintendent of recreation, in writing, of his/her decision in the matter.

Revised: June 2003
Revised: February 2011
Revised: August 2011
Revised: July 2013
Revised: March 2015

Ref: Board minutes, 6-28-55, 7-15-58, 5-11-76, 3-18-80, 2-19-91, 7-19-94, 6-17-03, 02-15-11, 08-16-11, 07-16-13.

The Committee deviated from the agenda to allow Jennifer Degruise to address the Committee regarding her attendance at the White House recognition ceremony for the ASCA Counselor of the Year Program.

Mr. Graham Douglas, Supervisor of Secondary Education, provided updated information on the implementation of Jump Start's Graduation Pathways.

Mrs. Stacy Solet, Supervisor of Elementary Education (K-8)/Assessment and Testing, presented information on the 2015 Summer School Programs.

There being no further business to come before the **Education, Technology, and Policy Committee**, the meeting adjourned at 5:37 P.M.

Respectfully submitted,

Brenda Leroux Babin, Ph.D., Chairwoman

L. P. Bordelon, III, Vice-Chairman

Vicki Bonvillain

JB

TERREBONNE
Parish School District

201 Stadium Drive, Houma, LA 70360

March 17, 2015

Dear Members of the Board:

The Buildings, Food Service, and Transportation Committee met at 5:00 P.M. on Monday, March 9, 2015, in the Board Room of the School Board Office with the following members present: Mr. Richard Jackson, Vice-Chairman, and Mr. Roger Dale DeHart. Mr. Gregory Harding, Chairman, was absent. Also in attendance were Mr. Roosevelt Thomas, Board President, Mr. L. P. Bordelon, III, Mr. Donald Duplantis, Superintendent Philip Martin, and members of the staff.

Mr. Jackson called the meeting to order. The meeting began with the invocation and Pledge of Allegiance to the Flag.

Mr. Craig Hebert, AIA, A Professional Architect Corp., addressed the Committee regarding an update of the Press Box Renovation Project at South Terrebonne High School (see attached).

Mr. Devlin Aubert, Supervisor of Transportation/Safety, addressed the Committee regarding replacement school buses for the 2015-2016 school year.

RECOMMENDATION NO. 1

The Committee recommends that the Board authorize First Student to provide 22 air-conditioned replacement school buses (20 regular education buses and 2 special education buses), effective with the 2015-2016 school year, at rates established in the existing Lease/Maintenance Contract between Terrebonne Parish School Board and First Student, funds to be derived from funds to be budgeted in the 2015-2016 General Operating Fund, subject to Board Attorney review and approval, and

further, authorize the Board President to sign all necessary documents pertaining thereto.

Ms. Becky Breaux, Chief Financial Officer, addressed the Committee regarding Request for Proposals for a Comprehensive Infrastructure, Demographic, and Facility Analysis (see attached).

Mr. Stanwood R. Duval, Board Attorney, addressed the Committee regarding Request for Proposals for a Comprehensive Infrastructure, Demographic, and Facility Analysis.

Mr. Kevin Belanger, CEO, South Central Planning and Development Commission, addressed the Committee regarding Request for Proposals for a Comprehensive Infrastructure, Demographic, and Facility Analysis.

Mr. DeHart, seconded by Mr. Jackson, offered the following motion:

RECOMMENDATION NO. 2

The Committee recommends that the Board direct the Superintendent and staff to withdraw the Request for Proposals for the Comprehensive Infrastructure, Demographic, and Facility Analysis project and refer back to staff for further review.

Mr. Donald Chamberlain, Plant Operations Manager, addressed the Committee regarding maintenance updates.

There being no further business to come before the **Buildings, Food Service, and Transportation Committee**, the meeting was adjourned at 5:50 P.M.

Respectfully submitted,

Richard Jackson, Vice-Chairman

Roger Dale DeHart

TERREBONNE

Parish School District

201 Stadium Drive, Houma, LA 70360

FINANCE, INSURANCE, and SECTION 16 LANDS COMMITTEE

Monday, March 16, 2015

5:00 P.M.

Central Office Board Room

A-G-E-N-D-A

1. Invocation and Pledge of Allegiance to the Flag
2. Revised Budgets 2014-2015 - **(Proposed Recommendations)** -
Rebecca Breaux, Chief Financial Officer
 - a. General Operating Fund

The Committee recommends that the Board adopt the attached 2014-2015 revised budget for the General Operating Fund.
 - b. Special Revenue Funds

The Committee recommends that the Board adopt the attached 2014-2015 revised budgets for the Special Revenue Funds.
3. Original Budgets 2014-2015 - **(Proposed Recommendation)** -
Rebecca Breaux, Chief Financial Officer
 - a. Special Revenue Funds

The Committee recommends that the Board adopt the

attached 2014-2015 original budgets for the Special Revenue Funds.

4. Matter bearing upon Request for Proposals (RFP) for surplus sale/auction services - **(Proposed Recommendation)** - Carolyn Champagne, Purchasing Agent

The Committee recommends that the Board reject the single proposal received for surplus sale/auction services, due to non-conformity to the specifications of the Request for Proposals (RFP), and authorize the Purchasing Department to re-advertise for surplus sale/auction services.

5. Matter bearing upon Hunting, Trapping, and Campsite Lease Bids - **(Proposed Recommendation)** - Carolyn Champagne, Purchasing Agent

The Committee recommends that the Board authorize the Purchasing Department to advertise for bids on Hunting, Trapping, and Campsite Leases that are currently available and/or may become available during the annual renewal period.

6. Matter bearing upon Property Insurance Renewal 2015 - **(Proposed Recommendation)** - Jack Moore, Risk Manager

The Committee recommends that the Board accept the renewal offer for Property Insurance through USI Insurance Services, Inc., providing \$50 million dollar limits per occurrence with \$11 million dollar sub-limits for Named Storms, subject to \$100,000.00 deductible per occurrence for all perils except for a three (3%) percent deductible subject to \$500,000.00 minimum per occurrence for Named Storms, effective April 27, 2015, with an annual premium of \$950,118.00.

7. Matter bearing upon Foreign Trade Zone Letter of No Opposition - **(Proposed Recommendation)** - Rebecca Breaux, Chief Financial Officer

The Committee recommends that the Board approve the (attached) Letter of No Opposition in reference to a Foreign Trade Zone approved by the Terrebonne Parish Consolidated Government to be operated by the Houma-Terrebonne Airport Commission, subject to Board Attorney review and approval, and further, authorize the Board President to sign all necessary documents pertaining thereto.

8. Matter bearing upon MFP Litigation for Fiscal Years 2012-2013 and 2013-2014 - **(Proposed Recommendation)** - Rebecca Breaux, Chief Financial Officer

The Committee recommends that the Board adopt the attached resolution agreeing to participate in litigation to recover the annual growth adjustment of 2.75 percent required to be applied to the state and local base per pupil amount in the Minimum Foundation Program (MFP) funding formula for Fiscal Years 2012-2013 and 2013-2014, along with the attached Contingency Fee Agreement presented by the firms of Hammonds, Sills, Adkins & Guice, LLP, Kean Miller LLP, and Blackwell & Associates, subject to Board Attorney review and approval, and further, authorize the Board President to sign all necessary documents pertaining thereto.

9. Matter bearing upon Sales Tax collections update - **(Information)** - Rebecca Breaux, Chief Financial Officer
10. Adjournment

COMMITTEE MEMBERS

Debi Benoit, Chairwoman
Roosevelt Thomas, Vice-Chairman
Donald Duplantis

Rebecca Breaux
Chief Financial Officer

RB/mh

c: Board Members
Superintendent and Staff
Schools and ERC Members
Mr. C. Berwick Duval, II, Legal Counsel
Dr. Lottie Beebe, BESE, District 3
Mr. Lee Bloch; Bloch, Briggs & Associates
Mr. Michael J. Veazey; Veazey & Associates
Merlin Lirette, AIA, CEFP, The Merlin Group, LTD
The Courier, The Times, Charter Communications, KFOL/KJUN-HTV; Radio
Stations, KCIL/KJIN/KXOR
Houma-Terrebonne Chamber of Commerce
Presidents...TAE, TPA, A+PEL, Bus Drivers' Association, Food Service Association
Insurance Agents of Record