

PROCEEDINGS OF THE TERREBONNE PARISH SCHOOL BOARD

AUGUST 21, 2012

The Terrebonne Parish School Board met today at 7:00 P.M. in regular session at its regular meeting place, the Terrebonne Parish School Board Office, 201 Stadium Drive, Houma, Louisiana, with Mr. L. P. Bordelon, III, President, presiding, and the following members present: Mr. Roger Dale DeHart, Vice-President, Mr. Roosevelt Thomas, Mr. Gregory Harding, Mr. Richard Jackson, Ms. Debi Benoit, Ms. Brenda Leroux Babin, Mr. Donald Duplantis, and Mr. Hayes J. Badeaux.

ABSENT: None

Mr. Harding led the Board and audience in the invocation and Pledge of Allegiance to the Flag.

Motion of Mr. Jackson, seconded by Mr. DeHart, unanimously carried, the Board approved the minutes of School Board Meeting of August 7, 2012, as recorded.

The following Education and Policy Committee report was presented to the Board with Mr. Jackson, Chairman, presiding:

Dear Members of the Board:

The EDUCATION and POLICY COMMITTEE met in the Board Room of the School Board Office, 201 Stadium Drive, at 5:00 P.M., on Monday, August 6, 2012, with the following members present: Mr. Richard Jackson, Chairman, Ms. Brenda Leroux Babin, Vice-Chairman, and Mr. Donald Duplantis. Also in attendance were Mr. L. P. Bordelon, III, Assistant Superintendent Carol Davis, 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.

Mrs. Davis presented revisions to policy FILE: A-6 School Superintendent Legal Status, relative to recent legislative updates.

RECOMMENDATION NO. 1

The Committee recommends that the Board approve, as presented, the following revised policy FILE: A-6 School Superintendent Legal Status:

FILE: A-6
Cf: B-6, C-3, C-3.7

SCHOOL SUPERINTENDENT LEGAL STATUS

The Superintendent of the Terrebonne Parish School Board is a constitutional school officer as provided in the Constitution and laws of the State of Louisiana. As such, he/she has certain authorities and functions which are provided for by law.

The Superintendent shall be the chief executive officer and Secretary of the Terrebonne Parish School Board. He/she shall be responsible to the Board for the efficient administration of the school district according to the laws governing the school district and the policies which are adopted

by the Louisiana Board of Elementary and Secondary Education (BESE) and the Terrebonne Parish School Board. **As the instructional leader of the school district and its chief executive officer, he/she shall have primary responsibility for personnel actions in the district, as may be outlined in state law and/or Board policy.**

As secretary of the Board, he/she shall keep, or cause to be kept, an accurate copy of all minutes in an official minute book reflecting all business of the Board conducted at regular or special meetings. As secretary, the Superintendent shall see that copies of all minutes are provided to all Board members and that the official Board minutes are made available for public examination in accordance with state law.

As treasurer, the Superintendent shall have the authority to sign and execute any and all documents associated with all transactions duly approved by the Board. He/she shall also be designated as the official custodian of all funds to which the Board is entitled by law and shall be responsible for the proper safeguarding and accounting for all such funds.

~~Upon being found incompetent, inefficient, or unworthy, and after presentation of written charges against him/her, and a fair hearing before the Board, the Superintendent may be removed from office prior to the expiration of his/her contract by a ***two-thirds vote of the membership of the entire Board*** at any regular or special meeting after due notice.~~

Revised: February 2011

Revised: August 2012

Ref: Constitution of Louisiana, Art. VIII, Sec. 9; La. Rev. Stat. Ann. §§17:54, 17:81, 17:83, 17:91; Board minutes, 7-7-98, 2-15-11.

Mrs. Davis discussed changes to policy FILE: C-3.3 Superintendent Election, according to recent legislative updates.

RECOMMENDATION NO. 2

The Committee recommends, with the exception of Mr. Duplantis, who objected, that the Board approve, as presented, the following revised policy FILE: C-3.3 Superintendent Election:

FILE: C-3.3

EMPLOYMENT OF SUPERINTENDENT ELECTION

Notwithstanding the provisions of La. Rev. Stat. Ann. §42:3, the Terrebonne Parish School Board shall elect a Superintendent ~~of Schools~~, having such qualifications as may be fixed by the Louisiana Board of Elementary and Secondary Education (BESE), for a period not to exceed four (4) years, which period, however, may extend no longer than two (2) years after the expiration of the term of office of the membership of the Board electing the Superintendent. The election of the Superintendent shall require a favorable vote of a *majority of the entire membership of the School Board*.

A Superintendent shall not be required to be a qualified elector or a resident of the political subdivision comprising the school system in which he/she is to serve as Superintendent. He/she shall be required to devote his/her entire time to the office of Superintendent.

The Superintendent shall be employed by the Terrebonne Parish School Board pursuant to a written contract. Such contract shall contain, but need not be limited to, specific performance objectives/performance targets as required by La. Rev. Stat. Ann. §17:54. In case of a discrepancy between the contract and any policy, the contract provisions shall prevail. ~~Not less than ninety (90) days prior to the termination of such a contract, the School Board shall notify the Superintendent of termination of employment under such contract, or in lieu thereof the Board and the Superintendent may negotiate and enter into a contract for subsequent employment.~~

The School Board shall submit a copy of its current employment contract with the Superintendent to the State Superintendent of Education.

The Superintendent may choose not to enter into a subsequent contract and may either terminate his/her employment or, if he/she has acquired permanent status as a teacher, resume employment as a teacher.

~~The School Board, in accordance with these provisions, may choose not to offer a subsequent contract to the Superintendent.~~

~~The Superintendent shall be retained during the term of a contract unless~~ If the Superintendent is found incompetent, unworthy, or inefficient or is found to have failed to fulfill the terms and performance objectives of his/her contract or to comply with School Board policy, **then the Superintendent shall be removed from office prior to the expiration of his/her contract by the concurring vote of at least two-thirds (2/3) of the membership of the entire School Board at any regular or special meeting after due notice.** ~~However,~~ Before the Superintendent can be removed during the contract period, he/she shall have the right to written charges and a fair hearing before the Board after written notice.

The Board shall negotiate and offer the Superintendent a new contract at the expiration of each existing contract unless a *majority of the Board membership* votes at least ninety (90) days prior to the termination of the existing contract against offering a new contract. **For new or extended contracts entered into after July 1, 2012, the School Board shall notify the Superintendent of termination of his/her contract not less than thirty (30) days prior to contract termination.**

The School Board shall notify the State Superintendent of Education any time it terminates or fails to renew its employment contract with the Superintendent, along with the reasons therefore.

Prior to filling a vacancy in the position of permanent Superintendent the School Board shall advertise the vacancy and solicit applications for the position. At a minimum, the School Board shall publish a notice of the vacancy together with a request for the submission of applications to fill the position in accordance with all of the following:

1. On two (2) separate days at least one week apart in the official journal of the School Board.
2. Once in a daily newspaper published in the metropolitan area in the state having a population in excess of one hundred thousand persons that is nearest to the School Board office, if such newspaper is not the official journal of the School Board.

All publication requirements provided in this subsection shall be completed at least thirty (30) days prior to action by the School Board to fill the position.

Revised: August 1998
 Revised: March 2000
 Revised: August 2005
 Revised: November 2006
 Revised: January 2009
 Revised: February 2011
Revised: August 2012

Ref: La. Rev. Stat. Ann. §§17:54, 17:81, 23:291, 44:12.1, 44:31, 44:31.1, 44:32, 44:33, 44:34; Board minutes, 9-9-77, 2-14-78, 2-10-81, 7-10-90, 5-21-91, 4-1-92, 1-4-00, 1-20-09, 2-15-11.

Mrs. Davis presented revisions to policy FILE: C-3.6 Superintendent Evaluation, according to recent legislative updates.

RECOMMENDATION NO. 3

The Committee recommends that the Board approve, as presented, the following revised policy FILE: C-3.6 Superintendent Evaluation:

FILE: C-3.6

SUPERINTENDENT EVALUATION

In accordance with the efficient management of the school system, the Terrebonne Parish School Board recognizes its responsibility to carefully and objectively perform an evaluation of the chief executive officer and educational leader of the Terrebonne Parish School Board, the Parish Superintendent. Therefore, any evaluation of the Superintendent shall be conducted as follows:

1. The Parish Superintendent shall be evaluated on an annual basis in accordance with the dictates of the Louisiana Accountability Program **and as an assessment of the Superintendent's performance objectives/specific targets contained in his/her contract.** The annual evaluation shall occur at a Committee meeting of the Board as a whole on the fourth (4th) Tuesday of the month of June each year.
2. In an open meeting, the Parish Superintendent shall present a report, in the form of opening remarks, on the status of his/her goal and objectives and *Professional Growth Plan* for the year being evaluated ~~in an open meeting.~~
3. In accordance with state law and because all remarks and discussions will pertain to either the character, professional competence, or physical or mental health of the Superintendent, any such discussion during the evaluation process shall be held in executive session, provided, however, that the Superintendent may require such discussion be held in an open meeting.
4. Prior to the Committee meeting of the whole, each School Board Member shall be required to complete an "*Observation of the Superintendent of Schools*" form, such format as to be approved by the School Board, and submit a copy of the Form to the President of the Board and a copy to the Superintendent.
 - a. The President shall prepare a compilation of all of the forms

submitted into a single evaluation document and furnish each Board Member with a copy of the compilation.

- b. Said compilation, in the form of a single evaluation document, shall constitute, upon approval of a *majority vote of the Board*, the evaluation of the Superintendent for that year. Said document shall be placed in the Superintendent's personnel file and shall become a part of that file.

Revised: August 2012

Ref: La. Rev. Stat. Ann. §§17:54, 17:81, 17:3881, 17:3882, 17:3883, 17:3884.

Mrs. Davis presented information on the Vision, Mission, Beliefs and Goals for Terrebonne Parish School District. This new strategic plan for increasing student achievement was developed and put in writing by Superintendent Martin and the Instructional Staff. Mrs. Davis shared the "Vision" of excellence in education with a commitment to all of our stakeholders; our students, our parents, our employees, and the community. In addition, our "Mission" is to engage, educate and empower every student, every day. She said our common core belief and core responsibility is to create engaging work, which is the key to learning. She stated every student deserves to have an effective teacher, and every teacher deserves to have an effective leader. Effective instruction must meet the needs of all students, so that all students can learn at high levels; given a safe and supportive environment, we believe all students can learn. Parent and community collaboration is fundamental to achieving and sustaining excellence and we are committed to high expectations. Mrs. Davis reviewed three (3) handouts; a condensed version of the performance objectives; an expanded version, which has performance targets with a "tool" to measure our progress and what our state average is versus where we currently are; and a partial list explaining the goals and initiatives, a "strategic plan" for achieving our "Mission."

A general discussion ensued, in which Ms. Babin, seconded by Mr. Duplantis, offered the following motion:

RECOMMENDATION NO. 4

The Committee recommends that the Board endorse the Vision, Mission, Beliefs and Goals of Terrebonne Parish School District, as presented, and that the information be spread across the minutes.

(Statement #1; Condensed Version)
TERREBONNE PARISH SCHOOL DISTRICT
Vision, Mission, Beliefs and Goals
... Every Student, Every Day

Vision: Excellence in Education with a **Commitment to All**
Mission: Engage, Educate and Empower **Every Student, Every Day**
Beliefs:

- Our core responsibility is to create engaging work for every student, every day as student engagement is the key to learning.
- Every student deserves to have an effective teacher, and every teacher deserves to have an effective leader.
- Effective instruction must meet the needs of **all** students, so that every child can learn at high levels.

- Given a safe and supportive environment, all students can learn.
- Parent and community collaboration is fundamental to achieving and sustaining excellence.
- We are a great school district, and we will be greater because of our commitment to high expectations.

Goals:

1. Students will enter Kindergarten ready to learn.
2. Students are literate by the third grade.
3. Students will enter fourth grade on time.
4. Students perform at or above grade level in English Language Arts by eighth grade.
5. Students perform at or above grade level in Math by eighth grade.
6. Students will graduate on time.
7. Students will enroll in post-secondary education or graduate workforce-ready.
8. Achieve all seven goals, regardless of race or social economic background.

(Statement #2; Expanded Version)
TERREBONNE PARISH SCHOOL DISTRICT
Vision, Mission, Beliefs and Goals
... Every Student, Every Day

Vision: Excellence in Education with a Commitment to All
Mission: Engage, Educate and Empower Every Student, Every Day
Beliefs:

- Our core responsibility is to create engaging work for every student, every day as student engagement is the key to learning.
- Every student deserves to have an effective teacher, and every teacher deserves to have an effective leader.
- Effective instruction must meet the needs of **all** students, so that every child can learn at high levels.
- Given a safe and supportive environment, all students can learn.
- Parent and community collaboration is fundamental to achieving and sustaining excellence.
- We are a great school district, and we will be greater because of our commitment to high expectations.

Goals:

1. 75% of Preschoolers will enter Kindergarten ready to learn.
Measure: Percentage of Kindergarteners meeting Benchmark on BOY DIBELS screening.
State Average: 2011 - 45.5%
Where we are: 2010-2011 - 46.6%
2. 85% of 3rd graders will be literate by the third grade.
Measure: Percentage of 3rd graders Earning Basic and Above on iLEAP English Language Arts Assessment.
State Average: 2012 - 69%
Where we are: 2012 - 74%
3. 85% of 4th graders will enter fourth grade on time.
Measure: Percentage of students earning consecutive promotion from Kindergarten through fourth grade.

State Average: 2011 - 76.7%
Where we are: 2010-2011 - 78.7%

4. 80% of 8th graders perform at or above grade level in English Language Arts.
Measure: Percentage of 8th graders at Basic and above on LEAP English Language Arts Assessment.
State Average: 2012 - 67%
Where we are: 2012 - 65%

5. 80% of 8th graders perform at or above grade level in Math.
Measure: Percentage of 8th graders at Basic and above on LEAP Mathematics Assessment.
State Average: 2012 - 64%
Where we are: 2012 - 60%

6. 80% of students will graduate on time.
Measure: Cohort Graduation Rate (percentage of students graduating in four years).
State Average: 2011 - 70.9%
Where we are: 2009-2010 - Cohort 65.7

7. 55% of students will enroll in post-secondary education or graduate workforce-ready.
Measure: Percentage of first-time college freshmen (high school graduates enrolling full-time in post-secondary institutions).
State Average: 2011 - 47.3%
Where we are: 2009-2010 - 34.1%

8. Achieve all seven goals, regardless of race or social economic background.

In addition, 85% of all students will perform at grade level or above (Basic and above) in all content subjects and in all grades (3, 4, 5, 6, 7, 8, EOC) on LEAP/iLEAP/EOC (Reference to the district's percent proficient chart).

(Statement # 3)

**TERREBONNE PARISH SCHOOL DISTRICT
Goals and Initiatives (Partial List)**

... Every Student, Every Day

1. 75% of Preschoolers will enter Kindergarten ready to learn.
 - PreK RTI
 - PD Focus-Phonemic Awareness, LETRS, Common Core, etc.
 - Partnerships with NSU, Parish Library, and Head Start
 - Student Learning Goals
 - Implementation of Louisiana Literacy Plan
 - PBIS

2. 85% of 3rd graders will be literate by the third grade.
 - RTI (K-3)
 - PLCs and Training of Leaders, Literacy Coaches and teachers (K-3)- FCRR, LETRS, Literacy & Common Core, effective use of technology
 - Student Learning Goals
 - After-School Intervention
 - Implementation of Louisiana Literacy Plan
 - PBIS

3. 85% of 4th graders will enter fourth grade on time.
 - RTI

- PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Literacy, Numeracy & Common Core, UDL, DI, SIM, effective use of technology
 - Student Learning Goals
 - After-School Intervention
 - Implementation of Louisiana Adolescent Literacy Plan
 - PBIS
4. **80% of 8th graders perform at or above grade level in English Language Arts.**
- RTI
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Literacy & Common Core, UDL, DI, SIM, effective use of technology
 - Student Learning Goals
 - After-School Intervention
 - Implementation of Louisiana Adolescent Literacy Plan
 - PBIS
 - Louisiana Virtual Schools
5. **80% of 8th graders perform at or above grade level in Math.**
- RTI
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Numeracy & Common Core, UDL, DI, effective use of technology, etc.
 - Student Learning Goals
 - After-School Intervention
 - PBIS
 - Louisiana Virtual Schools
6. **80% of students will graduate on time.**
- RTI
 - Industry-based Certifications
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Numeracy, Literacy & Common Core, UDL, DI, SIM, effective use of technology, etc.
 - PLCs
 - Student Learning Goals
 - Implementation of Louisiana Adolescent Literacy Plan
 - After-School Intervention
 - JAG
 - PBIS
7. **55% of students will enroll in post-secondary education or graduate workforce-ready.**
- RTI
 - Industry-based Certifications
 - AP Courses, Dual Enrollment, ACT Prep
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Numeracy, Literacy & Common Core, UDL, DI, SIM, effective use of technology
 - Student Learning Goals
 - Implementation of Louisiana Adolescent Literacy Plan
 - Louisiana Virtual Schools
 - PBIS
8. **Achieve all seven goals, regardless of race or social economic background.**

9. In addition, 85% of all students will perform at grade level or above (Basic and above) in all content subjects and in all grades (3, 4, 5, 6, 7, 8, EOC) on LEAP/iLEAP/EOC (Reference to the district's percent proficient chart).

- See Above

Mr. Nason Authement, Supervisor of Secondary Education, presented revisions to policy FILE: G-4.1 Interscholastic Athletics. He said the only change was specifying a timeframe for 4 x 4 and non-4 x 4 after-school practice.

RECOMMENDATION NO. 5

The Committee recommends that the Board approve, as presented, the following revised policy FILE: G-4.1 Interscholastic Athletics:

FILE: G-4.1

Cf: G-4, G-4.2, G-4.3

INTERSCHOLASTIC ATHLETICS

The Terrebonne Parish School Board believes that the competitive athletic program is a part of the overall educational program of the school system. It also believes that the athletic program should be closely coordinated with the general instructional program of the school, and that the aims achieved through athletics should justify its inclusion in the overall educational program.

ATHLETIC PROGRAM

Interscholastic athletics may be made available for students in the schools of the school district. The Superintendent or his/her designee shall develop and maintain an athletic program in the school district that emphasizes participation of all students. The conduction of all athletic programs within the school district shall comply fully with regulations of the *Louisiana High School Athletic Association* (LHSAA) and policies of the School Board. The Board shall allow students to participate in as many sports activities and academic activities as he/she is capable of participating in without fear of reprisal.

STUDENTS IN HOME STUDY PROGRAMS

Students participating in a home study program approved by the Louisiana Board of Elementary and Secondary Education (BESE) may be eligible to participate in interscholastic athletic activities at a high school that is a member of the Louisiana High School Athletic Association (LHSAA). To be eligible to participate, the home study student shall meet each of the following requirements:

1. The student shall be subject to the same residency or attendance zone requirements as other students participating in the athletic activity.
2. The student's parent or legal guardian shall make a written request for the student to participate in interscholastic athletic activities to the principal of the school providing the activity. Such request shall be made not later than the first eleven (11) days of the school year.
3. The principal of the school providing the athletic activity shall approve or disapprove such written request within thirty (30) days

after receipt by the principal of all information and documentation requested by the principal from the student or the student's parent or legal guardian, or both. Such information and documentation shall be noted in item 5 below, as well as information and documentation that is required of other students relative to participation in the athletic activity. The decision by the principal to approve or disapprove the written request for the student to participate shall be **final**.

4. If participation is approved, then at the time of participation in the athletic activity, the student and the student's home study program shall be in full compliance with all guidelines, standards, and requirements established by state law for home study programs.
5. The student shall submit documentation from BESE that the student is in a home study program approved by BESE. The student shall submit a copy of his/her transcript showing units of study completed or in progress, the grades earned for such study, and his/her cumulative grade point average.
6. The student shall be required to meet academic standards required of other students to participate in the athletic activity.
7. The student shall be required to meet all other standards and requirements applicable to a student participating in the athletic activity, including but not limited to tryouts, practice time, codes of conduct and student discipline, physical exams, proof of age, permission forms, waivers, required paperwork, fees, and transportation arrangements but excluding any requirements that the student be enrolled in or attend the school, or both.
8. The student shall be required to meet conditions applicable to students at the school relative to having any required insurance coverage either by participating, if otherwise eligible, in insurance programs offered through the school or school system or by providing for such insurance coverage in another manner.

After a decision is made by the principal to approve a request for the student to participate, then the student shall participate in any tryouts for such activity at the same time and in the same manner as other students who want to participate in the same activity.

Any home study student who provides, or on whose behalf others provide, any false representation, documentation, or verification of the student's qualifications for the purpose of meeting eligibility requirements to participate in interscholastic athletics shall be ruled ineligible to participate in accordance with policies of the LHSAA and shall be subject to the same penalties as other students. Likewise, a school determined to be knowledgeable of any false representation, documentation, or verification of a home study student's qualifications for the purpose of meeting eligibility requirements to participate in interscholastic athletics shall be subject to penalties as established by the LHSAA for use of an ineligible student athlete.

A student who has been enrolled in a public or nonpublic school during the school year in which the student begins home study or during the previous school year and who was determined ineligible to participate in one or more interscholastic extracurricular activities at such school for reasons related to student conduct or academic performance, or both,

shall be ineligible to participate in interscholastic athletic activities for one (1) calendar year from the date the student was determined ineligible.

A student who has been enrolled in a public or nonpublic school during the school year in which the student begins home study shall not be eligible to participate in interscholastic athletic activities during the remainder of that school year nor during the following school year.

PARTICIPATION REQUIREMENTS

No student shall be permitted to practice or participate in any interscholastic athletic program in any public school of the Terrebonne Parish School Board until such student shall have furnished to the principal of the school documentation that he/she has met the following requirements:

1. Evidence of having had a physical examination by a licensed physician who shall have completed documentation as required by the Louisiana High School Athletic Association (LHSAA).
2. Properly complete a *School Entrance and General Health Exam Form/LHSAA Medical History* and pass a medical examination by a licensed physician prior to the first time he/she participates in a sport in a LHSAA school. Physicians may continue to use the original *LHSAA Sports Physical Form* in performing sports physicals. In addition, parents shall be required to complete the *Authorization for Release of Confidential Information*.
3. Once a student passes the initial medical examination and completes a *LHSAA Medical History Form* prior to the sports season in which he/she participates, he/she shall annually pass any medical screening or medical examination required by a licensed physician and shall update his/her *LHSAA Medical History Form* as required.
4. A copy of all completed and signed medical examination and participation/release of information forms (and any others required by the School Board) must be on file at the school for every student before he/she practices or participates in interscholastic athletics during that school year.
5. An agreement signed by the student's parent(s) or legal guardian(s) to hold the School Board and its members, employees, agents, assigns and insurers harmless from and against any liability for any accidents involving the student while participating in such athletic activities and any injuries suffered by the student during, or as a result of, such participation. The agreement shall also authorize team physicians to treat the student in the event of an injury requiring emergency treatment.
6. Students shall sign a form consenting to random drug screening and must obtain the written consent of their parent(s) or guardian(s) for said tests in order to be eligible to participate in any athletic or extracurricular activity. (See policy *G-4.2, Extracurricular Activity Drug Testing*)

RULES VIOLATION

Adherence to the rules of athletic representation and participation shall

be strictly enforced by the Board. Any violations of athletic rules shall be immediately reported to the Superintendent by the principal. In the event that a member school, member school principal, or member school coach is penalized or cited by the LHSAA due to a violation, the athletic director, principal, and coach involved shall provide a full report to the Superintendent. If found warranted, the Superintendent in turn shall make a report to the School Board with pertinent recommendations for disciplinary action.

SCHOLASTIC REQUIREMENTS

The School Board endorses the scholastic eligibility requirements as a condition for participation in high school extracurricular activities as stipulated by the LHSAA. Scholastic requirements shall be as follows:

1. To be eligible for the first semester of the school year, a student shall have earned at least six (6) units from the previous school year, which shall be listed on the student's transcript, and shall have at least a "C" average as determined by the School Board when considering all "graded" subjects.
2. To be eligible for the second semester of the school year, a student shall pass at least six (6) subjects from the first semester. A senior attempting four (4) units in the first semester must pass all four (4) units to be eligible in the second semester. Likewise, a senior attempting five (5) units in the first semester must pass all five (5) units, and a senior taking six (6) or more units in the first semester must pass six (6) units for second semester eligibility.
3. The LHSAA includes specific eligibility rules for special education students which must be met for their participation.

Individual schools or the School Board may set higher, but not lower, scholastic requirements for interscholastic athletic participation.

INSURANCE COVERAGE

Athletes shall have either school student insurance or a signed statement from the parent showing that the student is otherwise covered for any accident or injuries that may occur during any athletic participation. No students shall be allowed to practice or participate in interscholastic athletics until this requirement has been met.

REGULATIONS GOVERNING SPORTS

1. At all times, equipment must be adequate for the best protection of the players.
2. The principal of each school shall be responsible for the sports medicine aspects of competition as it relates to his/her team.
3. A responsible individual should be assigned to handle athletic injuries during out-of-town games. Prior to the competition, this person is responsible for checking with the host team as to the availability of doctors and medical facilities.
4. As far as practicable and possible, these rules must also cover the non-contact sports (basketball, baseball, track and others).

5. Limit number of sports in the four high schools to football, volleyball, basketball, track, softball, baseball, soccer, tennis, cross country, swimming, and golf. Participation in all other Louisiana High School Athletic Association sports shall be a school-based decision at no cost to the Board.
6. Student athletes in seventh and eighth grades shall be allowed dual participation in sports.

PRACTICES BEFORE SCHOOL OPENS

1. One early and/or one late practice to utilize the coolest part of the day is allowed.
2. A break of approximately 10-15 minutes at each session must be provided at which time a fruit juice and salt tablets will be available to replenish the loss of body fluids.
3. A designated trainer or coach will be responsible for the care of any injuries. Parents should be notified immediately of any serious injuries.
4. All practice sessions must be approved by the principal of the school.

PRACTICES AFTER SCHOOL OPENS

1. During and after-school practice for 4x4 schools will terminate by 5:30 P.M. **After-school practice for non-4x4 schools shall not extend more than two (2) hours after dismissal time.**
2. No team will be on the practice field longer than two and one-half (2 ½) hours per day.
3. A designated person should be assigned to check on all injuries. Parents should be notified immediately of serious injuries.
4. Proper first aid equipment must readily be available during and after practice.
5. Principals must approve all practice sessions.

Revised: February 1996

Revised: October 1996

Revised: October 1998

Revised: August 2006

Revised: September 2010

Revised: October 2011

Revised: August 2012

Ref: La. Rev. Stat. Ann. §§17:169, 17:176, 17:236.3; *Louisiana Handbook for School Administrators*, Bulletin 741, Louisiana Department of Education; *Official Handbook*, Louisiana High School Athletic Association; Board minutes, 5-14-74, 9-14-76, 10-12-76, 9-13-77, 5-21-91, 4-21-92, 2-13-96, 10-15-96, 10-6-98, 8-19-03 (ref. only, no action), 8-15-06, 09-21-10, 10-18-11.

Dr. Arthur Joffrion, Acting Supervisor of Special Education, presented the Head Start Interagency Agreement for 2012-2013 (attachment). He said there were no changes in the terms of the agreement from what's been

done in the past. Ms. Diane Powell, Head Start Administrator for Terrebonne Parish Consolidated Government, addressed the Committee regarding the current Interagency Agreement.

RECOMMENDATION NO. 6

The Committee recommends that the Board approve, as presented, the Interagency Agreement between the Terrebonne Parish School Board and the Terrebonne Parish Head Start Program for the 2012-2013 School Year, and authorize the Board President to sign all necessary documents pertaining thereto.

Mrs. Stacy Solet, Supervisor of Elementary Education (K-8)/State Assessment and Testing, discussed several changes to the Pupil Progression Plan for the 2012-2013 School Year (binder attachment).

RECOMMENDATION NO. 7

The Committee recommends that the Board approve, as presented, revisions to the Pupil Progression Plan for the 2012-2013 School Year.

Dr. Debra Yarbrough, Supervisor of Personnel, presented revisions to policy FILE: F-9.14a Reduction in Force, according to recent legislative updates.

RECOMMENDATION NO. 8

The Committee recommends that the Board approve, as presented, the following revised policy FILE: F-9.14a Reduction in Force:

FILE: F-9.14a

REDUCTION IN FORCE

~~The Terrebonne Parish School Board believes that the basic criteria in making decisions regarding Reduction in Force (RIF) is the administration and maintenance of a quality, balanced educational program and services for the students of the Terrebonne Parish School System. Therefore, employees with the certifications, qualifications and skills necessary to provide and maintain balanced educational programs and services shall be retained.~~

REASONS

- ~~A. The basis for RIF will be when conditions such as a significant enrollment decline, significant loss or decline of local, state or federal revenues, or the discontinuance of special programs or projects necessitate a reduction in force greater than what can be accommodated through 1) attrition, 2) retirement, 3) leaves of absence, and 4) appropriate reassignment. The RIF policy will not be implemented until other alternatives to layoff are pursued.~~
- ~~B. A reduction in force will not be implemented to achieve general salary reduction through the rehiring of employees at lower salary levels.~~
- ~~C. The Board will act upon the recommendation of the Superintendent to implement RIF procedures only after documentation has established its necessity.~~

REDUCTION IN FORCEProcedures: Teachers, Ancillary and Administrative Personnel

- A. ~~A general notice will be given to all professional personnel when the Board has determined that reduction in force is necessary. The general notice will be given at least thirty (30) calendar days prior to giving individual employees notice of layoff. Subsequently, employees designated for layoff will be notified by certified letter, return receipt requested, at least thirty (30) days prior to termination of employment.~~
- B. ~~A seniority list based on areas of certification, seniority within a job classification category, and continuous seniority in the Terrebonne Parish School System must be in place and posted at each building site before RIF can be implemented.~~
1. ~~Seniority within a job classification is defined as the employee's years of service within a given position category based on existing job title, job descriptions, and salary schedule with the Terrebonne Parish School System. Seniority includes breaks for maternity leave, sabbatical leave, and leaves of absence without pay. Seniority is accrued and retained within the position category in which it was earned.~~
 2. ~~Continuous seniority is defined as an employee's years of continuous service with the Terrebonne Parish School System including breaks for maternity leave, sabbatical leave, and leaves of absence without pay.~~
 3. ~~Layoff time does not terminate seniority within a job classification or continuous service, but seniority does not accrue during this period.~~
- C. ~~Before laying off permanent, certified employees, and other personnel required by law, the Board shall layoff fulltime substitutes, part-time employees, and then personnel contracted by work agreement.~~
- D. ~~Non-tenured teachers will be considered for termination first. Those employees will be terminated in the following order:~~
1. ~~those receiving a performance evaluation of Unsatisfactory in reverse order of years of experience~~
 2. ~~those receiving a performance evaluation of Needs Improvement in reverse order of years of experience~~
 3. ~~all other non-tenured teachers, in reverse order of years of experience, in the Terrebonne Parish School System.~~
- E. ~~When the Board determines that it is necessary to layoff professional personnel, such layoff shall occur in reverse order of job classification seniority, followed by continuous parish seniority, provided the professional personnel remaining are legally certified or licensed and meet State of Louisiana requirements to teach the grade or subject, administer services, or meet standards for administrative positions.~~

- ~~1. In cases where two or more employees have equal length of job classification seniority, continuous parish seniority and equal certification, the employee with the advanced degree will remain.~~
- ~~2. In cases where job classification seniority, certification, continuous parish seniority, and advanced degrees are equal, then total parish seniority will prevail.~~
- ~~3. In cases where job classification seniority, certification, continuous parish seniority, advanced degrees and total parish seniority are equal, then total teaching experience will prevail.~~
- ~~4. In cases where all factors are equal, the tie shall be broken by the drawing of lots in the presence of the employees.~~

Procedures: Non-Instructional/Support Personnel

- ~~A. A general notice will be given to all personnel when the Board has determined that reduction in force is necessary. The general notice will be given at least thirty (30) calendar days prior to giving individual employees notice of layoff. Subsequently, employees designated for layoff will be notified by certified letter, return receipt requested, at least thirty (30) days prior to termination of employment.~~
- ~~B. A seniority list based on job classification categories, (i.e. clerical, transportation, paraprofessionals, food service, maintenance, warehouse, and custodial) and continuous seniority in the Terrebonne Parish School System must be in place and posted at each building and work site before RIF can be implemented.~~
 - ~~1. *Seniority within a job classification* is defined as the employee's years of service within a given position category based on existing job title, job description, and salary schedule with the Terrebonne Parish School System. Seniority includes breaks for maternity leave, sabbatical leave, and leaves of absence without pay. Seniority is accrued and retained within the job classification category in which it was earned.~~
 - ~~2. *Continuous seniority* is defined as the employee's years of continuous service with the Terrebonne Parish School System including breaks for maternity leave and leaves of absence without pay.~~
 - ~~3. Layoff time does not terminate seniority within a job classification or continuous service, but seniority will not accrue during this period.~~
- ~~C. Before laying off permanent employees, the Board shall lay off full-time substitute employees and then part-time employees.~~
- ~~D. Non-instructional employees, including non-tenured bus drivers, who have performance evaluations less than Satisfactory, shall be considered for termination first starting with those employees who have an Unsatisfactory rating, followed by those who have a Needs Improvement rating in reverse order of years of experience.~~

- ~~E. When the Board determines that it is necessary to lay off non-instructional/support personnel, such layoff shall occur in reverse order of seniority within job classification categories, followed by continuous parish seniority.~~
- ~~1. In cases where two or more employees have equal length of job classification seniority and continuous parish service, the employee with the advanced academic preparation or job training will be retained.~~
 - ~~2. In cases where job classification seniority, continuous parish service and academic preparation or job training are equal, then the employee with the greater total parish seniority will be retained.~~
 - ~~3. In cases where all factors are equal, the tie shall be broken by the drawing of lots in the presence of the employees.~~

RECALL PROCEDURE

- ~~A. A recall list for each area of certification and job classification shall be established based on the reverse order of the continuous seniority of the laid off employees.~~
- ~~B. An employee who has been laid off because of reduction in force shall have his/her name placed on a recall list for a period of three (3) years from the effective date of his/her original layoff.~~
- ~~C. Employees will continue to be eligible for insurance for a period not to exceed eighteen (18) months as provided for by the federal law Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).~~
- ~~D. An employee who becomes certified or trained in another job classification category while on layoff must notify the Office of Personnel, in writing, and will have their name placed on the appropriate recall list according to their seniority.~~
- ~~E. The Board shall offer available positions to the most senior person on the recall list for that position. The Office of Personnel shall send a re-employment notice by certified mail, return receipt requested, to the last address on file for the employee. It shall be the responsibility of the employees on the recall list to notify the Office of Personnel, in writing, of changes of address. If no certified or qualified employee is available, the employees on the recall list shall be offered temporary employment in that position in order of seniority, provided the vacancy may be filled by temporary certified or qualified personnel.~~
- ~~F. Temporary positions will be first offered to employees with recall rights in the same order as for permanent positions. Acceptance or refusal of a temporary position will not affect the recall rights of an employee.~~
- ~~G. The employee will accept or reject the re-employment offered in writing within five (5) working days after receipt of notification by certified mail, return receipt requested.~~
- ~~H. Any employee who fails to respond to a proper notice of a~~

~~vacancy will be placed at the bottom of the recall list as it exists at the time of such failure to respond. However, an employee may elect to be passed over, in which case the employee retains his position on the recall list and the Board will offer the position to the next most senior certified or qualified person on the recall list. Election to be passed over must be given in writing within five (5) working days of receipt of offer. Each employee may elect to be passed over one time. On the second refusal, the employee's name will be placed on the bottom of the recall list.~~

MISCELLANEOUS PROVISIONS

- ~~A. Employees on Board approved leaves of absence will be subject to the same RIF procedures as other regularly employed personnel.~~
- ~~B. Employees placed on layoff may engage in other employment or become eligible to receive unemployment insurance benefits, as provided by law.~~
- ~~C. The accumulated sick leave of an employee placed on layoff will not be cancelled, but will remain credited to the employee upon the employee's return to regular employment.~~
- ~~D. An employee recalled to a position after having been placed on layoff shall be placed on the appropriate salary schedule at the same step for which the employee is qualified.~~
- ~~E. An employee accepting assignment to a lesser position will be placed in the pay grade for that lesser position on the same step which the employee had under previous employment with the school system, or at the level appropriate to the employee's years of experience. Acceptance of a lesser position will not remove an employee from his/her proper place on the recall list.~~
- ~~F. A twelve month employee will be permitted to use any unused annual leave time immediately preceding the employee's effective date of layoff.~~
- ~~G. Layoff will not impact the employee's tenure status nor his/her credit toward sabbatical leave.~~
- ~~H. Re-employment rights will be terminated under the following conditions:~~
- ~~1. The employee resigns or retires.~~
 - ~~2. The employee does not report to work within five (5) workdays after the stated date of re-employment and has no reason for failing to report to work.~~
 - ~~3. The employee has been on layoff for a period exceeding three (3) years from the date of their original layoff.~~
 - ~~4. Non-maintenance of certification in the area of previous assignment.~~
 - ~~5. Failure to inform the Office of Personnel of address changes.~~
 - ~~6. Failure to pass the Terrebonne Parish School Board pre-~~

employment medical examination.

- ~~I. Employees who wish to appeal the application of the Reduction in Force Policy may do so utilizing the grievance procedure of the Terrebonne Parish School System.~~

EXCLUSIVENESS AND SAVING PROVISION

- ~~A. In areas of critical need, to maintain a balanced educational program, documented exceptions will be recommended by the Superintendent and presented to the Board for approval.~~
- ~~B. This Reduction in Force Policy is the only procedure that may be used in a reduction in force.~~
- ~~C. If any provision of this policy or the application thereof is held invalid, such invalidity shall not affect other provisions of this policy which can be implemented without the invalid provisions and to this end the provisions of this policy are hereby declared severable.~~
- ~~D. Any and all provisions of this policy shall yield to existing state law, whether statutory or not, when held to be in conflict with said law or laws.~~

It shall be the policy of the Terrebonne Parish School Board to maintain a fair and balanced educational program consistent with the functions and responsibilities of public schools. When faced with circumstances which may necessitate a reduction of personnel greater than can be accomplished through attrition and appropriate reassignment, a reduction of personnel action may be employed. All feasible alternatives to the layoffs of employees shall be considered prior to the implementation of the provisions stated herein. The determination for the need to implement reduction of personnel procedures and all decisions effecting such action shall be made by the Superintendent.

Employees on Board approved leaves of absence shall be treated in the same manner as other regularly employed personnel insofar as application of this policy.

No personnel action other than a reduction of personnel may be considered under this policy.

TEACHERS AND ADMINISTRATORS

Reduction of teachers and administrators shall be based solely upon demand, performance, and effectiveness, as determined by the performance evaluation program adopted by the Board in accordance with La. Rev. Stat. Ann. §§17:3881 through 3905. Any reduction of teachers and administrators by the Superintendent shall be instituted by dismissing the least effective teacher within each targeted subject area or area of certification first, and then proceeding by effectiveness rating until the reduction of personnel has been accomplished.

ALL OTHER EMPLOYEES

Reduction of school employees, including bus drivers, who are not evaluated pursuant to La. Rev. Stat. Ann. §§17:3881 through 3905, shall be based upon the following criteria:

1. Performance and effectiveness as determined by the Board's personnel evaluation plan.
2. Certification or academic preparation, if applicable.

In the event that one or more school bus operators must be removed due to the abolition, discontinuance, or consolidation of routes, after a determination of the School Board, the principle of seniority shall apply, so that the last school bus operator hired within the school system shall be the first to be removed.

NOTICE TO INDIVIDUAL EMPLOYEE

When a reduction of personnel action is instituted, written notice of termination shall be given by the Superintendent or his/her designee by certified mail, return receipt requested, to the employee to be terminated. The notice shall include a statement of the general conditions requiring a reduction of personnel. The employee's address, as it appears on the School Board's record, shall be deemed to be the correct address. It shall be the employee's responsibility to see that the School Board has his/her current address on file.

REVIEW OF INDIVIDUAL TERMINATIONS

Within ten (10) days after receiving a notice of termination, an employee may request, in writing, a review of the action taken and shall receive notice of the results of the review in a timely manner, but no later than ten (10) days after the notice to review is received. The employee shall have the right to pursue a reduction action through the Board's grievance procedures.

RECALL OR OTHER EMPLOYMENT

For one (1) year after the effective date of a termination, the employee shall be given the first opportunity to be reinstated to the position from which terminated. Employees shall be recalled in reverse order to their lay-off.

The offer of re-employment shall be made by certified mail, return receipt requested, and the employee shall be notified that, if he/she wishes to accept, he/she must do so in writing within seven (7) calendar days. Failure to accept within seven (7) calendar days or rejection of the position eliminates all re-employment rights of the employee.

An employee who is recalled within one (1) year after being laid off shall have restored to him/her all of the sick leave and unused personal leave, if applicable, he/she had accrued on the effective date of the layoff.

SEVERABILITY OF PROVISIONS

If any provision of this policy or the application thereof is held invalid, such invalidity shall not affect other provisions of this policy which can be implemented without the invalid provisions and, to this end, the provisions of this policy are hereby declared severable.

Any and all provisions of this policy shall yield to existing state law, whether statutory or not, when held to be in conflict with said law or laws.

Approved: January 1989

Revised: October 2011

Revised: August 2012

Ref: P.L. 99-272, 100 Stat. 82 (1986) (COBRA, Consolidated Omnibus Budget Reconciliation Act); La. Rev. Stat. Ann. §§**17:81**, 17:81.4; Board minutes, 1-17-89, 10-18-11.

Dr. Yarbrough presented changes to the Personnel Accountability Program for the 2012-2013 School Year and several revised job descriptions for same (attachments). She stated the biggest revision is the new evaluation process for all teachers, which Terrebonne Parish is "piloting." She said core teachers will be evaluated fifty (50%) percent based on their Value-Added score and fifty (50%) percent on their actual performance. Non-core teachers will be evaluated fifty (50%) percent based on Student Learning Targets (SLTs) and fifty (50%) percent on their performance; therefore, those teachers will not get a Value-Added score.

RECOMMENDATION NO. 9

The Committee recommends that the Board approve, as presented, the revisions to the Personnel Accountability Program for the 2012-2013 School Year.

There being no further business to come before the **Education and Policy Committee**, the meeting adjourned at 5:45 P.M.

Respectfully submitted,

Richard Jackson, Chairman

Brenda Leroux Babin, Vice-Chairman

Donald Duplantis

dc

Motion of Mr. Badeaux, seconded by Mr. Duplantis, unanimously carried, the Board approved, as presented and outlined in the foregoing report, revised Policy FILE: A-6 School Superintendent Legal Status.

Motion of Mr. DeHart, seconded by Ms. Babin, with the exception of Mr. Duplantis who objected, the Board approved, as presented and outlined in the foregoing report, revised Policy FILE: C-3.3 Superintendent Election.

Motion of Mr. Thomas, seconded by Ms. Babin, unanimously carried, the Board approved, as presented and outlined in the foregoing report, revised Policy FILE: C-3. 6 Superintendent Evaluation.

Motion of Mr. Badeaux, unanimously seconded, unanimously carried, the Board endorsed, as presented, the following Vision, Mission, Beliefs and Goals of Terrebonne Parish School District:

(Statement #1; Condensed Version)
TERREBONNE PARISH SCHOOL DISTRICT
Vision, Mission, Beliefs and Goals
... Every Student, Every Day

Vision: **Excellence in Education with a Commitment to All**

Mission: Engage, Educate and Empower **Every Student, Every Day**

Beliefs:

- Our core responsibility is to create engaging work for every student, every day as student engagement is the key to learning.
- Every student deserves to have an effective teacher, and every teacher deserves to have an effective leader.
- Effective instruction must meet the needs of **all** students, so that every child can learn at high levels.
- Given a safe and supportive environment, all students can learn.
- Parent and community collaboration is fundamental to achieving and sustaining excellence.
- We are a great school district, and we will be greater because of our commitment to high expectations.

Goals:

1. Students will enter Kindergarten ready to learn.
2. Students are literate by the third grade.
3. Students will enter fourth grade on time.
4. Students perform at or above grade level in English Language Arts by eighth grade.
5. Students perform at or above grade level in Math by eighth grade.
6. Students will graduate on time.
7. Students will enroll in post-secondary education or graduate workforce-ready.
8. Achieve all seven goals, regardless of race or social economic background.

(Statement #2; Expanded Version)
TERREBONNE PARISH SCHOOL DISTRICT
Vision, Mission, Beliefs and Goals
... Every Student, Every Day

Vision: Excellence in Education with a **Commitment to All**

Mission: Engage, Educate and Empower **Every Student, Every Day**

Beliefs:

- Our core responsibility is to create engaging work for every student, every day as student engagement is the key to learning.
- Every student deserves to have an effective teacher, and every teacher deserves to have an effective leader.
- Effective instruction must meet the needs of **all** students, so that every child can learn at high levels.
- Given a safe and supportive environment, all students can learn.
- Parent and community collaboration is fundamental to achieving and sustaining excellence.
- We are a great school district, and we will be greater because of our commitment to high expectations.

Goals:

1. 75% of Preschoolers will enter Kindergarten ready to learn.

Measure: Percentage of Kindergarteners meeting Benchmark on BOY DIBELS screening.

State Average: 2011 - **45.5%**

Where we are: 2010-2011 - **46.6%**

2. 85% of 3rd graders will be literate by the third grade.
Measure: Percentage of 3rd graders Earning Basic and Above on iLEAP English Language Arts Assessment.
State Average: 2012 - 69%
Where we are: 2012 - 74%

3. 85% of 4th graders will enter fourth grade on time.
Measure: Percentage of students earning consecutive promotion from Kindergarten through fourth grade.
State Average: 2011 - 76.7%
Where we are: 2010-2011 - 78.7%

4. 80% of 8th graders perform at or above grade level in English Language Arts.
Measure: Percentage of 8th graders at Basic and above on LEAP English Language Arts Assessment.
State Average: 2012 - 67%
Where we are: 2012 - 65%

5. 80% of 8th graders perform at or above grade level in Math.
Measure: Percentage of 8th graders at Basic and above on LEAP Mathematics Assessment.
State Average: 2012 - 64%
Where we are: 2012 - 60%

6. 80% of students will graduate on time.
Measure: Cohort Graduation Rate (percentage of students graduating in four years).
State Average: 2011 - 70.9%
Where we are: 2009-2010 - Cohort 65.7

7. 55% of students will enroll in post-secondary education or graduate workforce-ready.
Measure: Percentage of first-time college freshmen (high school graduates enrolling full-time in post-secondary institutions).
State Average: 2011 - 47.3%
Where we are: 2009-2010 - 34.1%

8. Achieve all seven goals, regardless of race or social economic background.

In addition, 85% of all students will perform at grade level or above (Basic and above) in all content subjects and in all grades (3, 4, 5, 6, 7, 8, EOC) on LEAP/iLEAP/EOC (Reference to the district's percent proficient chart).

(Statement # 3)

TERREBONNE PARISH SCHOOL DISTRICT
 Goals and Initiatives (Partial List)

... Every Student, Every Day

1. 75% of Preschoolers will enter Kindergarten ready to learn.
 - PreK RTI
 - PD Focus-Phonemic Awareness, LETRS, Common Core, etc.
 - Partnerships with NSU, Parish Library, and Head Start
 - Student Learning Goals
 - Implementation of Louisiana Literacy Plan
 - PBIS

2. 85% of 3rd graders will be literate by the third grade.

- RTI (K-3)
 - PLCs and Training of Leaders, Literacy Coaches and teachers (K-3)-FCRR, LETRS, Literacy & Common Core, effective use of technology
 - Student Learning Goals
 - After-School Intervention
 - Implementation of Louisiana Literacy Plan
 - PBIS
3. **85% of 4th graders will enter fourth grade on time.**
- RTI
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Literacy, Numeracy & Common Core, UDL, DI, SIM, effective use of technology
 - Student Learning Goals
 - After-School Intervention
 - Implementation of Louisiana Adolescent Literacy Plan
 - PBIS
4. **80% of 8th graders perform at or above grade level in English Language Arts.**
- RTI
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Literacy & Common Core, UDL, DI, SIM, effective use of technology
 - Student Learning Goals
 - After-School Intervention
 - Implementation of Louisiana Adolescent Literacy Plan
 - PBIS
 - Louisiana Virtual Schools
5. **80% of 8th graders perform at or above grade level in Math.**
- RTI
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Numeracy & Common Core, UDL, DI, effective use of technology, etc.
 - Student Learning Goals
 - After-School Intervention
 - PBIS
 - Louisiana Virtual Schools
6. **80% of students will graduate on time.**
- RTI
 - Industry-based Certifications
 - PLCs and Training of Leaders, Master Teachers/Coaches and teachers-Numeracy, Literacy & Common Core, UDL, DI, SIM, effective use of technology, etc.
 - PLCs
 - Student Learning Goals
 - Implementation of Louisiana Adolescent Literacy Plan
 - After-School Intervention
 - JAG
 - PBIS
7. **55% of students will enroll in post-secondary education or graduate workforce-ready.**
- RTI
 - Industry-based Certifications
 - AP Courses, Dual Enrollment, ACT Prep
 - PLCs and Training of Leaders, Master Teachers/Coaches and

teachers-Numeracy, Literacy & Common Core, UDL, DI, SIM, effective use of technology

- Student Learning Goals
- Implementation of Louisiana Adolescent Literacy Plan
- Louisiana Virtual Schools
- PBIS

8. Achieve all seven goals, regardless of race or social economic background.

9. In addition, 85% of all students will perform at grade level or above (Basic and above) in all content subjects and in all grades (3, 4, 5, 6, 7, 8, EOC) on LEAP/iLEAP/EOC (Reference to the district's percent proficient chart).

- See Above

Motion of Mr. Bordelon, seconded by Mr. Badeaux, unanimously carried, the Board approved, as presented and outlined in the foregoing report, revised Policy FILE: G-4.1 Interscholastic Athletics.

Motion of Mr. Thomas, seconded by Ms. Babin, unanimously carried, the Board approved, as presented, the Interagency Agreement between the Terrebonne Parish School Board and the Terrebonne Head Start Program for the 2012-2013 School Year, and authorized the Board President to sign all necessary documents pertaining thereto.

Motion of Mr. Badeaux, seconded by Mr. Bordelon, unanimously carried, the Board approved, as presented, revisions to the Pupil Progression Plan for the 2012-2013 School Year.

Motion of Mr. Bordelon, seconded by Mr. Duplantis, with the exception of Ms. Babin who objected, the Board approved, as presented and outlined in the foregoing report, revised Policy FILE: F-9.14a Reduction in Force.

Motion of Mr. Duplantis, seconded by Mr. DeHart, unanimously carried, the Board approved, as presented, the revisions to the Personnel Accountability Program for the 2012-2013 School Year.

The report of the Education and Policy Committee meeting was concluded, and President Bordelon reassumed the Chair.

The following Buildings, Food Service, and Transportation Committee report was presented to the Board with Mr. Badeaux, Chairman, presiding:

Dear Members of the Board:

The **Buildings, Food Service, and Transportation Committee** met on Monday, August 13, 2012, at 5:00 P. M. in the Board Room of the School Board Office, 201 Stadium Drive, with the following members present: Mr. Hayes J. Badeaux, Chairman, Mr. Roger Dale DeHart, Vice-Chairman, and Mr. Gregory Harding. Others in attendance were Mr. Richard "Dicky" Jackson, Mr. L. P. Bordelon, III, Mr. Donald Duplantis, Superintendent Philip Martin, and members of the staff.

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

Mrs. Lydia Alleman, Purchasing Agent/Grant Specialist, addressed the Committee regarding advertisement of surplus vehicles (see attached).

RECOMMENDATION NO. 1

The Committee recommends that the Board declare the items listed below as surplus, authorize the Purchasing Department to advertise and conduct a public sale, and further, authorize the Board President to sign all necessary documents pertaining thereto. All items not sold will be disposed of in an appropriate manner.

1995 Chevy Cavalier, VIN #1G1JC5244S7200584 Vehicle #931
 1999 Dodge Stratus, VIN #1B3EJ56HXXN621192 Vehicle #934

Mrs. Monica Walther, Supervisor of Child Nutrition Program, addressed the Committee regarding bids received on Expandable Preparation/Kitchen Equipment (see attached).

RECOMMENDATION NO. 2

The Committee recommends that the Board accept the lowest bids received meeting all specifications for Expandable Preparation/Kitchen Equipment from Alack Refrigeration, Hammond, LA, in the amount of \$49,211.85, Lafayette Restaurant Supply, Lafayette, LA, in the amount of \$19,651.00, and Buckelew's Company, Baton Rouge, LA, in the amount of \$12,730.00; monies to derived from the Child Nutrition Fund and the USDA Team Nutrition Training Grant, and further, authorize the Board President to sign all necessary documents pertaining thereto.

Mrs. Walther addressed the Committee requesting permission to advertise for Spring 2013 bids for Meats and Frozen Items, and Canned and Dry Goods.

RECOMMENDATION NO. 3

The Committee recommends that the Board authorize the Child Nutrition Department to proceed with the advertisement of Spring bids (six-month bids, January 1, 2013 – June 30, 2013), for Meats and Frozen Items, and Canned and Dry Items, and further, authorize the Board President to sign all necessary documents pertaining thereto.

Mr. Donald Chamberlain, Plant Operations Manager, addressed the Committee regarding bids for Lawn Care Services.

RECOMMENDATION NO. 4

The Committee recommends that the Board accept the lowest bids received meeting all specifications on Lawn Care Services for Zone 1, Zone 2, Zone 3, and Zone 4 from Cooley Enterprises, Montegut, LA, for a period of 5 years, from August 22, 2012, until August 22, 2017, in the amount of \$1,329,930.00, funds to be derived from the General Fund, and further, authorize the Board President to sign all necessary documents pertaining thereto, pending Board Attorney review.

Mr. Merlin Lirette, AIA, REFP, The Merlin Group, LTD, addressed the Committee with an update on H. L. Bourgeois High School's Freshman Center (see attached).

Mr. Lirette addressed the Committee with an update on the New Grand Caillou Middle School (see attached).

Mr. Harold LeRay, PE, GSE Associates, LLC, addressed the Committee with an update on the Ellender Memorial High School Cooling Tower Project (see attached).

Mr. Chamberlain addressed the Committee relative to amending the garbage disposal contract to reflect the name change from SWDI/IESI to Progressive Waste Solutions of LA, LLC (see attached).

Mr. Chamberlain 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.

Respectfully submitted,

Hayes J. Badeaux, Chairman

Roger Dale DeHart, Vice-Chairman

Gregory Harding

JB

Motion of Mr. DeHart, seconded by Mr. Thomas, unanimously carried, the Board declared the items listed below as surplus, authorized the Purchasing Department to advertise and conduct a public sale, and further, authorized the Board President to sign all necessary documents pertaining thereto. All items not sold will be disposed of in an appropriate manner.

1995 Chevy Cavalier, VIN #1G1JC5244S7200584 Vehicle #931
 1999 Dodge Stratus, VIN #1B3EJ56HXXN621192 Vehicle #934

Motion of Mr. Duplantis, seconded by Mr. Jackson, unanimously carried, the Board accepted the lowest bids received meeting all specifications for Expandable Preparation/Kitchen Equipment from Alack Refrigeration, Hammond, LA, in the amount of \$49,211.85; Lafayette Restaurant Supply, Lafayette, LA, in the amount of \$19,651.00, and Buckelew's Company, Baton Rouge, LA, in the amount of \$12,730.00; monies to derived from the Child Nutrition Fund and the USDA Team Nutrition Training Grant, and further, authorized the Board President to sign all necessary documents pertaining thereto.

Motion of Mr. Duplantis, seconded by Mr. Jackson, unanimously carried, the Board authorized the Child Nutrition Department to proceed with the advertisement of Spring bids (six-month bids, January 1, 2013 – June 30, 2013), for Meats and Frozen Items, and Canned and Dry Items, and further, authorized the Board President to sign all necessary documents pertaining thereto.

Motion of Mr. Duplantis, seconded by Mr. Bordelon, with the exception of Mr. Thomas and Ms. Benoit who objected, the Board accepted the lowest bids received meeting all specifications on Lawn Care Services for Zone 1, Zone 2, Zone 3, and Zone 4 from Cooley Enterprises, Montegut, LA, for a period of 5 years, from August 22, 2012, until August 22, 2017, in the amount of \$1,329,930.00, funds to be derived from the General Fund, and further, authorized the Board President to sign all necessary documents pertaining thereto, pending Board Attorney review.

Mr. Donald Chamberlain, Plant Operations Manager, addressed the Board regarding the foregoing motion.

Following a lengthy discussion, Mr. John P. Cooley, representing Cooley Enterprises, addressed the Board regarding the foregoing motion.

The report of the Buildings, Food Service, and Transportation Committee meeting was concluded, and President Bordelon reassumed the Chair and presided for the remainder of the proceedings.

At this time, Superintendent Philip Martin and the Board recognized and thanked Ms. Mary Cospier LeBoeuf and Ms. Jennifer Hamilton, Terrebonne Parish Public Library, for conducting a "Tools for Teachers" Workshop held this past summer, and also recognized the following employees who attended the Workshop:

Allyson Doiron-Fonseca	Caldwell Middle School	1 Hour
Joan Boudreaux	Dularge Elementary School	2 Hours
Marion Lirette	Montegut Elementary School	5 Hours
Jennifer Roy	Montegut Middle School	4 Hours
Iris Naquin	Montegut Middle School	2 Hours
Lori Crochet	Mulberry Elementary School	3 Hours
Anita Dubroc	South Terrebonne High School	3 Hours
Michael Lirette	Terrebonne Career & Technical High School	3 Hours
Sheila Ledet	Upper Little Caillou Elem. School	2 Hours
Crystal Robichaux	Village East Elementary School	4 Hours
Brittney Lottinger	West Park Elementary School	1 Hour

Superintendent Philip Martin then announced, for informational purposes, the following personnel appointments and gave introductions:

Principal, Lacache Middle School – Mark Thibodeaux

Assistant Principal, Evergreen Junior High School – Kelly Burlette

Motion of Mr. Duplantis, seconded by Mr. Badeaux, unanimously carried, the Board approved a leave of absence without pay in accordance with Policy (FILE: F-11.10) for Linda Foret, School Bus Driver in the Transportation Department, for the 2012-2013 school session (personal).

At this time, Superintendent Philip Martin presented the following personnel actions for the period of July 12, 2012, through August 15, 2012 [list of professional instructional and non-instructional/support personnel (contract renewals, appointments, resignations, termination, and retirements – Information Only)]:

Contract Renewal – Professional Supervisory Personnel

Alton Johnson, School Improvement HPSI Liaison, Federal Media/Resource Center - July 13, 2012 - July 12, 2014

Contract Renewal – Professional Administrative Personnel

Myra Austin, Principal, Acadian Elementary - July 20, 2012 - July 19, 2014

Monica Breaux, Principal, Gibson Elementary - July 20, 2012 - July 19, 2014

Cynthia Davis, Principal, School for Exceptional Children - July 22, 2012 - July 21, 2014

Mary Olivier, Principal, H. L. Bourgeois High - July 15, 2012 - July 14, 2014

Melynda Rodrigue, Principal, Dularge Elementary - July 20, 2012 - July 19, 2014

Mac Sevin, Principal, Bourg Elementary - July 20, 2012 - July 19, 2014

Clyde Washington, Principal, Oaklawn Junior High - July 25, 2012 - July 24, 2014

Vanessa Adams, Assistant Principal, Coteau-Bayou Blue Elementary - July 21, 2012 - July 20, 2014

Charles Bergeron, Assistant Principal, Oaklawn Junior High - August 15, 2012 - August 14, 2014

Julio Contreras, Assistant Principal, Terrebonne High - July 15, 2012 - July 14, 2014

Ronald Foret, Assistant Principal, Caldwell Middle - August 15, 2012 - August 14, 2014

New Employees – Professional Instructional Personnel

Stacy Matherne, 2nd Grade Teacher, Practitioner, Acadian Elementary - Clara Walker, On Leave, 08/06/12

Kelly Quinn, 1st Grade Teacher, Certified, Acadian Elementary - Jill Monnier, Transferred, 08/06/12

Destini Rickman, 4th Grade Teacher, Certified, Acadian Elementary - Dymphna Theriot, Transferred, 08/06/12

Katrina Bartow, 1st Grade Teacher, Certified, Boudreaux Canal Elementary - Linda Garibaldi, Retired, 08/06/12

John Duplantis, Gifted Teacher, Certified-Mild/Moderate, Bourg Elementary - Karen Calhoun, Resigned, 08/06/12

Tania Swisher, Speech Therapist, Certified, Bourg Elementary - Danell Rice, Transferred, 08/06/12

Randy Breaux, In-School Intervention Teacher, Certified, H. L. Bourgeois High - Vacant Position, 07/16/12

Chelsea Carlos, Science Teacher, Certified, H. L. Bourgeois High - Vacant Position, 08/06/12

Regina Chustz, Science Teacher, Practitioner, H. L. Bourgeois High - Leah Gautreaux, Transferred, 08/06/12

Linzey Foret, Math & Social Studies Teacher, Certified, H. L. Bourgeois High - Matthew Blanchard, Transferred, 08/06/12

Tayla Pinell, Science Teacher, Practitioner, H. L. Bourgeois High - Vacant Position, 08/06/12

Richard Sackfield, Math Teacher, Certified, H. L. Bourgeois High - Brandon Gravois, Resigned, 08/06/12

Lacy Savoie, English Teacher, Certified-Social Studies, H. L. Bourgeois High - Rae Ledet, Transferred, 08/06/12

Lauren Thompson, English & Publications Teacher, Certified, H. L. Bourgeois High - Vacant Position, 08/06/12

Kimberly Marchand, NonCat-Preschool Teacher, Certified, Broadmoor Elementary - Kristie Lirette, Transferred, 08/06/12

Melanie Patterson, Severe/Profound Teacher, Certified, Coteau-Bayou Blue Elementary - Craig Smith, Transferred, 08/06/12

Megan Boudreaux, 1st Grade Teacher, Certified, East Houma Elementary - Vacant Position, 08/06/12

Sierra Kennedy, Kindergarten Teacher, Certified, East Houma Elementary - Vacant Position, 08/06/12

Zechariah Brewer, English Teacher, Certified, Ellender Memorial High - Marjorie Ambrose, Transferred, 08/06/12

Cornell Scott, Math Connections/Math Prep, Practitioner, Ellender Memorial High - Toby Fanguy, Transferred, 08/06/12

Leslie Stager, 5th Grade Teacher, Certified, Elysian Fields Middle - Vacant Position, 08/06/12

Cynthia Watt, 6th Grade Teacher, Certified, Elysian Fields Middle - Vacant Position, 08/06/12

Jennifer Bergeron, 8th Grade Teacher, Certified, Evergreen Junior High - Victoria Simmons, Transferred, 08/06/12

Sarah Giroir, Social Studies Teacher, Certified, Evergreen Junior High - Lacie Olivier, Transferred, 08/06/12

Amber Johnson, ELA Connections/ELA Prep, Practitioner, Evergreen Junior High - Cheramie Jupiter, On Leave, 08/06/12

Mary Martens, 7th Grade Teacher, Certified, Evergreen Junior High - Jennifer Bergeron, Transferred, 08/06/12

Blair Landry, 1st Grade Teacher, Certified, Gibson Elementary - Vacant Position, 08/06/12

Ashley Arceneaux, 2nd Grade Teacher, Certified, Grand Caillou Elementary - Renee Blanchard, Transferred, 08/06/12

Sarah Bourg, 2nd Grade Teacher, Certified, Grand Caillou Elementary - Marcia Newton, Retired, 08/06/12

Maegen LeBouef, 1st Grade Teacher, Certified, Grand Caillou Elementary - Lacey Portier, Transferred, 08/06/12

Amber Voisin, 5th Grade Teacher, Certified, Grand Caillou Elementary - Ken Broussard, Transferred, 08/06/12

Melanie Wight, 4th Grade Teacher, Certified, Grand Caillou Elementary - Lynell Sevin, Transferred, 08/06/12

Sharon LeBlanc, Mild Moderate – Inclusion Teacher, Certified, Grand Caillou Middle - Virgie Hebert, Retired, 08/06/12

Leita Ledet, 6th Grade Teacher, Certified, Grand Caillou Middle - Becky Robertson, On Leave, 08/06/12

Courtney Mullin, 6th Grade Teacher, Certified, Grand Caillou Middle - Shane Willis, Transferred, 08/06/12

Phebe Pitre, 7th Grade Teacher, Certified, Grand Caillou Middle - Angelique Naquin, Transferred, 08/06/12

Peter Billings, 7th Grade Teacher, Certified-Social Studies, Greenwood Middle - Carlton Stokes, Transferred, 08/06/12

Brittney Cunningham, 6th Grade Teacher, Certified-Health & PE, Middle School Math & Science, Greenwood Middle - Lydia Muse, Transferred, 08/06/12

Vicky Langlois, 6th Grade Teacher, Certified, Greenwood Middle - Lisette Brunet, Transferred, 08/06/12

Jamie Delahoussaye, Business Teacher, Practitioner, Houma Junior High - Karen Dupre, On Leave, 08/06/12

Pamela Dumez, 8th Grade Teacher, Certified, Houma Junior High - Terese McCormick, Transferred, 08/06/12

Ashley Ego, 8th Grade Teacher, Certified, Houma Junior High - Vacant Position, 08/06/12

Lee Granier, 7th/8th Grade Teacher, Practitioner, Houma Junior High - Gerald Colwart, Transferred, 08/06/12

Tonia Johnson, 8th Grade Teacher, Practitioner, Houma Junior High - Irene Williams, Transferred, 08/06/12

Robin Mason, 7th Grade Teacher, Certified, Houma Junior High - Trinette Wallace, Resigned, 08/06/12

Jamie Basco, 5th Grade Teacher, Practitioner, Lacache Middle - Rebecca Cheramie, Transferred, 08/06/12

Melissa Williamson, 8th Grade Teacher, Practitioner, Lacache Middle - Mary Gautreaux, Transferred, 08/06/12

Renee Blanchard, 2nd Grade Teacher, Certified, Montegut Elementary - Stephanie Champagne, Transferred, 08/06/12

Kayleigh Gordon, Speech Therapist, Certified, Mulberry Elementary - Paulette Lipari, Retired, 08/06/12

Sarah May, Kindergarten Teacher, Certified, Mulberry Elementary - Michele Bergeron, Resigned, 08/06/12

Paula Reichle, 5th Grade Teacher, Certified, Mulberry Elementary - Regina Callahan, Transferred, 08/06/12

Nicole Hymel, 7th Grade Teacher, Certified, Oaklawn Junior High - Shana Nguyen, Resigned, 08/06/12

Amanda LeBlanc, 7th Grade Teacher, Certified-Health & PE, Oaklawn Junior High - Vacant Position, 08/06/12

Ramona Malbrough, 7th Grade Teacher, Certified, Oaklawn Junior High - Christy Badeaux, Transferred, 08/06/12

Herbert McCoy, 7th Grade Teacher, Practitioner, Oaklawn Junior High - Katie Roddy, Resigned, 08/06/12

Amy Robinson, 7th Grade Teacher, Practitioner, Oaklawn Junior High - Vacant Position, 08/06/12

Bridgette Brown, 5th Grade Teacher, Practitioner, Oakshire Elementary - Tamara Murphy, Transferred, 08/06/12

Kristy Buquet, 1st Grade Teacher, Certified, Oakshire Elementary - Haley Pellegrin, Transferred, 08/06/12

Nyasha Canty, 6th Grade Teacher, Certified, Oakshire Elementary - Vacant Position, 08/06/12

Katelyn LeBlanc, Gifted Teacher, Certified-Kindergarten, Elem 1-8, Oakshire Elementary - Vacant Position, 08/06/12

Victoria Songy, 2nd Grade Teacher, Certified, Oakshire Elementary - Erin Haack, Resigned, 08/06/12

Susan Porche, Health Nurse Special Education, Certified, School for Exceptional Children - Brooke Matherne, Resigned, 08/07/12

Kristi Bergeron, 3rd Grade Teacher, Certified, Schriever Elementary - Tracy Zorn, Transferred, 08/06/12

Melanie Chatagnier, 2nd Grade Teacher, Certified, Schriever Elementary - Deborah Rodrigue, Retired, 08/06/12

Nicki Graham, 2nd Grade Teacher, Certified, Schriever Elementary - Sunny Ockman, On Leave, 08/06/12

Brandi Hebert, 2nd Grade Teacher, Certified, Schriever Elementary - Jolaine Defelice, Resigned, 08/06/12

Rae Landry, 1st Grade Teacher, Certified, Schriever Elementary - Tonya Schouest, Resigned, 08/06/12

Monique Trahan, 3rd Grade Teacher, Certified, Schriever Elementary - Megan Villemarette, Resigned, 08/06/12

Jay Gabehart, Mild Moderate – Inclusion Teacher, Certified, South Terrebonne High - Matthew Dardar, Resigned, 08/06/12

Michael Loupe, Talented Teacher, Certified, South Terrebonne High - Jerome Theriot, On Leave, 08/06/12

Joaquina Washington, Business Teacher, Certified, South Terrebonne High - Vacant Position, 08/06/12

Shelby Cook, 3rd Grade Teacher, Certified, Southdown Elementary - Mary Blanchard, Transferred, 08/06/12

Taylor Griffin, 3rd Grade Teacher, Certified, Southdown Elementary - Vacant Position, 08/06/12

Jordan Phillips, Instrumental Music Teacher, Certified, Southdown Elementary - Jennifer Foret, Resigned, 08/08/12

Katie Samanie, Kindergarten Teacher, Certified, Southdown Elementary - Ashley Guidry Transferred, 08/06/12

Suzanne Vicknair, Speech Therapy Assistant, Certified, Southdown Elementary - Kami Hebert, Transferred, 08/06/12

Vanessa Brunet, Science Teacher, Certified, Terrebonne High - Vacant Position, 08/06/12

Valerie Lussier, Gifted Teacher, Certified-Social Studies, Terrebonne High - Vacant Position, 08/06/12

Nicole Boudwin, 4th Grade Teacher, Certified, Village East Middle - Lea Esteve, Resigned, 08/07/12

Lauren Brown, Mild Moderate–Inclusion Teacher, Certified, Village East Middle - Heather Martin, Resigned, 08/06/12

Amanda Pellegrin, 3rd Grade Teacher, Certified, Village East Middle - Roneka Coleman, 08/06/12

Aaron Blank, Industrial Machinist, Certified, Career and Technical High - Vacant Position, 07/30/12

Stephen Crochet, Welding Teacher, Certified, Career and Technical High - Vacant Position, 07/30/12

Lynn Braud, 1st Grade Teacher, Certified, West Park Elementary - Ashley Falgout, 08/06/12

New Employees – Non-Instructional Personnel

Margie Dean, Food Service Technician, Acadian Elementary - Patricia Green, Transferred, 08/03/12

Dawn Baye, Food Service Technician, Dularge Elementary - Mary Messiah, Retired, 08/03/12

Julie Dubuisson, Food Service Technician, Dularge Elementary - Rosalie Stovall, Transferred, 08/03/12

Angelle Thibodeaux, School Secretary II, Lisa Park Elementary - Sonja Sims, Terminated, 08/06/12

Tiffany Wilson, School Secretary II, Oaklawn Junior High - Sandy Naquin, Transferred, 07/23/12

Glenda Kliebert, Food Service Technician, Schriever Elementary - Bertha Johnson, Transferred, 08/07/12

Amelia Chauvin, Food Service Technician, Southdown Elementary - Holly Westerman, Transferred, 08/03/12

Ashley Lyons, Food Service Technician, Southdown Elementary - Debbie Lyons, Transferred, 08/03/12

Melissa Robichaux, Food Service Technician, Southdown Elementary - Ann Antoine, Transferred, 08/03/12

Wanda Diggs, Bus Driver, Transportation Department - Stacy Pellegrin, Transferred, 08/03/12

Robin Falcon, Bus Driver, Transportation Department - Alice Taylor, Transferred, 08/03/12

Lisa Griffin, Bus Driver, Transportation Department - Diana Matthews, Transferred, 08/03/12

Nicole Saulsberry, Bus Driver, Transportation Department - Cassandra Garrett, On Leave, 08/03/12

Consuelo Simmons, Bus Driver, Transportation Department - Nancy Crochet, Transferred, 08/03/12

Jewel Vergin, Bus Driver, Transportation Department - Leslie Johnson, Resigned, 08/03/12

Resignations or Terminations – Professional Instructional Personnel

*** Please note that resignations and retirements received during the months of June and July had an effective date of their last day of the 2012-13 school session.**

Kristen Belknap, 6th Grade Teacher, Broadmoor Elementary - Contract Completed, 05/22/12

Lloyd Benoit, Industrial Engines Teacher, Career and Technical High - Resigned, 08/02/12

Michele Bergeron, Kindergarten Teacher, Mulberry Elementary - Resigned, 05/22/12

Quateka Bolden, 5th Grade Teacher, Southdown Elementary - Contract Completed, 05/22/12

Nikki Borne, Social Worker, Special Education Department - Resigned, 08/07/12

Jonathan Boudreaux, Mild Moderate–Resource Teacher, Village East Middle - Contract Completed, 05/22/12

Sara Boudreaux, 8th Grade Teacher, Evergreen Junior High - Resigned, 05/22/12

Angelica Boudwin, Mild Moderate–Inclusion Teacher, Mulberry Elementary - Contract Completed, 05/22/12

Lakisha Brown, 5th Grade Teacher, Elysian Fields - Resigned, 05/22/12

Ashley Burke, 1st Grade Teacher, Schriever Elementary - Contract Completed, 05/22/12

Karen Calhoun, 4th Grade Teacher, Grand Caillou Elementary - Resigned, 05/22/12

Rebecca Cheramie, Mild Moderate–Inclusion Teacher, Lacache Middle - Resigned, 05/22/12

Kayla Cressione, 5th Grade Teacher, Coteau-Bayou Blue Elementary - Contract Completed, 05/22/12

Tammy Davis, Computer Lab Teacher, Acadian Elementary - Resigned, 05/22/12

Jolaine Defelice, 2nd Grade Teacher, Schriever Elementary - Resigned, 05/22/12

Lea Esteve, 4th Grade Teacher, Village East Middle - Resigned, 05/22/12

Michael Eunice, Instrumental Music Teacher, Lisa Park Elementary - Resigned, 05/22/12

Jennifer Foret, Instrumental Music Teacher, Southdown Elementary - Resigned, 08/06/12

Rikki Gallup, Kindergarten Teacher, Broadmoor Elementary - Resigned, 05/22/12

Donna Gibson, 1st Grade Teacher, Pointe-Aux-Chenes Elementary - Resigned, 08/06/12

Erin Haack, Pre-Kindergarten Teacher, Oakshire Elementary - Resigned, 05/22/12

Kristine Larkin, Computer Lab Teacher, Oaklawn Junior High - Resigned, 05/22/12

Beverly LeBouef, Kindergarten Teacher, Upper Little Caillou - Resigned, 05/22/12

Katy Ledet, Business Teacher, Terrebonne High - Contract Completed, 05/22/12

Michelle Lee, 4th Grade Teacher, Grand Caillou Elementary - Resigned, 05/22/12

Jarod Martin, Assistant Principal, Evergreen Junior High - Resigned, 07/24/12

Claire Minto, Health & P E Teacher, H. L. Bourgeois High - Resigned, 08/03/12

Shana Nguyen, 6th Grade Teacher, Oaklawn Junior High - Resigned, 05/22/12

Amour Pack, 8th Grade Teacher, Houma Junior High - Contract Completed, 05/22/12

Nicole Petersen, 5th Grade Teacher, Oakshire Elementary - Resigned, 05/22/12

Curt Picou, Mild Moderate-Inclusion Teacher, Montegut Middle - Contract Completed, 05/22/12

Shante' Pierce, 3rd Grade Teacher, Montegut Elementary - Resigned, 05/22/12

Dawn Plaisance, Gifted Teacher, Evergreen Junior High - Resigned, 05/22/12

Angie Roberts, 2nd Grade Teacher, Schriever Elementary - Contract Completed, 05/22/12

Katie Roddy, 7th Grade Teacher, Oaklawn Junior High - Resigned, 05/22/12

Laura Ruffin, 1st Grade Teacher, Gibson Elementary - Resigned, 05/22/12

Vickie Savoie, 4th Grade Teacher, Acadian Elementary - Resigned, 05/22/12

Paula Smith, Gifted Teacher, Mulberry Elementary - Contract Completed, 05/22/12

Jay Theriot, 8th Grade Teacher, Houma Junior High - Resigned, 05/22/12

Antonia Thomas, Mild Moderate-Inclusion Teacher, Ellender Memorial High - Resigned, 05/22/12

Jennifer Trahan, Kindergarten Teacher, Lisa Park Elementary - Resigned, 05/22/12

Crystal Triche, Mild Moderate-Resource Teacher, Acadian Elementary - Resigned, 05/22/12

Michael Vinning, Math Teacher, Terrebonne High - Resigned, 05/22/12

Meagan Wawrose, 3rd Grade Teacher, Village East Middle - Contract Completed, 05/22/12

Alexandra Young, English Teacher, Terrebonne High - Contract Completed, 05/22/12

Resignations or Terminations – Non-Instructional Personnel

Orelia Boudreaux, Special Education Paraprofessional, Dularge Elementary - Resigned, 08/10/12

Lisa Hebert, Pre-Kindergarten Paraprofessional, Oakshire Elementary - Resigned, 05/22/12

Sonja Sims, School Secretary II, Lisa Park Elementary - Terminated, 05/25/12

Sybil Sisson, Early Intervening Services Paraprofessional, Coteau-Bayou Blue Elementary - Resigned, 05/22/12

At this time, the Board recognized the following employees who recently retired:

Professional Instructional Personnel

Melissa Badeaux, Principal, Lacache Middle - Service Retirement, 22.00 Years, 06/01/12

Linda Garibaldi, Kindergarten Teacher, Boudreaux Canal Elementary - Service Retirement, 20.51 Years, 05/22/12

Marcia Newton, Interventionist, Grand Caillou Elementary - Service Retirement, 25.68 Years, 05/22/12

Mr. Duplantis moved, seconded by Mr. DeHart, that the Board allow Student #131184, Student #147088, and Student #125955 to return to their base school immediately, subject to signing a contract.

At this time, Mr. DeHart, Vice-President, assumed the Chair.

A substitute motion offered by President Bordelon to allow Student #131184 and Student #147088 to return to their base school immediately, subject to signing a contract, and go into executive session for Student #119507 and Student #125955 failed to carry due to lack of a second to the motion.

President Bordelon reassumed the Chair and presided for the remainder of the proceedings.

A roll call vote then having been called for on the original motion to allow Student #131184, Student #147088, and Student #125955 to return to their base school immediately, subject to signing a contract, the vote thereon was as follows:

YEAS: Mr. Thomas, Mr. Harding, Mr. Bordelon, Mr. DeHart, Mr. Duplantis, and Mr. Badeaux

NAYS: Mr. Jackson, Ms. Benoit, and Ms. Babin

ABSENT: None

President Bordelon declared the original motion carried.

Motion of Mr. Duplantis, seconded by Mr. DeHart, unanimously carried, the Board voted to go into executive session, at this time (7:50 P.M.), relative to a parent appeal for early readmission of Student #119507.

Motion of Mr. Duplantis, seconded by Mr. DeHart, unanimously carried, the Board reconvened in regular session with all members present (8:50 P.M.).

Mr. Thomas moved, seconded by Mr. Harding, that Student #119507 continue at East Street School until January 2013, at which time said student will be allowed to return to a school other than his base school, subject to signing a contract; said student shall not be allowed to participate in any extracurricular activity, and parents will have to provide transportation to and from school.

A roll call vote having been called for on the motion, the vote thereon was as follows:

YEAS: Mr. Thomas, Mr. Harding, Mr. Jackson, Ms. Benoit, Ms. Babin, Mr. Bordelon, and Mr. Badeaux

NAYS: Mr. Duplantis and Mr. DeHart

ABSENT: None

President Bordelon declared the foregoing motion carried.

Ms. Debi Benoit and Ms. Brenda Babin addressed the Board and gave an update on their recent attendance at the 2012 NSBA (National School Boards Association) Southern Region Conference held in Biloxi, Mississippi.

Ms. Benoit referenced a video that a particular school district shows at every opening of school. The main subject in the video is a fifth grade student. Ms. Benoit then yield to Ms. Babin for additional comments on the Conference.

Ms. Babin stated the sessions attended were inspirational and motivational. Several topics discussed were: School Leadership, Stages of Commitment as a School Board Member, JBHM, Going Green, Cameras in the Classroom, LSBA Meeting as it Relates to Act 1 and Act 2, etc.

Motion of Mr. Duplantis, seconded by Mr. Badeaux, unanimously carried, the Board voted to adjourn its meeting **(9:10 P.M.)**.

/s/ Philip Martin, Secretary

/s/ L. P. Bordelon, III, President

RLB