

**LAFAYETTE PARISH SCHOOL BOARD  
REGULAR BOARD MEETING**

Wednesday, September 20, 2006 - 5:30 P. M., Board Room

Kay S. Gibson, President, Presiding

The School Board of the Parish of Lafayette, State of Louisiana, met in regular session at its meeting place, the Lafayette Parish School Board Administrative Building, Board Room, Lafayette, Louisiana, on Wednesday, September 20, 2006 at 5:30 P.M. pursuant to notice given in writing to every member.

MEMBERS PRESENT: Kay S. Gibson, President; Judy H. Cox, Vice-President; Michael Hefner, Carl LaCombe, Edward J. Sam, and David Thibodaux, Board Members; James H. Easton, Secretary-Treasurer/Superintendent

MEMBERS ABSENT: John Earl Guidry (business), Rickey Hardy (business), and Beverly Wilson (business)

**I. MEETING OPENINGS**

The meeting was called to order by Gibson and opened with a prayer by Hefner. Cox led the group in the Pledge of Allegiance.

The Superintendent informed the public that the Lafayette Parish School System is totally intolerable to any violence that will threaten the safety and welfare of our students and staff and we will exact policies to the fullest extent. The Superintendent also complimented the schools for their immediate response to recent weapons on campus incidents. The Board President also thanked the schools and local law enforcement for their assistance.

The Chair informed the Board that the following items were being pulled from the agenda: V.A.b. Risk Manager Position and VI.H. Tutorial Pay Increase Schedule and Program Expansion.

**II. RECOGNITIONS/PRESENTATIONS**

None

**III. CORRECTIONS AND/OR APPROVAL OF BOARD/COMMITTEE MINUTES**

**A. CORRECTIONS ON THE MINUTES OF:**

a. Regular Board Meeting of 9/6/06

Motion (Thibodaux, LaCombe) that the minutes of the Regular Board Meeting of September 6, 2006 be approved as presented. Motion carried.

b. Special Board Meeting of 9/20/06

Motion (Thibodaux, LaCombe) that the minutes of the Special Board Meeting of September 20, 2006 be approved as presented. Motion carried.

**B. APPROVAL OF THE COMMITTEE MINUTES OF:**

- a. Joint Meeting of the Board Insurance Committee/Employee Insurance Advisory Committee of 9/12/06

Motion (Thibodaux, LaCombe) that the minutes of the Joint Meeting of the Board Insurance Committee/Employee Insurance Advisory Committee of September 12, 2006 be accepted. Motion carried.

**IV. FINANCIAL INFORMATION/REPORTS**

- A. a. APPROVAL OF BILLS . . . . . July, 2006

General Fund.....	\$10,795,776.45
Special Revenues .....	163,880.48
Consolidated Direct Federal .....	102,802.61
Adult Education .....	62,519.44
Consolidated Other Federal .....	140,306.68
Special Education.....	33,375.07
Bond Sinking Fund .....	-0-
Consolidated School District #1 .....	-0-
Self-Funded Construction .....	42,308.68
Construction Account 1999 Bond.....	1,704.13
Construction Account 2001 Bond.....	-0-
IASA Title I (Federal Programs) .....	151,826.42
Child Development .....	33,950.00
IASA Title II/Title IV/Title VI .....	18,583.40
School Food Service .....	77,651.04
Capital Improvement .....	457,957.99
Employee Insurance Fund.....	2,553,749.99
LPSB General & Auto Loss Fund.....	56,683.29
LPSB Workmen's Compensation.....	171,395.14
<b>TOTAL DISBURSEMENTS.....</b>	<b>\$14,864,470.81</b>

Motion (Hefner, Cox) that the Board accept the ratification of bills for July, 2006. Motion carried.

- B. OTHER FINANCIAL REPORTS

- a. None

**V. REPORTS/INFORMATION/INTRODUCTION ITEMS**

- A. INFORMATION REPORTS

- a. Curriculum Update

Mike Babineaux, Supervisor, provided the Board with a curriculum update on Assess 2 Know, an Edusoft program that is used to identify strengths and weaknesses of students related to state curriculum and exams. Lafayette Parish School System is the only district statewide that has been allowed by Riverside to design their own tests which assess exactly what teachers are teaching in the classroom.

- b. Risk Manager Position. Pulled from Agenda.

- B. INTRODUCTION ITEMS

- a. Public Relations Reorganization. To be discussed at a future Board Workshop.
- b. Continued Attendance in any School of Choice Program. Discussion held, no action taken.

C. OTHER REPORTS

- a. None

VI. APPROVAL OF ACTION ITEMS

A. PERSONNEL CHANGES

**Personnel Changes**

**September 20, 2006**

**New Employees**

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Effective</b>	<b>Fund</b>	<b>Note</b>
Fontenot, Mary Beth	Lafayette HS	SpEd Teacher	8/15/2006	01	Replacing T Dicharry
Hooper, Morgan	Boucher ES	SpEd Teacher	9/14/2006	01	Replacing R Guillory
Martin, Linda	SEAS	Tchr Assistant	8/15/2006	40	Replacing T Knott
Menard, Lauren	Moss MS	SpEd Progr Sup.	9/21/2006	40	Replacing C MacLure
<b>Louis, Willis*</b>	Carencro MS	Ind. Arts Teacher	9/18/2006	01	Replacing D Hamilton
Ledbetter, Deidre	Prairie ES	SpEd Teacher	9/11/2006	01	Replacing M Lemaire
Perkins, Gary	Lafayette MS	Math Teacher	8/15/2006	01	Replacing B Bollich
Magee, Kevin	Lafayette HS	Keystone Teacher	8/15/2006	01	Replacing E Desormeau
Augustin, Paul	Lafayette MS	Math Teacher	8/15/2006	01	Replacing A Baudoin
Alexander, Ishe	SEAS	SpEd Teacher	9/13/2006	01	Replacing M Meyer
Ortego, Cheryl	Lafayette HS	SpEd Tchr Asst	8/15/2006	01	Replacing M Fontenot
Sinegal, Mona	Central Office	Custodian	9/5/2006	01	Replacing K Price
Cormier, Alice	Scott MS	SpEd Teacher	9/7/2006	01	Replacing S Cooper
Baniewicz, Shirley	James ES	Grade 4 Teacher	9/5/2006	01	Replacing J Latiolais
Coussan, Alberta	Boucher ES	Curriculum Coord	9/18/2006	50	New Title I position
Washington, Chenneval	Woodvale ES	SpEd Tchr Asst	9/5/2006	01	Replacing A Morgan
Lally, Brandy	Child Nutrition	Clerical Assistant	7/1/2006	70	Replacing A Pipkin
Mouton, Joseph	Boucher ES	Custodian	9/6/2006	01	Replacing L Posey
Newburn, Mike	Live Oak ES	SpEd Tchr Asst	9/7/2006	01	Replacing S Curley
Carroll, Dewanimetre	Moss Annex	SpEd Tchr Asst	8/15/2006	40	New IDEA position
Gardner, Elizabeth	Acadian MS	HOSTS Teacher	9/1/2006	25	Replacing M Jesclard
Champagne, Charles	Acadiana HS	Custodian	8/29/2006	01	Replacing S Francis
Williams, John	Carencro MS	Science Teacher	8/23/2006	01	Replacing G Love
Quoyeser, Mary	Federal Prog	School Psych.	9/21/2006	50	New Title I position
Gotte, Anya	Acadiana HS	Science Teacher	8/15/2006	01	Replacing L Troyanow
Baudoin, Judith	Comeaux HS	SpEd Tchr Asst	8/15/2006	01	Replacing J Huggins
Henry, Marcella	Alleman MS	SpEd Tchr Asst	8/28/2006	01	Replacing T Hamilton
McGlorie, Carletta	Acadiana HS	SpEd Tchr Asst	8/15/2006	01	Replacing P Alexander
Gauthe, Nikkie	Federal Prog	School Psych.	9/13/2006	25	Replacing C Olivier
Whitaker, Maria	Moss Annex	SpEd Tchr Asst	9/1/2006	40	New IDEA position
Comeaux, Danielle	Moss Annex	SpEd Tchr Asst	9/1/2006	40	New IDEA position

Mingo, Vergie	Moss Annex	SpEd Tchr Asst	9/1/2006	40	New IDEA position
Boudreaux, Kimberly	P Breaux MS	ELA Teacher	8/15/2006	01	Staffing formula
Savoie, Joseph	Carencro HS	SpEd Math	8/15/2006	01	Replacing L Morgan
Simon, Carmen	Lafayette HS	Keystone Teacher	9/11/2006	01	Replacing M Harris
Ware, Donna	Woodvale ES	Grade 4 Teacher	9/7/2006	01	Replacing A Brabner
Auguillard, Andrea	Moss Annex	SpEd Tchr Asst	9/21/2006	40	New IDEA position
<b>Dickerson, Merrill*</b>	Northside HS	SpEd Math	9/8/2006	01	Replacing A Graham

**\* Retiree returning to work**

**One-Year Appointments and Substitutes**

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Effective</b>	<b>Fund</b>	<b>Note</b>
Whitmer, Margaret	Milton ES/MS	Gr 5 Tchr	09/07/06- 05/31/06	01	Subbing for J Prejean
Rinberger, Michael	Lafayette HS	Soc Studies Tchr	08/24/06- 01/09/07	01	Sub for G Blomquist
Louviere, Betty	Alleman MS	Alternative Teacher	08/15/06- 05/31/07	01	Subbing for J Olivier
LaFosse, Marietta	Carencro HS	Science Teacher	08/28/06- 05/31/07	01	Subbing for A Roger
Forman, Vicki	Carencro MS	Itinerant APE Tchr	08/15/06- 05/31/07	01	Sub for E Broussard

**Employee Transfers and Promotions**

<b>Name</b>	<b>From</b>	<b>To</b>	<b>Effective</b>	<b>Fund</b>	<b>Note</b>
Wellman, Margaret	from Gr 3 Tchr (Boucher ES)	to Gr 2 Tchr (Prairie ES)	9/11/2006	01	Displaced because of enrollment
Reitz, Barbara	from Gr 2 Tchr (Broadmoor ES)	to Gr. 5 Tchr (Prairie ES)	9/11/2006	01	Displaced because of enrollment
Jones, Keisha**	from Science Tchr (CAPS)	to Science Tchr (Lafayette HS)	8/15/2006	01	Staffing formula
Cormier, Christine	from Gr 5 Tchr (Scott MS)	to ELA Teacher (Scott MS)	8/15/2006	01	Replacing S Lazare
Sam, Kristie	from Tchr Asst (Northside HS)	to Account Clerk (Payroll Dept.)	9/22/2006	01	Replacing J Duhon
Credeur, Amanda	from Gr 1 Tchr (Faulk ES)	to Gr 1 Tchr (Live Oak ES)	9/11/2006	01	Displaced because of enrollment
Hill, Arlecia	from Gr 2 Tchr (Faulk ES)	to Gr 3 Tchr (Plantation ES0)	9/11/2006	01	Displaced because of enrollment
Norred, Joy	from K Teacher (Faulk ES)	to K Teacher (Gallet ES)	9/11/2006	01	Displaced because of enrollment
Qawami, Karin	from HPE Tchr (Broussard MS)	to ELA Tchr (Broussard MS)	8/15/2006	01	Replacing B Perry
Fuselier, Yvonne	from Options Tchr Asst (Carencro HS)	to English Tchr Asst (Carencro HS)	9/7/2006	01	Replacing D Duplechin
Harmon, Marie	from Clerical Asst (Prairie ES)	to Secretary I (Judice MS)	9/21/2006	01	Replacing L Richard

LeBlanc, Linda	from Cafeteria Tech (Judice MS)	to Manager II (Judice MS)	8/15/2006	70	Replacing H Clark
Cockrell, Lerry	from Lead Match Tchr	to Math Facilitator (Faulk ES)	9/7/2006	50	New Title I position
McAnally, Madeline	from Gr 3 Tchr (Burke ES)	to Math Lead Teacher	9/11/2006	50	Replacing P Gilbert
Menard, Marie	from PE Tchr Asst (Broussard MS)	to PE Tchr Asst (Gallet ES)	8/22/2006	01	Reassignment
LeBouef, Sandra	from Math Tchr (Milton ES/MS)	to Math Lead Teacher	9/18/2006	50	Replacing L Cockrell
Darce, Stephanie	from Gr 4 Tchr (Ossun ES)	to IT Supervisor (Computer Services)	9/7/2006	01	Replacing D Ware
Ortego, Elizabeth	from SpEd Tchr Asst (Carencro MS)	to SpEd Tchr Asst (Acadian MS)	8/15/2006	01	Reassignment
Desormeaux, Teresa	from Gr 3 Tchr (Plantation ES)	to Reading Facilitator (Prairie ES)	9/7/2006	01	Replacing K nzales
Menard, Christine	from Gr 3 Tchr (Woodvale ES)	to Reading Facilitator (Woodvale ES)	9/7/2006	01	Replacing M Vidos
Caston, Jennifer	from ELA Tchr (Broussard MS)	to HOSTS Tchr (Broussard MS)	8/15/2006	25	Reassignment
Marshall, Kenneth	from SpEd tchr Asst (Gallet ES)	to SpEd Tchr Asst (Moss Annex)	8/15/2006	40	New IDEA position
Stark, Helen	from Secretary I (Plantation ES)	to Clerical Asst (Plantation ES)	9/14/2006	01	Replacing C St. Julien
Graham, Amos	from SpEd Math (Northside HS)	to Math Teacher (Northside HS)	8/15/2006	01	Replacing L Carricut

**\*\*Rescind previous expiration of contract**

**Leaves Requested**

Name	Location	Position	Effective	Fund	Note
Sams, Anita	Acadiana HS	Tchr Asst	09/26/06-01/03/07	01	Leave without pay
Privat, Michelle	Montgomery ES	Tchr Asst	05/17/06-10/02/06	01	Leave without pay
Brown, Rachel	Montgomery ES	Teacher	10/31/06-12/08/06	01	Leave without pay
Elkhansa, Mona	Lafayette HS	Tchr Asst	12/12/06-01/19/07	01	Leave without pay
Page, Lori	Moss MS	Teacher	08/15/06-01/09/07	01	Sabbatical leave

**Exiting Employees**

Name	Location	Position	Effective	Fund	Note
Broussard, Linda	Transportation	Bus Attendant	9/20/2006	01	Termination
Crawford, Mary	CAPS/LAPS	Cafeteria Tech	9/20/2006	70	Resignation
Ozenne, Christina	Federal Programs	Secretary	9/20/2006	50	Termination
Mercier, Pearl	Broadmoor ES	Cafeteria Mgr.	8/18/2006	70	Resignation
Short, Richard	Moss MS	Teacher	9/29/2006	01	Resignation
St. Julien, Camella	Plantation ES	Clerical Asst.	9/6/2006	01	Resignation

Meyer, Marjorie	SEAS	Teacher	8/17/2006	01	Resignation
McGrath, Kimberly	Burke ES	Asst. Principal	9/15/2006	01	Resignation
Brown, Mary	Comeaux HS	Teacher	12/10/2006	01	Retirement
Cooper, Mary Sue	Scott MS	Teacher	8/31/2006	01	Resignation
Singleton, Lyia	Transportation	Clerical Asst.	8/30/2006	01	Resignation
Duplechin, Deborah	Carencro HS	Teacher	8/31/2006	01	Resignation
Pourciau, Annette	Lafayette HS	Interpreter	8/28/2006	01	Resignation
Corbins-Robinson, Robin	Lafayette HS	Teacher	5/31/2006	01	Resignation
Hamilton, Daniel	Carencro MS	Teacher	5/31/2006	01	Deceased
Cooke, Tracy	Carencro HS	Teacher	8/15/2006	01	Declined position
Parker, Latonya	Moss Annex	SpEd Tchr Asst	8/15/2006	40	Declined position

**Number of Full-Time Employees by Funding Source as of August 31, 2006**

General Fund (01)	3,578
2002 Sales Tax (15)	113
Special Revenues (20)	28
Other Grants (25)	29
Consolidated Adult Education (30)	7
Consolidated Other Federal (35)	6
Special Education (40)	110
Self-Funded Construction (45)	1
IASA Title I (50)	100
Child Development--Head Start (60)	81
IASA Titles II/III/IV/VI (65)	35
Child Nutrition (70)	182
Group Insurance Fund (85)	2
<b>TOTAL</b>	<b>4,272</b>
Total Last Month	4,260
Total Year Ago	4,150

**B. COMPUTER SOFTWARE & SUPPLIES BID**

Bids were received from:

BCS	School Media Associates
Campus Technology	School World (Logisoft)
CCV Software	Software Plus
Educational Resources	Teacher Created Resources
Learning Services	Tom Snyder Productions

That the bid of Learning Services on items 1P, 2S, 3-5P, 6S, 8P, 10P, 11P, 13-22P, 23S, 24P, 25P, 26S, 27-34P, 41-43P, 45-49P, 56-60P, 61S, 71-74P and 83S be accepted; that the bid of CCV Software on items 4S, 10-12S, 24S, 25S, 27S, 29-34S, 42S, 46-48S, 58S, 59S, 65S, 66S, 71S, 72S, 74S, 81S and 82S be accepted; that the bid of Campus Tech on items 1S, 3S, 5S, 6P, 7P, 8S, 9S, 35-40S, 44S, 62-64S, 67-70S, 81-83P, 84S and 85S be accepted; that the bid of School World on items 13S, 14S, 35-40P, 43S, 44P, 56S, 61-70P, 84P, and 85P be accepted; that the bid of Educational Resources on items 2P, 12P, 15-22S, 23P, 26P, 28S, 45S, 60S and 73S be accepted; and that the bid of Software Plus on items 7S, 9S, 41S, 88P, 89P and 91P be accepted.

**C. GENERAL FUND BUDGET REVISION #4 – FINAL FOR FY 2005-2006**

That the Board approve the General Fund Budget Revision #4 – Final for FY 2005-2006.

D. SPECIAL REVENUE FUNDS BUDGET REVISION #1 – FINAL FOR FY 2005-2006  
That the Board approve the Special Revenue Funds Budget Revision #1 – Final for FY 2005-2006.

E. GROUP INSURANCE FUND BUDGET REVISION #1 – FINAL FOR FY 2005-2006  
That the Board approve the Group Insurance Fund Budget Revision #1 – Final for FY 2005-2006.

F. SALARY PROJECT TIME LINE  
That the Board approve the Salary Project Time Line for Phase I: Awarding Years of Experience/Correction of Salary Inequities and Phase 2: Reclassification of Positions Found Below Market Value.

Gibson requested that this item be pulled for discussion.

G. PUPIL PROGRESSION PLAN FOR THE 2006-2007 SCHOOL YEAR  
That the Board approve the remaining items for the Lafayette Parish School System Pupil Progression Plan for the 2006-2007 school year.

Cox requested that this item be pulled for discussion.

H. TUTORIAL PAY INCREASE SCHEDULE AND PROGRAM EXPANSION

This item was pulled from the agenda.

I. RESOLUTION 09-06-1529 – HISPANIC HERITAGE MONTH  
That the Board approve Resolution 09-06-1529 – Hispanic Heritage Month.

#### **RESOLUTION - 09-06-1529**

Recognizing Hispanic Heritage Month and celebrating the vast contributions of Hispanic Americans to the strength and culture of our Nation.

**WHEREAS**, from September 15, 2006 – October 15, 2006, the country celebrates Hispanic Heritage Month; and,

**WHEREAS**, the presence of Hispanics on this continent predates the founding of our Nation, and, as among the first to settle in the New World, Hispanics and their descendants have had a profound and lasting influence on American history, values, and culture; and,

**WHEREAS**, Hispanic Americans have contributed throughout the ages to the prosperity and culture of our nation; and,

**WHEREAS**, Hispanic Americans serve in all branches of the military and have fought valiantly in every war in United States history; and,

**WHEREAS**, Hispanic Americans are dedicated public servants, holding posts at the highest levels of government; including two seats in the United States Senate; and,

**WHEREAS**, Hispanic Americans harbor a deep commitment to family and community, an enduring work ethic, and a perseverance to succeed; now,

**THEREFORE, BE IT RESOLVED**, that the Lafayette Parish School Board does hereby proclaim September 15, 2006 through October 15, 2006 as

### **HISPANIC HERITAGE MONTH**

and that the schools are urged to observe this proclamation through appropriate activities which focus on “Celebrating Community” and assisting all students in gaining a greater understanding of the contributions which Hispanics have made and continue to make toward improving society.

### **C E R T I F I C A T E**

I, the undersigned Secretary-Treasurer of the Lafayette Parish School Board, do hereby certify that the above and foregoing is a true copy of a resolution adopted at its Regular Board Meeting of September 20, 2006 at which time a quorum was present and that same is in full force and effect.

Dated at Lafayette, Louisiana,  
this 20<sup>th</sup> day of September, 2006.

/s/ James H. Easton

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James H. Easton, Ed.D, Secretary-Treasurer  
LAFAYETTE PARISH SCHOOL BOARD

Motion (Hefner, Sam) that the Board approve Action Items A, B, C, D, E, and I, and that Action Items F and G be pulled for discussion. Motion carried. Thibodaux requested that he be recorded as voting NO on Action Items A, C and D.

#### **F. SALARY PROJECT TIME LINE**

Motion (Hefner, Cox) that the Board approve the Salary Project Time Line for Phase I: Awarding Years of Experience/Correction of Salary Inequities: September 7-15, 2006 - Assemble focus groups to develop criteria for awarding years of experience; September 18-29, 2006 - Reevaluate experience surveys using criteria developed by focus groups; October 2-6, 2006 - Update electronic records of years of experience to be imported into payroll system; and, October, 2006, payroll - Implement step-schedule pay plan; and approve Phase 2: Reclassification of Positions Found Below Market Value: October 2 – 31, 2006 - Compare the following positions to market value in order to determine whether they are market competitive: Area Director, Chief Information Officer, Director of Special Education, Director of Sales Tax, Director of Maintenance, Director of Accountability, Director of Planning and Facilities, Grants Administrator, Director of Public Relations, Supervisor of Child Nutrition, Director of Transportation, Assistant Director of Special Education, Instructional Program Supervisor, Coordinator of Student Placement and Guidance Services, Assessment Coordinator, Instructional Program Coordinator, Networking Specialist, Print Shop Supervisor, Transportation Coordinator, Computer Analyst, Business Partnership Coordinator, School Accounting Auditor and Internal Control Officer, Payroll Coordinator, Interpreter for the Hearing Impaired, Drill Instructor, Receptionist, Transportation Operations Assistant, HVAC Technician, Carpenter, Painter, Child Nutrition Area Manager, Exterminator, Cafeteria Assistant Manager, Printer, Warehouse Driver, and Mail Courier; and November 1-15, 2006 – Assemble Job Evaluation/Reclassification Committee to prepare recommendations to Board on specific position



adjustments in light of benchmark findings; November 15-24, 2006 – Share recommendations of Job Evaluation/Reclassification Committee with members of focus groups and the School Support Team; and December 6, 2006 – Present recommendations for job reclassifications to the Board. Motion carried. Thibodaux requested that he be recorded as voting NO.

**G. PUPIL PROGRESSION PLAN FOR THE 2006-2007 SCHOOL YEAR**

Motion (Hefner, Sam) that the Board divide the question regarding changes to pages 19-22 (student retention) and page 31 (semester exams) of the Pupil Progression Plan for 2006-2007 school year. Motion carried.

Motion (Hefner, Sam) that the Board defer action regarding changes to pages 19-22 of the Pupil Progression Plan for 2006-2007 school year regarding student retention, and remand to a Board Workshop for possible implementation in the 2007-2008 school year. Motion carried.

Motion (Thibodaux, LaCombe) that the Board make no changes to the Pupil Progression Plan regarding semester exams. Motion carried. Cox and Gibson requested that they be recorded as voting NO.

**VII. REPORTS**

**A. Public Comments**

Comments were made by the public. No action was taken.

**B. Board President/Members**

Comments were made by Board Members. No action was taken.

**C. Superintendent**

Comments were made by the Superintendent. No action was taken.

**VIII. EXECUTIVE SESSION**

**IX. ADJOURN**

There being no further business, it was moved by LaCombe, seconded by Sam, and carried that the meeting adjourn.

SIGNED:

/s/ Kay S. Gibson

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Kay S. Gibson, President  
LAFAYETTE PARISH SCHOOL BOARD

SIGNED:

/s/ James H. Easton

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James H. Easton, Ed.D., Secretary-Treasurer  
LAFAYETTE PARISH SCHOOL BOARD

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