

**LAFAYETTE PARISH SCHOOL BOARD
SPECIAL BOARD MEETING**

Tuesday, October 10, 2006 – 9:00 A.M., Board Room

Kay S. Gibson, President, Presiding

The School Board of the Parish of Lafayette, State of Louisiana, met in special session at its regular meeting place, the Lafayette Parish School Board Administrative Building, Board Room, Lafayette, Louisiana, on Tuesday, October 10, 2006 at 9:00 A. M., pursuant to notice given in writing to every member.

MEMBERS PRESENT: Kay S. Gibson, President; Judy H. Cox, Vice-President; John Earl Guidry, Rickey Hardy, Michael Hefner, Carl LaCombe, and Edward Sam, Board Members; James H. Easton, Secretary-Treasurer/Superintendent

MEMBERS ABSENT: David Thibodaux (Business) and Beverly Wilson (Business)

The Chair called the meeting to order.

I. CORRECTION OF SALARY INEQUITIES FOR NON-TEACHING PERSONNEL

That the board approve the correction of salary inequities with the implementation of the step salary schedule for non-teaching personnel which was adopted on February 15, 2006, and that the schedule be implemented effective July 1, 2006

After some discussion, the Chair called for a recess to review material handed out by the Human Resources Director.

The Chair reconvened the meeting.

A motion was made by Hardy that the Board approve Scenario 1 under exhibit B and grant all employees prior and current relevant years of experience as one step and cap new employees coming into the system.

After some discussion, Hardy withdrew his motion.

Motion (Guidry, Hardy) that the Board approve the correction of salary inequities with the implementation of the step salary schedule for non-teaching personnel which was adopted on February 15, 2006, and that the schedule be implemented effective July 1, 2006.

A motion was made by Hardy to cease debate. Motion died for lack of a second.

After some discussion, a motion was made by Sam and seconded by Hardy to call for the question.

The Chair called for a roll call vote. Voting for were Hardy and Sam. Voting against were Cox, Gibson, Guidry, Hefner and LaCombe. Motion failed.

A substitute motion was made by Hefner and seconded by Cox that the Board adopt the plan that gives current employees one for one years of experience within the Lafayette Parish School System, and outside relevant experience, that is verifiable, receive one year of credit for two years of

outside experience, and that it be capped at step 30 and retroactive to July 1, 2006.

The Chair called for a roll call vote on the substitute motion. Voting for were Cox, Gibson and Hefner. Voting against were Guidry, Hardy, LaCombe and Sam. Motion failed.

LaCombe requested that Guidry accept a friendly amendment to his motion: that new employees be granted with years of relevant experience one for one for the first ten years, and one for two beyond that and it be capped at 30 years; and that Principals and Assistant Principals be excluded, and that if an indexing plan is not approved for the Principals and Assistant Principals that they automatically be included in this plan.

The Chair called for a roll call vote. Voting for were Guidry, Hardy, LaCombe and Sam. Voting against were Cox, Gibson and Hefner. Motion carried.

Motion (Guidry, Hardy) that the Board have the Human Resources Director and Employee Committee look at the bus drivers salary schedule and come back with a recommendation at the second meeting in November. Motion carried.

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

SIGNED:

/s/ Kay S. Gibson

Kay S. Gibson, President
LAFAYETTE PARISH SCHOOL BOARD

SIGNED:

/s/ James H. Easton

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

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