

DATE, TIME, PLACE OF MEETING

Prior to the 5:00 meeting, a public hearing was held at 4:30 by CFO Wilfred Bourne:

Item 7.M. Adoption of Budgets for 2020-2021 school year.

The Calcasieu Parish School Board meeting was held on July 14, 2020, at 3310 Broad Street, Lake Charles, Louisiana, 70615.

The meeting was called to order by Dean Roberts, President. The prayer and pledge were led by Damon Hardesty.

ROLL CALL

The roll was called by Superintendent Bruchhaus and the following members were present:

Mack Dellafosse, Eric Tarver, Aaron Natali, John Duhon, Annette Ballard, Russell Castille, Bliss Bujard, Mark Young, Glenda Gay, Alvin Smith, Fred Hardy, Damon Hardesty, Desmond Wallace, and Dean Roberts.

Billy Breaux was absent.

Mr. Roberts stated that Item 5, Executive Session, would be moved to follow Item 9.

APPROVAL OF MINUTES

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the Minutes of the CPSB Meeting of June 9, 2020, were approved on a unanimous vote.

SUPERINTENDENT'S REPORT

Mr. Bruchhaus gave the following report:

1. All Board Members have received the June, 2020, Head Start Report.

Program Operations

Enrollment – Closed

Coordinated Enrollment is still in process. Head Start interviews are scheduled for July 2020.

2. All Board Members will receive the next school population report at the September 8th meeting, reflecting the numbers at the end of the year for 2019-2020 and the first month of the 2020-2021 school year.

3. I would like to report our June, 2020, sales tax numbers for our general fund which show collections at \$133,625 or 1.1% above budget for the 12th month of the 2019-2020 school year.

Collections are \$1,417,284 or 10.4% below collections for the same month last year.

Collections after twelve months of 2019-2020 are \$17,402,703 or 10.3% below budget and \$23,752,158 or 13.6% below the same period last year.

4. Just a reminder that the qualifying dates for the November 3 primary election for anyone wanting to run for school board, District 5, are Wednesday, July 22 through Friday, July 24.

5. As we are required to do every year, all board members will need to complete a disclosure form for the Board of Ethics regarding any immediate family member employed by the Calcasieu Parish School Board. Immediate is defined as:

Your children, the spouses of your children, your brothers and your sisters, and the spouses of your brothers and your sisters, your parents, your spouse, and the parents of your spouse.

I have the forms for you, just let us know how many you need, and we will be glad to submit them for you after you have completed them. If you choose to send in your own, please remember that they are due by September 13th, the 30th day after the first day of school.

6. Introduction of LaGrange new principal – Monica Guillory, coming over to us from Texas. She has purchased all the purple attire she can find and is excited to be with us.

7. COVID-19 Update:

A. Release of plans

B. Mr. Bruchhaus stated on the record that we would accept the low bid on plexi-glass and we will ratify the bid at the next meeting.

C. Virtual School/Sports/Extra-curricular activities

TAKE APPROPRIATE ACTION

Mr. Roberts read the following:

A. Consideration of Industrial Tax Exemption for Etheredge Co., LLC. (Available for viewing at the end of this document.)

Mr. Hardesty offered a motion to approve; Mr. Tarver seconded the motion.

Ms. Olivia Maness submitted a blue card to address the Board.

On a roll call vote, the motion failed on a 7-7 tie vote.

Yes: Mrs. Ballard, Mr. Castille, Mr. Hardesty, Mr. Natali, Mr. Roberts, Mr. Smith, Mr. Tarver

No: Mr. Bujard, Mr. Dellafosse, Mr. Duhon, Mrs. Gay, Mr. Hardy, Mr. Wallace, Mr. Young

B. Consideration of Industrial Tax Exemption for TDC, LLC. (Available for viewing at the end of this document.)

Mr. Hardesty offered a motion to approve; Mr. Tarver seconded the motion. On a roll call vote, the motion failed on a 7-7 tie vote.

Yes: Mr. Smith, Mr. Roberts, Mr. Natali, Mrs. Ballard, Mr. Castille, Mr. Hardesty, Mr. Tarver

No: Mr. Wallace, Mr. Hardy, Mr. Bujard, Mr. Dellafosse, Mr. Duhon, Mrs. Gay, Mr. Young

C. Resolution to retain Stutes & Lavergne Law Firm as Special Counsel in sales tax litigation with ATCO Structures & Logistics(USA), Inc.

WHEREAS, the Calcasieu Parish School Board administers and collects within the Parish of Calcasieu, sales and use tax both individually and as agent for various political subdivisions;

WHEREAS, a dispute and protest has arisen in connection with a claim for refund denial by ATCO Structures & Logistics (USA) Inc.;

WHEREAS, ATCO Structures & Logistics (USA) Inc. has filed a petition with the Board of Tax Appeals in lieu of filing suit;

WHEREAS, there exists a real necessity involving the public interest for the Calcasieu Parish School Board to be represented by special counsel in the appeals petition proceedings and any subsequent litigation; and

WHEREAS, the Calcasieu Parish School Board desires to retain Stutes & Lavergne Law Firm as special counsel for the Calcasieu Parish School Board in connection with the appeals petition proceedings and any subsequent litigation.

NOW, THEREFORE, BE IT RESOLVED, that Stutes & Lavergne Law Firm is hereby retained as special counsel for the Calcasieu Parish School Board in connection with the above appeals petition proceedings and any subsequent litigation, at hourly rates not to exceed the maximums set forth in the most recent Louisiana Attorney General's approved fee schedule.

On a motion to approve by Mr. Dellafosse and a second by Mr. Bujard, the motion carried on a unanimous vote.

D. Resolution to retain Stutes & Lavergne Law Firm as Special Counsel in sales tax litigation with Distribution International Southwest, Inc.

WHEREAS, the Calcasieu Parish School Board administers and collects within the Parish of Calcasieu, sales and use tax both individually and as agent for various political subdivisions;

WHEREAS, a dispute and protest has arisen in connection with an assessment of taxes due by Distribution International Southwest, Inc.;

WHEREAS, Distribution International Southwest, Inc. has filed a petition with the Board of Tax Appeals in lieu of filing suit;

WHEREAS, there exists a real necessity involving the public interest for the Calcasieu Parish School Board to be represented by special counsel in the appeals petition proceedings and any subsequent litigation; and

WHEREAS, the Calcasieu Parish School Board desires to retain Stutes & Lavergne Law Firm as special counsel for the Calcasieu Parish School Board in connection with the appeals petition proceedings and any subsequent litigation.

NOW, THEREFORE, BE IT RESOLVED, that Stutes & Lavergne Law Firm is hereby retained as special counsel for the Calcasieu Parish School Board in connection with the above appeals petition proceedings and any subsequent litigation, at hourly rates not to exceed the maximums set forth in the most recent Louisiana Attorney General's approved fee schedule.

On a motion to approve by Mr. Dellafosse and a second by Mr. Bujard, the motion carried on a unanimous vote.

E. Resolution to retain Stutes & Lavergne Law Firm as Special Counsel in sales tax litigation with Guichard Operating Company, LLC.

WHEREAS, the Calcasieu Parish School Board administers and collects within the Parish of Calcasieu, sales and use tax both individually and as agent for various political subdivisions;

WHEREAS, a dispute and protest has arisen in connection with an assessment of taxes due by LC Entertainment, LLC;

WHEREAS, LC Entertainment, LLC has filed a petition with the Board of Tax Appeals in lieu of filing suit;

WHEREAS, there exists a real necessity involving the public interest for the Calcasieu Parish School Board to be represented by special counsel in the appeals petition proceedings and any subsequent litigation; and

WHEREAS, the Calcasieu Parish School Board desires to retain Stutes & Lavergne Law Firm as special counsel for the Calcasieu Parish School Board in connection with the appeals petition proceedings and any subsequent litigation.

NOW, THEREFORE, BE IT RESOLVED, that Stutes & Lavergne Law Firm is hereby retained as special counsel for the Calcasieu Parish School Board in connection with the above appeals petition proceedings and any subsequent litigation, at hourly rates not to exceed the maximums set forth in the most recent Louisiana Attorney General's approved fee schedule.

On a motion to approve by Mr. Dellafosse and a second by Mr. Bujard, the motion carried on a unanimous vote.

F. Resolution to retain Stutes & Lavergne Law Firm as Special Counsel in sales tax litigation with Jeff Patterson, Contractor, LLC.

WHEREAS, the Calcasieu Parish School Board administers and collects within the Parish of Calcasieu, sales and use tax both individually and as agent for various political subdivisions;

WHEREAS, a dispute and protest has arisen in connection with assessment of taxes due by Jeff Patterson Contractor, LLC;

WHEREAS, Jeff Patterson Contractor, LLC has filed a petition with the Board of Tax Appeals in lieu of filing suit;

WHEREAS, there exists a real necessity involving the public interest for the Calcasieu Parish School Board to be represented by special counsel in the appeals petition proceedings and any subsequent litigation; and

WHEREAS, the Calcasieu Parish School Board desires to retain Stutes & Lavergne Law Firm as special counsel for the Calcasieu Parish School Board in connection with the appeals petition proceedings and any subsequent litigation.

NOW, THEREFORE, BE IT RESOLVED, that Stutes & Lavergne Law Firm is hereby retained as special counsel for the Calcasieu Parish School Board in connection with the above appeals petition proceedings and any subsequent litigation, at hourly rates not to exceed the maximums set forth in the most recent Louisiana Attorney General's approved fee schedule.

On a motion to approve by Mr. Dellafosse and a second by Mr. Bujard, the motion carried on a unanimous vote.

G. Resolution to retain Stutes & Lavergne Law Firm as Special Counsel in sales tax litigation with LC Entertainment, LLC.

WHEREAS, the Calcasieu Parish School Board administers and collects within the Parish of Calcasieu, sales and use tax both individually and as agent for various political subdivisions;

WHEREAS, a dispute and protest has arisen in connection with an assessment of taxes due by Jeff Patterson Contractor, LLC;

WHEREAS, Jeff Patterson Contractor, LLC has filed a petition with the Board of Tax Appeals in lieu of filing suit;

WHEREAS, there exists a real necessity involving the public interest for the Calcasieu Parish School Board to be represented by special counsel in the appeals petition proceedings and any subsequent litigation; and

WHEREAS, the Calcasieu Parish School Board desires to retain Stutes & Lavergne Law Firm as special counsel for the Calcasieu Parish School Board in connection with the appeals petition proceedings and any subsequent litigation.

NOW, THEREFORE, BE IT RESOLVED, that Stutes & Lavergne Law Firm is hereby retained as special counsel for the Calcasieu Parish School Board in connection with the above appeals petition proceedings and any subsequent litigation, subject to the Attorney General Fee Schedule.

On a motion to approve by Mr. Dellafosse and a second by Mr. Bujard, the motion carried on a unanimous vote.

H. Resolution authorizing refunding of certain District 24 General Obligation Bonds (This item is available for viewing at the end of this document and was posted in the Lake Charles American Press on July 22, 2020.)

On a motion to approve by Mr. Hardesty and a second by Mr. Tarver, the motion carried on a unanimous vote.

I. Resolution authorizing refunding of certain District 23 General Obligation Bonds (This item is available for viewing at the end of this document and was posted in the Lake Charles American Press on July 22, 2020.)

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

J. Approval of 2020-2021 Student Code of Conduct (This item is available for viewing at the end of this document and is archived in the CPSB Minutes at 3310 Broad Street.)

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

K. Adoption of 2020-2021 Salary Schedules (This item is available for viewing at the end of this document and is archived in the CPSB Minutes at 3310 Broad Street.)

On a motion to approve by Mr. Dellafosse and a second by Mrs. Ballard, the motion carried on a unanimous vote.

L. Approval of Louisiana Compliance Questionnaire

**LOUISIANA COMPLIANCE QUESTIONNAIRE
(For Audit Engagements of Government Agencies)**

July 14, 2020

Postlethwaite & Netterville, APAC
8550 United Plaza Blvd., Suite 1001
Baton Rouge, Louisiana 70809

In connection with your audit of our financial statements as of June 30, 2020 and for the year then ended for the purpose of expressing an opinion as to the fair presentation of our financial statements in accordance with accounting principles generally accepted in the United States of America, to assess our internal control structure as a part of your audit, and to review our compliance with applicable laws and regulations, we confirm, to the best of our knowledge and belief, the following representations. These representations are based on the information available to us as of June 30, 2020.

PART I. AGENCY PROFILE

1. Name and address of the organization.

Calcasieu Parish School Board

P.O. Box 800, Lake Charles, LA 70602

2. List the population of the municipality or parish based upon the last official United States Census or most recent official census (municipalities and police juries only). Include the source of the information.

Student count: 31,592

3. List names, addresses, and telephone numbers of entity officials. Include elected/appointed members of the governing board, chief executive and fiscal officer, and legal counsel.

A list of requested information is attached to this document.

4. Period of time covered by this questionnaire.
July 1, 2019 through June 30, 2020
5. The entity has been organized under the following provisions of the Louisiana Revised Statute(s) (R.S.) and, if applicable, local resolutions/ordinances.
F.S. 17:51
6. Briefly describe the public services provided.
The school board provides elementary and secondary education for all children attending public schools in the parish.
7. Expiration date of current elected/appointed officials' terms.
12/31/2022

LEGAL COMPLIANCE

PART II. PUBLIC BID LAW

8. The provisions of the public bid law, R.S. Title 38:2211-2296, and, where applicable, the regulations of the Division of Administration, State Purchasing Office have been complied with.
A) All public works purchases exceeding \$157,700 have been publicly bid.
B) All material and supply purchases exceeding \$30,000 have been publicly bid.
Yes ☒ No ☐
]

PART III. CODE OF ETHICS LAW FOR PUBLIC OFFICIALS AND PUBLIC EMPLOYEES

9. It is true that no employees or officials have accepted anything of value, whether in the form of a service, loan, or promise, from anyone that would constitute a violation of R.S. 42:1101-1124.
Yes ☒ No ☐
10. It is true that no member of the immediate family of any member of the governing authority, or the chief executive of the governmental entity, has been employed by the governmental entity after April 1, 1980, under circumstances that would constitute a violation of R.S. 42:1119.
Yes ☒ No ☐

PART IV. LAWS AFFECTING BUDGETING

11. We have complied with the budgeting requirements of the Local Government Budget Act (R.S. 39:1301-15) R.S. 39:33, or R.S. 39:1331-1342, as applicable:
A. Local Budget Act
 1. We have adopted a budget for the general fund and all special revenue funds (R.S. 39:1305).
 2. The chief executive officer, or equivalent, has prepared a proposed budget that included a budget message, a proposed budget for the general fund and each special revenue fund, and a budget adoption instrument that specified the chief executive's authority to make budgetary

amendments without approval of the governing authority. Furthermore, the proposed expenditures did not exceed estimated funds to be available during the period (R.S. 39:1305).

3. The proposed budget was submitted to the governing authority and made available for public inspection at least 15 days prior to the beginning of the budget year (R.S. 39:1306).

4. To the extent that proposed expenditures were greater than \$500,000, we have made the budget available for public inspection and have advertised its availability in our official journal. The advertisement included the date, time, and place of the public hearing on the budget. Notice has also been published certifying that all actions required by the Local Government Budget Act have been completed (R.S. 39:1307).

5. If required, the proposed budget was made available for public inspection at the location required by R.S. 39:1308.

6. All action necessary to adopt and finalize the budget was completed prior to the date required by state law. The adopted budget contained the same information as that required for the proposed budget (R.S. 39:1309).

7. After adoption, a certified copy of the budget has been retained by the chief executive officer or equivalent officer (R.S. 39:1309).

8. To the extent that proposed expenditures were greater than \$500,000, the chief executive officer or equivalent notified the governing authority in writing during the year when actual receipts plus projected revenue collections for the year failed to meet budgeted revenues by five percent or more, or when actual expenditures plus projected expenditures to year end exceeded budgeted expenditures by five percent or more (R.S. 39:1311).

9. The governing authority has amended its budget when notified, as provided by R.S. 39:1311. (Note, general and special revenue fund budgets should be amended, regardless of the amount of expenditures in the fund, when actual receipts plus projected revenue collections for the year fail to meet budgeted revenues by five percent or more; or when actual expenditures plus projected expenditures to year end exceed budgeted expenditures by five percent or more. State law exempts from the amendment requirements special revenue funds with anticipated expenditures of \$500,000 or less, and exempts special revenue funds whose revenues are expenditure-driven - primarily federal funds - from the requirement to amend revenues.)

Yes [X] No []

B. State Budget Requirements

1. The state agency has complied with the budgetary requirements of R.S. 39:33.

Yes [] No []

C. Licensing Boards

1. The licensing board has complied with the budgetary requirements of R.S. 39:1331-1342.

Yes [] No []

PART V. ACCOUNTING, AUDITING, AND FINANCIAL REPORTING LAWS

12. We have maintained our accounting records in such a manner as to provide evidence of legal compliance and the preparation of annual financial statements to comply with R.S. 24:513 and

515, and/or 33:463.

Yes ☒ No ☐

13. All non-exempt governmental records are available as a public record and have been retained for at least three years, as required by R.S. 44:1, 44:7, 44:31, and 44:36.

Yes ☒ No ☐

14. We have filed our annual financial statements in accordance with R.S. 24:514, and 33:463 where applicable.

Yes ☒ No ☐

15. We have had our financial statements audited in a timely manner in accordance with R.S. 24:513.

Yes ☒ No ☐

16. We did not enter into any contracts that utilized state funds as defined in R.S. 39:72.1 A. (2); and that were subject to the public bid law (R.S. 38:2211, et seq.), while the agency was not in compliance with R.S. 24:513 (the audit law).

Yes ☒ No ☐

17. We have complied with R.S. 24:513 A. (3) regarding disclosure of compensation, reimbursements, benefits and other payments to the agency head, political subdivision head, or chief executive officer.

Yes ☒ No ☐

18. We have remitted all fees, fines, and court costs collected on behalf of other entities, in compliance with applicable Louisiana Revised Statutes or other laws.

Yes ☒ No ☐

PART VI. MEETINGS

19. We have complied with the provisions of the Open Meetings Law, provided in R. S. 42:11 through 42:28.

Yes ☒ No ☐

PART VII. ASSET MANAGEMENT LAWS

20. We have maintained records of our fixed assets and movable property records, as required by R.S. 24:515 and/or 39:321-332, as applicable.

Yes ☒ No ☐

PART VIII. FISCAL AGENCY AND CASH MANAGEMENT LAWS

21. We have complied with the fiscal agency and cash management requirements of R.S. 39:1211-45 and 49:301-327, as applicable.

Yes ☒ No ☐

PART IX. DEBT RESTRICTION LAWS

22. It is true we have not incurred any long-term indebtedness without the approval of the State Bond Commission, as provided by Article VII, Section 8 of the 1974 Louisiana Constitution, Article VI, Section 33 of the 1974 Louisiana Constitution, and R.S. 39:1410.60-1410.65.

Yes ☒ No ☐

23. We have complied with the debt limitation requirements of state law (R.S. 39:562).

Yes ☒ No ☐

24. We have complied with the reporting requirements relating to the Fiscal Review Committee of the State Bond Commission (R.S. 39:1410.62).

Yes ☒ No ☐

PART X. REVENUE AND EXPENDITURE RESTRICTION LAWS

25. We have restricted the collections and expenditures of revenues to those amounts authorized by Louisiana statutes, tax propositions, and budget ordinances.

Yes ☒ No ☐

26. It is true we have not advanced wages or salaries to employees or paid bonuses in violation of Article VII, Section 14 of the 1974 Louisiana Constitution, R.S. 14:138, and AG opinion 79-729.

Yes ☒ No ☐

27. It is true that no property or things of value have been loaned, pledged, or granted to anyone in violation of Article VII, Section 14 of the 1974 Louisiana Constitution.

Yes ☒ No ☐

PART XI. ISSUERS OF MUNICIPAL SECURITIES

28. It is true that we have complied with the requirements of R.S. 39:1438.C.

Yes ☒ No ☐

PART XI. QUESTIONS FOR SPECIFIC GOVERNMENTAL UNITS

Parish Governments

29. We have adopted a system of road administration that provides as follows:

- A. Approval of the governing authority of all expenditures, R.S. 48:755(A).
- B. Development of a capital improvement program on a selective basis, R.S. 48:755.
- C. Centralized purchasing of equipment and supplies, R.S. 48:755.
- D. Centralized accounting, R.S. 48:755.
- E. A construction program based on engineering plans and inspections, R.S. 48:755.
- F. Selective maintenance program, R.S. 48:755.
- G. Annual certification of compliance to the auditor, R.S. 48:758.

Yes ☐ No ☐

School Boards

30. We have complied with the general statutory, constitutional, and regulatory provisions of the Louisiana Department of Education, R.S. 17:51-400.

Yes ☒ No ☐

31. We have complied with the regulatory circulars issued by the Louisiana Department of Education that govern the Minimum Foundation Program.

Yes ☒ No ☐

32. We have, to the best of our knowledge, accurately compiled the performance measurement data contained in the following schedules and recognize that your agreed-upon procedures will be applied to such schedules and performance measurement data:

Parish school boards are required to report, as part of their annual financial statements, measures of performance. These performance indicators are found in the supplemental schedules:

- Schedule 1, General Fund Instructional and Support Expenditures and Certain Local Revenue Sources
- Schedule 2, Class Size Characteristics

We have also, to the best of our knowledge, accurately compiled the performance measurement data contained in the following schedules, and recognize that although the schedules will not be included in the agreed-upon procedures report, the content of the schedules will be tested and reported upon by school board auditors in the school board performance measures agreed-upon procedures report:

- Education Levels of Public School Staff
- Experience of Public Principals, Assistant Principals, and Full-time Classroom Teachers
- Public School Staff Data: Average Salaries

We understand that the content of the first two schedules will be tested and reported upon together.

Yes ☒ No ☐

Tax Collectors

33. We have complied with the general statutory requirements of R.S. 47.

Yes ☒ No ☐

Sheriffs

34. We have complied with the state supplemental pay regulations of R.S. 40:1667.7.

Yes ☐ No ☐

35. We have complied with R.S. 13:5535 relating to the feeding and keeping of prisoners.

Yes ☐ No ☐

District Attorneys

36. We have complied with the regulations of the DCFS that relate to the Title IV-D Program.

Yes ☐ No ☐

Assessors

37. We have complied with the regulatory requirements found in R.S. Title 47.

Yes [] No []

38. We have complied with the regulations of the Louisiana Tax Commission relating to the reassessment of property.

Yes [] No []

Clerks of Court

39. We have complied with R.S. 13:751-917 and applicable sections of R.S. 11:1501-1562.

Yes [] No []

Libraries

40. We have complied with the regulations of the Louisiana State Library.

Yes [] No []

Municipalities

41. Minutes are taken at all meetings of the governing authority (R.S. 42:20).

Yes [] No []

42. Minutes, ordinances, resolutions, budgets, and other official proceedings of the municipalities are published in the official journal (R.S. 43:141-146 and A.G. 86-528).

Yes [] No []

43. All official action taken by the municipality is conducted at public meetings (R.S. 42:11 to 42:28).

Yes [] No []

Airports

44. We have submitted our applications for funding airport construction or development to the Department of Transportation and Development as required by R.S. 2:802.

Yes [] No []

45. We have adopted a system of administration that provides for approval by the department for any expenditures of funds appropriated from the Transportation Trust Fund, and no funds have been expended without department approval (R.S. 2:810).

Yes [] No []

46. All project funds have been expended on the project and for no other purpose (R.S. 2:810).

Yes [] No []

47. We have certified to the auditor, on an annual basis, that we have expended project funds in accordance with the standards established by law (R.S. 2:811).

Yes [] No []

Ports

48. We have submitted our applications for funding port construction or development to the Department of Transportation and Development as required by R.S. 34:3452.

Yes [] No []

49. We have adopted a system of administration that provides for approval by the department

for any expenditures of funds made out of state and local matching funds, and no funds have been expended without department approval (R.S. 34:3460).

Yes [] No []

50. All project funds have been expended on the project and for no other purpose (R.S. 34:3460).

Yes [] No []

51. We have established a system of administration that provides for the development of a capital improvement program on a selective basis, centralized purchasing of equipment and supplies, centralized accounting, and the selective maintenance and construction of port facilities based upon engineering plans and inspections (R.S. 34:3460).

Yes [] No []

52. We have certified to the auditor, on an annual basis, that we have expended project funds in accordance with the standards established by law (R.S. 34:3461).

Yes [] No []

Sewerage Districts

53. We have complied with the statutory requirements of R.S. 33:3881-4159.10.

Yes [] No []

Waterworks Districts

54. We have complied with the statutory requirements of R.S. 33:3811-3837.

Yes [] No []

Utility Districts

55. We have complied with the statutory requirements of R.S. 33:4161-4546.21.

Yes [] No []

Drainage and Irrigation Districts

56. We have complied with the statutory requirements of R.S. 38:1601-1707 (Drainage Districts); R.S. 38:1751-1921 (Gravity Drainage Districts); R.S. 38:1991-2048 (Levee and Drainage Districts); or R.S. 38:2101-2123 (Irrigation Districts), as appropriate.

Yes [] No []

Fire Protection Districts

57. We have complied with the statutory requirements of R.S. 40:1491-1509.

Yes [] No []

Other Special Districts

58. We have complied with those specific statutory requirements of state law applicable to our district.

Yes [] No []

The previous responses have been made to the best of our belief and knowledge. We have disclosed to you all known noncompliance of the foregoing laws and regulations, as well as any

contradictions to the foregoing representations. We have made available to you documentation relating to the foregoing laws and regulations.

We have provided you with any communications from regulatory agencies or other sources concerning any possible noncompliance with the foregoing laws and regulations, including any communications received between the end of the period under examination and the issuance of this report. We acknowledge our responsibility to disclose to you and the Legislative Auditor any known noncompliance that may occur subsequent to the issuance of your report.

On a motion to approve by Mr. Dellafosse and a second by Mr. Tarver, the motion carried on a unanimous vote.

M. Adoption of Budgets for 2020-2021 Fiscal Year (This item is available for viewing at the end of the document and on our website at www.cpsb.org.)

On a motion to approve by Mr. Dellafosse and a second by Mr. Tarver, the motion carried on a unanimous vote.

BID REPORTS

Mr. Roberts read the following:

A. Bid 2021-08 REBID/Whole Wheat Biscuits/Food Services Department

BID 2021-08REBID – WHOLE WHEAT BISCUITS was opened on June 23, 2020 @ 10:00 A.M.

BIDS WERE SENT TO THE FOLLOWING:

DIAMOND FOODS
LACASSAGNES
LAMM FOODS
PON FOODS
WILLIAM GEORGE

BID RESULTS AS FOLLOWS:

DIAMOND FOODS	\$0.1488
LACASSAGNES	\$0.1530
PON FOODS	\$0.1419 *
RICH'S	\$0.1593
WILLIAM GEORGE	\$0.1450

THE STAFF RECOMMENDS AWARDDING PON FOODS AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDER.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

B. Bid 2021-16/Small Wares/Food Services Department

BID 2021-16 – SMALL WARES was opened on June 18, 2020 @ 10:00 A.M.

BIDS WERE SENT TO THE FOLLOWING:

ALACK REFRIGERATION
ASSOCIATED FOOD EQPT
CAYARDS
ECONOMICAL JANITORIAL
LAFAYETTE RESTAURANT
SW BAR NEEDS

BID RESULTS AS FOLLOWS:

ALACK REFRIGERATION	\$ 2,015.35
ASSOCIATED FOOD EQPT	\$ 17,117.22
CAYARDS	\$ 349.05
ECONOMICAL JANITORIAL	\$ 7,189.43
EQUIPMENT CONCEPTS	\$ 14,395.43
HOTEL & RESTAURANT	\$ 3,639.07
PUEBLO SUPPLY	\$ 17,681.13
SAM TELL	\$ 6,490.80
SW BAR NEEDS	<u>\$ 35,483.73</u>
TOTAL	\$104,361.21

THE STAFF RECOMMENDS AWARDDING AS INDICATED ABOVE AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDERS.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

C. Bid 2021-23/Large Equipment/Food Services Department

BID 2021-23 – LARGE EQUIPMENT was opened on June 18, 2020 @ 10:30 A.M.

BIDS WERE SENT TO THE FOLLOWING:

ALACK REFRIGERATION
ASSOCIATED FOOD EQPT
DOUGLAS EQUIPMENT
LAFAYETTE RESTAURANT
NOLA RESTAURANT

BID RESULTS AS FOLLOWS:

ASSOCIATED FOOD EQPT	\$ 3,400.00
DOUGLAS EQUIPMENT	\$ 18,401.76
EQUIPMENT CONCEPTS	<u>\$ 8,795.00</u>
TOTALS	\$ 30,596.76

THE STAFF RECOMMENDS AWARDDING AS INDICATED ABOVE AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDERS.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

EXECUTIVE SESSION

On a motion by Mr. Dellafosse and a second by Mr. Duhon, the Board adjourned into Executive Session at 6:26 p.m. on a unanimous vote. The Board resumed Regular Session on the same motions at 6:49 p.m.

A. General Liability Claim # CLAS11049A1/Attorney Raymond Jackson

B. General Liability Claim #CLAS11649A1/Attorney Kyle Beasley

TAKE APPROPRIATE ACTION ON EXECUTIVE SESSION

A. General Liability Claim #CLAS11049A1

On a motion by Mr. Hardesty and a second by Mr. Tarver to approve settlement, the motion carried on a unanimous vote.

B. General Liability Claim #CLAS11649A1

On a motion by Mr. Hardy and a second by Mr. Tarver to approve settlement, the motion carried on a unanimous vote.

CORRESPONDENCE

Mr. Roberts read the following:

A. Change Order Number One (1) for the Project, "Iowa High Visitor Concession Stand," \$50 million allocation funds; Brossett Architect, LLC, Designer; John D. Myers & Associates, Contractor; *Increase* of \$7,150.00.

On a motion to approve by Mr. Natali and a second by Mr. Hardy, the motion carried on a unanimous vote.

B. Change Order Number Three (3) for the Project, "Pearl Watson Elementary Phase 3," District 31 Bond Funds; Griggs Mitchell & Associates, LLC, Designer; Pat Williams Construction, LLC, Contractor; *Increase* of \$3,554.00 and *Increase* of fifteen (15) days.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

C. Change Order Number 1 (1) for the Project, "Nelson Elementary Restroom Renovations," \$50 million allocation funding; Brossett Architect, LLC., Designer; Seth Priola Construction, Contractor; *Increase* of \$5,170.00 and *Increase* of ten (10) calendar days.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

D. Recommendation of Acceptance for the Project, “Re-roofing at Western Heights Elementary School,” District 23 Bond Funds

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

E. Recommendation of Acceptance for the Project,” Re-roofing at Westwood Elementary School,” District 23 Bond Funds

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

F. Recommendation of Acceptance for the Project, “Re-roofing at Westlake High School,” District 23 Bond Funds

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

G. Recommendation of Acceptance for the Project, “Pearl Watson Phase 3, Interior Improvements,” District 31 Bond Funds.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

H. Recommendation of Acceptance for the Project, “Ralph Wilson Phase 3 Interior Improvements,” District 31 Bond Funds.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

I. Change Order Number Two (2) for the Project, “AC System Upgrades to North Two Story Building/W.W. Lewis Middle School,” \$50 million allocation funds; Ellender Architects, LLC., Designer; Seth Priola Construction, LLC, Contractor; *Increase* of \$28, 130.00 and *Increase* of fifteen (15) days.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

J. Change Order Number Four (4) for the Project, “Classroom Pods, Phase 11,” Riverboat and \$50 million allocation funds; Champeaux, Evans, Hotard, APAC, Architect; Keiland Construction, LLC., Contractor; *Increase* of \$30,822.00 and *Increase* of three (3) days.

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion carried on a unanimous vote.

CONDOLENCES/RECOGNITIONS

Mr. Castille asked for a letter of condolence to the family of Mrs. Barbara Cormier and to the family of Ms. Christy Flores.

Mr. Hardy, Mr. Dellafosse, and Mr. Castille asked for a letter of condolence to the family of Mrs. Barbara Andrepont.

Mr. Wallace and Mr. Dellafosse asked for a letter of condolence to the family of Mrs. Mildred Guidry.

Mr. Hardy asked for a letter of condolence to the following:

The family of Mr. Lyle J. Sandford
The family of Mr. Vernon B. Geyen, Jr.
The family of Mrs. Shirley Gain

Mr. Hardy asked for a letter of congratulations to Mr. and Mrs. Jerry Wilburn on their 65th (Sapphire) anniversary.

ADJOURN MEETING

On a motion to adjourn by Mr. Hardesty and a second by Mr. Natali, the meeting was adjourned at 6:52 p.m. on a unanimous vote.

Dean Roberts, President

Karl Bruchhaus, Secretary

**Calcasieu Parish Industrial Tax Exemption Program
Return on Investment Evaluation**

Etheredge Electric Co., LLC

Company Investment

Annual Payroll	\$	197,760
Capital Expenditure (CapEx)	\$	433,276

Exemption Requested

Property Taxes years 1-5	80%
Property Taxes years 6-10	80%

Local Revenue Forgone

	Total-all Jurisdictions	CPSB portion
Property Taxes years 1-5	\$ 21,808	\$ 7,078
Property Taxes years 6-10	\$ 10,044	\$ 3,260
Total Estimated 10 year Exemption	\$ 31,853	\$ 10,338

Revenue Generated over 20 years

	Total-all Jurisdictions	CPSB portion
Property Taxes generated over 10 yrs	\$ 7,963	\$ 2,584
Property Taxes generated over 20 yrs	\$ 23,917	\$ 7,762
Sales Taxes generated from CapEx	\$ 24,913	\$ 10,832

Factors

Direct Jobs - 4	(Annual P/R)	\$	197,760	\$ 3,955,200 -over 20 yrs
Indirect Jobs -		\$	-	
Construction Jobs -		\$	-	

General Considerations

Benefits

Direct & Indirect Job Creation
Annual Payroll
Sales Taxes generated from construction
Construction Jobs
Property Taxes collected during & after ITEP exemption period
Economic stimulus to area economy

Costs

Foregone revenue from exempted property tax

Company Name: Etheredge Electric Co., LLC
\$433,276

5129 Hwy 397, Iowa LA 70647

Sales Taxes					Sales Taxable %
2.50%	0.75%	2.50%	5.75%		
Parish	Law Enforcement	Schools	Total		
\$ 10,831.90	\$ 3,249.57	\$ 10,831.90	\$ -	24,913.37	
				100%	

\$ 10,831.90	\$ 3,249.57	\$ 10,831.90	\$ -	\$ 24,913.37
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CALCASIEU PARISH

ITEP IMPACT SUMMARY FOR ALL AFFECTED TAXING BODIES

10 YEARS TAX ABATEMENT AT 80% EXEMPTION YEARS 1-5, 80% YEARS 6-10

Project Name:

Equipment Expenditure for LC Expansion

Company Name:

Etheredge Electric Co., LLC

Investment Amount:

\$433,276

Ward: 2

DATED:

3/6/20:

Location:

5129 Hwy 397, Iowa LA 70647

10 Yr Depreciation Rate ¹				0.91	0.86	0.81	0.73	0.62	0.53	0.43	0.33	0.27	0.25
Depreciated Value				394,281	372,617	350,954	316,291	268,631	229,636	186,309	142,981	116,985	108,319
100% Assessed Value				59,142	55,893	52,643	47,444	40,295	34,445	27,946	21,447	17,548	16,248
80% Assessed Value			0.8	47,314	44,714	42,114	37,955	32,236	27,556	22,357	17,158	14,038	12,998
Taxing Body	Millage Rate ²	Converted Millage Rate	YEAR 1 EXEMPT AMOUNT	YEAR 2 EXEMPT AMOUNT	YEAR 3 EXEMPT AMOUNT	YEAR 4 EXEMPT AMOUNT	YEAR 5 EXEMPT AMOUNT	YEAR 6 EXEMPT AMOUNT	YEAR 7 EXEMPT AMOUNT	YEAR 8 EXEMPT AMOUNT	YEAR 9 EXEMPT AMOUNT	YEAR 10 EXEMPT AMOUNT	YRS 1-10 EXEMPTION AMOUNT
	Assessor	1.27	0.00127	\$60	\$57	\$53	\$48	\$41	\$35	\$28	\$22	\$18	\$17
	Sheriff	9.85	0.00985	\$466	\$440	\$415	\$374	\$318	\$271	\$220	\$169	\$138	\$128
	School Board ⁴	17.23	0.01723	\$815	\$770	\$726	\$654	\$555	\$475	\$385	\$296	\$242	\$224
	School Board ^{4A}	17.41	0.01741	\$824	\$778	\$733	\$661	\$561	\$480	\$389	\$299	\$244	\$226
	Parish Government ⁵	28.94	0.02894	\$1,369	\$1,294	\$1,219	\$1,098	\$933	\$797	\$647	\$497	\$406	\$376
	Special Districts ⁶	32.03	0.03203	\$1,515	\$1,432	\$1,349	\$1,216	\$1,033	\$883	\$716	\$550	\$450	\$416
	Municipality ⁷	0.00	0.00000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	TOTAL	106.73	0.10673	\$5,050	\$4,772	\$4,495	\$4,051	\$3,441	\$2,941	\$2,386	\$1,831	\$1,498	\$1,387
	\$31,851												
Taxing Body	Millage Rate ²	Converted Millage Rate	YEAR 1 COLLECTED AMOUNT	YEAR 2 COLLECTED AMOUNT	YEAR 3 COLLECTED AMOUNT	YEAR 4 COLLECTED AMOUNT	YEAR 5 COLLECTED AMOUNT	YEAR 6 COLLECTED AMOUNT	YEAR 7 COLLECTED AMOUNT	YEAR 8 COLLECTED AMOUNT	YEAR 9 COLLECTED AMOUNT	YEAR 10 COLLECTED AMOUNT	YRS 1-10 COLLECTED AMOUNT
	Assessor	1.27	0.00127	\$15	\$14	\$13	\$12	\$10	\$9	\$7	\$5	\$4	\$4
	Sheriff	9.85	0.00985	\$117	\$110	\$104	\$93	\$79	\$68	\$55	\$42	\$35	\$32
	School Board ⁴	17.23	0.01723	\$204	\$193	\$181	\$163	\$139	\$119	\$96	\$74	\$60	\$56
	School Board ^{4A}	17.41	0.01741	\$206	\$195	\$183	\$165	\$140	\$120	\$97	\$75	\$61	\$57
	Parish Government ⁵	28.94	0.02894	\$342	\$324	\$305	\$275	\$233	\$199	\$162	\$124	\$102	\$94
	Special Districts ⁶	32.03	0.03203	\$379	\$358	\$337	\$304	\$258	\$221	\$179	\$137	\$112	\$104
	Municipality ⁷	0.00	0.00000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	106.73	0.10673	\$1,262	\$1,193	\$1,124	\$1,013	\$860	\$735	\$597	\$458	\$375	\$347	
SOURCE: Calculation Parish Assessor's Office													

SOURCE: Calcasieu Parish Assessor's Office

NOTES:

1. Depreciation is based upon the current 2020 Table 2503.D provided by the Louisiana Tax Commission.
2. Used known millage rates as of the date above and subject to change in the future.
3. Land and Inventory are excluded from exemption under ITEP.
4. School Board millage rate total includes the adopted millage rate for [LIST SCHOOL BOARD MILLAGE NAMES]
- 4A. School Board SPECIAL millage rate total includes the adopted millage rate for [LIST SCHOOL BOARD SPECIAL MILLAGE NAMES]
5. Parish Government millage rate total includes the adopted millage rate for [LIST AFFECTED PARISH GOV'T MILLAGE NAMES]
6. Special districts millage rate total includes the adopted millage rate for [LIST SPECIAL DISTRICT NAME(S)]
7. Municipality millage rate total includes the adopted millage rate for [LIST MUNICIPALITY DISTRICT NAME(S)]

ADVANCE RECEIVED DATE:
APPLICATION RECEIVED DATE:
APPLICATION BOARD APPROVAL DATE:
ESTIMATED PROJECT START DATE:
ESTIMATED PROJECT END DATE:
AFFID OF FINAL COST DATE:
CONTRACT EFFECTIVE DATE:
CONTRACT EXPIRATION DATE:
RENEWAL BOARD APPROVAL DATE:
RENEWAL EFFECTIVE DATE:
RENEWAL EXPIRATION DATE:
PCR START DATE:
PCR END DATE:
LEGISLATION RULE:

[illegible]

NOTICE OF ACTION

Notice is hereby given to the Louisiana Department of Economic Development ("Department") of the following action by **Calcasieu Parish School Board** pursuant to §503(H)(1) of the Industrial Tax Exemption Program Rules:

___XX___ Industrial Tax Exemption Application #20190082-ITE has been placed on the agenda for a public meeting of **Etheredge Electric Co.**, notice of which is attached hereto, thus hereby requesting an additional 30 days to take action on the Application.

_____ **[INSERT ENTITY NAME]** has conducted a public meeting on Industrial Tax Exemption Application #20190082-ITE and voted to **APPROVE** the Application.

_____ **[INSERT ENTITY NAME]** has conducted a public meeting on Industrial Tax Exemption Application #20190082-ITE and voted to **DENY** the Application.

NOTICE OF THIS ACTION MUST BE GIVEN TO THE DEPARTMENT WITHIN THREE BUSINESS DAYS

Recommended methods of sending notice:

1. Via email to ITEP@la.gov
2. Via facsimile transmission to (225) 342-0142; Attn: Kristin Cheng
3. Via overnight delivery with tracking to:

Louisiana Economic Development
c/o Kristin Cheng
617 N. 3rd St.
11th Floor
Baton Rouge, LA 70802

June 29, 2020

Superintendent Karl Bruchhaus
Attn: Mr. Wilfred Bourne, CFO
Calcasieu Parish School Board
3310 Broad Street
Lake Charles, LA 70615

RE: Etheredge Electric Co, LLC
Board of Commerce and Industry Approval Notice ("Notice")
Tax Exemption Application #20190082-ITE – \$433,276.00

Dear Superintendent Bruchhaus:

This Notice is being provided to you pursuant to the Rules of the Board of Commerce and Industry ("Board"), effective August 20, 2018, specifically Title 13 of the Louisiana Administrative Code, §503(H)(1) ("Rule").

Pursuant to this Rule, the Notice is hereby given that the above-referenced Tax Exemption Application for Etheredge Electric Co, LLC, attached hereto along with the corresponding Exhibit A, was approved by the Board on Wednesday, June, 24, 2020. Local governmental entities have thirty days to determine whether to take further action on the approval in accordance with the Rule and may provide the necessary notice to LED, timely, using the attached Notice of Action. Any local governmental entity that timely notifies LED that the above-referenced application has been placed on the agenda of a public meeting will have an additional thirty days to make a final determination in accordance with the Rule. If the local governmental entity takes no action or does not provide timely notice of action to LED within the delays provided by the Rule, then the application shall be deemed approved by that entity.

Sincerely,



Kristin Cheng
Program Administrator
Industrial Tax Exemption Program
(225) 342-2083
Kristin.Cheng@la.gov

c: Assessor, Calcasieu Parish

Industrial Tax Exemption Program Application - (Post Executive Order 2018)

** Any changes made to the information provided after the initial submission of this Application, whether requested by the Company or by LED, may result in a delay in Application processing time and/or Board of Commerce & Industry consideration. **

Project ID: 20190082-ITE

Date Received: 3/6/2020

PROJECT INFORMATION

Company: Etheredge Electric Co, LLC
Project Name: Equipment Expenditures for Lake Charles Expansion
Project Location: 5129 Highway 397 , Iowa, LA, 70647
Parish: Calcasieu
City Limits?: --

COMPANY INFORMATION

Product Manufactured: Our company re-manufactures electric motors for the industrial sector. We repair or rebuild both AC and DC motors, as well as synchronous motors. Our AC rebuilds/repairs range up to 10,000 HP, while our DC rebuilds/repairs range up to 4,000 HP. We provide detail failure analysis reports to our customers to determine the best course of action for their rebuild. In addition, we also repair pumps and gearboxes.

Manufacturing Process/Activities: Our process begins with tearing down a motor to determine the cause of failure. From there, we determine if minor repairs are needed or entire rebuilds. The re-manufacturing process may require tearing a motor down to a phase of having no assembled parts and then building back with new parts purchased from third party vendors, occasionally requiring minor fabrication on our end. We wind, assemble, paint and test all motors in accordance with specifications required by our customers which typically exceed manufacturers' specifications.

GAMING

Has the applicant or any affiliates received, applied for, or considered applying for a license to conduct gaming activities? ☐ Yes ☒ No

If yes, please give a detailed explanation including the name of the entity receiving or applying for the license, the relationship to the business if an affiliate, the location and the type of gaming activities:

PROJECT DETAILS

NAICS: 335312
Project Type: Start-Up/New
Project Start Date (beginning of construction and/or installation): 3/6/2019
Project End Date (ending of construction and/or installation): 12/31/2019
Anticipated date for the commencement of operations of this project: 11/1/2019
Project Description:

In March 2019 we leased a facility to open a new motor shop in the Lake Charles (Iowa) area. We began purchasing equipment to operate shortly thereafter. To date, we have purchased and installed a crane system, forklift, air compressor, an easy balance package with accelerometers, a balance stand, Vibxpert II, Rotalign Touch, welding equipment and various other small tools. We are still in the process of purchasing some smaller items, but became fully operational in late 2019. This is the first phase of a 2-year project.

Will any portion of this project become operational/usable prior to the overall project's completion (i.e. application filled in phases)? ☒ Yes ☐ No

Calendar Years: 2019

ESTIMATED INVESTMENTS

Building & Materials:	\$0.00
Machinery & Equipment:	\$433,276.00
Labor & Engineering:	\$0.00
Estimated Total Investment Amount:	\$433,276.00
Less: Restricted Amount:	\$0.00
Total Estimated Investments:	\$433,276.00

ESTIMATED JOBS

Existing Jobs at Project Site:	0
Existing Jobs Statewide:	63

Will this project create new jobs?

☒ Yes ☐ No

New Direct Jobs:	4
-------------------------	---

Contract Jobs:

Will new jobs be created in phases?	No
--	----

Explain:

Construction Jobs:	0
---------------------------	---

Total Estimated Jobs:	4
------------------------------	---

New Jobs for this phase:	0
---------------------------------	---

If no new jobs are being created with this project, will existing jobs be retained?

☐ Yes ☒ No

If yes, provide a compelling reason(s) for retention:

ESTIMATED PAYROLL

Existing Jobs Payroll:	\$0.00
Existing Jobs Statewide Payroll:	\$5,377,627.00
New Direcy Jobs Payroll:	\$395,520.00
Contract Jobs Payroll:	\$0.00
Construction Jobs Payroll:	\$0.00
Total Estimated Payroll:	\$395,520.00
New payroll for current phase:	\$0.00

PROPERTY TAX

Millage Rate for this property. Use the millage rate obtained from the parish assessor to calculate the fee. 0.1067
This is usually a whole number (i.e., 115.47 or 92.665. A millage rate is expressed in 1/1000ths of a dollar (known as one mill). Convert the whole number millage rate by dividing by 1000 to a decimal number (i.e., the whole numbers converted to 1/1000ths would be .1154 or .0927 when rounded to four digits.)

Note: [Proof of Millage/Location form](#) must be completed by the parish assessor and uploaded to the attachments of this application.

Total Property Taxes paid (most recent year for this site): 0.00

BUSINESS LEGAL STRUCTURE

Is this company an LLC?

☒ Yes ☐ No

If an LLC members or pass through entity, list below the names and the LA Dept. of Revenue tax identification number or social security number for all.

LLC Members

Legal Name

DENNIS M. ETHEREDGE

ESTIMATED BENEFIT

Investment Amount:	\$433,276.00
x Assessment Percentage:	0.15
x Millage Rate:	0.1067
=Annual Exemption	\$6,936.53
Annual Exemption * 5 years at 80%	\$27,746.13
+ Annual Exemption * 5 years at 80%	\$27,746.13

=Estimated Ten Year Property Tax Exemption

\$55,492.26

FEE CALCULATION

Estimated Ten Year Property Tax Exemption :	\$55,492.26
x Rate	0.005
= Assessed Fee (\$500.00 Minimum—\$15000.00 Maximum)	\$500.00
Amount Paid:	\$500.00
Amount Due:	\$0.00

ATTACHMENTS

Document Type	Document Name	Date
Proof of Millage Rate	ETHEREDGE ELECTRIC CO, LLC.pdf	3/6/2020
Notarized Affidavit	Signed Contract Affidavit.pdf	3/6/2020
Baseline Calculation Worksheet	Signed Baseline Employment Worksheet.pdf	3/6/2020
Other	1st Quarter 2019 SUTA.pdf	3/6/2020
Other	4th Quarter 2018 SUTA.pdf	3/6/2020
Breakdown of Purchases	ITEBreakdownofPurchases (4).xlsx	4/9/2020

PAYMENTS

Fee Type	Amount Paid	Date Received	Confirmation #	Transaction Type
APPLICATION	\$500.00	3/6/2020	E9VX58WK4Y	master_credit

PROJECT CONTACTS

Contact First Name	Contact Last Name	Company Name	Mailing Address	Contact Type
Olivia	Maness	Etheredge Electric Co, LLC	6719 Woolworth RD , Shreveport, LA, 71129	Business Signatory

CONTRACT SIGNATORY

The contract signatory will be used when signing contracts. The contracts will be signed online and will take place after the board approves a form.

Title: CFO

First Name: Olivia

Last Name: Maness

Email Address: omaness@eecmotor.com

CERTIFICATION STATEMENT

☒ I hereby certify that this project meets all Constitutional, statutory and regulatory provisions applicable to this program. I hereby certify that the information provided in this document and additional materials is true and correct and that I am aware that my submission of any false information or omission of any pertinent information resulting in the false representation of a material fact may subject me to civil and/or criminal penalties for filing false public records (R.S. 14:133) and/or forfeiture of any tax benefits approved under this program. I understand that the application and information submitted shall not be returnable to the applicant.

FORM SIGNATURE

I, **Olivia Maness**

, approve the above information.



CONTRACT FOR EXEMPTION OF AD VALOREM TAXES

(Advance Notification # 20190082)

RECEIVED

JUN 18 2020

BUSINESS INCENTIVES

EXHIBIT "A"

AGREEMENT

among

LOUISIANA DEPARTMENT OF ECONOMIC DEVELOPMENT

and

ETHEREDGE ELECTRIC COMPANY, L.L.C.

EXHIBIT "A" AGREEMENT

This Agreement, as of the Effective Date, defined herein, is made between:

LOUISIANA DEPARTMENT OF ECONOMIC DEVELOPMENT ("LED"), an agency of the State, represented herein by the Secretary of the Department ("Secretary"); and

ETHEREDGE ELECTRIC COMPANY, L.L.C. ("Company"), a Louisiana limited liability company in good standing, and authorized to do business in the State, represented herein by the undersigned duly authorized officer.

(The above are collectively referred to as "Parties" and singularly referred to as "Party".)

WHEREAS, Article VII, Section 21 (F) of the Louisiana Constitution of 1974 provides that the Louisiana Board of Commerce and Industry ("Board"), with the approval of the Governor of the State of Louisiana ("Governor"), may enter into contracts for the exemption from ad valorem taxes of a new manufacturing establishment or an addition to an existing manufacturing establishment on such terms and conditions as the Board, with the approval of the Governor, deems is in the best interest of the State; and

WHEREAS, the Governor has provided the terms and conditions pursuant to which he will approve contracts for the Industrial Tax Exemption ("Exemption"); and the Board has promulgated Rules pursuant to which it will approve contracts, all in accordance with Article VII, Section 21(F); and

WHEREAS, Company is outfitting a new Manufacturing Establishment located in Calcasieu Parish for a new motor shop (the "Project"), and new direct jobs and payroll as hereinafter provided will result from the Company's investment in the Project; and

WHEREAS, Company has filed an Advance Notification for the Project in accordance with the Rules of the Board in order to obtain an exemption from ad valorem taxes in Calcasieu Parish; and

WHEREAS, the Company anticipates that the Project will be constructed in Phases spanning one or more years prior to the Company's commencement of Operation; and

WHEREAS, in exchange for the Exemption, Company agrees to create or maintain such Jobs and Payroll (defined herein-below) and to the other terms and conditions of this Agreement; and

WHEREAS, in accordance with the Board Rules, this Agreement shall be Exhibit A to the Exemption Contract(s) and shall include the number of jobs and payroll to be created and/or retained at the Manufacturing Establishment and the term of the Exemption; and

WHEREAS, the Secretary projects that the return on investment to the State and Local Governmental Entities from the Manufacturing Establishment will exceed the benefit of the Exemption as set forth in the terms hereinafter provided, considering a multitude of factors, including but not limited to the following: capital expenditure, direct payroll tax revenue, indirect payroll tax revenue, and additional indirect tax revenue streams such as property tax, sales tax,

other payroll tax, and other local taxes associated with jobs supporting the Project; and

WHEREAS, this Agreement serves a public purpose and is in the public interest of the State and its citizens;

THEREFORE, IT IS AGREED:

ARTICLE I DEFINITIONS

Section 1.01 Definitions

"Advance Notification" means the notification of intent to apply for the Exemption filed in accordance with Section 503 of the Rules.

"Agreement" means this Exhibit "A" agreement, and any amendments or modifications thereto.

"Assignment" means to transfer or assign this Agreement, transfer or assign any of a Party's rights hereunder, or delegate any of a Party's duties hereunder, and **"Assignee"** means the entity to which such transfer or assignment is made in accordance with this Agreement.

"Basic Health Benefits Plan" means a basic health benefits plan for the individuals employed in new direct Jobs in this State which shall be determined by LED to be in compliance with federally mandated healthcare requirements or, if no federally mandated healthcare requirements exist, shall provide coverage for comprehensive healthcare coverage including basic hospital and physician care.

"Board" means the Louisiana Board of Commerce and Industry.

"Capital Expenditures" means the cost associated with a new manufacturing establishment or an addition to an existing manufacturing establishment, including purchasing or improving real property and tangible personal property, whose useful life exceeds one year and which are used in the conduct of business.

"Cessation of Operation" means failure of the Manufacturing Establishment to engage in manufacturing and provide finished product(s) into the stream of commerce, except that the Secretary shall have the discretion to determine whether and the duration for which a temporary suspension of Operation due to maintenance, equipment breakdowns, or turnarounds does not constitute a Cessation of Operation.

"Certification of Compliance" means a sworn verification of compliance with the Company Objectives under this Agreement, signed by a key employee of the Company (executive or senior level officer, project site manager, or equivalent rank.).

"Company" means ETHEREDGE ELECTRIC COMPANY, L.L.C., a Louisiana limited liability company duly authorized to do and doing business in Louisiana, and its successors and permitted assigns.

"Company Affiliate" means any business entity that controls or is controlled by the Company or by another business entity that controls the Company, including a parent or subsidiary of the Company, or another subsidiary of a parent of the Company. Control means exercising authority over the management, business policies, and operations of the business entity.

"Company Default" is defined in Section 6.01(B).

"Company Objectives" means (1) the acquisition, expansion, construction, equipping, and Operation of the Manufacturing Establishment, (2) the making of anticipated Capital Expenditures; (3) the creation and maintaining of Required Annual Jobs and (4) the payment of Required Annual Payroll.

"Contract Monitor" is defined in Section 7.01(A).

"Default" has the meaning set forth in Article VI.

"Default Payment" means the amount of money, if any, paid by Company to the Local Governmental Entities in the event of a Default as provided in Article VI.

"Effective Date" is the date of execution of this Agreement by the Secretary.

"Exemption" means the exemption from ad valorem taxation provided for manufacturing establishments in Article VII, Section 21(F) of the Louisiana Constitution of 1974 with specific regard to the Project, which may occur in and is inclusive of Phases.

"Exemption Contract(s)" means the contract(s) entered into by the Board, the Company, and approved by the Governor memorializing the Exemption for the Project, including each Phase of the Project and specifying the terms thereof and to which this Agreement shall be Exhibit A to each such contract.

"Exemption Period(s)" means, for each Phase of the Project, the number of years of Exemption provided in accordance with the Rules and further set forth in Section 4.01(C), with each Exemption Period beginning on January 1 of the first Project Year after which each Phase becomes Operational or completes construction. The Exemption Period for any Phase of the Project shall not be longer than 10 years—no more than 5 years initially and an additional 5 years if the Exemption is renewed.

"Governor" means the Governor of the State of Louisiana.

"ITEP" means the Industrial Ad Valorem Tax Exemption Program administered by LED to implement the exemption from ad valorem taxation provided for in Article VII, Section 21(F) of the Louisiana Constitution of 1974.

"Jobs" means positions of employment that are:

- (1) new (not previously existing in the State);
- (2) permanent (without specific term);
- (3) full-time (working a minimum of 30 hours or more per week);
- (4) employed directly by the Company, a Company Affiliate, or a Qualified Contractor;

- (5) based at the Manufacturing Establishment; and
- (6) filled by a United States citizen who is domiciled in Louisiana or who becomes domiciled in Louisiana within 60 days of employment; and
- (7) offering a Basic Health Care Benefits Plan.

Jobs shall not include:

- (1) jobs transferred to the Manufacturing Establishment from within the State by the Company, a Company Affiliate, or a Qualified Contractor, unless back-filled to result in a net job gain within the State;
- (2) jobs transferred from other Louisiana-based employment as a result of the Company, a Company Affiliate, or a Qualified Contractor acquiring a business operation or substantially all of its assets, unless back-filled to result in a net job gain within the State; or
- (3) jobs performing contract services for the State of Louisiana or any of its agencies.

"LED" means Louisiana Department of Economic Development.

"Legislature" means the Legislature of the State of Louisiana.

"Local Governmental Entities" with regard to Calcasieu Parish, means the parish governing authority, school board, and sheriff, as well as any municipality in which the Manufacturing Establishment is or will be located.

"Manufacturing Establishment" means the location for the Project, as described in the ITEP application for the Project, for the manufacturing of finished product(s) to be placed by Company into the stream of commerce.

"Operation" or "Operational" means the commercial utilization of the Manufacturing Establishment, if new, or of the addition, rehabilitation or restoration of the Manufacturing Establishment for which the Exemption is granted.

"Payroll" means payment by the Company, a Company Affiliate or Qualified Contractor to its employees for Jobs, exclusive of benefits and defined as wages under Louisiana Employment Security Law (La. R.S. 23:1472(20)), during a Project Year, except that with regard to Jobs employed directly by a Qualified Contractor, Payroll shall not include any fees, mark-up, profit margins or similar payments by the Company or a Company Affiliate to a Qualified Contractor.

"Phase" means that portion of the Project that becomes Operational or completes construction for which Capital Expenditures are made and, in the following Project Year, becomes subject to the Exemption provided by an Exemption Contract to which this Agreement is attached as Exhibit A.

"Project" means Company's acquisition or expansion, construction, improvement, equipping and Operation of the Manufacturing Establishment as further described in the Recitals, which may occur in Phases.

"Project Year" means each twelve-month period, beginning on January 1 and ending on December 31, or, if the Project is located in Orleans Parish, beginning on August 1 and ending on July 31, of each year identified in Section 4.02(B).

"Qualified Contractor" means a business entity other than Company or Company Affiliate, acting pursuant to an agreement with the Company or Company Affiliate regarding the Project.

"Required Annual Jobs" is the number of Jobs required to be met by the Company pursuant to Section 4.02, during a Project Year.

"Required Annual Jobs and Payroll" refers, collectively, to Required Annual Jobs and Required Annual Payroll.

"Required Annual Payroll" is the amount of Payroll required to be met by the Company pursuant to Section 4.02 for Jobs.

"Rule(s)" mean the rules promulgated by the Board as Chapter 5 of Title 13 of the Louisiana Administrative Code.

"Secretary" means the Secretary of the Louisiana Department of Economic Development.

"State" means the State of Louisiana.

ARTICLE II AUTHORITY

Section 2.01 LED Authority

LED is granted authority under the provisions cited above to enter into agreements with public and private associations or corporations for a public purpose.

Section 2.02 Company Authority

A duly executed resolution or other evidence of the authority of the Company to enter into this Agreement and to carry out the commitments made herein, and the authority of the undersigned representative to execute this Agreement and any other documents required thereby on behalf of the Company, certified by the secretary or other authorized representative of the Company, is attached hereto as Exhibit 1.

Section 2.03 Other Approvals

This Agreement is not effective until signed by all Parties.

ARTICLE III REPRESENTATIONS

The Parties have all the requisite power and authority to enter into this Agreement and to carry out the terms hereof; and the persons signing this Agreement have the authority to execute this Agreement as authorized representatives, and to bind the Parties to all the terms of this Agreement.

This Agreement has been duly authorized, executed, and delivered by the Parties and upon receipt of the approvals described herein will constitute a legal, valid, and binding obligation of the Parties, enforceable in accordance with its terms.

Parties have taken or will take all necessary and proper action to authorize the execution, issuance, and delivery of this Agreement and any other documents required by this Agreement, and the performance of its obligations under this Agreement.

The execution of this Agreement and any other documents required by this Agreement as well as the performance by the Parties of their respective obligations hereunder are within the Parties respective powers and will not violate any provisions of any law, regulation, decree, or governmental authorization applicable to them.

ARTICLE IV OBLIGATIONS

Section 4.01 LED Obligations

- (A) LED enters into this Agreement for the purposes of providing the terms and conditions for Company's receipt of the Exemption in the manner and for the purposes provided for by the Board and the Governor.
- (B) Upon execution of this Agreement, LED will recommend to the Board that the Company receive the Exemption for the Project under the terms and conditions hereinafter set forth as required by the Rules, and this Agreement shall be Exhibit A to each Exemption Contract among the Board and Company upon approval by the Governor.
- (C) LED will make the following recommendation for the Exemption to the Board for the Company, subject to the Company's adherence to its objectives hereunder and in accordance with the terms and conditions of this Agreement and ITEP Rules with respect to the limitation or cancellation of an Exemption Contract in the event of the Company's non-performance of its objectives hereunder: (1) an 80% exemption from ad valorem taxes for the initial Exemption Contract of 5 years for each Phase and (2) an 80% exemption from ad valorem taxes for the renewal Exemption Contract of 5 years for each Phase with the express understanding that Company's compliance with and performance of the Company's Objectives hereunder shall be a consideration as to the renewal of the Exemption.

Section 4.02 Company Objectives

- (A) Commencement of Operation. The Company has proceeded with establishing the Manufacturing Establishment and commenced Operation by November 1, 2019, as described in the ITEP application form filed or to be filed for this Project. During the construction period, which Company anticipates will span multiple years, Company projects that it will expend approximately \$433,276.00 in Capital Expenditures and that the Project will create 4 Jobs, including 0 Jobs by a Qualified Contractor. Upon commencement of Operation and fulfillment of the foregoing representations, Company shall provide the Required Annual Jobs and Payroll as set forth in Section 4.02(B).
- (B) Operation of the Manufacturing Establishment: Required Annual Jobs and Payroll. During each Project Year thereof, the Company anticipates creating and maintaining Required Annual Jobs and Payroll at the Manufacturing Establishment as follows:

Project Year	Required Annual Jobs	Required Annual Payroll
2020	4	\$197,760
2021	4	\$197,760
2022	4	\$197,760
2023	4	\$197,760
2024	4	\$197,760
2025	4	\$197,760
2026	4	\$197,760
2027	4	\$197,760
2028	4	\$197,760
2029	4	\$197,760
2030	4	\$197,760

(C) Jobs and Payroll Creation. Any Jobs and corresponding Payroll created by Company after it files the Advance Notification for the Project shall be considered as having been created during the first Project Year.

(D) Project Year Adjustment. To the extent Company does not commence Operation on or before the anticipated date identified in Section 4.02(A), Project Years will adjust accordingly, but for no more than two years.

(E) Other State Incentives. To the extent that Company may receive any other incentives administered by LED directly for any Required Annual Jobs or Payroll, it shall have no bearing on this Agreement.

(F) Louisiana Preference. To the extent allowed by law, and insofar as is feasible and practicable, the Company agrees to use reasonable commercial efforts to give preference to Louisiana manufacturers, suppliers, vendors, contractors, and subcontractors in connection with equipping the Manufacturing Establishment and purchasing material and supplies to support Operation, provided such entities are competitive in price, quality, and delivery.

ARTICLE V ASSIGNMENT AND TRANSFER

Assignment or Transfer of the Manufacturing Establishment or any part of an Exemption Contract shall be governed by Section 535 of the Rules pertaining to the "Sale or Transfer of Exempted Manufacturing Establishment."

ARTICLE VI DEFAULT AND RENEWAL CONSIDERATION

Section 6.01 Default

(A) State Default. The failure by the Board, the Local Governmental Entities or the Governor, to approve the Exemption for the Company in the manner provided by the Rules, constitutes a default under this Agreement. Upon the occurrence of such default, Company is relieved of all

obligations hereunder and this Agreement shall automatically terminate without any further remedy to or obligation imposed upon Company.

(B) Company Default. The occurrence of any of the following actions during the term of any Exemption Contract shall constitute a Company Default with a corresponding remedy:

(1) Operation does not commence within a 2-year period beginning on the date identified in Section 4.02(A), in which case the Board may terminate or otherwise modify the Exemption Contract(s) as provided in the Rules.

(2) Cessation of Operation, in which case the Board may terminate or otherwise modify the Exemption Contract(s) as provided in the Rules;

(3) Assignment of this Agreement, or transfer of ownership of or controlling interest in the Manufacturing Establishment, the Company, or substantially all of its assets, other than as permitted under Article V, in which case the Board may terminate or otherwise modify the Exemption Contract(s) as provided in the Rules;

(4) Failure to satisfy 90% of either or both of the Company's Required Annual Jobs and Payroll under Section 4.02 of this Agreement upon which LED shall give notification to the Company and the Local Governmental Entities, which entities will make a recommendation to the Board on whether to terminate the Exemption Contract for the Company or otherwise alter the terms of the Exemption, including the length of the exemption period and/or the percentage of the exemption. The recommendation of the Local Governmental Entities shall then be submitted to the Board for consideration and/or action. This provision shall be applicable for each Project Year in which the Company fails to satisfy the requirements of this paragraph as provided herein irrespective of any prior decision of the Board to continue the Exemption Contract(s) under the terms provided.

Alternatively, the Local Governmental Entities and the Company may forego the recommendation to the Board required by this section if the Local Governmental Entities agree that the Company shall pay and the Company actually makes a Default Payment to each of the Local Governmental Entities in an amount agreeable to both the Local Governmental Entities and the Company, in which case the terms of the Exemption Contract(s) shall remain the same.

(C) Renewal Consideration. Upon Company's application for a renewal of the Exemption, Company's non-performance of this Agreement shall be considered by the Board in the manner provided by the Rules.

Section 6.02 Delay or Omission

No delay or omission in the exercise of any right or remedy accruing to any Party upon any breach of this Agreement by any other Party shall impair such right or remedy or be construed as a waiver of any breach theretofore or thereafter occurring. The waiver of any condition or the breach of any term, covenant, or condition herein or therein contained shall not be deemed to be a waiver of any other condition or of any subsequent breach of the same or any other term, covenant, or condition herein or therein contained.

Section 6.03 Force Majeure

(A) Upon occurrence of an event of Force Majeure, the affected Party shall have the right, but not the obligation, to declare a Force Majeure period, by giving written notice of such event and declaration to the other Parties within 30 days of such occurrence. Time being of the essence, the affected Party shall make every reasonable effort to give such notice as soon as possible, but in any event notice must be given within 30 days of the occurrence.

(B) The Force Majeure period shall continue from the date of such notice until the effects of such Force Majeure are removed, remedied, repaired, or otherwise no longer prevent performance of a Party's obligations hereunder. During the Force Majeure period, the obligations of the Parties under this Agreement shall be suspended, and the relevant deadlines and time periods under this Agreement shall be extended to the extent of such suspension. In any event, no Force Majeure period arising from a single event of Force Majeure shall be deemed to exist for longer than 2 years from the date of such notice, and the aggregate Force Majeure period during the term of this Agreement shall not exceed two years.

(C) The affected Party must proceed with due diligence to effect repairs or undertake efforts to remedy or mitigate the effects of a Force Majeure event, and within 60 days of the occurrence of the event of Force Majeure shall provide the other Parties a report showing the efforts made and to be made to remedy or mitigate the effects as well as a timetable to return to full performance.

Section 6.04 No Other Damages.

No party shall have the right to recovery against any other party of any damages of whatever nature, including compensatory, consequential, punitive, or otherwise, arising from or relating to any act or omission deemed to be a breach of this Agreement or fault of any party other than the remedies expressly set forth in this Article.

ARTICLE VII REPORTS; AUDIT

Section 7.01 Contract Monitoring

The Secretary of LED or his designee will designate, and may change from time to time, one or more persons on his staff to act as Contract Monitor for the Project, to act as LED's representative and liaison between LED and the Company, and to monitor the achievement of the Company Objectives.

Section 7.02 Annual Certification of Compliance

By the last day of the fourth month following the end of each Project Year ("Deadline"), and subject to one request by the Company for a reasonable extension of time of no more than 60 days if made, in writing, before the Deadline, the Company shall deliver to LED a Certification of Compliance with the Company Objectives under this Agreement, including specific verification of the creation and maintenance of Required Annual Jobs and Payroll. The Certificate of Compliance shall be in the general form of Exhibit 2 attached hereto and shall be accompanied by the additional materials referenced therein. All original documentation supporting the Certification

of Compliance shall be maintained by the Company as required by the Rules. Failure to timely submit the annual Certification of Compliance may result in LED reporting to the Local Governmental Entities a failure to satisfy Required Annual Jobs and Payroll per Section 6.01(B)(4).

With regard only to the first Project Year referenced in Section 4.02(B), the Company shall deliver to LED the Certification of Compliance either within the time delay referenced in the prior paragraph or 90 days following the date that LED submits the Exemption Contract to the Company for execution, whichever is later.

Section 7.03 Audit

LED shall have such rights to compel an investigation at any time during the effectiveness of this Agreement as provided in Section 531 of the Rules pertaining to inspections.

Section 7.04 Reporting Rules Applicable

Nothing provided in this Section shall relieve Company of any additional reporting requirements provided by the Rules.

ARTICLE VIII TERM

The Term of this agreement shall extend from the Effective Date until the end of the last Exemption Period for the Project.

ARTICLE IX MISCELLANEOUS

Section 9.01 Non Discrimination

Company agrees to abide by the requirements of the following laws, as amended and as applicable: Title VI of the Civil Rights Act of 1964 and Title VII of the Civil Rights Act of 1964, the Equal Employment Opportunity Act of 1972; Federal Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veteran's Readjustment Assistance Act of 1974; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; the Fair Housing Act of 1968; and the Americans with Disabilities Act of 1990. Company agrees not to discriminate in their employment practices in Louisiana, and, to the extent required by law and Executive Order, will render services in Louisiana without discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, veteran status, political affiliation, disability, or age in any matter relating to employment.

Section 9.02 Captions

The captions or headings in this Agreement are for convenience only and do not define or limit the scope or extent of this Agreement.

Section 9.03 Counterpart

This Agreement may be executed in several counterparts, each of which shall be deemed an original and all of which, when taken together, shall be deemed one and the same Agreement.

Section 9.04 Choice of Law

This Agreement shall be construed in accordance with and governed by the laws of the State of Louisiana.

Section 9.05 Jurisdiction and Venue

The 19th Judicial District Court in the Parish of East Baton Rouge, State of Louisiana, shall be deemed to be the exclusive court of jurisdiction and venue for any litigation, special proceeding or other proceeding as between the Parties that may be brought, or arise out of, in connection with, or by reason of this Agreement; and the Parties hereto submit themselves to the jurisdiction of said court in the event of any legal proceedings in connection with this Agreement.

Section 9.06 Further Assurances

From time to time hereafter, the Parties shall execute and deliver such additional instruments, certificates, or documents and take all such actions as another Party may reasonably request for the purpose of fulfilling the Parties' obligations hereunder.

Section 9.07 Notices

Any notice required or permitted to be given under or in connection with this Agreement shall be in writing and shall be delivered to the address(es) set forth below, or to such other address as may be designated by such Party in written notice to the other Party.

To LED:

Don Pierson, Secretary
Louisiana Department of Economic Development
P. O. Box 94185; Baton Rouge, LA 70804-9185 (USPS mail)
11th Floor, 617 North 3rd Street, Baton Rouge, LA 70802-5239 (Delivery)
Telephone: (225) 342-3000

To the Company:

To Etheredge Electric Company, L.L.C.:
Olivia Maness
6719 Woolworth Rd.
Shreveport, LA 71129
318-688-5351
omaness@eecmotor.com

Section 9.08 Amendment

This Agreement may be amended only upon the written consent and approval of all Parties.

Section 9.09 Rules Prevail

To the extent any provision of this Agreement, after reasonable construction so as to give meaning to all provisions of this Agreement and the Rules, conflicts with the Rules promulgated by the Board, the Rules of the Board prevail.

****REMAINDER OF PAGE INTENTIONALLY LEFT BLANK****

IN WITNESS WHEREOF, this Agreement has been signed in quadruplicate originals by the undersigned duly authorized representatives, in the presence of the undersigned competent witnesses, on the dates indicated below.

WITNESSES:

(1) Betty A Valeros
Signature

Betty A Valeros
Printed Name

(2) Amie Dennis
Signature

Amie Dennis
Printed Name

ETHEREDGE ELECTRIC COMPANY, L.L.C.

By: Olivia Maness
Signature

Olivia Maness
Printed Name

Title: CEO

Date: 6/10/20

WITNESSES:

LOUISIANA DEPARTMENT OF
ECONOMIC DEVELOPMENT

(1) Frank Favaloro
Signature

Frank Favaloro
Printed Name

(2) Kristin Cheng
Signature

Kristin Cheng
Printed Name

By: Don Pierson
Don Pierson, Secretary or Anne Villa,
Undersecretary

Date: 6/22/20

LED CONTRACT MONITOR

Hand Usic
Signature

Hand Usic
Printed Name

EXHIBIT 1

(Company Authorizing Resolution)

RESOLUTION OF MEMBERS
OF
ETHEREDGE ELECTRIC COMPANY, LLC

At a special meeting of the Members of Etheredge Electric Company, LLC held at the domicile of the limited liability company in Shreveport, Louisiana on December 5, 2019 due notice having been given and all Members being present, the following resolution was moved, seconded and unanimously adopted:

RESOLVED, that Olivia Maness, Chief Financial Officer, is hereby authorized to sign any and all contracts and/or agreements entered into with the Louisiana Department of Economic Development ("LED"), and to take all action necessary to execute the contracts and/or agreements on behalf of this limited liability company.

The foregoing resolution has been entered into the records of this limited liability company, has not been rescinded or modified, and remains in full force and effect on this date. Dated this 5th day of December 2019.

ATTEST:



Mike Etheredge, Member/CEO

EXHIBIT 2

CERTIFICATION OF COMPLIANCE

Contract Number for the Project: _____ **Reporting Period:** _____

Company Name: _____

Project Physical Address: _____

1. Operation of the assets related to this project/phase:
☐ Commenced, as of date _____ and continues to date.
☐ Has not commenced or has ceased Operation

If Company has ceased Operation, please explain: _____

2. Capital Expenditures made as of _____ : Amount _____
(Date)

3. Required Annual Jobs: _____

4. Required Annual Payroll: _____

5. Has the Company offered a Basic Health Benefits Plan for this Project Year for new Jobs?
Yes ☐ No ☐

6. Are any Jobs at the Manufacturing Establishment attributable to:

- a. Jobs transferred from any other location within the state by the Company, Company Affiliate or a Qualified Contractor? Yes ☐ No ☐
- b. Jobs transferred from any other Louisiana-based employment as a result of the Company, Affiliate, or a Qualified Contractor acquiring a business operation or substantially all of its assets? Yes ☐ No ☐
- c. If yes to either a. or b. above, were those Jobs backfilled resulting in a neutral job gain (or neutral job count if retaining Jobs) within the State? Yes ☐ No ☐

If the answer to 6.c. is "No", please explain: _____

7. Upload this Certification of Compliance with original signatures via Fastlane. The following additional materials must accompany this certification. Use the most current updated prescribed forms and spreadsheets found on the Fastlane Document Checklist:
- ITE Employment Baseline Calculation Worksheet – (only required the first year of reporting).
 - A sortable and unlocked version of the ITE Annual Compliance Report (ITE ACR).
 - Copies of all quarterly wage reports (ES-4's/SUTA) and Multi Worksite Reports (if applicable) filed with the LA Workforce Commission for the same filing period.

CONTACT TYPE (circle one):

Business ☐ Consultant ☐ Other ☐

Contact Person:

Name: _____

Title: _____

Mailing Address: _____

Mailing Address 2: _____

Phone Number (Include extension): _____

Email Address: _____

CERTIFICATION

(Must be executed by a key employee of the Company—executive or senior level officer, project site manager, or equivalent rank)

I hereby certify that the Industrial Tax Exemption project identified in this document with the above referenced number and additional materials meet all of the requirements and applicable regulations. I hereby certify that the information provided in this document and additional materials is true and correct to the best of my information and belief after reasonable inquiry. And I am aware that my submission of any false information or omission of any pertinent information resulting in the false representation of a material fact may subject me to civil and/or criminal penalties for filing of false public records (R.S. 14:133) and/or forfeiture of any exemptions approved under this program. I understand that application and information submitted with it shall not be returnable to the applicant.

Original Signature

Printed Name & Title

Date

**Calcasieu Parish Industrial Tax Exemption Program
Return on Investment Evaluation**

TDC LLC

Company Investment

Annual Payroll	\$	438,559
Capital Expenditure (CapEx)	\$	20,000,000

Exemption Requested

Property Taxes years 1-5	80%
Property Taxes years 6-10	80%

Local Revenue Forgone

	Total-all Jurisdictions	CPSB portion
Property Taxes years 1-5	\$ 1,086,204	\$ 240,090
Property Taxes years 6-10	\$ 900,924	\$ 199,137
Total Estimated 10 year Exemption	\$ 1,987,128	\$ 439,227

Revenue Generated over 20 years

	Total-all Jurisdictions	CPSB portion
Property Taxes generated over 10 yrs	\$ 496,782	\$ 109,807
Property Taxes generated over 20 yrs	\$ 1,866,117	\$ 412,480
Sales Taxes generated from CapEx	\$ 495,420	\$ 215,400

Factors

Direct Jobs - 4	(Annual P/R)	\$	438,559	\$ 8,771,180	-over 20 yrs
Indirect Jobs -		\$	-		
Construction Jobs - 86		\$	8,763,467		

General Considerations

Benefits

Direct & Indirect Job Creation
Annual Payroll
Sales Taxes generated from construction
Construction Jobs
Property Taxes collected during & after ITEP exemption period
Economic stimulus to area economy

Costs

Foregone revenue from exempted property tax

Company Name: TDC LLC
\$20,000,000

150 Marine St, Port of Lake Charles, LA 70601

Sales Taxes						Sales Taxable %
0.75%		2.50%		2.50%		5.75%
Law Enforcement		Schools		City of LC		Total
\$	-	\$	64,620.00	\$	215,400.00	\$ 215,400.00
						495,420.00
						43.08%

\$	-	\$	64,620.00	\$	215,400.00	\$	215,400.00	\$	495,420.00
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*\$20,000,000 total investment, \$8,615,278 materials, machinery & equipment = 43.08%

CALCASIEU PARISH

ITEP IMPACT SUMMARY FOR ALL AFFECTED TAXING BODIES

10 YEARS TAX ABATEMENT AT 80% EXEMPTION years 1-5, 80% years 6-10

Project Name: LC NaHS Terminal Construction
Investment Amount: \$20,000,000
Ward: Ward 3L Parcel #752495
Location: 150 Marine St, Port of Lake Charles, LA 70601

Company Name: TDC LLC

DATED: 3/11/20.

20 Yr Depreciation Rate ¹		0.96	0.96	0.96	0.96	0.96	0.93	0.88	0.85	0.81	0.78	0.74	0.71
Depreciated Value		19,200,000	19,200,000	19,200,000	19,200,000	19,200,000	18,600,000	17,600,000	17,000,000	16,200,000	15,600,000	14,800,000	14,200,000
100% Assessed Value		2,880,000	2,880,000	2,880,000	2,880,000	2,880,000	2,790,000	2,640,000	2,550,000	2,430,000	2,340,000	2,220,000	2,130,000
80% Assessed Value		0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8
Taxing Body	Millage Rate ²	Converted Millage Rate											
		YEAR 1 EXEMPT AMOUNT	YEAR 2 EXEMPT AMOUNT	YEAR 3 EXEMPT AMOUNT	YEAR 4 EXEMPT AMOUNT	YEAR 5 EXEMPT AMOUNT	YEAR 6 EXEMPT AMOUNT	YEAR 7 EXEMPT AMOUNT	YEAR 8 EXEMPT AMOUNT	YEAR 9 EXEMPT AMOUNT	YEAR 10 EXEMPT AMOUNT	YRS 1-10 EXEMPTION AMOUNT	YRS 1-10 EXEMPTION AMOUNT
Assessor	1.27	\$2,926	\$2,926	\$2,926	\$2,835	\$2,682	\$2,591	\$2,469	\$2,377	\$2,256	\$2,164	\$26,15	\$26,15
Sheriff	9.85	\$22,694	\$22,694	\$22,694	\$21,985	\$20,803	\$20,094	\$19,148	\$18,439	\$17,494	\$16,784	\$202,83	\$202,83
School Board ⁴	17.23	\$39,698	\$39,698	\$39,698	\$38,457	\$36,390	\$35,149	\$33,495	\$32,255	\$30,600	\$29,360	\$354,90	\$354,90
School Board ^{4A}	4.10	\$9,446	\$9,446	\$9,446	\$9,151	\$8,659	\$8,364	\$7,970	\$7,675	\$7,282	\$6,986	\$84,42	\$84,42
Parish Government ⁵	26.85	\$61,862	\$61,862	\$61,862	\$59,929	\$56,707	\$54,774	\$52,196	\$50,263	\$47,686	\$45,752	\$552,89	\$552,89
Special Districts ⁶	21.97	\$50,619	\$50,619	\$50,619	\$49,037	\$46,401	\$44,819	\$42,710	\$41,128	\$39,019	\$37,437	\$452,40	\$452,40
Municipality ⁷	15.23	\$35,090	\$35,090	\$35,090	\$33,993	\$32,166	\$31,069	\$29,607	\$28,511	\$27,048	\$25,952	\$313,61	\$313,61
TOTAL	96.50	\$222,336	\$222,336	\$222,336	\$215,388	\$203,808	\$196,860	\$187,596	\$180,648	\$171,384	\$164,436	\$1,987,12	\$1,987,12
Taxing Body	Millage Rate ²	Converted Millage Rate											
		YEAR 1 COLLECTED AMOUNT	YEAR 2 COLLECTED AMOUNT	YEAR 3 COLLECTED AMOUNT	YEAR 4 COLLECTED AMOUNT	YEAR 5 COLLECTED AMOUNT	YEAR 6 COLLECTED AMOUNT	YEAR 7 COLLECTED AMOUNT	YEAR 8 COLLECTED AMOUNT	YEAR 9 COLLECTED AMOUNT	YEAR 10 COLLECTED AMOUNT	YRS 1-10 COLLECTED AMOUNT	YRS 1-10 COLLECTED AMOUNT
Assessor	1.27	\$732	\$732	\$732	\$709	\$671	\$648	\$617	\$594	\$564	\$541	\$6,53	\$6,53
Sheriff	9.85	\$5,674	\$5,674	\$5,674	\$5,496	\$5,201	\$5,024	\$4,787	\$4,610	\$4,373	\$4,196	\$50,70	\$50,70
School Board ⁴	17.23	\$9,924	\$9,924	\$9,924	\$9,614	\$9,097	\$8,787	\$8,374	\$8,064	\$7,650	\$7,340	\$88,70	\$88,70
School Board ^{4A}	4.10	\$2,362	\$2,362	\$2,362	\$2,288	\$2,165	\$2,091	\$1,993	\$1,919	\$1,820	\$1,747	\$21,10	\$21,10
Parish Government ⁵	26.85	\$15,466	\$15,466	\$15,466	\$14,982	\$14,177	\$13,694	\$13,049	\$12,566	\$11,921	\$11,438	\$138,22	\$138,22
Special Districts ⁶	21.97	\$12,655	\$12,655	\$12,655	\$12,259	\$11,600	\$11,205	\$10,677	\$10,282	\$9,755	\$9,359	\$113,10	\$113,10
Municipality ⁷	15.23	\$8,772	\$8,772	\$8,772	\$8,498	\$8,041	\$7,767	\$7,402	\$7,128	\$6,762	\$6,488	\$78,40	\$78,40
TOTAL	96.50	\$55,584	\$55,584	\$55,584	\$53,847	\$50,952	\$49,215	\$46,899	\$45,162	\$42,846	\$41,109	\$496,78	\$496,78

SOURCE: Calcasieu Parish Assessor's Office

NOTES:

1. Depreciation is based upon the current 2020 Table 2503.D provided by the Louisiana Tax Commission.
2. Used known millage rates as of the date above and subject to change in the future.
3. Land and Inventory are excluded from exemption under ITEP.
4. School Board millage rate total includes the adopted millage rate for [LIST SCHOOL BOARD MILLAGE NAMES]
- 4A. School Board SPECIAL millage rate total includes the adopted millage rate for [LIST SCHOOL BOARD SPECIAL MILLAGE NAMES]
5. Parish Government millage rate total includes the adopted millage rate for [LIST AFFECTED PARISH GOV'T MILLAGE NAMES]
6. Special districts millage rate total includes the adopted millage rate for [LIST SPECIAL DISTRICT NAME(S)]
7. Municipality millage rate total includes the adopted millage rate for [LIST MUNICIPALITY DISTRICT NAME(S)]

ADVANCE RECEIVED DATE:
APPLICATION RECEIVED DATE:
APPLICATION BOARD APPROVAL DATE:
ESTIMATED PROJECT START DATE:
ESTIMATED PROJECT END DATE:
AFFID OF FINAL COST DATE:
CONTRACT EFFECTIVE DATE:
CONTRACT EXPIRATION DATE:
RENEWAL BOARD APPROVAL DATE:
RENEWAL EFFECTIVE DATE:
RENEWAL EXPIRATION DATE:
PCR START DATE:
PCR END DATE:
LEGISLATION RULE:

0.64	0.60	0.56	0.53	0.48	0.46	0.41	0.37	0.35	0.33	
12,800,000	12,000,000	11,200,000	10,600,000	9,600,000	9,200,000	8,200,000	7,400,000	7,000,000	6,600,000	
1,920,000	1,800,000	1,680,000	1,590,000	1,440,000	1,380,000	1,230,000	1,110,000	1,050,000	990,000	
YEAR 11 EXEMPT AMOUNT	YEAR 12 EXEMPT AMOUNT	YEAR 13 EXEMPT AMOUNT	YEAR 14 EXEMPT AMOUNT	YEAR 15 EXEMPT AMOUNT	YEAR 16 EXEMPT AMOUNT	YEAR 17 EXEMPT AMOUNT	YEAR 18 EXEMPT AMOUNT	YEAR 19 EXEMPT AMOUNT	YEAR 20 EXEMPT AMOUNT	YRS 11-20 EXEMPTION AMOUNT
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
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\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
YEAR 11 COLLECTED AMOUNT	YEAR 12 COLLECTED AMOUNT	YEAR 13 COLLECTED AMOUNT	YEAR 14 COLLECTED AMOUNT	YEAR 15 COLLECTED AMOUNT	YEAR 16 COLLECTED AMOUNT	YEAR 17 COLLECTED AMOUNT	YEAR 18 COLLECTED AMOUNT	YEAR 19 COLLECTED AMOUNT	YEAR 20 COLLECTED AMOUNT	YRS 11-20 COLLECTED AMOUNT
\$2,438	\$2,286	\$2,134	\$2,019	\$1,829	\$1,753	\$1,562	\$1,410	\$1,334	\$1,257	\$18,021
\$18,912	\$17,730	\$16,548	\$15,662	\$14,184	\$13,593	\$12,116	\$10,934	\$10,343	\$9,752	\$139,772
\$33,082	\$31,014	\$28,946	\$27,396	\$24,811	\$23,777	\$21,193	\$19,125	\$18,092	\$17,058	\$244,494
\$7,872	\$7,380	\$6,888	\$6,519	\$5,904	\$5,658	\$5,043	\$4,551	\$4,305	\$4,059	\$58,179
\$51,552	\$48,330	\$45,108	\$42,692	\$38,664	\$37,053	\$33,026	\$29,804	\$28,193	\$26,582	\$381,002
\$42,182	\$39,546	\$36,910	\$34,932	\$31,637	\$30,319	\$27,023	\$24,387	\$23,069	\$21,750	\$311,754
\$29,242	\$27,414	\$25,586	\$24,216	\$21,931	\$21,017	\$18,733	\$16,905	\$15,992	\$15,078	\$216,114
\$185,280	\$173,700	\$162,120	\$153,435	\$138,960	\$133,170	\$118,695	\$107,115	\$101,325	\$95,535	\$1,369,335

NOTICE OF ACTION

Notice is hereby given to the Louisiana Department of Economic Development ("Department") of the following action by Calcasieu Parish School Board pursuant to §503(H)(1) of the Industrial Tax Exemption Program Rules:

___XX___ Industrial Tax Exemption Application #20190015-ITE has been placed on the agenda for a public meeting of TDC LLC, notice of which is attached hereto, thus hereby requesting an additional 30 days to take action on the Application.

_____ [INSERT ENTITY NAME] has conducted a public meeting on Industrial Tax Exemption Application #20190015-ITE and voted to **APPROVE** the Application.

_____ [INSERT ENTITY NAME] has conducted a public meeting on Industrial Tax Exemption Application #20190015-ITE and voted to **DENY** the Application.

NOTICE OF THIS ACTION MUST BE GIVEN TO THE DEPARTMENT WITHIN THREE BUSINESS DAYS

Recommended methods of sending notice:

1. Via email to ITEP@la.gov
2. Via facsimile transmission to (225) 342-0142; Attn: Kristin Cheng
3. Via overnight delivery with tracking to:

Louisiana Economic Development
c/o Kristin Cheng
617 N. 3rd St.
11th Floor
Baton Rouge, LA 70802

June 29, 2020

Superintendent Karl Bruchhaus
Attn: Mr. Wilfred Bourne, CFO
Calcasieu Parish School Board
3310 Broad Street
Lake Charles, LA 70615

RE: TDC LLC
Board of Commerce and Industry Approval Notice ("Notice")
Tax Exemption Application #20190015-ITE – \$20,000,000.00

Dear Superintendent Bruchhaus:

This Notice is being provided to you pursuant to the Rules of the Board of Commerce and Industry ("Board"), effective August 20, 2018, specifically Title 13 of the Louisiana Administrative Code, §503(H)(1) ("Rule").

Pursuant to this Rule, the Notice is hereby given that the above-referenced Tax Exemption Application for TDC LLC, attached hereto along with the corresponding Exhibit A, was approved by the Board on Wednesday, June, 24, 2020. Local governmental entities have thirty days to determine whether to take further action on the approval in accordance with the Rule and may provide the necessary notice to LED, timely, using the attached Notice of Action. Any local governmental entity that timely notifies LED that the above-referenced application has been placed on the agenda of a public meeting will have an additional thirty days to make a final determination in accordance with the Rule. If the local governmental entity takes no action or does not provide timely notice of action to LED within the delays provided by the Rule, then the application shall be deemed approved by that entity.

Sincerely,



Kristin Cheng
Program Administrator
Industrial Tax Exemption Program
(225) 342-2083
Kristin.Cheng@la.gov

c: Assessor, Calcasieu Parish

Industrial Tax Exemption Program Application - (Post Executive Order 2018)

** Any changes made to the information provided after the initial submission of this Application, whether requested by the Company or by LED, may result in a delay in Application processing time and/or Board of Commerce & Industry consideration. **

Project ID: 20190015-ITE

Date Received: 3/11/2020

PROJECT INFORMATION

Company: TDC LLC
Project Name: Lake Charles NaHS Terminal Construction
Project Location: 150 Marine Street , Port of Lake Charles, LA, 70601
Parish: Calcasieu
City Limits?: ☒

COMPANY INFORMATION

Product Manufactured: Sodium Hydrosulfide (NaHS)
Manufacturing Process/Activities: The terminal/tank storage is designed and constructed to receive product from via truck and rail for loading out ocean going vessels. The NaHS product is manufactured at several of our production facilities in the US including nearby at our complex in Westlake, Louisiana and will be transported to the terminal to finalize its process. Each production site produces NaHS at variable assays ranging from approximately 30-45% NaHS. Our final end use customer for export is the copper mining industry in South America (primarily Peru and Chile). Customers specific to that industry generally utilize a product equal to approximately 42% assay to separate copper concentrate from molybdenum in a floatation process. Our new terminal will allow us to bring in various assays from various production sites and blend these products to produce a NaHS assay and spec appropriate for our end use customers in South America. Once blended, the NaHS will be loaded onto marine vessels for export to South America. The "NaHS" transfer system is designed to offload product at two rail cars spots and two trucks spots into two ~62kbbbls ea. working capacity storage tanks. Each rail and transfer location contain dedicated pumps that feed a common line to the storage tanks. The ship dock/loading area is connected to the storage tanks via stainless steel pipeline and transfer pump system/station. The transfer station is equipped with a redundant/standby pump. All product tanks, pumps, lines, valves, piping are constructed of either 316L or 304L stainless steel. The tank vapors are filtered via an industry standard sulfatreat system prior to release to the atmosphere that meets and/or exceeds the regulatory emissions requirements. The terminal complex has an onsite control room/office equipped with a control panel monitoring system to monitor tank levels, pump amperage, shutdowns etc. The control center is equipped with CCT to monitor unloading positions, marine interface/dock area and the tank farm. The terminal has H2S monitoring stations located at the truck bay, tank farm, marine manifold, and the sulfatreat filter/transfer pump station. The system includes an alert/shutdown logic to mitigate potential fugitive emissions. The terminal includes a fresh water storage/blending system to blend the product to

required concentration levels for loading out of marine vessels as per client specifications.

GAMING

Has the applicant or any affiliates received, applied for, or considered applying for a license to conduct gaming activities? ☐ Yes ☒ No

If yes, please give a detailed explanation including the name of the entity receiving or applying for the license, the relationship to the business if an affiliate, the location and the type of gaming activities:

NA

PROJECT DETAILS

NAICS: 325188
Project Type: Start-Up/New
Project Start Date (beginning of construction and/or installation): 1/31/2019
Project End Date (ending of construction and/or installation): 12/18/2019
Anticipated date for the commencement of operations of this project: 12/18/2019
Project Description:

Construction of Sodium Hydrosulfide (NaHS) storage terminal: The terminal/tank storage will be designed and constructed to receive product from dedicated "NaHS" rail cars and tractor trailers for loading out ocean going vessels. The NaHS product is manufactured nearby at our complex in Westlake, Louisiana and will be transported to the terminal to finalize its process. The "NaHS" transfer system will be designed to offload product at two rail cars spots and two trucks spots into two ~62kbbbls ea. working capacity storage tanks. Each rail and transfer location will have two dedicated pumps that feed a common line to the storage tanks. The ship dock/loading area will be connected to the storage tanks via SST pipeline and transfer pump system/station, the transfer station will be equipped with a redundant/standby pump. All product tanks, pumps, lines, valves, piping will be constructed/manufactured with either 316L or 304L stainless steel as per final design approval. The tank vapors will be filtered via an industry standard sulfatreat system prior to release to atmosphere that will meet and or exceed the regulatory emission requirements. The terminal complex will have an onsite control room/office equipped with a control panel monitoring system to monitor tank levels, pump amperage, shutdowns etc. The control center will be equipped with CCT to monitor unloading positions, marine interface/dock area and the tank farm. The terminal will have a minimum of four fixed H2S monitoring stations located at the truck bay, tank farm, marine manifold, and the sulfatreat filter/transfer pump station. The system will include an alert/shutdown logic to mitigate potential fugitive emissions. The terminal will include a fresh water storage/blending system to blend the product to required concentration levels for loading out of marine vessels as per client specifications.

Will any portion of this project become operational/usable prior to the overall project's completion (i.e. application filled in phases)? ☐ Yes ☒ No

Calendar Years: 2019

ESTIMATED INVESTMENTS

Building & Materials:	\$6,472,459.00
Machinery & Equipment:	\$2,142,819.00
Labor & Engineering:	\$11,384,722.00
Estimated Total Investment Amount:	\$20,000,000.00
Less: Restricted Amount:	\$0.00
Total Estimated Investments:	\$20,000,000.00

ESTIMATED JOBS

Existing Jobs at Project Site:	0
Existing Jobs Statewide:	326
Will this project create new jobs?	<input checked="" type="radio"/> Yes <input type="radio"/> No

New Direct Jobs:	4
Contract Jobs:	4

Will new jobs be created in phases? Note: All 4 "New Direct Jobs" are "Qualified Contractor Jobs" Qualified contractor relationship with Pelorus Terminals: TDC LLC currently has a

Explain:

5 year contract effective December 1, 2019 with Pelorus Marine Services to operate the terminal. Pelorus is responsible for the staffing of the terminal for rail and truck unloading as well as vessel loading. The terminal operates on a 12 hour day (6AM-6PM) Monday – Friday with personnel available 24 hours a day, seven days a week for marine deliveries. We load approximately one export vessel per month. Terminal staff is responsible for coordinating all vessel loading procedures with appropriate personnel including the Port of Lake Charles, surveyors, etc. and retaining samples of shipments and making sure they are delivered to the appropriate TDC LLC staff for analysis. In addition, Pelorus is responsible for maintaining the terminal assets in a condition to satisfactorily perform the above services.

Construction Jobs:

86

Total Estimated Jobs:

90

New Jobs for this phase:

0

If no new jobs are being created with this project, will existing jobs be retained?

☐ Yes ☒ No

If yes, provide a compelling reason(s) for retention:

NA - New jobs are being created

ESTIMATED PAYROLL

Existing Jobs Payroll:	\$0.00
Existing Jobs Statewide Payroll:	\$28,476,410.00
New Direcy Jobs Payroll:	\$438,559.00
Contract Jobs Payroll:	\$438,559.00
Construction Jobs Payroll:	\$8,763,467.00
Total Estimated Payroll:	\$9,202,026.00
New payroll for current phase:	\$0.00

PROPERTY TAX

Millage Rate for this property. Use the millage rate obtained from the parish assessor to calculate the fee. 0.0965
This is usually a whole number (i.e., 115.47 or 92.665. A millage rate is expressed in 1/1000ths of a dollar (known as one mill). Convert the whole number millage rate by dividing by 1000 to a decimal number (i.e., the whole numbers converted to 1/1000ths would be .1154 or .0927 when rounded to four digits.)

Note: [Proof of Millage/Location form](#) must be completed by the parish assessor and uploaded to the attachments of this application.

Total Property Taxes paid (most recent year for this site): 0.00

BUSINESS LEGAL STRUCTURE

Is this company an LLC?

☒ Yes ☐ No

If an LLC members or pass through entity, list below the names and the LA Dept. of Revenue tax identification number or social security number for all.

LLC Members

Legal Name

Davison Petroleum Supply LLC

ESTIMATED BENEFIT

Investment Amount:	\$20,000,000.00
x Assessment Percentage:	0.15
x Millage Rate:	0.0965
=Annual Exemption	\$289,500.00
Annual Exemption * 5 years at 80%	\$1,158,000.00
+ Annual Exemption * 5 years at 80%	\$1,158,000.00

=Estimated Ten Year Property Tax Exemption

\$2,316,000.00

FEE CALCULATION

Estimated Ten Year Property Tax Exemption :	\$2,316,000.00
x Rate	0.005
= Assessed Fee (\$500.00 Minimum—\$15000.00 Maximum)	\$11,580.00
Amount Paid:	\$11,580.00
Amount Due:	\$0.00

ATTACHMENTS

Document Type	Document Name	Date
Proof of Millage Rate	Proof of Millage Verification - 20190015-ITE signed.pdf	3/3/2020
ES4	SUTA - Q4 2018.pdf	3/3/2020
ES4	SUTA - Q3 2018.pdf	3/3/2020
ES4	SUTA - Q1 2018.pdf	3/3/2020
ES4	SUTA - Q2 2018.pdf	3/3/2020
Breakdown of Purchases	Breakdown of Purchases - 20190015-ITE.xlsx	3/10/2020
Notarized Affidavit	Contract Affidavit - 20190015-ITE signed notarized.pdf	3/11/2020
Baseline Calculation Worksheet	Revised Baseline Employment Worksheet 20190015 - signed.pdf	3/17/2020
ES4	SUTA - Q1 2019.pdf	3/17/2020

PAYMENTS

Fee Type	Amount Paid	Date Received	Confirmation #	Transaction Type
APPLICATION	\$11,580.00	3/11/2020	U9V25RM2QC	visa_credit

PROJECT CONTACTS

Contact First Name	Contact Last Name	Company Name	Mailing Address	Contact Type
Louis	Nicol	TDC LLC	919 Milam Suite 2100, Houston, TX, 77002	Business
Karen	Pape	TDC LLC	919 Milam Suite 2100, Houston, TX, 77002	Business Signatory

CONTRACT SIGNATORY

The contract signatory will be used when signing contracts. The contracts will be signed online and will take place after the board approves a form.

Title: Senior VP and Controller

First Name: Karen

Last Name: Pape

Email Address: karen.pape@genlp.com

CERTIFICATION STATEMENT

☒ I hereby certify that this project meets all Constitutional, statutory and regulatory provisions applicable to this program. I hereby certify that the information provided in this document and additional materials is true and correct and that I am aware that my submission of any false information or omission of any pertinent information resulting in the false representation of a material fact may subject me to civil and/or criminal penalties for filing false public records (R.S. 14:133) and/or forfeiture of any tax benefits approved under this program. I understand that the application and information submitted shall not be returnable to the applicant.

FORM SIGNATURE

I, **Karen Pape**

, approve the above information.

Kape

CONTRACT FOR EXEMPTION OF AD VALOREM TAXES

(Advance Notification # 20190015)

RECEIVED

JUN 17 2020

BUSINESS INCENTIVES

EXHIBIT "A"

AGREEMENT

among

LOUISIANA DEPARTMENT OF ECONOMIC DEVELOPMENT

and

TDC, L.L.C.

EXHIBIT "A" AGREEMENT

This Agreement, as of the Effective Date, defined herein, is made among:

LOUISIANA DEPARTMENT OF ECONOMIC DEVELOPMENT ("LED"), an agency of the State, represented herein by the Secretary of the Department ("Secretary"); and

TDC, L.L.C. ("Company"), a Louisiana limited liability company in good standing, and authorized to do business in the State, represented herein by the undersigned duly authorized officer.

(The above are collectively referred to as "Parties" and singularly referred to as "Party".)

WHEREAS, Article VII, Section 21 (F) of the Louisiana Constitution of 1974 provides that the Louisiana Board of Commerce and Industry ("Board"), with the approval of the Governor of the State of Louisiana ("Governor"), may enter into contracts for the exemption from ad valorem taxes of a new manufacturing establishment or an addition to an existing manufacturing establishment on such terms and conditions as the Board, with the approval of the Governor, deems is in the best interest of the State; and

WHEREAS, the Governor has provided the terms and conditions pursuant to which he will approve contracts for the Industrial Tax Exemption ("Exemption"); and the Board has promulgated Rules pursuant to which it will approve contracts, all in accordance with Article VII, Section 21(F); and

WHEREAS, Company has a new Manufacturing Establishment located in Calcasieu Parish that is a sodium hydrosulfide storage terminal as described in more detail in the application (the "Project"), and new jobs and payroll as hereinafter provided will result from the Company's investment in the Project; and

WHEREAS, Company has filed an Advance Notification for the Project in accordance with the Rules of the Board in order to obtain an exemption from ad valorem taxes in Calcasieu Parish; and

WHEREAS, in exchange for the Exemption, Company agrees to create or maintain such Jobs and Payroll (defined herein-below) and to the other terms and conditions of this Agreement; and

WHEREAS, in accordance with the Board Rules, this Agreement shall be Exhibit A to the Exemption Contract(s) and shall include the number of jobs and payroll to be created and/or retained at the Manufacturing Establishment and the term of the Exemption; and

WHEREAS, the Secretary projects that the return on investment to the State and Local Governmental Entities from the Manufacturing Establishment will exceed the benefit of the Exemption as set forth in the terms hereinafter provided, considering a multitude of factors, including but not limited to the following: capital expenditure, direct payroll tax revenue, indirect payroll tax revenue, and additional indirect tax revenue streams such as property tax, sales tax, other payroll tax, and other local taxes associated with jobs supporting the Project.; and

WHEREAS, this Agreement serves a public purpose and is in the public interest of the State and its citizens;

THEREFORE, IT IS AGREED:

ARTICLE I DEFINITIONS

Section 1.01 Definitions

"Advance Notification" means the notification of intent to apply for the Exemption filed in accordance with Section 503 of the Rules.

"Agreement" means this Exhibit "A" agreement, and any amendments or modifications thereto.

"Assignment" means to transfer or assign this Agreement, transfer or assign any of a Party's rights hereunder, or delegate any of a Party's duties hereunder, and **"Assignee"** means the entity to which such transfer or assignment is made in accordance with this Agreement.

"Basic Health Benefits Plan" means a basic health benefits plan for the individuals employed in new direct Jobs in this State which shall be determined by LED to be in compliance with federally mandated healthcare requirements or, if no federally mandated healthcare requirements exist, shall provide coverage for comprehensive healthcare coverage including basic hospital and physician care.

"Board" means the Louisiana Board of Commerce and Industry.

"Capital Expenditures" means the cost associated with a new manufacturing establishment or an addition to an existing manufacturing establishment, including purchasing or improving real property and tangible personal property, whose useful life exceeds one year and which are used in the conduct of business.

"Cessation of Operation" means failure of the Manufacturing Establishment to engage in manufacturing and provide finished product(s) into the stream of commerce, except that the Secretary shall have the discretion to determine whether and the duration for which a temporary suspension of Operation due to maintenance, equipment breakdowns, or turnarounds does not constitute a Cessation of Operation.

"Certification of Compliance" means a sworn verification of compliance with the Company Objectives under this Agreement, signed by a key employee of the Company (executive or senior level officer, project site manager, or equivalent rank.).

"Company" means TDC, L.L.C., a Louisiana limited liability company duly authorized to do and doing business in Louisiana, and its successors and permitted assigns.

"Company Affiliate" means any business entity that controls or is controlled by the Company or by another business entity that controls the Company, including a parent or subsidiary of the Company, or another subsidiary of a parent of the Company. Control means exercising authority

over the management, business policies, and operations of the business entity.

"Company Default" is defined in Section 6.01(B).

"Company Objectives" means (1) the acquisition, expansion, construction, equipping, and Operation of the Manufacturing Establishment, (2) the making of anticipated Capital Expenditures; (3) the creation and maintaining of Required Annual Jobs and (4) the payment of Required Annual Payroll.

"Contract Monitor" is defined in Section 7.01(A).

"Default" has the meaning set forth in Article VI.

"Default Payment" means the amount of money, if any, paid by Company to the Local Governmental Entities in the event of a Default as provided in Article VI.

"Effective Date" is the date of execution of this Agreement by the Secretary.

"Exemption" means the exemption from ad valorem taxation provided for manufacturing establishments in Article VII, Section 21(F) of the Louisiana Constitution of 1974 with specific regard to the Project.

"Exemption Contract(s)" means the contract(s) entered into by the Board, the Company, and approved by the Governor memorializing the Exemption for the Project and specifying the terms thereof and to which this Agreement shall be Exhibit A to each such contract.

"Exemption Period" means the number of years of Exemption provided in accordance with the Rules and further set forth in Section 4.01(C), and shall begin January 1 of the first Project Year after which the Project becomes Operational or completes construction. The Exemption Period for the Project shall not be longer than 10 years—no more than 5 years initially and an additional 5 years if the Exemption is renewed.

"Governor" means the Governor of the State of Louisiana.

"ITEP" means the Industrial Ad Valorem Tax Exemption Program administered by LED to implement the exemption from ad valorem taxation provided for in Article VII, Section 21(F) of the Louisiana Constitution of 1974.

"Jobs" means positions of employment that are:

- (1) new (not previously existing in the State);
- (2) permanent (without specific term);
- (3) full-time (working a minimum of 30 hours or more per week);
- (4) employed directly by the Company, a Company Affiliate, or a Qualified Contractor;
- (5) based at the Manufacturing Establishment; and
- (6) filled by a United States citizen who is domiciled in Louisiana or who becomes domiciled in Louisiana within 60 days of employment; and
- (7) offering a Basic Health Care Benefits Plan.

Jobs shall not include:

- (1) jobs transferred to the Manufacturing Establishment from within the State by the Company, a Company Affiliate, or a Qualified Contractor, unless back-filled to result in a net job gain within the State;
- (2) jobs transferred from other Louisiana-based employment as a result of the Company, a Company Affiliate, or a Qualified Contractor acquiring a business operation or substantially all of its assets, unless back-filled to result in a net job gain within the State; or
- (3) jobs performing contract services for the State of Louisiana or any of its agencies.

"LED" means Louisiana Department of Economic Development.

"Legislature" means the Legislature of the State of Louisiana.

"Local Governmental Entities" with regard to Calcasieu Parish, means the parish governing authority, school board, and sheriff, as well as any municipality in which the Manufacturing Establishment is or will be located.

"Manufacturing Establishment" means the location for the Project, as described in the ITEP application for the Project, for the manufacturing of finished product(s) to be placed by Company into the stream of commerce.

"Operation" or "Operational" means the commercial utilization of the Manufacturing Establishment, if new, or of the addition, rehabilitation or restoration of the Manufacturing Establishment for which the Exemption is granted.

"Payroll" means payment by the Company, a Company Affiliate or Qualified Contractor to its employees for Jobs, exclusive of benefits and defined as wages under Louisiana Employment Security Law (La. R.S. 23:1472(20)), during a Project Year, except that with regard to Jobs employed directly by a Qualified Contractor, Payroll shall not include any fees, mark-up, profit margins or similar payments by the Company or a Company Affiliate to a Qualified Contractor.

"Project" means Company's acquisition or expansion, construction, improvement, equipping and Operation of the Manufacturing Establishment as further described in the Recitals.

"Project Year" means each twelve-month period, beginning on January 1 and ending on December 31, or, if the Project is located in Orleans Parish, beginning on August 1 and ending on July 31, of each year identified in Section 4.02(B).

"Qualified Contractor" means a business entity other than Company or Company Affiliate, acting pursuant to an agreement with the Company or Company Affiliate regarding the Project.

"Required Annual Jobs" is the number of Jobs required to be met by the Company pursuant to Section 4.02, during a Project Year.

"Required Annual Jobs and Payroll" refers, collectively, to Required Annual Jobs and Required Annual Payroll.

“Required Annual Payroll” is the amount of Payroll required to be met by the Company pursuant to Section 4.02 for Jobs.

“Rule(s)” mean the rules promulgated by the Board as Chapter 5 of Title 13 of the Louisiana Administrative Code.

“Secretary” means the Secretary of the Louisiana Department of Economic Development.

“State” means the State of Louisiana.

ARTICLE II AUTHORITY

Section 2.01 LED Authority

LED is granted authority under the provisions cited above to enter into agreements with public and private associations or corporations for a public purpose.

Section 2.02 Company Authority

A duly executed resolution or other evidence of the authority of the Company to enter into this Agreement and to carry out the commitments made herein, and the authority of the undersigned representative to execute this Agreement and any other documents required thereby on behalf of the Company, certified by the secretary or other authorized representative of the Company, is attached hereto as Exhibit 1.

Section 2.03 Other Approvals

This Agreement is not effective until signed by all Parties.

ARTICLE III REPRESENTATIONS

The Parties have all the requisite power and authority to enter into this Agreement and to carry out the terms hereof; and the persons signing this Agreement have the authority to execute this Agreement as authorized representatives, and to bind the Parties to all the terms of this Agreement.

This Agreement has been duly authorized, executed, and delivered by the Parties and upon receipt of the approvals described herein will constitute a legal, valid, and binding obligation of the Parties, enforceable in accordance with its terms.

Parties have taken or will take all necessary and proper action to authorize the execution, issuance, and delivery of this Agreement and any other documents required by this Agreement, and the performance of its obligations under this Agreement.

The execution of this Agreement and any other documents required by this Agreement as well as the performance by the Parties of their respective obligations hereunder are within the Parties respective powers and will not violate any provisions of any law, regulation, decree, or

governmental authorization applicable to them.

ARTICLE IV OBLIGATIONS

Section 4.01 LED Obligations

(A) LED enters into this Agreement for the purposes of providing the terms and conditions for Company's receipt of the Exemption in the manner and for the purposes provided for by the Board and the Governor.

(B) Upon execution of this Agreement, LED will recommend to the Board that the Company receive the Exemption for the Project under the terms and conditions hereinafter set forth as required by the Rules, and this Agreement shall be Exhibit A to each Exemption Contract among the Board and Company upon approval by the Governor.

(C) LED will make the following recommendation for the Exemption to the Board for the Company, subject to the Company's adherence to its objectives hereunder and in accordance with the terms and conditions of this Agreement and ITEP Rules with respect to the limitation or cancellation of an Exemption Contract in the event of the Company's non-performance of its objectives hereunder: (1) an 80% exemption from ad valorem taxes for the initial Exemption Contract of 5 years and (2) an 80% exemption from ad valorem taxes for the renewal Exemption Contract of 5 years with the express understanding that Company's compliance with and performance of the Company's Objectives hereunder shall be a consideration as to the renewal of the Exemption.

Section 4.02 Company Objectives

(A) Commencement of Operation. The Company has established the Manufacturing Establishment and commenced Operation by December 18, 2019, as described in the ITEP application form filed for this Project. During the construction period, Company projects that it expended approximately \$20,000,000.00 in Capital Expenditures and that the Project provided approximately 86 full time equivalent construction jobs and \$8,763,467.00 as well as for the creation 4 Jobs, including 4 Jobs by a Qualified Contractor. Upon commencement of Operation and fulfillment of the foregoing representations, Company shall provide the Required Annual Jobs and Payroll as set forth in Section 4.02(B).

(B) Operation of the Manufacturing Establishment: Required Annual Jobs and Payroll. During each Project Year thereof, the Company anticipates creating and maintaining Required Annual Jobs and Payroll at the Manufacturing Establishment as follows:

Project Year	Required Annual Jobs	Required Annual Payroll
2020	4	\$438,559
2021	4	\$438,559
2022	4	\$438,559
2023	4	\$438,559

2024	4	\$438,559
2025	4	\$438,559
2026	4	\$438,559
2027	4	\$438,559
2028	4	\$438,559
2029	4	\$438,559

(C) Jobs and Payroll Creation. Any Jobs and corresponding Payroll created by Company after it files the Advance Notification for the Project shall be considered as having been created during the first Project Year.

(D) Project Year Adjustment. To the extent Company does not commence Operation on or before the anticipated date identified in Section 4.02(A), Project Years will adjust accordingly, but for no more than two years.

(E) Other State Incentives. To the extent that Company may receive any other incentives administered by LED directly for any Required Annual Jobs or Payroll, it shall have no bearing on this Agreement.

(F) Louisiana Preference. To the extent allowed by law, and insofar as is feasible and practicable, the Company agrees to use reasonable commercial efforts to give preference to Louisiana manufacturers, suppliers, vendors, contractors, and subcontractors in connection with equipping the Manufacturing Establishment and purchasing material and supplies to support Operation, provided such entities are competitive in price, quality, and delivery.

ARTICLE V ASSIGNMENT AND TRANSFER

Assignment or Transfer of the Manufacturing Establishment or any part of an Exemption Contract shall be governed by Section 535 of the Rules pertaining to the "Sale or Transfer of Exempted Manufacturing Establishment."

ARTICLE VI DEFAULT AND RENEWAL CONSIDERATION

Section 6.01 Default

(A) State Default. The failure by the Board, the Local Governmental Entities or the Governor, to approve the Exemption for the Company in the manner provided by the Rules, constitutes a default under this Agreement. Upon the occurrence of such default, Company is relieved of all obligations hereunder and this Agreement shall automatically terminate without any further remedy to or obligation imposed upon Company.

(B) Company Default. The occurrence of any of the following actions during the term of an Exemption Contract shall constitute a Company Default with a corresponding remedy:

(1) Operation does not commence within a 2-year period beginning on the date identified in Section 4.02(A), in which case the Board may terminate or otherwise modify

the Exemption Contract as provided in the Rules.

(2) Cessation of Operation, in which case the Board may terminate or otherwise modify the Exemption Contract as provided in the Rules;

(3) Assignment of this Agreement, or transfer of ownership of or controlling interest in the Manufacturing Establishment, the Company, or substantially all of its assets, other than as permitted under Article V, in which case the Board may terminate or otherwise modify the Exemption Contract as provided in the Rules;

(4) Failure to satisfy 90% of either or both of the Company's Required Annual Jobs and Payroll under Section 4.02 of this Agreement upon which LED shall give notification to the Company and the Local Governmental Entities, which entities will make a recommendation to the Board on whether to terminate the Exemption Contract for the Company or otherwise alter the terms of the Exemption, including the length of the exemption period and/or the percentage of the exemption. The recommendation of the Local Governmental Entities shall then be submitted to the Board for consideration and/or action. This provision shall be applicable for each Project Year in which the Company fails to satisfy the requirements of this paragraph as provided herein irrespective of any prior decision of the Board to continue the Exemption Contract under the terms provided.

Alternatively, the Local Governmental Entities and the Company may forego the recommendation to the Board required by this section if the Local Governmental Entities agree that the Company shall pay and the Company actually makes a Default Payment to each of the Local Governmental Entities in an amount agreeable to both the Local Governmental Entities and the Company, in which case the terms of the Exemption Contract shall remain the same.

(C) Renewal Consideration. Upon Company's application for a renewal of the Exemption, Company's non-performance of this Agreement shall be considered by the Board in the manner provided by the Rules.

Section 6.02 Delay or Omission

No delay or omission in the exercise of any right or remedy accruing to any Party upon any breach of this Agreement by any other Party shall impair such right or remedy or be construed as a waiver of any breach theretofore or thereafter occurring. The waiver of any condition or the breach of any term, covenant, or condition herein or therein contained shall not be deemed to be a waiver of any other condition or of any subsequent breach of the same or any other term, covenant, or condition herein or therein contained.

Section 6.03 Force Majeure

(A) Upon occurrence of an event of Force Majeure, the affected Party shall have the right, but not the obligation, to declare a Force Majeure period, by giving written notice of such event and declaration to the other Parties within 30 days of such occurrence. Time being of the essence, the affected Party shall make every reasonable effort to give such notice as soon as possible, but in any event notice must be given within 30 days of the occurrence.

(B) The Force Majeure period shall continue from the date of such notice until the effects of such Force Majeure are removed, remedied, repaired, or otherwise no longer prevent performance of a Party's obligations hereunder. During the Force Majeure period, the obligations of the Parties under this Agreement shall be suspended, and the relevant deadlines and time periods under this Agreement shall be extended to the extent of such suspension. In any event, no Force Majeure period arising from a single event of Force Majeure shall be deemed to exist for longer than 2 years from the date of such notice, and the aggregate Force Majeure period during the term of this Agreement shall not exceed two years.

(C) The affected Party must proceed with due diligence to effect repairs or undertake efforts to remedy or mitigate the effects of a Force Majeure event, and within 60 days of the occurrence of the event of Force Majeure shall provide the other Parties a report showing the efforts made and to be made to remedy or mitigate the effects as well as a timetable to return to full performance.

Section 6.04 No Other Damages.

No party shall have the right to recovery against any other party of any damages of whatever nature, including compensatory, consequential, punitive, or otherwise, arising from or relating to any act or omission deemed to be a breach of this Agreement or fault of any party other than the remedies expressly set forth in this Article.

ARTICLE VII REPORTS; AUDIT

Section 7.01 Contract Monitoring

The Secretary of LED or his designee will designate, and may change from time to time, one or more persons on his staff to act as Contract Monitor for the Project, to act as LED's representative and liaison between LED and the Company, and to monitor the achievement of the Company Objectives.

Section 7.02 Annual Certification of Compliance

By the last day of the fourth month following the end of each Project Year ("Deadline"), and subject to one request by the Company for a reasonable extension of time of no more than 60 days if made, in writing, before the Deadline, the Company shall deliver to LED a Certification of Compliance with the Company Objectives under this Agreement, including specific verification of the creation and maintenance of Required Annual Jobs and Payroll. The Certificate of Compliance shall be in the general form of Exhibit 2 attached hereto and shall be accompanied by the additional materials referenced therein. All original documentation supporting the Certification of Compliance shall be maintained by the Company as required by the Rules. Failure to timely submit the annual Certification of Compliance may result in LED reporting to the Local Governmental Entities a failure to satisfy Required Annual Jobs and Payroll per Section 6.01(B)(4).

With regard only to the first Project Year referenced in Section 4.02(B), the Company shall deliver to LED the Certification of Compliance either within the time delay referenced in the prior paragraph or 90 days following the date that LED submits the Exemption Contract to the Company

for execution, whichever is later.

Section 7.03 Audit

LED shall have such rights to compel an investigation at any time during the effectiveness of this Agreement as provided in Section 531 of the Rules pertaining to inspections.

Section 7.04 Reporting Rules Applicable

Nothing provided in this Section shall relieve Company of any additional reporting requirements provided by the Rules.

**ARTICLE VIII
TERM**

The Term of this agreement shall extend from the Effective Date until the end of the Exemption Period.

**ARTICLE IX
MISCELLANEOUS**

Section 9.01 Non Discrimination

Company agrees to abide by the requirements of the following laws, as amended and as applicable: Title VI of the Civil Rights Act of 1964 and Title VII of the Civil Rights Act of 1964, the Equal Employment Opportunity Act of 1972; Federal Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veteran's Readjustment Assistance Act of 1974; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; the Fair Housing Act of 1968; and the Americans with Disabilities Act of 1990. Company agrees not to discriminate in their employment practices in Louisiana, and, to the extent required by law and Executive Order, will render services in Louisiana without discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, veteran status, political affiliation, disability, or age in any matter relating to employment.

Section 9.02 Captions

The captions or headings in this Agreement are for convenience only and do not define or limit the scope or extent of this Agreement.

Section 9.03 Counterpart

This Agreement may be executed in several counterparts, each of which shall be deemed an original and all of which, when taken together, shall be deemed one and the same Agreement.

Section 9.04 Choice of Law

This Agreement shall be construed in accordance with and governed by the laws of the State of Louisiana.

Section 9.05 Jurisdiction and Venue

The 19th Judicial District Court in the Parish of East Baton Rouge, State of Louisiana, shall be deemed to be the exclusive court of jurisdiction and venue for any litigation, special proceeding or other proceeding as between the Parties that may be brought, or arise out of, in connection with, or by reason of this Agreement; and the Parties hereto submit themselves to the jurisdiction of said court in the event of any legal proceedings in connection with this Agreement.

Section 9.06 Further Assurances

From time to time hereafter, the Parties shall execute and deliver such additional instruments, certificates, or documents and take all such actions as another Party may reasonably request for the purpose of fulfilling the Parties' obligations hereunder.

Section 9.07 Notices

Any notice required or permitted to be given under or in connection with this Agreement shall be in writing and shall be delivered to the address(es) set forth below, or to such other address as may be designated by such Party in written notice to the other Party.

To LED:

Don Pierson, Secretary
Louisiana Department of Economic Development
P. O. Box 94185; Baton Rouge, LA 70804-9185 (USPS mail)
11th Floor, 617 North 3rd Street, Baton Rouge, LA 70802-5239 (Delivery)
Telephone: (225) 342-3000

To the Company:

Louis Nicol
TDC, L.L.C.
919 Milam, Suite 2100, Houston TX 77002
Louis.nicol@genlp.com
(713) 860-2626

Section 9.08 Amendment

This Agreement may be amended only upon the written consent and approval of all Parties.

Section 9.09 Rules Prevail

To the extent any provision of this Agreement, after reasonable construction so as to give meaning to all provisions of this Agreement and the Rules, conflicts with the Rules promulgated by the Board, the Rules of the Board prevail.

****REMAINDER OF PAGE INTENTIONALLY LEFT BLANK****

IN WITNESS WHEREOF, this Agreement has been signed in quadruplicate originals by the undersigned duly authorized representatives, in the presence of the undersigned competent witnesses, on the dates indicated below.

WITNESSES:

(1) Kadel Belton
Signature

Kadel Belton
Printed Name

(2) Ashley Danielson
Signature

Ashley Danielson
Printed Name

TDC, L.L.C.

By: K. Pape
Signature

KAREN PAPE
Printed Name

Title: SVP & CONTROLLER

Date: 06/16/2020

WITNESSES:

LOUISIANA DEPARTMENT OF
ECONOMIC DEVELOPMENT

(1) Hud Usic
Signature

Hud Usic
Printed Name

(2) Frank Fusaro
Signature

Frank Fusaro
Printed Name

By: [Signature]
Don Pierson, Secretary or Anne Villa,
Undersecretary

Date: 6/22/20

LED CONTRACT MONITOR
Kristin Cheng
Signature

Kristin Cheng
Printed Name

EXHIBIT 1

(Company Authorizing Resolution)

CERTIFICATE OF INCUMBENCY

I hereby certify that I am Secretary of TDC, L.L.C, a Louisiana limited liability company (the "Company"), that Karen Pape is the Senior Vice President and Controller of the Company and is authorized to execute agreements including entering into the Contract for Exemption of Ad Valorem Taxes among the Louisiana Department of Economic Development and the Company (the "Contract") regarding the Company's commitments as provided in the Contract as a duly authorized officer of the Company.

IN WITNESS WHEREOF, I have hereunto subscribed my signature this 16th day of June, 2020.

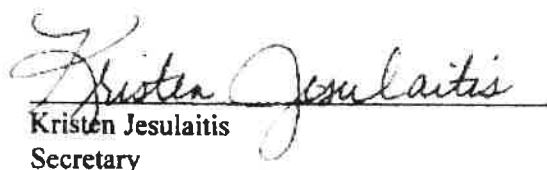

Kristen Jesulaitis
Secretary

EXHIBIT 2

CERTIFICATION OF COMPLIANCE

Contract Number for the Project: _____ **Reporting Period:** _____

Company Name: _____

Project Physical Address: _____

1. Operation of the assets related to this project/phase:
- ☐ Commenced, as of date _____ and continues to date.
- ☐ Has not commenced or has ceased Operation

If Company has ceased Operation, please explain: _____

2. Capital Expenditures made as of _____: Amount _____

(Date)

3. Required Annual Jobs: _____

4. Required Annual Payroll: _____

5. Has the Company offered a Basic Health Benefits Plan for this Project Year for new Jobs?
Yes ☐ No ☐

6. Are any Jobs at the Manufacturing Establishment attributable to:

- a. Jobs transferred from any other location within the state by the Company, Company Affiliate or a Qualified Contractor? Yes ☐ No ☐
- b. Jobs transferred from any other Louisiana-based employment as a result of the Company, Affiliate, or a Qualified Contractor acquiring a business operation or substantially all of its assets? Yes ☐ No ☐
- c. If yes to either a. or b. above, were those Jobs backfilled resulting in a neutral job gain (or neutral job count if retaining Jobs) within the State? Yes ☐ No ☐

If the answer to 6.c. is "No", please explain: _____

7. Upload this Certification of Compliance with original signatures via Fastlane. The following additional materials must accompany this certification. Use the most current updated prescribed forms and spreadsheets found on the Fastlane Document Checklist:
- ITE Employment Baseline Calculation Worksheet – (only required the first year of reporting).
 - A sortable and unlocked version of the ITE Annual Compliance Report (ITE ACR).
 - Copies of all quarterly wage reports (ES-4's/SUTA) and Multi Worksite Reports (if applicable) filed with the LA Workforce Commission for the same filing period.

CONTACT TYPE (circle one):

Business ☐ Consultant ☐ Other ☐

Contact Person:

Name: _____

Title: _____

Mailing Address: _____

Mailing Address 2: _____

Phone Number (Include extension): _____

Email Address: _____

CERTIFICATION

(Must be executed by a key employee of the Company—executive or senior level officer, project site manager, or equivalent rank)

I hereby certify that the Industrial Tax Exemption project identified in this document with the above referenced number and additional materials meet all of the requirements and applicable regulations. I hereby certify that the information provided in this document and additional materials is true and correct to the best of my information and belief after reasonable inquiry. And I am aware that my submission of any false information or omission of any pertinent information resulting in the false representation of a material fact may subject me to civil and/or criminal penalties for filing of false public records (R.S. 14:133) and/or forfeiture of any exemptions approved under this program. I understand that application and information submitted with it shall not be returnable to the applicant.

Original Signature

Printed Name & Title

Date

Lake Charles, Louisiana
July 14, 2020

The Calcasieu Parish School Board, governing authority of School District No. 24 of Calcasieu Parish, Louisiana, met in regular public session at its regular meeting place in the Calcasieu Parish School Board Office, 3310 Broad Street, Lake Charles, Louisiana, at 5:00 o'clock p.m. on July 14, 2020, pursuant to written notice given to each and every member thereof and duly posted in the manner required by law.

President, Dean Roberts, called the meeting to order and on roll call, the following members were present:

Annette Ballard, Bliss Bujard, Russell Castille, Mack Dellafosse, John Duhon, Glenda Gay, Damon Hardesty, Fredman Hardy, Aaron Natali, Dean Roberts, Alvin Smith, Eric Tarver, Desmond Wallace, Mark Young

ABSENT: Billy Breaux

The meeting was called to order and the roll called with the above results.

Thereupon, upon motion made by Damon Hardesty and seconded by Eric Tarver the following resolution was adopted, the vote thereon being as follows:

YEAS: Annette Ballard, Bliss Bujard, Russell Castille, Mack Dellafosse, John Duhon, Glenda Gay, Damon Hardesty, Fredman Hardy, Aaron Natali, Dean Roberts, Alvin Smith, Eric Tarver, Desmond Wallace, Mark Young

NAYS: None

ABSENT: Billy Breaux

NOT
VOTING: None

RESOLUTION

A RESOLUTION AUTHORIZING THE CALCASIEU PARISH SCHOOL BOARD TO PROCEED WITH DEVELOPMENT OF REFUNDING OF CERTAIN OUTSTANDING BONDS OF SCHOOL DISTRICT NO. 24; AUTHORIZING ISSUANCE BY SCHOOL DISTRICT NO. 24 OF NOT EXCEEDING \$3,750,000 OF GENERAL OBLIGATION REFUNDING BONDS; AUTHORIZING AND APPROVING THE FORM AND EXECUTION OF THE BOND PURCHASE AGREEMENT IN CONNECTION WITH THE ISSUANCE, SALE AND DELIVERY OF THE BONDS; MAKING APPLICATION TO THE STATE BOND COMMISSION AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH.

WHEREAS, the Calcasieu Parish School Board, acting as the governing authority of School District No. 24 of Calcasieu Parish, Louisiana (the “*Issuer*”), after examining available data, has determined that there is substantial need within the Issuer for refunding the outstanding maturities of the Issuer’s \$5,000,000 General Obligation Public School Improvement Bonds, 2012 Series dated August 12, 2012 on original issue (the “*Refunded Bonds*”), in accordance with the provisions of Sections 505 and 531 of Title 39 of the Louisiana Revised Statutes of 1950, as amended; and

WHEREAS, issuance of certain general obligation refunding bonds of the Issuer will assist in alleviating such need;

NOW, THEREFORE, BE IT RESOLVED by the Calcasieu Parish School Board, the governing authority of School District No. 24 of Calcasieu Parish, Louisiana, as follows:

SECTION 1. The statements of fact expressly contained within the preamble to this Resolution have been specifically reviewed by the Issuer’s School Board Members and are found to be factually true and correct and are made resolutions of the Issuer.

SECTION 2. The Issuer is hereby authorized to proceed with refunding all outstanding maturities of the Issuer’s Refunded Bonds, consisting of those bonds maturing August 15, 2021 through August 15, 2032, involving the proposed issuance by the Issuer of not exceeding \$3,750,000 General Obligation Refunding Bonds, Series 2020, to mature not later than August 15, 2032, at a rate or rates not exceeding 5% per annum.

SECTION 3. The sale of the Bonds to the Underwriter (hereafter defined), within the parameters set forth herein is hereby approved. Upon sale of the Bonds, the President/and or Secretary of the Issuer, as Executive Officers, are each authorized, empowered and directed to execute on behalf of the Issuer, the Bond Purchase Agreement between the Issuer and the Underwriter, in a form acceptable to Bond Counsel (hereafter defined), providing for the sale of the Bonds.

SECTION 4. Application is hereby formally made to the Louisiana State Bond Commission, pursuant to the provisions of Subparts A and B of Part II, Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended (La. R.S. 39:501 et seq.), for consent, approval and authority to issue, sell and deliver the bonds herein authorized, to be secured by and payable from the levy and collection of unlimited annual ad valorem taxes on all taxable property within the limits of the Issuer.

By virtue of the Issuer's application for, acceptance and utilization of the benefits of the Louisiana State Bond Commission's approval(s) resolved and set forth herein, it resolves that it understands and agrees that such approval(s) are expressly conditioned upon, and it further resolves that it understands, agrees and binds itself, its successors and assigns to, full and continuing compliance with the "State Bond Commission Policy on Approval of Proposed Use of Swaps, or other forms of Derivative Products Hedges, Etc.," adopted by the Commission on July 20, 2006, as to the borrowing(s) and other matter(s) subject to the approval(s), including subsequent application and approval under said Policy of the implementation or use of any swap(s) or other product(s) or enhancement(s) covered thereby.

SECTION 5. The Secretary is empowered, authorized and requested to forward to the Louisiana State Bond Commission a certified copy of this resolution which shall constitute a formal application as herein provided.

SECTION 6. There being a real public necessity for the retention and employment of legal counsel to provide specialized legal services in connection with issuance of the Bonds by the Issuer, and it appearing that the public interest requires obtaining of such specialized legal services, Joseph A. Delafield, A Professional Corporation, of Lake Charles, Louisiana ("**Bond Counsel**"), is hereby employed for such purposes. The fee for the work to be performed by Bond Counsel is contingent upon the issuance, sale and delivery of the Bonds, and shall be in accordance with the maximum fee schedule of the Attorney General of the State of Louisiana for comprehensive legal and coordinate professional work of bond attorneys and bond counsel in the issuance of general obligation bonds.

SECTION 7. The employment of Crews & Associates, Inc., (the "**Underwriter**" or "**Placement Agent**"), in connection with the Bonds is hereby approved. The compensation of the Underwriter shall be payable from the proceeds of the Bonds and shall be subject to the approval of the Issuer and the Louisiana State Bond Commission.

SECTION 8. The employment of Government Consultants, Inc., Baton Rouge, Louisiana, as Municipal Advisor in connection with the Bonds is hereby approved. The compensation of the Municipal Advisor shall be payable from the proceeds of the Bonds and shall be subject to the approval of the Board and the Louisiana State Bond Commission.

SECTION 9. A copy of this Resolution shall be published immediately after its adoption in one (1) issue of the official journal of the Issuer. For a period of thirty (30) days from the date of such publication, any person in interest shall have the right to contest the legality of this Resolution and of the Bonds to be issued pursuant hereto and the provisions hereof securing the Bonds.

After the expiration of said thirty (30) days, no one shall have any right of action to contest the validity of the Bonds or the provisions of this Resolution, and the Bonds shall be conclusively presumed to be legal and no court shall thereafter have authority to inquire into such matters.

ADOPTED AND APPROVED on this 14th day of July, 2020.

/s/ Dean Roberts
DEAN ROBERTS, President

/s/ Karl Bruchhaus
KARL BRUCHHAUS, Secretary

(Other business not pertinent to the present excerpt may be found of record in the official minute book.)

Upon motion duly made and unanimously carried, the meeting was adjourned.

/s/ Dean Roberts
DEAN ROBERTS, President

/s/ Karl Bruchhaus
KARL BRUCHHAUS, Secretary

STATE OF LOUISIANA

PARISH OF CALCASIEU

I, **KARL BRUCHHAUS**, certify that I am the duly qualified and acting Superintendent of Public Schools for the Parish of Calcasieu, Louisiana, and as such, Ex-Officio Secretary of the Calcasieu Parish School Board, governing authority of School District No. 24 of Calcasieu Parish, Louisiana.

I further certify that the foregoing is a true and correct copy of an excerpt from the minutes of a public meeting of the Calcasieu Parish School Board, held on July 14, 2020, and of a resolution adopted at said meeting, as said minutes and resolution appear officially of record in my possession.

IN FAITH WHEREOF, witness my official signature and the impress of the official seal of School District No. 24 of Calcasieu Parish, Louisiana, on this, the 14th day of July, 2020.

/s/ Karl Bruchhaus
KARL BRUCHHAUS, Secretary

[S E A L]

Item 7. I.

Lake Charles, Louisiana
July 14, 2020

The Calcasieu Parish School Board, governing authority of School District No. 23 of Calcasieu Parish, Louisiana, met in regular public session at its regular meeting place in the Calcasieu Parish School Board Office, 3310 Broad Street, Lake Charles, Louisiana, at 5:00 o'clock p.m. on July 14, 2020, pursuant to written notice given to each and every member thereof and duly posted in the manner required by law.

President, Dean Roberts, called the meeting to order and on roll call, the following members were present:

Annette Ballard, Bliss Bujard, Russell Castille, Mack Dellafosse, John Duhon, Glenda Gay, Damon Hardesty, Fredman Hardy, Aaron Natali, Dean Roberts, Alvin Smith, Eric Tarver, Desmond Wallace, Mark Young

ABSENT: Billy Breaux

The meeting was called to order and the roll called with the above results.

Thereupon, upon motion made by Damon Hardesty and seconded by Eric Tarver the following resolution was adopted, the vote thereon being as follows:

YEAS: Annette Ballard, Bliss Bujard, Russell Castille, Mack Dellafosse, John Duhon, Glenda Gay, Damon Hardesty, Fredman Hardy, Aaron Natali, Dean Roberts, Alvin Smith, Eric Tarver, Desmond Wallace, Mark Young

NAYS: None

ABSENT: Billy Breaux

NOT
VOTING: None

RESOLUTION

A RESOLUTION AUTHORIZING THE CALCASIEU PARISH SCHOOL BOARD TO PROCEED WITH DEVELOPMENT OF REFUNDING OF CERTAIN OUTSTANDING BONDS OF SCHOOL DISTRICT NO. 23; AUTHORIZING ISSUANCE BY SCHOOL DISTRICT NO. 23 OF NOT EXCEEDING \$6,750,000 OF GENERAL OBLIGATION REFUNDING BONDS; AUTHORIZING AND APPROVING THE FORM AND EXECUTION OF THE BOND PURCHASE AGREEMENT IN CONNECTION WITH THE ISSUANCE, SALE AND DELIVERY OF THE BONDS; MAKING APPLICATION TO THE STATE BOND COMMISSION AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH.

WHEREAS, the Calcasieu Parish School Board, acting as the governing authority of School District No. 23 of Calcasieu Parish, Louisiana (the “**Issuer**”), after examining available data, has determined that there is substantial need within the Issuer for refunding the outstanding maturities of the Issuer’s \$9,100,000 General Obligation Refunding Bonds, 2013 Series dated June 12, 2013 on original issue (the “**Refunded Bonds**”), in accordance with the provisions of Sections 505 and 531 of Title 39 of the Louisiana Revised Statutes of 1950, as amended; and

WHEREAS, issuance of certain general obligation refunding bonds of the Issuer will assist in alleviating such need;

NOW, THEREFORE, BE IT RESOLVED by the Calcasieu Parish School Board, the governing authority of School District No. 23 of Calcasieu Parish, Louisiana, as follows:

SECTION 1. The statements of fact expressly contained within the preamble to this Resolution have been specifically reviewed by the Issuer’s School Board Members and are found to be factually true and correct and are made resolutions of the Issuer.

SECTION 2. The Issuer is hereby authorized to proceed with refunding all outstanding maturities of the Issuer’s Refunded Bonds, consisting of those bonds maturing May 1, 2021 through May 1, 2030, involving the proposed issuance by the Issuer of not exceeding \$6,750,000 General Obligation Refunding Bonds, Series 2020B (the “**Bonds**”), to mature not later than May 1, 2030, at a rate or rates not exceeding 5% per annum.

SECTION 3. The sale of the Bonds to the Underwriter (hereafter defined), within the parameters set forth herein is hereby approved. Upon sale of the Bonds, the President/and or Secretary of the Issuer, as Executive Officers, are each authorized, empowered and directed to execute on behalf of the Issuer, the Bond Purchase Agreement between the Issuer and the Underwriter, in a form acceptable to Bond Counsel (hereafter defined), providing for the sale of the Bonds.

SECTION 4. Application is hereby formally made to the Louisiana State Bond Commission, pursuant to the provisions of Subparts A and B of Part II, Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended (La. R.S. 39:501 et seq.), for consent, approval and authority to issue, sell and deliver the bonds herein authorized, to be secured by and payable from the levy and collection of unlimited annual ad valorem taxes on all taxable property within the limits of the Issuer.

By virtue of the Issuer's application for, acceptance and utilization of the benefits of the Louisiana State Bond Commission's approval(s) resolved and set forth herein, it resolves that it understands and agrees that such approval(s) are expressly conditioned upon, and it further resolves that it understands, agrees and binds itself, its successors and assigns to, full and continuing compliance with the "State Bond Commission Policy on Approval of Proposed Use of Swaps, or other forms of Derivative Products Hedges, Etc.," adopted by the Commission on July 20, 2006, as to the borrowing(s) and other matter(s) subject to the approval(s), including subsequent application and approval under said Policy of the implementation or use of any swap(s) or other product(s) or enhancement(s) covered thereby.

SECTION 5. The Secretary is empowered, authorized and requested to forward to the Louisiana State Bond Commission a certified copy of this resolution which shall constitute a formal application as herein provided.

SECTION 6. There being a real public necessity for the retention and employment of legal counsel to provide specialized legal services in connection with issuance of the Bonds by the Issuer, and it appearing that the public interest requires obtaining of such specialized legal services, Joseph A. Delafield, A Professional Corporation, of Lake Charles, Louisiana ("**Bond Counsel**"), is hereby employed for such purposes. The fee for the work to be performed by Bond Counsel is contingent upon the issuance, sale and delivery of the Bonds, and shall be in accordance with the maximum fee schedule of the Attorney General of the State of Louisiana for comprehensive legal and coordinate professional work of bond attorneys and bond counsel in the issuance of general obligation bonds.

SECTION 7. The employment of Crews & Associates, Inc., (the "**Underwriter**" or "**Placement Agent**"), in connection with the Bonds is hereby approved. The compensation of the Underwriter shall be payable from the proceeds of the Bonds and shall be subject to the approval of the Issuer and the Louisiana State Bond Commission.

SECTION 8. The employment of Government Consultants, Inc., Baton Rouge, Louisiana, as Municipal Advisor in connection with the Bonds is hereby approved. The compensation of the Municipal Advisor shall be payable from the proceeds of the Bonds and shall be subject to the approval of the Board and the Louisiana State Bond Commission.

SECTION 9. A copy of this Resolution shall be published immediately after its adoption in one (1) issue of the official journal of the Issuer. For a period of thirty (30) days from the date of such publication, any person in interest shall have the right to contest the legality of this Resolution and of the Bonds to be issued pursuant hereto and the provisions hereof securing the Bonds.

After the expiration of said thirty (30) days, no one shall have any right of action to contest the validity of the Bonds or the provisions of this Resolution, and the Bonds shall be conclusively presumed to be legal and no court shall thereafter have authority to inquire into such matters.

ADOPTED AND APPROVED on this 14th day of July, 2020.

/s/ Dean Roberts
DEAN ROBERTS, President

/s/ Karl Bruchhaus
KARL BRUCHHAUS, Secretary

(Other business not pertinent to the present excerpt may be found of record in the official minute book.)

Upon motion duly made and unanimously carried, the meeting was adjourned.

/s/ Dean Roberts
DEAN ROBERTS, President

/s/ Karl Bruchhaus
KARL BRUCHHAUS, Secretary

STATE OF LOUISIANA

PARISH OF CALCASIEU

I, **KARL BRUCHHAUS**, certify that I am the duly qualified and acting Superintendent of Public Schools for the Parish of Calcasieu, Louisiana, and as such, Ex-Officio Secretary of the Calcasieu Parish School Board, governing authority of School District No. 23 of Calcasieu Parish, Louisiana.

I further certify that the foregoing is a true and correct copy of an excerpt from the minutes of a public meeting of the Calcasieu Parish School Board, held on July 14, 2020, and of a resolution adopted at said meeting, as said minutes and resolution appear officially of record in my possession.

IN FAITH WHEREOF, witness my official signature and the impress of the official seal of School District No. 23 of Calcasieu Parish, Louisiana, on this, the 14th day of July, 2020.

/s/ Karl Bruchhaus
KARL BRUCHHAUS, Secretary

[S E A L]

CPSB SUMMARY OF PROPOSED REVISIONS TO 2020-21 STUDENT CODE OF CONDUCT

7.J.

CPSB DISCIPLINE COMMITTEE REVIEW – MAY 7, 2020 (Updated 7-8-2020)

PAGE # & LOCATION	PROPOSED REVISION	EXPLANATION/JUSTIFICATION
Cover Sheet	Revised Coversheet and updated academic school year 2020-21	New Academic School Year
Page 10: Procedures for Noncompliance of Safety Protocol	Addition of Procedures for Noncompliance of Safety Protocol including definition of Face Covering	To address CDC & State of Louisiana Safety Protocol recommendations due to Covid-19 Pandemic
Page 11: Dress Code Expectations	Addition of # (3) Face Covering is defined as a covering of the nose and mouth that is secured to the head with ties, straps, or loops over the ears, or is wrapped around the lower face including nose and mouth. In addition to face coverings, students may wear a plastic face shield that covers eyes, nose and mouth. Subject to principal approval, face coverings for Pre-K to 5 th grade may wear personal face coverings. Face coverings for 6 th to 12 th grade must be solid colors, no patterns, with no writing, no emblems, no logos, no decorations or decorative trims, exception being a school issued face covering with the official school logo or school colors. Revision to # (6) School administrators may option have the option to have allow students to wear the official school logo on the school's designated shirt a school issued T-shirt or face covering with the official school logo or school colors.	To provide uniform dress code expectations regarding face coverings in addressing CDC & State of Louisiana Safety Protocol recommendations due to Covid-19 Pandemic
Page 13: Use of Electronic Devices	Addition of camera, video/audio recorder, Revise to match new proposed CPSB Cell Phone Policy and Level 2 in Student Code of Conduct	Include modern devices & provide consistency between CPSB Policy and Student Code of Conduct. Prevent Contradiction
Page 14: Sexual Harassment	Revisions to address new Title IX/Sexual Harassment Law	Revisions to address new Title IX Sexual Harassment Law and revision to CPSB Sexual Harassment Policy
Page 14: Erin's Law Heading & information	Addition of Erin's Law information and reference to location documented on cpsb.org website, including Resource List and Tips for Parents. *Each School must post on its school website the child protection TOLL FREE HOTLINE number below. Department of Children and Family Services Child Abuse or Neglect Hotline 1-855-452-5437	Documenting CPSB compliance with "Erin's Law," (R.S. 17:81 Y) requirements
Page 15: Bullying and Intimidation	Under "How Do I" button then choose "Report Bullying"	Revise location of Bullying Report on CPSB website
Page 18-21: Acceptable User Policy	Revisions and Addition of new language Technology Department submitted new AUP.	April 2019 updated AUP was not added to 2019-20 Student Code of Conduct last year
Page 31: Seclusion/Restraint Guidelines and Procedures	under "Our District" under "The Board" then "Policies" then choose "Seclusion & Restraints Guidelines."	Revise location on CPSB website of Seclusion & Restraints Guidelines
Page 31: Visitors on Campus	Visitors on Campus Parent/Guardian/Non-CPSB Employee Expectations for Campus, Bus & School Sponsored Events	To provide clarity for Parent/Guardian/Non-CPSB expectations for campus, Bus & School Sponsored Events
Page 32: School Bus Conduct	Addition of Student Responsibilities for Bus Conduct	To provide clarification on specific expectations for student bus behavior at bus stop, boarding bus, riding bus and getting off bus

CPSB SUMMARY OF PROPOSED REVISIONS TO 2020-21 STUDENT CODE OF CONDUCT

Pages 34-39 Possible Corrective Strategies (right hand column)	Addition of (All Students' Corrective Strategy documentation will be maintained for referral to PBIS/RTI Team if necessary)	As a reminder that all Corrective Strategy documentation should be maintained for PBIS/RTI
Page 34: Level 1 Infractions Bus Violation	Addition of Examples: Ex: littering, Drinking, Eating on bus	Clarify Bus Violation description
Page 34: Level 1 Infractions Disrespect for Authority	Addition of "and use of corrective strategies" Remove "eye rolling, sighing, etc." Replace with Noncompliance	Following COC Corrective Strategies recommendation and more suitable example for Disrespect
Page 34: Level 1 Infractions Inappropriate Communication	Addition of "Student delivers disrespectful message to peers. Ex: Getting mad and speaking out of frustration and anger.	Move language from Level 2 Threatening since this behavior is not an actual threat and can be coded in JCampus without need to complete CPSB Threat Assessment
Page 35: Level 2 Infractions Bus Disturbance	Add/Revise Examples for Bus Disturbance Examples: Throwing objects or any behavior that affects the driver's ability to maintain control. Examples: Excessive loudness, or not seated properly on the bus	Provide specific examples for Level 2 Bus Disturbance
Page 35: Level 2 Infractions Campus Disturbance	Addition of such as "yelling...such as banging"	Descriptors to minimize subjective definition
Page 35: Level 2 Infractions Traffic Violation	Addition of Language "when walking, bike riding and/or driving"	Increase clarification
Page 35: Level 2 Infractions Possession of Tobacco/Lighter/Electronic smoking device**	Revision to Possession of Tobacco/Lighter/ Electronic smoking device	Separate Electronic Smoking Device from Tobacco and lighter due to recent law change and awareness of increased dangers of vaping
Page 36: Level 2 Infractions Aggressive Inappropriate Physical Contact	Revision to Aggressive Inappropriate Physical Contact Add examples "Pushing in line, Spitting at"	Increase clarification
Page 36: Level 2 Infractions Disrespect for Authority	Addition of ... "directives" "Ex: sustained noncompliance, arguing with adult, raised voice"	Descriptors to minimize subjective definition
Page 36: Level 2 Infractions Threatening	Revise definition to include Student delivers disrespectful threatening message to peers with no intent to follow-through. Ex: Getting mad and threatening to him/her Ex: Making threats to hurt another when angry or frustrated	Clarifying Level 2 Definition & example (COC currently addresses threats in L2-P.36, 3B-P.39 & L4-P.40)
Page 37, 38 & 40: Mandatory Procedures (right hand column)	2. MANDATORY Parent contact to inform Parent of accusation and status of investigation. Parent will be given the option to attend the student conference after investigation is complete. Parents will be informed and given the option to attend a student conference to discuss investigation results AFTER the investigation is complete.	Improve clarity for parents and school administrators
Page 37: Level 3A & B Infractions Bus Disturbance	Revision to Example: Any behavior that distracts the bus driver and/or compromises the safety of others. Throwing objects that hit bus driver or any behavior that affects the driver's ability to maintain control and could require the bus driver to stop bus:	To add clarity and to ensure the safety of others.

CPSB SUMMARY OF PROPOSED REVISIONS TO 2020-21 STUDENT CODE OF CONDUCT

Page 37: Level 3A & B Infractions Addition Aggressive Inappropriate Physical Contact as 3A Infraction	Addition of Aggressive Inappropriate Physical Contact Student engages in aggressive physical contact with intent to harm and leaving marks. (Example: Scratching, Pushing down, Hitting, Kicking, Spitting at)	Provide additional level of Aggressive Inappropriate Physical Contact with intent to harm
Page 37: Level 3A & B Infractions Uses, Distributes, or Sells Tobacco Products/Lighter/Electronic Smoking Device	Revision to <u>Uses, Distributes, or Sells Tobacco Products/Lighter/Electronic Smoking Device</u> Remove from definition "Electronic smoking device" And Electronic smoking device/vapes	Separate Electronic Smoking Device from Tobacco and lighter and make a Level 3B offense due to recent law change and awareness of the increased danger of vaping
Page 37: Level 3A & B Infractions Possessing or Using Nonprescription or Non-Controlled Substance	Addition of CBD oil & "rubbing"	Address student possession and use of CBD oil at school.
Page 37: Level 3A & B Infractions Habitually Violates School Rules	Move Habitually Violates School Rules from 3B to 3A	Will reduce use of "Habitually Violates School Rules" to code Level 2 behaviors resulting in OSS (Out of School Removals)
Page 37: Level 3A & B Infractions Addition at bottom right of page	Addition of Bus Suspension can occur due to Bus Disturbance that compromises safety of others.	Addition to Clarify possible consequences of Bus Disturbance
Page 38: Level 3B Infractions Campus Disturbance	Revision to 3B Campus Disturbance "making bomb threats" and add to Level 4 Threat of Terrorism or Violence	Move making "bomb threats" to Level 4 Threat of Terrorism or Violence
Page 38: Level 3B Infractions Fighting (Zero Tolerance)	Addition of (Applies to Middle School and High School Students Only)	Clarification
Page 38: Level 3B Infractions Cell Phone/Electronic Devices (Use/Turned On)	Addition of Smart Watch 3B Cell Phone/ Smart Watch /Electronic Devices (Use/Turned On) Add language audio/video recorder	Clarification to include modern technology
Page 38: Level 3B Infractions Addition Gambling	Addition of Gambling: Student engages in inappropriate activities which includes a chance for gain or loss of tangible property including currency.	To address the gambling activities occurring at the high school level
Page 39: Level 3B Infractions Bullying	Addition of "and/or Cyber Bullying"	Correct omission of Cyber Bullying since Cyber Bullying is increasing, and clarification is needed
Page 39: Level 3B Infractions Habitually Violates School Rules	Revision to 3B Habitually Violates School Rules reduced to Level 3A	Will reduce use of "Habitually Violates School Rules" to code Level 2 behaviors resulting in OSS (Out of School Removals)
Page 39: Level 3B Infractions Possession or Use of Electronic Smoking Device	Addition of Possession or Use of Electronic Smoking Device: Student possesses Electronic Smoking Device or Electronic smoking pods and/or liquids on school grounds, at school-sponsored events, and/or when using school district transportation **Administrators may move violation of this offense to a Level 4 if the safety of others is compromised	Separate Electronic Smoking Device from Tobacco and lighter and make a Level 3B offense due to recent law change and awareness of increase dangers of vaping
Page 39: Level 3B Infractions Sexual Harassment	Revision to Example: spreading sexual rumors, repeatedly pressuring others for dates or unwanted sexual activity, repeated teasing of a sexual nature, repeated unwanted sexual remarks or jokes, and/or repeated unwelcomed touching or grabbing.	Revise Sexual Harassment definition to include changes to new Title IX Sexual Harassment Law and revision to CPSB Sexual Harassment Policy

CPSB SUMMARY OF PROPOSED REVISIONS TO 2020-21 STUDENT CODE OF CONDUCT

	Elements of Sexual Harassment include unwelcome communications and conduct on the basis of sex, such as sexual advances, requests for sexual favors, jokes, remarks and other verbal, physical and inappropriate conduct of a sexual nature	
Page 39: Level 3B Infractions Threatening/Intimidation	Addition of Ex: I will slap you, I am going to hit you, etc. CPSB Threat Assessment must be completed	Descriptive examples to clarify definition
Page 39: Level 3B Infractions False Statement and Information	Addition of False Statement and Information: Student knowingly makes a false statement or knowingly submits false information about a staff member or student regarding any act that is unlawful and/or a violation of the school board's sexual harassment or bullying policies.	To address changes in Sexual Harassment/Title IX Law and changes to CPSB Sexual Harassment Policy
Page 40: Level 4 Infractions Participation in Gang-Related Activity	Revision to Students participate in activities or displays colors, signs related to gangs/cults on school campus or a school sponsored activity.	To provide clarification
Page 40: Level 4 Infractions Distribution or selling of Electronic Smoking Device and/or pods or liquids	Addition of Level 4 Distribution or selling of Electronic Smoking Device and/or pods or liquids: Student distributes or sells Electronic Smoking Device or Electronic smoking pods and/or liquids on school grounds, at school-sponsored events, and/or when using school district transportation	To address law changes and Increase danger of unidentified products being used in electronic smoking devices. Positive test results of suspicious vaping pods we have had tested by the police and student reactions ex: seizures resulting in hospitalization when using such pods/liquids
Page 40: Level 4 Infractions Possessing a Weapon Prohibited by Federal Law	Revision to Any firearm (real or otherwise), ammunition, explosive device, knife, or other object/instrumentality used which can place a person in reasonable fear or apprehension of serious harm that is on the student's person and/or in the student's belongings, locker, and/or any other personal storage space. (Example: Pepper spray, taser or other electronic device which can be used to stun or shock another human being.)	To address the use of tasers by students
Page 40: Level 4 Infractions Continuous Sexual Harassment	Revision to Example: spreading sexual rumors, repeatedly pressuring others for dates or unwanted sexual activity, repeated teasing of a sexual nature, repeated unwanted sexual remarks or jokes, and/or repeated unwelcomed touching or grabbing. Elements of Sexual Harassment include unwelcome communications and conduct on the basis of sex, such as sexual advances, requests for sexual favors, jokes, remarks and other verbal, physical and inappropriate conduct of a sexual nature	Revise Sexual Harassment definition to include changes to new Title IX Sexual Harassment Law and revision to CPSB Sexual Harassment Policy
Page 40: Level 4 Infractions Threat of Terrorism or Violence	Revision to Threat of Terrorism or Violence Examples include making a bomb threat and/or using strongly implicit threatening language directed at one or more individuals. CPSB Threat Assessment must be completed.	Descriptors to minimize subjective definition

Calcasieu Parish School Board
FY 2020-21 Salary Schedule Changes/Updates
Board Meeting – July 14, 2020

Page 30 – Finance, Management, Internal Auditing & Data Processing

-Added clarifying language that schedule is based on 222 days of the teacher's salary permanent reference schedule on the bachelor's degree scale.

Page 36-38 – Head Start 182 Day Teacher

-Added \$1,000 to Base salary column and subtracted \$1,000 from Supplement column at every step so that the base column matches the Springboard teacher pay – Total pay did not change.

Page 39-41 – Head Start 202 Day Teacher

-Added \$1,000 to Base salary column and subtracted \$1,000 from Supplement column at every step so that the base column matches the Springboard teacher pay – Total pay did not change.

Page 42 – Head Start Nurse

-Added \$1,000 to Base salary column and subtracted \$1,000 from Supplement column at every step so that the base column matches the Springboard teacher pay – Total pay did not change.

Page 42 – Head Start Nurse

-Added L.P.N. columns to schedule. Schedule matches regular L.P.N. schedule.

Page 45 – Head Start School Clerk

-Added 190 day schedule. Schedule matches regular 190 school clerk schedule.

Calcasieu Parish School Board

2020-2021 Salary Schedules



Karl E. Bruchhaus
Superintendent

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182 DAY TEACHER**2020-2021**

T1

Stipends Paid in October Paycheck Based on Previous Year Data
P=Performance D=Demand

STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging		STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging		STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging	
		P	D	P	D	P	D			P	D	P	D	P	D			P	D	P	D	P	D
1	44,461	250	250	225	225	200	200	34	51,061	250	250	225	225	200	200	67	57,661	250	250	225	225	200	200
2	44,661	250	250	225	225	200	200	35	51,261	250	250	225	225	200	200	68	57,861	250	250	225	225	200	200
3	44,861	250	250	225	225	200	200	36	51,461	250	250	225	225	200	200	69	58,061	250	250	225	225	200	200
4	45,061	250	250	225	225	200	200	37	51,661	250	250	225	225	200	200	70	58,261	250	250	225	225	200	200
5	45,261	250	250	225	225	200	200	38	51,861	250	250	225	225	200	200	71	58,461	250	250	225	225	200	200
6	45,461	250	250	225	225	200	200	39	52,061	250	250	225	225	200	200	72	58,661	250	250	225	225	200	200
7	45,661	250	250	225	225	200	200	40	52,261	250	250	225	225	200	200	73	58,861	250	250	225	225	200	200
8	45,861	250	250	225	225	200	200	41	52,461	250	250	225	225	200	200	74	59,061	250	250	225	225	200	200
9	46,061	250	250	225	225	200	200	42	52,661	250	250	225	225	200	200	75	59,261	250	250	225	225	200	200
10	46,261	250	250	225	225	200	200	43	52,861	250	250	225	225	200	200	76	59,461	250	250	225	225	200	200
11	46,461	250	250	225	225	200	200	44	53,061	250	250	225	225	200	200	77	59,661	250	250	225	225	200	200
12	46,661	250	250	225	225	200	200	45	53,261	250	250	225	225	200	200	78	59,861	250	250	225	225	200	200
13	46,861	250	250	225	225	200	200	46	53,461	250	250	225	225	200	200	79	60,061	250	250	225	225	200	200
14	47,061	250	250	225	225	200	200	47	53,661	250	250	225	225	200	200	80	60,261	250	250	225	225	200	200
15	47,261	250	250	225	225	200	200	48	53,861	250	250	225	225	200	200	81	60,461	250	250	225	225	200	200
16	47,461	250	250	225	225	200	200	49	54,061	250	250	225	225	200	200	82	60,661	250	250	225	225	200	200
17	47,661	250	250	225	225	200	200	50	54,261	250	250	225	225	200	200	83	60,861	250	250	225	225	200	200
18	47,861	250	250	225	225	200	200	51	54,461	250	250	225	225	200	200	84	61,061	250	250	225	225	200	200
19	48,061	250	250	225	225	200	200	52	54,661	250	250	225	225	200	200	85	61,261	250	250	225	225	200	200
20	48,261	250	250	225	225	200	200	53	54,861	250	250	225	225	200	200	86	61,461	250	250	225	225	200	200
21	48,461	250	250	225	225	200	200	54	55,061	250	250	225	225	200	200	87	61,661	250	250	225	225	200	200
22	48,661	250	250	225	225	200	200	55	55,261	250	250	225	225	200	200	88	61,861	250	250	225	225	200	200
23	48,861	250	250	225	225	200	200	56	55,461	250	250	225	225	200	200	89	62,061	250	250	225	225	200	200
24	49,061	250	250	225	225	200	200	57	55,661	250	250	225	225	200	200	90	62,261	250	250	225	225	200	200
25	49,261	250	250	225	225	200	200	58	55,861	250	250	225	225	200	200	91	62,461	250	250	225	225	200	200
26	49,461	250	250	225	225	200	200	59	56,061	250	250	225	225	200	200	92	62,661	250	250	225	225	200	200
27	49,661	250	250	225	225	200	200	60	56,261	250	250	225	225	200	200	93	62,861	250	250	225	225	200	200
28	49,861	250	250	225	225	200	200	61	56,461	250	250	225	225	200	200	94	63,061	250	250	225	225	200	200
29	50,061	250	250	225	225	200	200	62	56,661	250	250	225	225	200	200	95	63,261	250	250	225	225	200	200
30	50,261	250	250	225	225	200	200	63	56,861	250	250	225	225	200	200	96	63,461	250	250	225	225	200	200
31	50,461	250	250	225	225	200	200	64	57,061	250	250	225	225	200	200	97	63,661	250	250	225	225	200	200
32	50,661	250	250	225	225	200	200	65	57,261	250	250	225	225	200	200	98	63,861	250	250	225	225	200	200
33	50,861	250	250	225	225	200	200	66	57,461	250	250	225	225	200	200								

SPRINGBOARD TEACHER SALARY for qualifying teachers - \$37,000

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

PART-TIME TEACHERS - In limited situations where part-time teachers are utilized, salary will be divided by 7 periods times # of periods taught.

PIPS INCREMENTS

TO BE PAID ABOVE THE MINIMUM STATE TEACHER'S SALARY SCHEDULE

AS REVISED AUGUST 1981

<u>EXPERIENCE</u>	<u>BA</u>	<u>MA</u>	<u>M+30</u>	<u>SPEC</u>	<u>PHD</u>
3	1,129	1,155	1,155	1,193	1,257
4	1,155	1,180	1,180	1,219	1,297
5	1,180	1,219	1,225	1,266	1,337
6	1,206	1,257	1,270	1,310	1,377
7	1,231	1,297	1,317	1,357	1,417
8	1,257	1,337	1,364	1,404	1,457
9	1,297	1,377	1,411	1,451	1,497
10	1,337	1,417	1,457	1,497	1,538
11	1,437	1,457	1,504	1,544	1,578
12	1,505	1,529	1,551	1,591	1,618
13	1,738	1,749	1,861	1,909	1,941
14	1,738	1,894	2,016	2,068	2,103
15	1,872	2,040	2,171	2,227	2,265
16	1,872	2,040	2,171	2,227	2,265
17	1,872	2,040	2,171	2,227	2,265
18	2,273	2,477	2,637	2,705	2,750
19	2,273	2,477	2,637	2,705	2,750
20	2,273	2,477	2,637	2,705	2,750
21	2,674	2,915	3,102	3,182	3,235
22	2,674	2,915	3,102	3,182	3,235
23	2,674	2,915	3,102	3,182	3,235
24	2,674	2,915	3,102	3,182	3,235
25+	3,075	3,352	3,567	3,659	3,721

NOTE:

PIPS increments are paid based on degree and experience as of

September 1 of the fifth year of the program.

(PIPS salary does not increase with each step increase)

SALARY SUPPLEMENT FOR EXTRA-CURRICULAR SPONSORS & COACHES

ELEMENTARY SCHOOLS

Vocal Music

\$1,000 supplement

Must compete in LMEA District Festival and perform at two school activities per year.

MIDDLE SCHOOLS

Head Coach

1 Male/1 Female

\$2,000 supplement

Must coach 3 sports.

Assistant Coach

(2 positions)

\$1,600 supplement

A full time coach (middle school) will be paid for 192 days employment based on degree and experience plus the supplement listed above. A full time coach must have at least 3 coaching assignments and report 10 extra days before or after the normal school year.

Also, one \$480 supplement for one additional assistant football coach at each middle school.

Band Director

\$2,000 supplement

Must compete in LMEA District Festivals and have two concerts per year.

Vocal Music Instructor

\$2,000 supplement

Must compete in LMEA District Festival and perform at two school activities per year.

Cheerleader Sponsor

\$560 supplement

HIGH SCHOOLS

Head Coaches	Supplement
Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900
Class B	\$4,500
Class C	\$4,300

Assistant Coaches	Supplement
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500
Class B	\$2,100
Class C	\$2,100

A full-time coach will be paid for 202 days employment based on degree and experience plus the supplement listed above. A full-time coach must have at least three coaching assignments and report to work August 1 to receive his/her full coaching supplement as head coach or an assistant coach.

Full supplement assistant coaches that are head coaches of another major sport (Boys' Track, Girls' Track, Baseball, Softball, Boys' Basketball, Girls' Basketball & Volleyball) will receive an additional supplement of \$600.00. Limited to seven (7) per school.

Additional Supplements:

Two \$550 coaching supplements, two for boys and two for girls, will be provided each school when additional coaches are needed for golf, gymnastics, tennis, wrestling, soccer, swimming or additional girls' sports above three being offered.

No full time coach can be paid this supplement.

One \$550 supplement per sport not to exceed two sports per school.

Coaching Supplements**Head Coach****Assistants**

Class AAAAA	1	11
Class AAAA	1	10
Class AAA	1	9
Class AA	1	8
Class B-C	1	5

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next reclassification.

Head Band Director**Supplement**

(in schools with football teams)

Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900

Assistant Band Director**Supplement**

(in schools with football teams)

Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500

Band Directors will be paid for 202 days employment based on degree and experience plus the supplement listed above.

Band Directors who teach at the High School and Middle School shall receive the appropriate High School stipend plus an additional \$600.00.

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next re-classification.

Vocal Music Instructor**Supplement**

Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500
Class B	\$2,100
Class C	\$2,100

Vocal Music Instructors who teach at the High School and Middle School shall receive the appropriate High School stipend plus an additional \$600.00.

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next re-classification.

Debate Coaches**Supplement**

3-5 Tournaments/Plays	\$560
6-10 Tournaments/Plays	\$1,000
10+ Tournaments/Plays	\$1,500

Drill Squad & Cheerleader Sponsors**Supplement**

Football & Basketball	\$2,400
Football	\$1,200
Basketball	\$1,200
Attends all activities assigned by Principal	

Quiz Bowl**Supplement**

\$560

**2020-2021
LICENSED PRACTICAL
NURSE (L.P.N.)**

**REGISTERED
NURSES (R.N.)
NURSING COORDINATOR**

<u>STEP</u>	<u>SALARY</u>	<u>STEP</u>	<u>SALARY</u>
1	19,992	1	44,306
2	20,285	2	44,659
3	20,582	3	45,012
4	20,882	4	45,367
5	21,188	5	45,819
6	21,498	6	46,198
7	21,814	7	46,553
8	22,133	8	46,907
9	22,457	9	47,337
10	22,787	10	47,905
11	23,122	11	48,470
12	23,460	12	49,240
13	23,801	13	49,823
14	24,154	14	50,424
15	24,510	15	50,774
16	24,869	16	51,124
17	25,235	17	51,474
18	25,606	18	51,824
19	25,983	19	52,174
20	26,365	20	52,524
21	26,753	21	52,874
22+	27,146	22	53,224
		23	53,574
		24	53,924
		25	54,274
		26	54,624
		27	54,974
		28+	55,324

Nursing Coordinator will be employed for 202 days beginning on August 1st and paid an additional supplement of \$6,000 for supervisory and administrative duties.

All nurses (including coordinator) will receive \$600.00 as per Act 12 of 1991 and \$750.00 per year for on call duties.

INSTRUCTIONAL EMPLOYEES
(EMPLOYED FOR MORE THAN 182 DAYS PER SCHOOL YEAR)
2020-2021

1/182 Local Teachers' Salary Schedule based on Degree and Experience X Days Employed =
 Salary.

Extended Day Employees

Educational Diagnostician, Social Worker, School Psychologist, Audiologist, Speech Evaluator,
 Counselor, Curriculum & Instructional Consultant, Program Facilitator, Resource Specialist,
 Substance Abuse Program Coordinator, Child Search Coordinator, CTTIE Instructor,
 Vocational Agriculture Teacher, Technology Consultant

NOTE: Effective July 1, 1996, days of employment will be extended (and
 pay adjusted accordingly) for counselors as follows:

Elementary - add 5 days
 Middle School - add 15 days
 High School - add 25 days

INSTRUCTIONAL EMPLOYEES
ADDITIONAL SUPPLEMENTS
2020-2021

Instructional Video Upload to CPSB MARKETPlace (Single Lesson) (Once approved by appropriate Administrative Director)	\$25.00 per lesson
Live Streamed Courses (Once approved by appropriate Administrative Director)	\$750.00 per semester

NOTE: Additional supplements restricted to classroom teachers

CTTIE INSTRUCTOR 2020-2021

CTTIE Instructors with a degree

Salary will be based on the Calcasieu Parish School Board salary schedule for teachers.

CTTIE Instructors without a degree

The salary schedule for a CTTIE Instructor (non-degreed) will be based on the Calcasieu Parish School Board salary schedule for a B.A. using steps 1-22.

CTTIE Department Head shall be paid a supplement of \$1,150.00.

CTTIE INSTRUCTORS NON-DEGREED 182 DAY

STEP	SALARY
1	44,461
2	44,661
3	44,861
4	45,061
5	45,261
6	45,461
7	45,661
8	45,861
9	46,061
10	46,261
11	46,461
12	46,661
13	46,861
14	47,061
15	47,261
16	47,461
17	47,661
18	47,861
19	48,061
20	48,261
21	48,461
22+	48,661

CTTIE INSTRUCTORS NON-DEGREED 222 DAY

STEP	SALARY
1	54,233
2	54,477
3	54,721
4	54,965
5	55,208
6	55,452
7	55,696
8	55,940
9	56,184
10	56,428
11	56,672
12	56,916
13	57,160
14	57,404
15	57,648
16	57,892
17	58,136
18	58,380
19	58,624
20	58,868
21	59,112
22+	59,356

CTTIE INSTRUCTORS NON-DEGREED 242 DAY

STEP	SALARY
1	59,118
2	59,384
3	59,650
4	59,916
5	60,182
6	60,448
7	60,714
8	60,980
9	61,246
10	61,512
11	61,778
12	62,044
13	62,310
14	62,576
15	62,842
16	63,107
17	63,373
18	63,639
19	63,905
20	64,171
21	64,437
22+	64,703

ASSISTANT PRINCIPAL 2020-2021

AAP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

	1	2	3
	AAP1	AAP2	AAP3
	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL
<u>STEP</u>	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.0702	1.1021	1.2010
2	1.0793	1.1113	1.2101
3	1.0886	1.1206	1.2194
4	1.0977	1.1297	1.2285
5	1.1070	1.1389	1.2378
6	1.1162	1.1482	1.2470
7	1.1254	1.1573	1.2562
8	1.1346	1.1666	1.2654
9	1.1438	1.1757	1.2746
10	1.1530	1.1850	1.2834
11	1.1622	1.1941	1.2930
12	1.1714	1.2034	1.3022
13	1.1806	1.2126	1.3114
14	1.1898	1.2218	1.3206
15	1.1990	1.2310	1.3298
16	1.2082	1.2402	1.3390
17	1.2174	1.2494	1.3482
18	1.2260	1.2581	1.3576
19	1.2345	1.2669	1.3671
20	1.2432	1.2758	1.3767
21	1.2519	1.2847	1.3863
22+	1.2607	1.2937	1.3960

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

ELEMENTARY SCHOOL PRINCIPAL**2020-2021**

AEP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

	1	2	3
	AEP1	AEP2	AEP3
	0-17.9 TEACHERS	18-29.9 TEACHERS	30 TEACHERS
<u>STEP</u>	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.1610	1.1817	1.1945
2	1.1702	1.1909	1.2037
3	1.1795	1.2000	1.2130
4	1.1886	1.2093	1.2221
5	1.1978	1.2184	1.2313
6	1.2070	1.2277	1.2405
7	1.2162	1.2369	1.2498
8	1.2255	1.2461	1.2589
9	1.2346	1.2553	1.2681
10	1.2439	1.2644	1.2773
11	1.2530	1.2737	1.2866
12	1.2623	1.2829	1.2958
13	1.2684	1.2891	1.3049
14	1.2745	1.2952	1.3142
15	1.2807	1.3013	1.3233
16	1.2868	1.3075	1.3326
17	1.2929	1.3136	1.3418
18	1.2991	1.3197	1.3510
19	1.3052	1.3258	1.3602
20	1.3113	1.3320	1.3693
21	1.3204	1.3411	1.3784
22	1.3295	1.3502	1.3875
23	1.3386	1.3593	1.3966
24	1.3477	1.3684	1.4057
25+	1.3568	1.3775	1.4148

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

MIDDLE SCHOOL PRINCIPAL**2020-2021**

AMP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

	1	2	3
	AMP1	AMP2	AMP3
	0-29.9 TEACHERS	30-69.9 TEACHERS	70+ TEACHERS
<u>STEP</u>	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.2022	1.2381	1.2740
2	1.2114	1.2473	1.2832
3	1.2206	1.2565	1.2924
4	1.2298	1.2657	1.3016
5	1.2390	1.2748	1.3106
6	1.2482	1.2841	1.3200
7	1.2574	1.2933	1.3292
8	1.2666	1.3025	1.3384
9	1.2758	1.3117	1.3476
10	1.2850	1.3209	1.3568
11	1.2943	1.3301	1.3659
12	1.3034	1.3393	1.3752
13	1.3127	1.3485	1.3843
14	1.3218	1.3577	1.3936
15	1.3310	1.3669	1.4028
16	1.3402	1.3761	1.4120
17	1.3495	1.3853	1.4211
18	1.3587	1.3945	1.4303
19	1.3678	1.4037	1.4396
20	1.3771	1.4129	1.4487
21	1.3862	1.4220	1.4578
22	1.3953	1.4311	1.4669
23	1.4044	1.4402	1.4760
24	1.4135	1.4493	1.4851
25+	1.4226	1.4584	1.4942

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25+ yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

HIGH SCHOOL PRINCIPAL**2020-2021**

AHP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

	1	2	3
	AHP1	AHP2	AHP3
	0-29.9 TEACHERS	30-69.9 TEACHERS	70+ TEACHERS
<u>STEP</u>	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.2844	1.3257	1.3667
2	1.2937	1.3348	1.3759
3	1.3028	1.3441	1.3851
4	1.3121	1.3532	1.3943
5	1.3213	1.3624	1.4035
6	1.3305	1.3716	1.4127
7	1.3397	1.3809	1.4219
8	1.3488	1.3901	1.4311
9	1.3581	1.3992	1.4403
10	1.3672	1.4085	1.4495
11	1.3765	1.4176	1.4587
12	1.3857	1.4269	1.4679
13	1.3949	1.4360	1.4772
14	1.4041	1.4453	1.4863
15	1.4133	1.4545	1.4954
16	1.4225	1.4636	1.5044
17	1.4317	1.4729	1.5135
18	1.4409	1.4819	1.5225
19	1.4501	1.4910	1.5316
20	1.4593	1.5000	1.5407
21	1.4684	1.5091	1.5498
22	1.4775	1.5182	1.5589
23	1.4866	1.5273	1.5680
24	1.4957	1.5364	1.5771
25	1.5048	1.5455	1.5862

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

TURNAROUND PRINCIPAL 2020-2021

Turnaround Principal Supplements

1. Level I Turnaround Principal

Part 1-Assignment Supplement (Added to annual salary)-\$10,000; continues each year if principal maintains "Effective" end of the year evaluations and is assigned to a school designated as Persistently Struggling.

Part 2-Performance Target Supplements (Paid as lump-sum at year end)-\$1,000 for each of 5 individual performance targets attained by end of school.

2. Level II Turnaround Principal

Part 1-Assignment Supplement (Added to annual salary)-\$5,000; continues each year if principal maintains "Effective" end of the year evaluations and is assigned to a school designated as Persistently Struggling.

Part 2-Performance Target Supplements (Paid as lump-sum at year end)-\$2,000 for each of 5 individual performance targets attained by end of school.

SUPERVISOR**2020-2021**

AD

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

	4 ADM	1 AD2
	12 MONTH	11 MONTH
STEP	<u>FACTOR</u>	<u>FACTOR</u>
1	1.1867	1.1203
2	1.2020	1.1343
3	1.2174	1.1484
4	1.2327	1.1624
5	1.2480	1.1764
6	1.2633	1.1905
7	1.2787	1.2082
8	1.2941	1.2187
9	1.3093	1.2327
10	1.3247	1.2467
11	1.3401	1.2608
12	1.3559	1.2753
13	1.3717	1.2898
14	1.3875	1.3043
15	1.4033	1.3188
16	1.4191	1.3333
17	1.4349	1.3477
18	1.4507	1.3622
19	1.4665	1.3767
20	1.4821	1.3911

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Hearing Officer in Child Welfare and Attendance will receive an additional supplement of \$1,200.

ADMINISTRATIVE STAFF

2020-2021

Superintendent	Contract with Board
Chief Financial Officer	Contract with Board

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

Chief Operating Officer/Chief Academic Officer	1.7196
Administrative Directors of Schools	1.6131
Chief Technology Officer	1.5587
Risk Manager	1.5587
Directors	1.5351

GRADE AND JOB TITLE TABLE FOR SCHOOL CLERK

Grade A	Part Time
Grade B	Assistant Principal's Library Counselor
Grade C	Principal's - for positions where there is more than one clerk at the school
Grade D	Principal's - for positions where there is only one clerk at the school

Supplements based on prior year October 1st counts:

	ENROLLMENT	
	<u>Below 500</u>	<u>Above 500</u>
Elementary School Bookkeepers	\$600	\$700
Middle School Bookkeepers	\$1,000	\$1,200
Calcasieu Career Center		\$1,200
Sulphur High 9th Grade Campus		\$1,200
High School Bookkeepers	\$2,000	\$2,400

NOTE: Effective July 1, 1996, the days of employment for school clerks was extended and pay adjusted accordingly based on a daily rate of pay, as follows:

Elementary Schools	An additional 5 days for each clerk
Middle Schools	An additional 10 days for 1 clerk at each school An additional 5 days for all other clerks
High Schools	An additional 20 days for 1 clerk at each school An additional 5 days for all other clerks Additional days do not apply to 12 month clerks

**SCHOOL CLERK
2020-2021**

C

9.5/10/12 MONTH SCHEDULE

GRADE STEP	5C2 9.5 Months 190 Day		5C3 10 Months 200 Day		5C4 12 Months 260 Day	
	1	2	1	2	1	2
	<u>C</u>	<u>D</u>	<u>C</u>	<u>D</u>	<u>C</u>	<u>D</u>
1	17,347	17,598	17,910	18,176	20,779	21,144
2	17,550	17,818	18,121	18,407	21,071	21,463
3	17,770	18,042	18,356	18,641	21,396	21,787
4	18,001	18,273	18,599	18,884	21,728	22,118
5	18,220	18,507	18,827	19,131	22,044	22,458
6	18,454	18,740	19,077	19,377	22,386	22,800
7	18,717	18,984	19,351	19,636	22,764	23,155
8	18,946	19,234	19,594	19,896	23,095	23,511
9	19,185	19,487	19,844	20,164	23,438	23,878
10	19,406	19,736	20,076	20,456	23,761	24,249
11	19,688	20,010	20,389	20,762	24,167	24,631
12	19,972	20,285	20,720	21,071	24,578	25,019
13	20,211	20,583	20,996	21,389	24,926	25,414
14	20,540	20,892	21,341	21,710	25,356	25,819
15	20,873	21,204	21,671	22,041	25,765	26,231
16	21,131	21,521	21,964	22,376	26,133	26,648
17	21,485	21,857	22,338	22,730	26,601	27,090
18	21,808	22,181	22,678	23,071	27,027	27,517
19	22,110	22,521	22,997	23,427	27,424	27,962
20	22,436	22,864	23,338	23,786	27,853	28,415
21	22,826	23,216	23,751	24,178	28,366	28,879
22+	23,192	23,590	24,136	24,571	28,844	29,366

See note on page 17 regarding additional days.

SCHOOL CLERK**2020-2021**

C1

9.25 MONTH SCHEDULE**185 DAY**

	1 B1-1 PART TIME 4 HOURS	2 B1-2 7 HOURS/ 45 MIN	3 B1-3 7 HOURS/45 MIN	4 B1-4 7 HOURS/45 MIN
<u>STEP</u>	<u>GRADE</u> <u>A</u>	<u>GRADE</u> <u>B</u>	<u>GRADE</u> <u>C</u>	<u>GRADE</u> <u>D</u>
1	9,291	16,819	17,063	17,311
2	9,423	16,998	17,263	17,525
3	9,528	17,198	17,477	17,739
4	9,647	17,422	17,702	17,967
5	9,770	17,636	17,914	18,192
6	9,871	17,814	18,143	18,421
7	10,013	18,086	18,397	18,661
8	10,135	18,310	18,621	18,902
9	10,237	18,541	18,854	19,148
10	10,400	18,774	19,086	19,396
11	10,560	19,031	19,343	19,655
12	10,702	19,276	19,622	19,917
13	10,849	19,506	19,851	20,181
14	11,032	19,796	20,143	20,480
15	11,194	20,108	20,441	20,785
16	11,340	20,332	20,713	21,093
17	11,516	20,643	21,060	21,476
18	11,696	20,977	21,375	21,736
19	11,855	21,270	21,670	22,067
20	12,026	21,569	21,986	22,401
21	12,264	21,894	22,366	22,744
22+	12,458	22,242	22,723	23,109

See note on page 17 regarding additional days.

**CENTRAL OFFICE CLERK
2020-2021**

CC

	1	2	3	4	5
	GRADE	GRADE	GRADE	GRADE	GRADE
STEP	A	B	C	D	E
1	19,583	20,606	21,144	22,034	22,914
2	19,871	20,913	21,463	22,371	23,265
3	20,164	21,227	21,787	22,712	23,626
4	20,463	21,547	22,118	23,060	23,992
5	20,766	21,874	22,458	23,416	24,366
6	21,079	22,206	22,800	23,779	24,747
7	21,396	22,546	23,155	24,161	25,137
8	21,720	22,893	23,511	24,527	25,534
9	22,050	23,246	23,878	24,915	25,940
10	22,385	23,607	24,249	25,307	26,352
11	22,728	23,974	24,631	25,709	26,774
12	23,079	24,348	25,019	26,118	27,204
13	23,435	24,732	25,414	26,536	27,643
14	23,800	25,122	25,819	26,963	28,091
15	24,172	25,521	26,231	27,393	28,543
16	24,550	25,925	26,648	27,837	29,010
17	24,938	26,339	27,090	28,292	29,486
18	25,333	26,764	27,517	28,750	29,968
19	25,735	27,193	27,962	29,203	30,443
20	26,144	27,633	28,415	29,651	30,913
21	26,562	28,080	28,879	30,140	31,427
22+	27,003	28,552	29,366	30,652	31,966

Grade A Mail Clerk and Print Shop Operator

Grade B All other clerical

Grade C Lead Clerk (designated); Secretary (designated) to: Directors and Supervisors

Grade D Secretary to: Chief Operating Officer, Administrative Directors, Risk Manager, and Chief Technology Officer

Grade E Secretary to: Chief Financial Officer, Chief Academic Officer and Chief Operating Officer (with committee duties)

Grade F Secretary to: Superintendent will be paid 1.27 X Step on Schedule E.

A supplement of \$300.00 will be paid to the designated lead clerk in each department if the lead clerk is required to function as department head in the absence of the supervisor/director. Step increases will be based on annual evaluations.

**SCHOOL FOOD SERVICE
2020-2021**

L1

LUNCHROOM TECHNICIANS

180 DAYS

<u>STEP</u>	<u>HOURLY RATE</u>	<u>ANNUAL SALARY</u>	
		<u>1</u> <u>4 HOUR</u>	<u>7</u> <u>7 HOUR</u>
1	12.38	8,911	15,595
2	12.47	8,975	15,708
3	12.57	9,047	15,834
4	12.67	9,119	15,960
5	12.76	9,191	16,074
6	12.86	9,256	16,200
7	12.96	9,328	16,326
8	13.06	9,407	16,452
9	13.17	9,479	16,590
10	13.27	9,537	16,716
11	13.37	9,623	16,842
12	13.48	9,695	16,981
13	13.58	9,775	17,107
14	13.68	9,847	17,233
15	13.79	9,926	17,371
16	13.90	10,005	17,510
17	14.01	10,084	17,649
18	14.12	10,163	17,787
19	14.23	10,243	17,926
20	14.34	10,322	18,064
21	14.45	10,401	18,203
22+	14.56	10,480	18,342

State Certified Assistant Manager - \$1,500
Non-Certified Assistant Manager - \$500

SCHOOL FOOD SERVICE 2020-2021

MR

LUNCHROOM MANAGER

MANAGER I	Serving 1-300 students	E1
MANAGER II	Serving 301-600 students	E2
MANAGER III	Serving 601-900 students	E3
MANAGER IV	Serving 901-1200 students	E4
MANAGER V	Serving over 1200 students	E5

12 MONTH LUNCHROOM FIELD SUPERVISOR

L4

ANNUAL SALARY

<u>STEP</u>	<u>E1</u>	<u>E2</u>	<u>E3</u>	<u>E4</u>	<u>E5</u>	<u>L4</u>
1	18,617	19,105	19,529	20,082	21,366	33,081
2	18,617	19,105	19,529	20,082	21,366	33,081
3	18,763	19,236	19,642	20,197	21,491	33,291
4	18,911	19,383	19,820	20,277	21,579	33,502
5	19,072	19,479	19,936	20,408	21,723	33,734
6	19,220	19,707	20,049	20,506	21,831	33,946
7	19,398	19,820	20,180	20,620	21,958	34,201
8	19,529	19,936	20,260	20,717	22,063	34,389
9	19,676	20,049	20,441	20,815	22,171	34,600
10	19,820	20,180	20,489	20,946	22,315	34,807
11	19,985	20,260	20,586	21,059	22,440	35,043
12	20,099	20,342	20,685	21,111	22,493	35,206
13	20,411	20,659	21,008	21,443	22,853	35,654
14	20,730	20,981	21,336	21,778	23,211	36,110
15	21,054	21,309	21,670	22,118	23,574	36,573
16	21,382	21,642	22,008	22,465	23,943	37,043
17	21,717	21,980	22,353	22,816	24,318	37,518
18	22,056	22,324	22,702	23,173	24,700	37,999
19	22,401	22,673	23,058	23,535	25,087	38,486
20	22,751	23,028	23,419	23,904	25,480	38,980
21	23,107	23,388	23,785	24,279	25,880	39,481
22+	23,469	23,754	24,158	24,659	26,286	39,988

Multi-Unit Manager - \$2,000/School

State Certified Manager - \$3,000

The above schedules are based on 8 hour workdays.

MAINTENANCE, WAREHOUSING & TRANSPORTATION 2020-2021

MW

STEP	1 CLASS A		2 CLASS B		3 CLASS C		4 PART TIME CLASS A	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	14.23	29,608	13.29	27,639	10.81	22,497	14.23	14,804
2	14.40	29,950	13.45	27,982	10.92	22,720	14.40	14,975
3	14.56	30,294	13.62	28,326	11.03	22,949	14.56	15,147
4	14.73	30,637	13.78	28,669	11.14	23,178	14.73	15,318
5	14.89	30,980	13.95	29,012	11.25	23,406	14.89	15,490
6	15.06	31,323	14.11	29,355	11.36	23,635	15.06	15,662
7	15.22	31,666	14.28	29,698	11.47	23,864	15.22	15,833
8	15.39	32,010	14.44	30,042	11.58	24,093	15.39	16,005
9	15.55	32,353	14.61	30,385	11.69	24,322	15.55	16,176
10	15.72	32,696	14.77	30,728	11.80	24,550	15.72	16,348
11	15.88	33,039	14.94	31,071	11.91	24,779	15.88	16,520
12	16.05	33,382	15.10	31,414	12.02	25,008	16.05	16,691
13	16.21	33,726	15.27	31,758	12.13	25,237	16.21	16,863
14	16.38	34,069	15.43	32,101	12.24	25,466	16.38	17,034
15	16.54	34,412	15.60	32,444	12.35	25,694	16.54	17,206
16	16.71	34,755	15.76	32,787	12.46	25,923	16.71	17,378
17	16.87	35,098	15.93	33,130	12.57	26,152	16.87	17,549
18	17.04	35,442	16.09	33,474	12.68	26,381	17.04	17,721
19	17.20	35,785	16.26	33,817	12.79	26,610	17.20	17,892
20	17.37	36,128	16.42	34,160	12.90	26,838	17.37	18,064
21	17.53	36,471	16.59	34,503	13.01	27,067	17.53	18,236
22+	17.70	36,814	16.75	34,846	13.12	27,296	17.70	18,407

- Maintenance Supervisors will receive an additional annual supplement of \$2,525.
- Maintenance Planner will receive an additional \$3,500 above a supervisor's annual supplement.
- One employee in each of the electrical, plumbing, and HVAC departments will be paid a \$2,000 annual supplement for their license.
- All other employees having licenses will be paid a \$1,000 annual supplement.
- Transportation Shop Foreman will be paid an additional \$3,000 annual supplement. The Assistant Transportation Shop Foreman will be paid an additional \$1,500 annual supplement.
- Food Service Warehouse Foreman will be paid an additional \$3,000 annual supplement. Food Service Assistant Foreman will be paid an additional \$1,500 annual supplement.
- Warehouse Foreman will be paid an additional \$3,000 annual supplement.
- Part Time Class A Waste Water Technician having license will be paid an additional \$500 annual supplement.

Refer to Plan for Personnel Evaluation, Plan B, for Class Definitions

**CUSTODIAL
2020-2021**

J2

STEP	¹ HEAD CUSTODIAN CLASS A		² CUSTODIAN CLASS B	
	HOURLY RATE		HOURLY RATE	
	REGULAR	OVERTIME	REGULAR	OVERTIME
1	11.57	17.36	10.88	16.32
2	11.66	17.49	10.96	16.44
3	11.75	17.63	11.05	16.58
4	11.84	17.76	11.13	16.70
5	11.94	17.91	11.22	16.83
6	12.03	18.05	11.31	16.97
7	12.12	18.18	11.40	17.10
8	12.22	18.33	11.49	17.24
9	12.32	18.48	11.58	17.37
10	12.41	18.62	11.67	17.51
11	12.51	18.77	11.76	17.64
12	12.61	18.92	11.85	17.78
13	12.71	19.07	11.94	17.91
14	12.81	19.22	12.04	18.06
15	12.91	19.37	12.13	18.20
16	13.01	19.52	12.23	18.35
17	13.11	19.67	12.32	18.48
18	13.21	19.82	12.42	18.63
19	13.32	19.98	12.52	18.78
20	13.42	20.13	12.62	18.93
21	13.53	20.30	12.71	19.07
22+	13.63	20.45	12.81	19.22

Head Custodian based on 12 month position

Custodians Class B, C and D based on 9 and 12 month positions

**CUSTODIAL
2020-2021**

J2

<u>STEP</u>	³ CUSTODIAN CLASS C <u>HOURLY RATE</u>		⁴ CUSTODIAN CLASS D <u>HOURLY RATE</u>	
	<u>REGULAR</u>	<u>OVERTIME</u>	<u>REGULAR</u>	<u>OVERTIME</u>
	1	10.21 15.32	10.05	15.08
	2	10.29 15.44	10.13	15.20
3	10.37	15.56	10.21	15.32
4	10.45	15.68	10.29	15.44
5	10.53	15.80	10.37	15.56
6	10.61	15.92	10.45	15.68
7	10.69	16.04	10.53	15.80
8	10.78	16.17	10.61	15.92
9	10.86	16.29	10.70	16.05
10	10.95	16.43	10.78	16.17
11	11.03	16.55	10.87	16.31
12	11.12	16.68	10.95	16.43
13	11.21	16.82	11.04	16.56
14	11.29	16.94	11.12	16.68
15	11.38	17.07	11.21	16.82
16	11.47	17.21	11.30	16.95
17	11.56	17.34	11.39	17.09
18	11.65	17.48	11.48	17.22
19	11.74	17.61	11.57	17.36
20	11.83	17.75	11.66	17.49
21	11.93	17.90	11.75	17.63
22+	12.02	18.03	11.84	17.76

Custodians Class B, C and D based on 9 and 12 month positions

**BUS DRIVER AND BUS AIDE
2020-2021**

HS

	1	3
	DRIV	AIDE
<u>STEP</u>	<u>SALARY</u>	<u>SALARY</u>
1	14,672	12,431
2	14,861	12,526
3	15,052	12,623
4	15,241	12,720
5	15,431	12,817
6	15,621	12,916
7	15,812	13,016
8	16,000	13,116
9	16,192	13,216
10	16,382	13,318
11	16,661	13,421
12	16,889	13,524
13	17,136	13,628
14	17,386	13,733
15	17,639	13,839
16	17,897	13,946
17	18,157	14,053
18	18,422	14,162
19	18,691	14,271
20	18,964	14,381
21	19,241	14,492
22+	19,522	14,604

PLATOON ROUTES 2020-2021

<u>DISTANCE</u>	DAILY RATES IN OR OUT OF WARD		DAILY RATES ALTERNATIVE ROUTES	
	<u>DRIVER</u>	<u>AIDE*</u>	<u>DRIVER</u>	<u>AIDE</u>
0-10 miles	\$20	\$17	\$25	\$22
11-20 miles	\$25	\$22	\$32	\$29
21-30 miles	\$31	\$28	\$40	\$37
31+ miles	\$37	\$34	\$49	\$46

*SPED routes, Alternative Routes for 16 or more students

Mileage determined by distance measurement at outset of route offer

	<u>DRIVER</u>	<u>AIDE</u>
Route Split - Regular Routes	\$10/half day	N/A
	\$20/full day	N/A
Route Split - SPED	\$10/half day	\$8.50/half day
	\$20/full day	\$17/full day
Specialty Route Supplement	\$12.50/half day	N/A
	\$25.00/full day	N/A
Field Trips (cost of driver)	\$12 show up fee plus \$10.00/hour (minimum of \$32.00)	

In addition, a \$25.00 fee will be charged to club/school if field trip causes the assigned driver to miss either their AM or PM route (\$50.00 if they miss both routes - this fee will go towards the cost of substitute driver, if available, or will go towards the cost of splitting the route)

Whenever driver turns in field trip form to be paid to bookkeeper, the driver will subtract 2 hours from their overall trip time if they had to miss either their morning or afternoon route. The driver will subtract 4 hours if they missed both portions of route.

PARAPROFESSIONAL**2020-2021**

IS

<u>STEP</u>	GRADE <u>1</u>	GRADE <u>2</u>	GRADE <u>3</u>	GRADE <u>4</u>
1	16,071	16,306	16,540	16,776
2	16,214	16,448	16,682	16,918
3	16,349	16,583	16,817	17,053
4	16,486	16,721	16,955	17,190
5	16,624	16,858	17,094	17,329
6	16,721	16,955	17,190	17,425
7	16,900	17,135	17,365	17,605
8	17,044	17,273	17,508	17,743
9	17,178	17,413	17,648	17,882
10	17,316	17,550	17,785	18,021
11	17,454	17,689	17,924	18,158
12	17,592	17,827	18,063	18,297
13	17,730	17,965	18,198	18,434
14	17,868	18,102	18,338	18,572
15	18,007	18,241	18,476	18,712
16	18,145	18,379	18,615	18,849
17	18,418	18,658	18,898	19,136
18	18,686	18,931	19,174	19,416
19	18,959	19,207	19,454	19,699
20	19,236	19,487	19,738	19,988
21	19,517	19,772	20,026	20,280
22+	19,803	20,061	20,320	20,576

GRADE 1 Paraprofessionals with clerical duties only

GRADE 2 Special Education Paraprofessionals or Paraprofessionals having clerical and tutorial assignments with teacher supervisor.

GRADE 3 Tutorial Paraprofessionals

GRADE 4 Paraprofessionals or Tutorial Paraprofessionals having Para-Professional Associate or Arts Degree or equivalent certification and employed in a program requiring such certification.

**INTERPRETER
2020-2021**

IT

	1	2	3	4
	Provisional Educational Interpreter	Qualified Educational Interpreter (EIPA Score: 3.0-3.4)	Qualified Educational Interpreter (EIPA Score: 3.5+)	Qualified Educational Interpreter (EIPA Score: 4.0+) AND Bachelor's Degree
<u>STEP</u>				
1	25,610	28,400	35,375	44,461
2	25,810	28,600	35,575	44,661
3	26,010	28,800	35,775	44,861
4	26,210	29,000	35,975	45,061
5	26,410	29,200	36,175	45,261
6	26,610	29,400	36,375	45,461
7	26,810	29,600	36,575	45,661
8	27,010	29,800	36,775	45,861
9	27,210	30,000	36,975	46,061
10	27,410	30,200	37,175	46,261
11	27,610	30,400	37,375	46,461
12	27,810	30,600	37,575	46,661
13	28,010	30,800	37,775	46,861
14	28,210	31,000	37,975	47,061
15	28,410	31,200	38,175	47,261
16	28,610	31,400	38,375	47,461
17	28,810	31,600	38,575	47,661
18	29,010	31,800	38,775	47,861
19	29,210	32,000	38,975	48,061
20	29,410	32,200	39,175	48,261
21	29,610	32,400	39,375	48,461
22	29,810	32,600	39,575	48,661
23	30,010	32,800	39,775	48,861
24	30,210	33,000	39,975	49,061
25	30,410	33,200	40,175	49,261
26	30,610	33,400	40,375	49,461
27+	30,810	33,600	40,575	49,661

Adopted by Calcasieu Parish School Board 3/13/2018

**FINANCE, MANAGEMENT, INTERNAL AUDITING
& DATA PROCESSING
2020-2021**

FM

<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>
1	54,044	54,044	54,044
2	54,474	54,474	54,474
3	54,905	54,905	54,905
4	55,338	55,338	55,338
5	55,889	55,889	55,889
6	56,351	56,351	56,351
7	56,784	56,784	56,784
8	57,216	57,216	57,216
9	57,741	57,741	57,741
10	58,434	58,434	58,434
11	59,123	59,123	59,123
12	60,062	60,062	60,062
13	60,773	60,773	60,773
14	61,506	61,506	61,506
15	61,933	61,933	61,933
16	62,360	62,360	62,360
17	62,787	62,787	62,787
18	63,214	63,214	63,214
19	63,641	63,641	63,641
20+	64,068	64,068	64,068

POSITIONS REQUIRING A BACHELOR'S DEGREE AS PART OF ADVERTISED EMPLOYMENT CRITERIA

- A Accountants, Field Auditors, School Auditors, Programmer Analyst
- B Degreed Office Managers, Senior Accountants/Auditors
Class B employees will be paid as a Class A employee with an additional supplement of \$3,500.
- C Supervisors of Accounts Payable, Assistant Director of Sales Tax, P.E.P., S.I.S. & Data applications programmers.
Class C employees will be paid as a Class A employee with an additional supplement of \$6,000.

This salary schedule will be based on 222 days of the teacher's salary permanent reference schedule on the bachelor's degree scale not to exceed 20 years experience.

AUXILIARY SERVICES 2020-2021

AX

	1	2	3	4	5	6	7
<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>G</u>	<u>H</u>
1	28,305	30,565	32,116	37,241	40,189	45,767	56,355
2	28,769	31,072	32,653	37,882	40,769	46,578	57,139
3	29,241	31,589	33,201	38,536	41,354	47,406	57,933
4	29,724	32,116	33,762	39,202	41,947	48,250	58,742
5	30,214	32,653	34,331	39,881	42,551	49,110	59,561
6	30,715	33,201	34,912	40,573	43,434	49,987	60,393
7	31,229	33,762	35,506	41,281	44,055	50,882	61,238
8	31,749	34,331	36,111	42,001	44,946	51,797	62,095
9	32,280	34,912	36,732	42,737	45,586	52,728	62,964
10	32,824	35,506	37,361	43,487	46,226	53,677	63,847
11	33,377	36,111	38,003	44,251	46,876	54,646	64,743
12	33,955	36,744	38,673	45,047	47,723	55,650	65,653
13	34,541	37,379	39,341	45,827	48,549	56,614	66,794
14	35,137	38,023	40,021	46,620	49,391	57,597	67,953
15	35,743	38,680	40,713	47,427	50,245	58,595	69,133
16	36,360	39,349	41,417	48,248	51,117	59,613	70,335
17	36,987	40,029	42,133	49,084	52,002	60,647	71,557
18	37,625	40,720	42,861	49,934	52,904	61,700	72,801
19	38,275	41,423	43,602	50,799	53,820	62,771	74,066
20+	38,916	42,141	44,357	51,679	54,753	63,860	75,353

A Programmer/Non-Degreed

B Personnel Coordinator, Buyers, Non-Degreed Office Manager.

C Print Shop Technician, Computer Machine Repairman

*D Computer Repair Technician, Assistant Payroll Supervisor.

E Coordinator of Planning and Construction/AHERA, Computer Network Specialist

G Parish Compliance Officer, Claims Adjuster, Bus Route Supervisor/Warehouse, Head Chef, Purchasing Agent

H Facilities Manager of Maintenance and Custodial Services

* \$3,000.00 Annual Supplement for Assistant Payroll Supervisor

MISCELLANEOUS SUB RATES 2020-2021

SUBSTITUTES

Teacher - Degreed with Teaching Certificate in a <u>Sabbatical</u> or <u>LWOP</u> Leave Position	Full Rate of Pay with Experience From Day 1
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***MUST BE CONSECUTIVE DAYS IN THE SAME POSITION:**

	* First 10 Days	Beginning 11th Day
Teacher - Degreed with Teaching Certificate Day to Day	\$88.00 / day	\$244.00 / Back to 1st Day
Teacher - Degreed without Teaching Certificate	\$71.50 / day	\$165.00 / Back to 1st Day
Teacher - Non-Degreed	\$64.00 / day	\$64.00 / day
Paraprofessional (Teacher Aide)	\$62.50 / day	\$62.50 / day
Bus Driver	\$63.00 / day	\$78.50 / day Back to 1st Day
Bus Aide	\$33.00 / day	\$33.00 / day
School Clerk	\$62.50 / day	\$62.50 / day
Cafeteria Manager	\$64.00 / day	\$64.00 / day
Food Service Worker	\$8.00 / hour	\$8.00 / hour
Custodian	\$8.00 / hour	\$8.00 / hour
Intern	\$8.00 / hour	\$8.00 / hour

TEACHER SALARY SCHEDULE**PERMANENT REFERENCE (ADJUSTED)****2012-2013****USED FOR CALCULATIONS & CONVERSION ONLY - NOT FOR PAY**

	1	2	3	4	5
EXPERIENCE	BA	MA	MA + 30	SPECIALIST	PHD
0	44,306	45,806	47,306	48,806	50,306
1	44,659	46,159	47,659	49,159	50,659
2	45,012	46,512	48,012	49,512	51,012
3	45,367	46,867	48,367	49,867	51,367
4	45,819	47,319	48,819	50,319	51,819
5	46,198	47,698	49,198	50,698	52,198
6	46,553	48,053	49,553	51,053	52,553
7	46,907	48,407	49,907	51,407	52,907
8	47,337	48,877	50,377	51,877	53,377
9	47,905	49,442	50,942	52,442	53,942
10	48,470	50,008	51,508	53,008	54,508
11	49,240	50,878	52,378	53,878	55,378
12	49,823	51,495	52,995	54,495	55,995
13	50,424	52,133	53,633	55,133	56,633
14	50,774	52,585	54,085	55,585	57,085
15	51,124	53,239	54,739	56,239	57,739
16	51,474	53,726	55,226	56,726	58,226
17	51,824	54,128	55,628	57,128	58,628
18	52,174	54,528	56,028	57,528	59,028
19	52,524	54,916	56,416	57,916	59,416
20	52,874	55,265	56,765	58,265	59,765
21	53,224	55,616	57,116	58,616	60,116
22	53,574	56,105	57,605	59,105	60,605
23	53,924	56,455	57,955	59,455	60,955
24	54,274	56,805	58,305	59,805	61,305
25	54,624	57,194	58,694	60,194	61,694
26	54,974	57,544	59,044	60,544	62,044
27+	55,324	57,894	59,394	60,894	62,394

2013-2014 \$561 State Salary Supplement

2018-2019 \$4,000 1/2 Cent Sales Tax

2020-2021 \$1,000 State Salary Supplement

**HEAD START SITE ADMINISTRATOR
ELEMENTARY PRINCIPAL
2020-2021**

HSTP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	59,000	10,034	69,034
2	59,000	10,581	69,581
3	59,000	11,134	70,134
4	59,000	11,675	70,675
5	59,000	12,222	71,222
6	59,000	12,769	71,769
7	59,000	13,316	72,316
8	59,000	13,869	72,869
9	59,000	14,411	73,411
10	59,000	14,964	73,964
11	59,000	15,505	74,505
12	59,000	16,058	75,058
13	59,000	16,420	75,420
14	59,000	16,783	75,783
15	59,000	17,152	76,152
16	59,000	17,514	76,514
17	59,000	17,877	76,877
18	59,000	18,246	77,246
19	59,000	18,608	77,608
20	59,000	18,971	77,971
21	59,000	19,512	78,512
22	59,000	20,053	79,053
23	59,000	20,594	79,594
24	59,000	21,136	80,136
25+	59,000	21,677	80,677

**HEAD START
ASSISTANT PRINCIPAL
2020-2021**

HSTAP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	54,112	9,523	63,635
2	54,112	10,064	64,176
3	54,112	10,617	64,729
4	54,112	11,158	65,270
5	54,112	11,711	65,823
6	54,112	12,258	66,370
7	54,112	12,805	66,917
8	54,112	13,352	67,464
9	54,112	13,899	68,011
10	54,112	14,447	68,559
11	54,112	14,994	69,106
12	54,112	15,541	69,653
13	54,112	16,088	70,200
14	54,112	16,635	70,747
15	54,112	17,182	71,294
16	54,112	17,729	71,841
17	54,112	18,276	72,388
18	54,112	18,787	72,899
19	54,112	19,293	73,405
20	54,112	19,810	73,922
21	54,112	20,327	74,439
22+	54,112	20,850	74,962

**HEAD START
182 DAY TEACHER
2020-2021**

HSTT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
1	37,000	7,461	44,461	250	250	225	225	200	200
2	37,000	7,661	44,661	250	250	225	225	200	200
3	37,000	7,861	44,861	250	250	225	225	200	200
4	37,000	8,061	45,061	250	250	225	225	200	200
5	37,000	8,261	45,261	250	250	225	225	200	200
6	37,000	8,461	45,461	250	250	225	225	200	200
7	37,000	8,661	45,661	250	250	225	225	200	200
8	37,000	8,861	45,861	250	250	225	225	200	200
9	37,000	9,061	46,061	250	250	225	225	200	200
10	37,000	9,261	46,261	250	250	225	225	200	200
11	37,000	9,461	46,461	250	250	225	225	200	200
12	37,000	9,661	46,661	250	250	225	225	200	200
13	37,000	9,861	46,861	250	250	225	225	200	200
14	37,000	10,061	47,061	250	250	225	225	200	200
15	37,000	10,261	47,261	250	250	225	225	200	200
16	37,000	10,461	47,461	250	250	225	225	200	200
17	37,000	10,661	47,661	250	250	225	225	200	200
18	37,000	10,861	47,861	250	250	225	225	200	200
19	37,000	11,061	48,061	250	250	225	225	200	200
20	37,000	11,261	48,261	250	250	225	225	200	200
21	37,000	11,461	48,461	250	250	225	225	200	200
22	37,000	11,661	48,661	250	250	225	225	200	200
23	37,000	11,861	48,861	250	250	225	225	200	200
24	37,000	12,061	49,061	250	250	225	225	200	200
25	37,000	12,261	49,261	250	250	225	225	200	200
26	37,000	12,461	49,461	250	250	225	225	200	200
27	37,000	12,661	49,661	250	250	225	225	200	200
28	37,000	12,861	49,861	250	250	225	225	200	200
29	37,000	13,061	50,061	250	250	225	225	200	200
30	37,000	13,261	50,261	250	250	225	225	200	200
31	37,000	13,461	50,461	250	250	225	225	200	200
32	37,000	13,661	50,661	250	250	225	225	200	200
33	37,000	13,861	50,861	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On
New Salary Schedule At Closest Applicable Step

**HEAD START
182 DAY TEACHER
2020-2021**

HSTT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
34	37,000	14,061	51,061	250	250	225	225	200	200
35	37,000	14,261	51,261	250	250	225	225	200	200
36	37,000	14,461	51,461	250	250	225	225	200	200
37	37,000	14,661	51,661	250	250	225	225	200	200
38	37,000	14,861	51,861	250	250	225	225	200	200
39	37,000	15,061	52,061	250	250	225	225	200	200
40	37,000	15,261	52,261	250	250	225	225	200	200
41	37,000	15,461	52,461	250	250	225	225	200	200
42	37,000	15,661	52,661	250	250	225	225	200	200
43	37,000	15,861	52,861	250	250	225	225	200	200
44	37,000	16,061	53,061	250	250	225	225	200	200
45	37,000	16,261	53,261	250	250	225	225	200	200
46	37,000	16,461	53,461	250	250	225	225	200	200
47	37,000	16,661	53,661	250	250	225	225	200	200
48	37,000	16,861	53,861	250	250	225	225	200	200
49	37,000	17,061	54,061	250	250	225	225	200	200
50	37,000	17,261	54,261	250	250	225	225	200	200
51	37,000	17,461	54,461	250	250	225	225	200	200
52	37,000	17,661	54,661	250	250	225	225	200	200
53	37,000	17,861	54,861	250	250	225	225	200	200
54	37,000	18,061	55,061	250	250	225	225	200	200
55	37,000	18,261	55,261	250	250	225	225	200	200
56	37,000	18,461	55,461	250	250	225	225	200	200
57	37,000	18,661	55,661	250	250	225	225	200	200
58	37,000	18,861	55,861	250	250	225	225	200	200
59	37,000	19,061	56,061	250	250	225	225	200	200
60	37,000	19,261	56,261	250	250	225	225	200	200
61	37,000	19,461	56,461	250	250	225	225	200	200
62	37,000	19,661	56,661	250	250	225	225	200	200
63	37,000	19,861	56,861	250	250	225	225	200	200
64	37,000	20,061	57,061	250	250	225	225	200	200
65	37,000	20,261	57,261	250	250	225	225	200	200
66	37,000	20,461	57,461	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay; Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

HEAD START
182 DAY TEACHER
2020-2021

HSTT1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
67	37,000	20,661	57,661	250	250	225	225	200	200
68	37,000	20,861	57,861	250	250	225	225	200	200
69	37,000	21,061	58,061	250	250	225	225	200	200
70	37,000	21,261	58,261	250	250	225	225	200	200
71	37,000	21,461	58,461	250	250	225	225	200	200
72	37,000	21,661	58,661	250	250	225	225	200	200
73	37,000	21,861	58,861	250	250	225	225	200	200
74	37,000	22,061	59,061	250	250	225	225	200	200
75	37,000	22,261	59,261	250	250	225	225	200	200
76	37,000	22,461	59,461	250	250	225	225	200	200
77	37,000	22,661	59,661	250	250	225	225	200	200
78	37,000	22,861	59,861	250	250	225	225	200	200
79	37,000	23,061	60,061	250	250	225	225	200	200
80	37,000	23,261	60,261	250	250	225	225	200	200
81	37,000	23,461	60,461	250	250	225	225	200	200
82	37,000	23,661	60,661	250	250	225	225	200	200
83	37,000	23,861	60,861	250	250	225	225	200	200
84	37,000	24,061	61,061	250	250	225	225	200	200
85	37,000	24,261	61,261	250	250	225	225	200	200
86	37,000	24,461	61,461	250	250	225	225	200	200
87	37,000	24,661	61,661	250	250	225	225	200	200
87	37,000	24,861	61,861	250	250	225	225	200	200
89	37,000	25,061	62,061	250	250	225	225	200	200
90	37,000	25,261	62,261	250	250	225	225	200	200
91	37,000	25,461	62,461	250	250	225	225	200	200
92	37,000	25,661	62,661	250	250	225	225	200	200
93	37,000	25,861	62,861	250	250	225	225	200	200
94	37,000	26,061	63,061	250	250	225	225	200	200
95	37,000	26,261	63,261	250	250	225	225	200	200
96	37,000	26,461	63,461	250	250	225	225	200	200
97	37,000	26,661	63,661	250	250	225	225	200	200
98	37,000	26,861	63,861	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

HEAD START

202 DAY TEACHER

2020-2021

HSTT

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
1	37,000	17,347	49,347	250	250	225	225	200	200
2	37,000	17,569	49,569	250	250	225	225	200	200
3	37,000	17,791	49,791	250	250	225	225	200	200
4	37,000	18,013	50,013	250	250	225	225	200	200
5	37,000	18,235	50,235	250	250	225	225	200	200
6	37,000	18,457	50,457	250	250	225	225	200	200
7	37,000	18,679	50,679	250	250	225	225	200	200
8	37,000	18,901	50,901	250	250	225	225	200	200
9	37,000	19,123	51,123	250	250	225	225	200	200
10	37,000	19,345	51,345	250	250	225	225	200	200
11	37,000	19,567	51,567	250	250	225	225	200	200
12	37,000	19,789	51,789	250	250	225	225	200	200
13	37,000	20,011	52,011	250	250	225	225	200	200
14	37,000	20,233	52,233	250	250	225	225	200	200
15	37,000	20,455	52,455	250	250	225	225	200	200
16	37,000	20,676	52,676	250	250	225	225	200	200
17	37,000	20,898	52,898	250	250	225	225	200	200
18	37,000	21,120	53,120	250	250	225	225	200	200
19	37,000	21,342	53,342	250	250	225	225	200	200
20	37,000	21,564	53,564	250	250	225	225	200	200
21	37,000	21,786	53,786	250	250	225	225	200	200
22	37,000	22,008	54,008	250	250	225	225	200	200
23	37,000	22,230	54,230	250	250	225	225	200	200
24	37,000	22,452	54,452	250	250	225	225	200	200
25	37,000	22,674	54,674	250	250	225	225	200	200
26	37,000	22,896	54,896	250	250	225	225	200	200
27	37,000	23,118	55,118	250	250	225	225	200	200
28	37,000	23,340	55,340	250	250	225	225	200	200
29	37,000	23,562	55,562	250	250	225	225	200	200
30	37,000	23,784	55,784	250	250	225	225	200	200
31	37,000	24,006	56,006	250	250	225	225	200	200
32	37,000	24,228	56,228	250	250	225	225	200	200
33	37,000	24,450	56,450	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START
202 DAY TEACHER
2020-2021**

HSTT

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
34	37,000	19,672	56,672	250	250	225	225	200	200
35	37,000	19,894	56,894	250	250	225	225	200	200
36	37,000	20,116	57,116	250	250	225	225	200	200
37	37,000	20,338	57,338	250	250	225	225	200	200
38	37,000	20,560	57,560	250	250	225	225	200	200
39	37,000	20,782	57,782	250	250	225	225	200	200
40	37,000	21,004	58,004	250	250	225	225	200	200
41	37,000	21,226	58,226	250	250	225	225	200	200
42	37,000	21,448	58,448	250	250	225	225	200	200
43	37,000	21,670	58,670	250	250	225	225	200	200
44	37,000	21,892	58,892	250	250	225	225	200	200
45	37,000	22,114	59,114	250	250	225	225	200	200
46	37,000	22,336	59,336	250	250	225	225	200	200
47	37,000	22,558	59,558	250	250	225	225	200	200
48	37,000	22,780	59,780	250	250	225	225	200	200
49	37,000	23,002	60,002	250	250	225	225	200	200
50	37,000	23,224	60,224	250	250	225	225	200	200
51	37,000	23,446	60,446	250	250	225	225	200	200
52	37,000	23,668	60,668	250	250	225	225	200	200
53	37,000	23,890	60,890	250	250	225	225	200	200
54	37,000	24,112	61,112	250	250	225	225	200	200
55	37,000	24,334	61,334	250	250	225	225	200	200
56	37,000	24,556	61,556	250	250	225	225	200	200
57	37,000	24,778	61,778	250	250	225	225	200	200
58	37,000	25,000	62,000	250	250	225	225	200	200
59	37,000	25,222	62,222	250	250	225	225	200	200
60	37,000	25,444	62,444	250	250	225	225	200	200
61	37,000	25,666	62,666	250	250	225	225	200	200
62	37,000	25,887	62,887	250	250	225	225	200	200
63	37,000	26,109	63,109	250	250	225	225	200	200
64	37,000	26,331	63,331	250	250	225	225	200	200
65	37,000	26,553	63,553	250	250	225	225	200	200
66	37,000	26,775	63,775	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

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4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On
New Salary Schedule At Closest Applicable Step

**HEAD START
202 DAY TEACHER
2020-2021**

HSTT

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
67	37,000	26,997	63,997	250	250	225	225	200	200
68	37,000	27,219	64,219	250	250	225	225	200	200
69	37,000	27,441	64,441	250	250	225	225	200	200
70	37,000	27,663	64,663	250	250	225	225	200	200
71	37,000	27,885	64,885	250	250	225	225	200	200
72	37,000	28,107	65,107	250	250	225	225	200	200
73	37,000	28,329	65,329	250	250	225	225	200	200
74	37,000	28,551	65,551	250	250	225	225	200	200
75	37,000	28,773	65,773	250	250	225	225	200	200
76	37,000	28,995	65,995	250	250	225	225	200	200
77	37,000	29,217	66,217	250	250	225	225	200	200
78	37,000	29,439	66,439	250	250	225	225	200	200
79	37,000	29,661	66,661	250	250	225	225	200	200
80	37,000	29,883	66,883	250	250	225	225	200	200
81	37,000	30,105	67,105	250	250	225	225	200	200
82	37,000	30,327	67,327	250	250	225	225	200	200
83	37,000	30,549	67,549	250	250	225	225	200	200
84	37,000	30,771	67,771	250	250	225	225	200	200
85	37,000	30,993	67,993	250	250	225	225	200	200
86	37,000	31,215	68,215	250	250	225	225	200	200
87	37,000	31,437	68,437	250	250	225	225	200	200
87	37,000	31,659	68,659	250	250	225	225	200	200
89	37,000	31,881	68,881	250	250	225	225	200	200
90	37,000	32,103	69,103	250	250	225	225	200	200
91	37,000	32,325	69,325	250	250	225	225	200	200
92	37,000	32,547	69,547	250	250	225	225	200	200
93	37,000	32,769	69,769	250	250	225	225	200	200
94	37,000	32,991	69,991	250	250	225	225	200	200
95	37,000	33,213	70,213	250	250	225	225	200	200
96	37,000	33,435	70,435	250	250	225	225	200	200
97	37,000	33,657	70,657	250	250	225	225	200	200
98	37,000	33,879	70,879	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

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Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START
NURSE
2020-2021**

HSTT1

REGISTERED NURSE (R.N.)				LICENSED PRACTICAL NURSE (L.P.N.)			
STEP	BASE	SUPPLEMENT	ANNUAL SALARY	BASE	SUPPLEMENT	ANNUAL SALARY	
1	37,000	7,306	44,306	16,000	3,992	19,992	
2	37,000	7,659	44,659	16,000	4,285	20,285	
3	37,000	8,012	45,012	16,000	4,582	20,582	
4	37,000	8,367	45,367	16,000	4,882	20,882	
5	37,000	8,819	45,819	16,000	5,188	21,188	
6	37,000	9,198	46,198	16,000	5,498	21,498	
7	37,000	9,553	46,553	16,000	5,814	21,814	
8	37,000	9,907	46,907	16,000	6,133	22,133	
9	37,000	10,337	47,337	16,000	6,457	22,457	
10	37,000	10,905	47,905	16,000	6,787	22,787	
11	37,000	11,470	48,470	16,000	7,122	23,122	
12	37,000	12,240	49,240	16,000	7,460	23,460	
13	37,000	12,823	49,823	16,000	7,801	23,801	
14	37,000	13,424	50,424	16,000	8,154	24,154	
15	37,000	13,774	50,774	16,000	8,510	24,510	
16	37,000	14,124	51,124	16,000	8,869	24,869	
17	37,000	14,474	51,474	16,000	9,235	25,235	
18	37,000	14,824	51,824	16,000	9,606	25,606	
19	37,000	15,174	52,174	16,000	9,983	25,983	
20	37,000	15,524	52,524	16,000	10,365	26,365	
21	37,000	15,874	52,874	16,000	10,753	26,753	
22	37,000	16,224	53,224				
23	37,000	16,574	53,574				
24	37,000	16,924	53,924				
25	37,000	17,274	54,274				
26	37,000	17,624	54,624				
27	37,000	17,974	54,974				
28	37,000	18,324	55,324				

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

**HEAD START
PARA-PROFESSIONAL
2020-2021**

HST1

STEP	GRADE 2 BASE	SUPPLEMENT	ANNUAL SALARY
1	12,540	3,766	16,306
2	12,540	3,908	16,448
3	12,540	4,043	16,583
4	12,540	4,181	16,721
5	12,540	4,318	16,858
6	12,540	4,415	16,955
7	12,540	4,595	17,135
8	12,540	4,733	17,273
9	12,540	4,873	17,413
10	12,540	5,010	17,550
11	12,540	5,149	17,689
12	12,540	5,287	17,827
13	12,540	5,425	17,965
14	12,540	5,562	18,102
15	12,540	5,701	18,241
16	12,540	5,839	18,379
17	12,540	6,118	18,658
18	12,540	6,391	18,931
19	12,540	6,667	19,207
20	12,540	6,947	19,487
21	12,540	7,232	19,772
22+	12,540	7,521	20,061

**HEAD START
PARA-PROFESSIONAL
2020-2021**

HST1

STEP	GRADE 4 BASE	SUPPLEMENT	ANNUAL SALARY
1	12,980	3,796	16,776
2	12,980	3,938	16,918
3	12,980	4,073	17,053
4	12,980	4,210	17,190
5	12,980	4,349	17,329
6	12,980	4,445	17,425
7	12,980	4,625	17,605
8	12,980	4,763	17,743
9	12,980	4,902	17,882
10	12,980	5,041	18,021
11	12,980	5,178	18,158
12	12,980	5,317	18,297
13	12,980	5,454	18,434
14	12,980	5,592	18,572
15	12,980	5,732	18,712
16	12,980	5,869	18,849
17	12,980	6,156	19,136
18	12,980	6,436	19,416
19	12,980	6,719	19,699
20	12,980	7,007	19,987
21	12,980	7,300	20,280
22+	12,980	7,596	20,576

**HEAD START
SCHOOL CLERK
2020-2021**

HSTC

10 Months
200 Day

9.5 Months
190 Day

<u>STEP</u>	GRADE D			GRADE D		
	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	14,520	3,656	18,176	14,080	3,518	17,598
2	14,520	3,887	18,407	14,080	3,738	17,818
3	14,520	4,121	18,641	14,080	3,962	18,042
4	14,520	4,364	18,884	14,080	4,193	18,273
5	14,520	4,611	19,131	14,080	4,427	18,507
6	14,520	4,857	19,377	14,080	4,660	18,740
7	14,520	5,116	19,636	14,080	4,904	18,984
8	14,520	5,376	19,896	14,080	5,154	19,234
9	14,520	5,644	20,164	14,080	5,407	19,487
10	14,520	5,936	20,456	14,080	5,656	19,736
11	14,520	6,242	20,762	14,080	5,930	20,010
12	14,520	6,551	21,071	14,080	6,205	20,285
13	14,520	6,869	21,389	14,080	6,503	20,583
14	14,520	7,190	21,710	14,080	6,812	20,892
15	14,520	7,521	22,041	14,080	7,124	21,204
16	14,520	7,856	22,376	14,080	7,441	21,521
17	14,520	8,210	22,730	14,080	7,777	21,857
18	14,520	8,551	23,071	14,080	8,101	22,181
19	14,520	8,907	23,427	14,080	8,441	22,521
20	14,520	9,266	23,786	14,080	8,784	22,864
21	14,520	9,658	24,178	14,080	9,136	23,216
22+	14,520	10,051	24,571	14,080	9,510	23,590

**HEAD START
CENTRAL OFFICE CLERK
2020-2021**

HSTC

CLERK B				CLERK C			
<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	16,500	4,106	20,606	1	16,500	4,644	21,144
2	16,500	4,413	20,913	2	16,500	4,963	21,463
3	16,500	4,727	21,227	3	16,500	5,287	21,787
4	16,500	5,047	21,547	4	16,500	5,618	22,118
5	16,500	5,374	21,874	5	16,500	5,958	22,458
6	16,500	5,706	22,206	6	16,500	6,300	22,800
7	16,500	6,046	22,546	7	16,500	6,655	23,155
8	16,500	6,393	22,893	8	16,500	7,011	23,511
9	16,500	6,746	23,246	9	16,500	7,378	23,878
10	16,500	7,107	23,607	10	16,500	7,749	24,249
11	16,500	7,474	23,974	11	16,500	8,131	24,631
12	16,500	7,848	24,348	12	16,500	8,519	25,019
13	16,500	8,232	24,732	13	16,500	8,914	25,414
14	16,500	8,622	25,122	14	16,500	9,319	25,819
15	16,500	9,021	25,521	15	16,500	9,731	26,231
16	16,500	9,425	25,925	16	16,500	10,148	26,648
17	16,500	9,839	26,339	17	16,500	10,590	27,090
18	16,500	10,264	26,764	18	16,500	11,017	27,517
19	16,500	10,693	27,193	19	16,500	11,462	27,962
20	16,500	11,133	27,633	20	16,500	11,915	28,415
21	16,500	11,580	28,080	21	16,500	12,379	28,879
22+	16,500	12,052	28,552	22+	16,500	12,866	29,366

**HEAD START
BUS DRIVER
2020-2021**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	11,000	3,672	14,672
2	11,000	3,861	14,861
3	11,000	4,052	15,052
4	11,000	4,241	15,241
5	11,000	4,431	15,431
6	11,000	4,621	15,621
7	11,000	4,812	15,812
8	11,000	5,000	16,000
9	11,000	5,192	16,192
10	11,000	5,382	16,382
11	11,000	5,661	16,661
12	11,000	5,889	16,889
13	11,000	6,136	17,136
14	11,000	6,386	17,386
15	11,000	6,639	17,639
16	11,000	6,897	17,897
17	11,000	7,157	18,157
18	11,000	7,422	18,422
19	11,000	7,691	18,691
20	11,000	7,964	18,964
21	11,000	8,241	19,241
22+	11,000	8,522	19,522

**HEAD START
BUS AIDE
2020-2021**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	9,350	3,081	12,431
2	9,350	3,176	12,526
3	9,350	3,273	12,623
4	9,350	3,370	12,720
5	9,350	3,467	12,817
6	9,350	3,566	12,916
7	9,350	3,665	13,015
8	9,350	3,765	13,115
9	9,350	3,866	13,216
10	9,350	3,968	13,318
11	9,350	4,071	13,421
12	9,350	4,174	13,524
13	9,350	4,278	13,628
14	9,350	4,383	13,733
15	9,350	4,489	13,839
16	9,350	4,596	13,946
17	9,350	4,703	14,053
18	9,350	4,812	14,162
19	9,350	4,921	14,271
20	9,350	5,031	14,381
21	9,350	5,142	14,492
22+	9,350	5,254	14,604

HEAD START
FINANCE, MANAGEMENT, INTERNAL AUDITING
2020-2021

HSTA

<u>STEP</u>	<u>BACHELOR'S BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	43,033	11,011	54,044
2	43,033	11,441	54,474
3	43,033	11,872	54,905
4	43,033	12,305	55,338
5	43,033	12,856	55,889
6	43,033	13,318	56,351
7	43,033	13,751	56,784
8	43,033	14,183	57,216
9	43,033	14,708	57,741
10	43,033	15,401	58,434
11	43,033	16,090	59,123
12	43,033	17,029	60,062
13	43,033	17,740	60,773
14	43,033	18,473	61,506
15	43,033	18,900	61,933
16	43,033	19,327	62,360
17	43,033	19,754	62,787
18	43,033	20,181	63,214
19	43,033	20,608	63,641
20+	43,033	21,035	64,068