

Pursuant to LRS 42:19A
any matter not on the published agenda m
be taken up by board only upon unanimo
approval of the members prese
An individual wishing to place a matter
the agenda shall submit a request to
Superintendent at least eight (8) days pr
to the meeting date, stating the nature of
matter and the time required to presen
(CPSB Policy File: BC

**AGENDA
CALCASIEU PARISH SCHOOL BOARD
3310 BROAD STREET
LAKE CHARLES, LOUISIANA
Tuesday, July 8, 2014**

2014-2015 BUDGET HEARING 4:15 p.m.

Adoption of 2014 Millages

- I. Prayer—** Roman Thompson
- II. Pledge of Allegiance**
- III. Roll Call**
- IV. Approval of Minutes**
 - A. Calcasieu Parish School Board Meeting of June 10, 2014
 - B. Special Called CPSB Meeting of June 14, 2014
 - C. Special Called CPSB Meeting of June 18, 2014
 - D. Special Called CPSB Meeting of June 24, 2014
- V. Superintendent's Report**
- VI. Take Appropriate Action**
 - A. Adoption of 2014 Millages
 - B. Adoption of 2014-2015 Budgets
 - C. Approval of Student Athletic Insurance 2014-2015
 - D. Approval of Teacher and Administrative Contract Templates
 - E. Approval of 2014 Contract Renewals
 - F. Approval of Gas Regulator Station Site Servitude
 - G. Approval of W.W. Lewis Cheerleaders traveling to Orlando, Florida/December 4-7, 2014
 - H. Approval of Phillips 66 Signature Community Initiative Grant

- I. Approval of Resolution for Cooperative Agreement with Gravity Drainage District #8/Drainage Improvements West of Moss Bluff Middle School
- J. Approval of Bond Resolution on Sales Tax District #3 Refunding
- K. Approval of Resolution to Proceed with Financing for Acquisition of School Buses
- L. Approval of Resolution to Retain Government Consultants, Inc., as Municipal Advisor/Dodd-Frank Wall Street Reform and Consumer Protection Act
- M. Approval of 2014-2015 Salary Schedules
- N. Approval of Resolution to Clarify Contingency Fee for M.F.P. Litigation Agreement/2012-2013
- O. Approval of Resolution to Clarify Contingency fee for M.F.P. Litigation Agreement/2013-2014

VII. Bid Reports

- A. Bid 2015-30 Teacher Incentive Grant Fund (Professional Development)
- B. Bid #2015-13 Official Journal Renewal/LC American Press/Effective July 1, 2014-June 30, 2015

VIII. Correspondence

- A. Recommendation of Acceptance for the Project, "J.I. Watson-New Middle School-Site Preparation," School District @5 Bond Funds.
- B. Change Order Number One (1) for the Project, "Vinton Middle School, Phase 1 – Building Renovations, Front Classroom Building, Band Room Wing, North Building) Canopy Upgrades, Reroofing, Hard Surface Parking, and Drainage," District 26 Bond Funds; Ellender Architects and Associates, LLC, Designer; Bessette Development Corporation, Contractor; *Increase* of \$60,760.00.

IX. Executive Session

- A. Hear Appeal in Expulsion Case #13-001
- B. Settlement of WC Claim #3894489

X. Take Appropriate Action

- A. Take Appropriate Action/ Expulsion Case #13-001
- B. Take Appropriate Action/WC Claim #3894489

XI. Condolences/Recognitions

XII. Committee Agenda Items

XIII. Schedule Committees

- A& P Committee..... July 22, 2014, 4:45 p.m.

DATE, TIME, PLACE OF MEETING**ITEM IV A**

The Calcasieu Parish School Board meeting was held in the Board Room of the Calcasieu Parish School Board, located at 3310 Broad Street, Lake Charles, Louisiana, 70615, on Tuesday, June 10, 2014, at 4:45 p.m. The meeting was called to order by Annette Ballard, President. The prayer was led by Bryan LaRocque; the Pledge of Allegiance was led by Fred Hardy.

ROLL CALL

The roll was called by Attorney Greg Belfour and the following members were present: Annette Ballard, Dale Bernard, Randy Burleigh, Clara Duhon, Chad Guidry, Fred Hardy, Bill Jongbloed, Jim Karr, Bryan LaRocque, Jim Schooler, Roman Thompson, and R. L. Webb.

Mr. Dellafosse arrived after the roll was called; Mr. Andrepont and Mr. Breaux were absent.

Mrs. Ballard announced that this would probably be Mr. Savoy's last meeting as Superintendent and the Board and audience gave Mr. Savoy a standing ovation. Mr. Karr said he appreciated the compliment to Mr. Savoy and that it was well deserved.

APPROVAL OF MINUTES**A. Calcasieu Parish School Board Meeting of May 6, 2014**

On a motion to approve by Mr. Webb and a second by Mr. Guidry, the motion carried.

B. Special Called CPSB Meeting of May 13, 2014

On a motion to approve by Mr. Webb and a second by Mr. Guidry, the motion carried.

C. Special Called CPSB Meeting of May 21, 2014

On a motion to approve by Mr. Webb and a second by Mr. Guidry, the motion carried.

D. Special Called CPSB Meeting of May 24, 2014

On a motion to approve by Mr. Burleigh and a second by Mr. Webb, the motion carried.

E. Special Called CPSB Meeting of May 27, 2014

On a motion to approve by Mr. Schooler and a second by Mr. Hardy, the motion carried.

F. Special Called CPSB Meeting of May 28, 2014

On a motion to approve by Mr. Karr and a second by Mr. Bernard, the motion carried.

G. Special Called CPSB Meeting of June 4, 2014

On a motion to approve by Mr. Webb and a second by Mr. Hardy, the motion carried.

PRESENTATIONS

A. Jamey Rasberry, Director of Lake Charles Memorial Hospital Sports Medicine, submitted the quarterly report.

B. Perfect Attendance Awards – Keith LeLeux, Director, Child Welfare and Attendance, presented the following students and awards:

Noah Alexander Fincher

14 Years

Sulphur High School

Diandre Jacobe Matthews

13 Years

Washington/Marion High School

Eliza Marie Jane Purdy

13 Years

Sam Houston High School

Sponsors:

Billy Navarre Chevrolet (\$50)

Stockwell, Sievert Law Firm (\$50)

Mr. Keith LeLeux, Director, (Framed Certificate & Acrylic “plaque”)

Mr. LeLeux thanked Karen Walker for her help in tracking this information every year and for preparing the awards presentation.

C. Presentation of AED to Ralph Wilson Elementary School – Jack Delpapa,
Representing Kiwanis of Southwest Contraband

SUPERINTENDENT'S REPORT

1. All board members have received their school population reports, as of May 31, 2014.
2. All board members have received their May, 2014 Headstart report:
 - Enrollment – 453 - Waiting List – 142 - Disabilities – 39 and 31 additional evaluations in process
 - Various Family Engagement activities were held such as volunteer luncheon, awards day, and family day
 - Professional Learning will be held throughout the summer for Head Start, Pre-K, and Child Cares
 - Health Screenings are being held for students registered for the 2013 – 2014 School Year
 - Eighteen staff/child care providers were trained in CPR/First Aid
3. Continuing with our renewed efforts to keep the Board informed on financial matters, I would like to report our current sales tax numbers for our general fund show May, 2014 collections at \$163,639 over budget for the month. For the 2013-2014 year, collections are \$2,624,536 over budget. Collections for the first eleven months of the year are \$1,385,505 over the same eleven months last year.
4. Over the past four years the bus drivers have donated over \$4,600 for the KPLC Community Christmas, assisted three drivers with contributions of over \$5,000 for special needs, sent 38 pounds of letters to service members, made contributions to the Wounded Warrior Project, and collected Mardi Gras beads for the Autism Society.

COMMITTEE REPORT

Budget Committee, June 5, 2014 *Jim Schooler, Chair*

Mr. Schooler gave the following report:

The Calcasieu Parish School Board Budget/Fiscal Management Committee met at 4:45 p.m., Thursday, June 5, 2014 in the Board Room, 3310 Broad Street, Lake Charles, Louisiana. A quorum was present. Mr. Karr said the prayer and Mr. Breaux led the pledge of allegiance.

Present: Present: Jim Schooler-Chairman, Bill Jongbloed-Vice Chairman, committee members Joe Andrepont, Billy Breaux, Mack Dellafosse, Chad Guidry, Fred Hardy, James Karr, Roman Thompson and Secretary, Karl Bruchhaus. Other Board members present were Annette Ballard, and R.L. Webb.

Absent: Dale Bernard, Randy Burleigh, Clara Duhon, and Bryan LaRocque

Mr. Schooler called the meeting to order. Mr. Bruchhaus announced the removal of Items 6 and 12 from the agenda.

Mr. Bruchhaus then presented the first item on the agenda, the adoption of 2014 millages.

General Fund (Parishwide)

Constitutional Tax	5.37 Mills
Special School Maintenance & Operations Taxes	12.67 Mills
MT #1 (9.17 mills)	
MT #2 (3.50 mills)	

Bond Sinking Funds

School District No. 21	25.2 Mills
School District No. 22	0 Mills
School District No. 23	9.4 Mills
School District No. 24	10.0 Mills
School District No. 25	44.0 Mills
School District No. 26	29.0 Mills
School District No. 27	0 Mills
School District No. 28	15.0 Mills
School District No. 30	17.2 Mills
School District No. 31	22.2 Mills
School District No. 33	14.5 Mills
School District No. 34	7.2 Mills

Renewable Taxes

School District No. 28	9.87 Mills
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On motion by Mr. Andrepont, seconded by Mr. Karr and approved, it was recommended that adoption of the 2014 millages be approved as presented.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

Mr. Bruchhaus then presented Budget Revision #3 for the 2013-2014 General Fund which included projected revenues and other sources of funds of \$294,626,850, an increase of \$3,691,304. Projected expenditure changes and other uses of funds were \$295,595,896, an increase of \$3,333,848, for a projected deficit of \$969,046. Budget Revision #3 leaves projected unreserved/ undesignated fund balance at \$37,257,829, or 12.65% of projected revenues.

On motion by Mr. Karr, seconded by Mr. Andrepont and approved, it was recommended that Budget Revision #3 to the 2013-2014 General Fund be approved as presented.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

Next, the 2013-2014 Special Revenue Budget Revision #1 was presented for approval. Projected revenue and other sources of funds were \$52,884,381, a decrease of \$4,607,262 from the original budget. Expenditures and other uses of funds were projected at \$52,907,888, a decrease of \$4,583,755, with a projected deficit of \$23,507, all in School Food Services, leaving a fund balance of \$2,726,806. School Food Services is the largest of the Special Revenue Funds with projected revenues and other sources of funds of \$12,418,554, a decrease of \$638,741, from the original budget. Expenditures and other uses of funds are projected at \$12,442,061, a decrease of \$1,479,938.

On motion by Mr. Andrepont seconded by Mr. Breaux and approved, it was recommended that the 2013-2014 Special Revenue Budget Revision #1 be approved as presented.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

The next item presented for approval was school audits. Mr. Bruchhaus advised the committee that there were no significant audit findings and recommended that the audits for the following schools be approved: Gillis Elementary, Kaufman Elementary, R.W. Vincent Elementary, J. I Watson Elementary and a follow-up on Westlake High School. Also audited were the Extended Day Programs at E. K. Key Elementary and R. W. Vincent Elementary.

On motion by Mr. Andrepont seconded by Ms. Ballard and approved, it was recommended that the school audits be approved as presented.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

Next, the revised School Activity Funds Principles and Procedures Manual was presented. The revisions consist of general formatting changes, a clarification of presented existing controls, the addition of controls derived from management directives, and additional procedures to reflect current statutes and the Louisiana Ethics Code. Mr. Foster made several clarifications on the revisions.

On motion by Mr. Andrepont, seconded by Mr. Webb and approved, it was recommended to approve revisions to the School Activity Funds Principles and Procedures Manual as presented.

On behalf of the committee, Mr. Schooler made a

motion to approve. A second was not needed and on a vote, the motion carried.

Mr. Bruchhaus then presented the 2014-2015 proposed General Fund budget. Proposed revenues and other sources of funds are \$287,002,792, a reduction of \$7,624,058 from the final revision for 2013-2014. Expenditures and other uses of funds are projected at \$290,172,337, a decrease of \$5,302,761 from the final revision of 2013-2014. The proposed budget for 2014-2015 projects an operating deficit of \$3,169,545 leaving projected unreserved/undesignated fund balance at \$34,457,716 or 12.01% of projected revenues.

A motion was made by Mr. Dellafosse, seconded by Ms. Ballard, to approve the 2014-2015 General Fund budget for advertisement and final approval at the July 2014 Board meeting.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

An amendment to the motion was made by Mr. Dellafosse, and seconded by Mr. Andrepont and approved, to move the \$100 teacher supply allocation to the beginning of the school year rather than mid-year.

The original motion as amended was approved.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

The next item presented was the 2014-2015 Special Revenue Funds proposed original budget. Revenues and other sources of funds for 2014-2015 Special Revenue Funds were \$51,645,865, a decrease of \$1,238,516 from the final 2013-2014 revised budget. Expenditures and other uses of funds were \$51,820,865, a decrease of \$1,087,023. The largest of the Special Revenue Funds is School Food Service with projected revenues and other sources of funds of \$12,675,865, an increase of \$257,311 from the 2013-2014 revised budget. The Food Services Fund is projecting a deficit of \$175,000, leaving a fund balance of \$2,551,806 or 20.1% of projected revenues.

Mr. LaRocque entered the meeting at 5:30 p.m.

On motion by Mr. Webb, seconded by Ms. Ballard and approved, it was recommended to approve the 2014-2015 Special Revenue Fund budget for advertisement and final recommendation at the July 2014 Board meeting.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

Next, Mr. Bruchhaus presented the list of Calcasieu Parish School Board state and federally funded grant personnel. The report shows the percentage of salary paid from each grant listed by employee. There is also approximately 40% in additional costs for benefits associated with each dollar. This was given for informational purposes and did not require a motion.

The next item was on the agenda was the Audit Compliance Questionnaires.

On motion by Ms. Ballard, seconded by Mr. Webb and approved, it was recommended to approve the Audit Compliance Questionnaires as presented.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

The next item presented was renewal of Property and Casualty Insurance.

On motion by Dellafosse, seconded by Ms. Ballard and approved, it was recommended to approve property and casualty coverage for 2014-2015 and reject uninsured/underinsured motorist coverage for 2014-2015.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

Next, Mr. Bruchhaus presented the excess Workers' Compensation Insurance renewal.

On motion by Ms. Ballard, seconded by Mr. Andrepont and approved, it was recommended to approve the renewal of Excess Workers' Compensation Insurance with New York Marine and General Insurance Co. for a premium of \$160,967.

On behalf of the committee, Mr. Schooler made a motion to approve. A second was not needed and on a vote, the motion carried.

There being no further business to discuss, on motion by Mr. Webb, and seconded by Ms. Ballard the committee adjourned the meeting at 5:47 p.m.

TAKE APPROPRIATE ACTION

A. Select Order of Interviews of Final Four Superintendent Candidates

The names of the four finalists were drawn from a clear container and the order is as follows: Dr. Marcus Jackson, Dr. Ina Delahoussaye, Dr. Charles Michel, Mr. Karl Bruchhaus. The interviews will be held on Saturday, June 14, 2014.

B. Consider and take appropriate action on application of Louisiana Achievement

Charter Academy

Mrs. Ballard asked for public comment; there was none. On a motion to deny by Mr. Schooler and a second by Mr. Webb, the motion carried.

C. Nomination of the CPSB representative on the Burton Coliseum Advisory Council

On a motion to nominate Mr. Dale Bernard by Mr. Karr and a second by Mr. Schooler, the motion carried with two nay votes.

D. Approval of Right-of-Way Instrument/Entergy Gulf States Louisiana/S.P. Arnett Middle School area

On a motion to approve by Mr. Burleigh and a second by Mr. Breaux, the motion carried.

E. Approval of Community Eligibility Provision (CEP) Option

On a motion to approve by Mr. Karr and a second by Mr. Bernard, the motion carried.

BID REPORTS

Mrs. Ballard read the following items:

A. Bid Number 2014-10PC Welding Shop and Dressing Room for Starks High School/District 24 Bond Funds

On a motion to approve by Mr. Karr and a second by Mr. Webb, the motion carried.

BID REPORT

The Committee to receive bids met on the date herein indicated and reviewed bids on the following project.

DATE: May 20, 2014

DESCRIPTION: Welding Shop and Dressing Room Renovations for Starks High School
 FUNDS: Sd # 24 Bond Funds
 BID NUMBER: 2014-10PC
 DESIGNER: C. R. Fugatt, AIA

CONTRACTOR	BASE BID	ALT. #1	ALT. #2	Total
Sam Istre Construction	\$ 674,000.00	\$ 180,000.00		
Setex Construction Corp	\$ 710,000.00	\$ 140,000.00		
Pat Williams Construction	\$ 675,000.00	\$ 159,000.00		
Gunter Construction	\$ 591,500.00	\$ 195,200.00		
Central Auction House	No Bid			

The Committee recommends award of the contract to:

Gunter Construction - Base Bid Only in the amount of

Five Hundred Ninety-One Thousand Five Hundred Dollars and no/100
 as the lowest qualified bidder meeting specifications.

[Signature]

B. Bid Number 2015-08 REBID/ Food and Supplies REBID/School Food Services

BID 2015-08 REBID - FOOD & SUPPLIES REBID was opened on May 6, 2014
 @ 10:00 a.m.

BIDS WERE MAILED TO THE FOLLOWING VENDORS:
 DIAMOND FOODS
 NARDONE BROS
 OASIS FOODS
 PON FOODS

PRIMEPAK
REINHART FOODSERVICES
SCHWANS FOOD SERVICE
WILLIAM-GEORGE

BID RESULTS AS FOLLOWS:

DIAMOND FOODS	\$ 17,093.00
NARDONE BROS	\$ 20,185.80
OASIS FOODS	\$127,650.00
PON FOODS	\$221,686.76
PRIMEPAK	<u>\$ 34,220.00</u>
	\$420,835.56

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

On a motion to approve by Mr. Webb and a second by Guidry, the motion carried.

C. Bid Number 2015-14 REBID/Pest Control REBID/General Fund

BID 2015-14REBID PEST CONTROL REBID was opened on June 4, 2014 @ 10:00 am.

BIDS WERE MAILED TO THE FOLLOWING VENDORS:

DEC'S PEST
EXTERMATRIM
J&J EXTERMINATING
ORKIN
TERMINIX

BID RESULTS AS FOLLOWS:

DEC'S PEST	\$ 59,904.00
EXTERMATRIM	\$ 68,268.00

THE STAFF RECOMMENDS AWARDDING TO DEC'S PEST IN THE AMOUNT OF \$59,904.00 AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDER.

On a motion to approve by Mr. Schooler and a second by Mr. Webb, the motion carried.

PERMISSION TO ADVERTISE

Mrs. Ballard read the following items:

A. Bell City High School/Ball Field Lighting/District 28 Bond Funds

REQUEST FOR PERMISSION TO ADVERTISE

Permission to advertise is requested for the following:

Description:

Bell City High School- Ball Field Lighting

Funds: SD # 28 Bond Funds

Designer:

Moss Architects, Inc

Advertise: TO BE DETERMINED

Wayne Savoy, Secretary
Calcasieu Parish School Board

Cc: Savoy, Bruchhaus, Heath, Trahan, Gngg, Carlsle

On a motion to approve by Mr. Webb and a second by Mr. Schooler, the motion failed.

B. Refrigerated Delivery Van/School Food Services Dept./General Funds

On a motion to approve by Mr. Schooler and a second by Mr. Webb, the motion carried.

C. Printing of Math Resource Materials/General Funds

On a motion to approve by Mr. Schooler and a second by Mr. Webb, the motion carried.

CORRESPONDENCE

Mrs. Ballard read the following items:

A. Change Order Number Two (2) for the Project, "J.I. Watson-New Middle School Site Preparation." District 25 Bond Funds; Moss Architects, Inc., Designer; McManus Construction, LLC, Contractor; *Increase* of \$158,919.20 and *Increase* of Fourteen (14) days.

After discussion regarding the amount of this Change Order, Mr. Webb offered a motion to approve, and with a second by Mr. Hardy, the motion carried.

EXECUTIVE SESSION

On a motion to adjourn into Executive Session at 5:52 p.m. by Mr. Webb and a second by Mr. Burleigh, the motion carried. The Board resumed Regular Session at 6:23 p.m. on a motion by Mr. Bernard and a second by Mr. Webb.

A. Receive background reports on four finalists for the position of Superintendent
B. WC3893331/Discussion of Worker Compensation Settlement/Attorney Greg Belfour

On a motion to approve WC 3893331 by Mr. Webb and a second by Mr. Guidry, the motion carried.

CONDOLENCES/RECOGNITIONS

Mr. Bernard asked for a letter of condolence to Wayne Richard, at the loss of his father.

Mr. Jongbloed offered his thanks and appreciation to Mr. Savoy for his many years as Superintendent.

Mr. Burleigh asked for a letter of condolence to Sherry Robinson, at the loss of her brother.

Mr. Hardy and Mrs. Duhon asked for a letter of condolence to the family of Mrs. Gasaway Smith.

Mrs. Duhon asked for a letter of recognition to Mr. Delpapa for his work with Ralph Wilson Elementary School.

COMMITTEE AGENDA ITEMS

Mr. Hardy asked for an operation plan for each school, to better be able to follow the money in the budget.

Mr. Webb asked for a report on unpaid lunch money for each school.

Mrs. Ballard announced that following the meeting on June 14, 2014, she would meet briefly with Mr. Belfour and the newly elected Superintendent, to discuss proposed terms of the new Superintendent's contract. She said depending on the availability of the newly elected Superintendent, she would like to ask the Board to hold June 18, 2014, for a Special Called Board Meeting for the purpose of receiving and taking action on the contract.

SCHEDULE COMMITTEES

Special Called Board Meeting.....June 14, 2014, 9:00 a.m.
Special Called Board Meeting.....June 18, 2014, 4:45 p.m.

On a motion to adjourn by Mr. Schooler and a second by Mr. Webb, the meeting was adjourned at 6:30 p.m.

Annette Ballard, President

Wayne Savoy, Secretary

DATE, TIME, PLACE OF MEETING**ITEM IV B**

The Special Called Meeting of the Calcasieu Parish School Board was held in the Board Room of the Calcasieu Parish School Board, located at 3310 Broad Street, Lake Charles, Louisiana, 70615, on Saturday, June 14, 2014, at 9:00 a.m. The meeting was called to order by Annette Ballard, President. The prayer was led by Jim Karr; the Pledge of Allegiance was led by Chad Guidry.

ROLL CALL

The roll was called by Attorney Greg Belfour and the following members were present: Joe Andrepont, Annette Ballard, Dale Bernard, Billy Breaux, Randy Burleigh, Mack Dellafosse, Clara Duhon, Chad Guidry, Fred Hardy, Bill Jongbloed, Jim Karr, Bryan LaRocque, Jim Schooler, Roman Thompson, and R. L. Webb.

Mrs. Duhon asked for a Personal Privilege, introducing her son, Gerald Duhon. Mrs. Ballard noted several in the audience: Mr. Jude Theriot, Mr. Stuart Weatherford, Ms. Mary Morris, Mr. Charles Honore, and Mrs. Dolores Hicks.

INTERVIEWS

The Board interviewed Dr. Marcus Jackson in Open Session at 9:00 a.m. The interview continued in Executive Session, on a motion by Mr. Andrepont and a second by Mr. Webb. The Board resumed Regular Session at 10:39 a.m. on a motion by Mr. Burleigh and a second by Mr. Webb.

The Board interviewed Dr. Ina Delahoussaye in Open Session. The interview continued in Executive Session, on a motion by Mr. Webb and a second by Mr. Hardy.

After a lunch break, the Board resumed Regular Session at 12:55 p.m. on a motion by Mr. Webb and a second by Mr. Burleigh.

The Board interviewed Dr. Charles Michel in Open Session. The interview continued in Executive Session, on a motion by Mr. Webb and a second by Mr. Hardy, at 1:40 p.m. The Board resumed Regular Session at 2:24 p.m., on a motion by Mr. Karr and a second by Mr. Webb.

The Board interviewed Mr. Karl Bruchhaus in Open Session. The interview continued in Executive Session, on a motion by Mr. Hardy and a second by Mr. Andrepont, at 3:00 p.m. The Board resumed Regular Session at 3:51 p.m.

VOTING

Prior to voting, the following submitted blue cards to address the Board:

Martha M. Gray
Alfred Doucette, Jr.
Tonika Goins
Mary Morris, Lake Charles City Councilwoman

Mrs. Ballard reviewed the voting procedure for Board members.

The voting process began. **Results of the First Round:**

Dr. Marcus Jackson:

Yes (6) Mr. Breaux, Mr. Burleigh, Mr. Dellafosse, Mrs. Duhon, Mr. Hardy, Mr. Thompson

No (9) Mr. Andrepont, Mrs. Ballard, Mr. Bernard, Mr. Guidry, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler, Mr. Webb

Dr. Ina Delahoussaye:

Yes (5) Mrs. Ballard, Mr. Bernard, Mrs. Duhon, Mr. Hardy, Mr. Thompson

No (10) Mr. Andrepont, Mr. Breaux, Mr. Burleigh, Mr. Dellafosse, Mr. Guidry, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler, Mr. Webb

Dr. Charles Michel:

Yes (11) Mr. Andrepont, Mrs. Ballard, Mr. Bernard, Mr. Breaux, Mr. Burleigh, Mr. Dellafosse, Mrs. Duhon, Mr. Guidry, Mr. Hardy, Mr. Thompson, Mr. Webb

No (4) Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler

Mr. Karl Bruchhaus:

Yes (11) Mr. Andrepont, Mrs. Ballard, Mr. Bernard, Mr. Breaux, Mr. Burleigh, Mr. Guidry, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler, Mr. Webb

No (4) Mr. Dellafosse, Mrs. Duhon, Mr. Hardy, Mr. Thompson

Eliminated from the first round:

Dr. Ina Delahoussaye

Results of the Second Round:

Dr. Marcus Jackson:

Yes (4) Mr. Dellafosse, Mrs. Duhon, Mr. Hardy, Mr. Thompson

No (11) Mr. Andrepont, Mrs. Ballard, Mr. Bernard, Mr. Breaux, Mr. Burleigh, Mr. Guidry, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mrs. School, Mr. Webb

Dr. Charles Michel:

Yes (8) Mr. Andrepont, Mr. Breaux, Mr. Burleigh, Mr. Dellafosse, Mrs. Duhon, Mr. Guidry, Mr. Hardy, Mr. Thompson

No (7) Mrs. Ballard, Mr. Bernard, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler, Mr. Webb

Mr. Karl Bruchhaus:

Yes (11) Mr. Andrepont, Mrs. Ballard, Mr. Bernard, Mr. Breaux, Mr. Burleigh, Mr. Guidry, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler, Mr. Webb

No (4) Mr. Dellafosse, Mrs. Duhon, Mr. Hardy, Mr. Thompson

Eliminated from the second round:

Dr. Marcus Jackson

Results of the Final Round:

Dr. Charles Michel:

Yes (5) Mr. Andrepont, Mr. Dellafosse, Mrs. Duhon, Mr. Hardy, Mr. Thompson

No (10) Mrs. Ballard, Mr. Bernard, Mr. Breaux, Mr. Burleigh, Mr. Guidry, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler, Mr. Webb

Mr. Karl Bruchhaus:

Yes (10) Mrs. Ballard, Mr. Bernard, Mr. Breaux, Mr. Burleigh, Mr. Guidry, Mr. Jongbloed, Mr. Karr, Mr. LaRocque, Mr. Schooler, Mr. Webb

No (5) Mr. Andrepont, Mr. Dellafosse, Mrs. Duhon, Mr. Hardy, Mr. Thompson

Mrs. Ballard congratulated Mr. Bruchhaus on his election as Superintendent of the Calcasieu Parish School System. A meeting was set for Wednesday, June 18, 2014, at 4:45 p.m. to receive the information on the contract and vote on the contract that evening.

On a motion by Mr. Burleigh and a second by Mr. Webb, the meeting adjourned at 4:23 p.m.

Annette Ballard, President

Wayne Savoy, Secretary

ITEM IV C

DATE, TIME, PLACE OF MEETING

The Special Called Meeting of the Calcasieu Parish School Board was held in the Board Room of the Calcasieu Parish School Board, located at 3310 Broad Street, Lake Charles, Louisiana, 70615, on Wednesday, June 18, 2014, at 4:45 p.m. The meeting was called to order by Annette Ballard, President. The prayer was led by R.L. Webb; the Pledge of Allegiance was led by Randy Burleigh.

ROLL CALL

The roll was called by Attorney Greg Belfour and the following members were present: Joe Andrepont, Annette Ballard, Dale Bernard, Billy Breaux, Randy Burleigh, Mack Dellafosse, Clara Duhon, Fred Hardy, Bill Jongbloed, Bryan LaRocque, Jim Schooler, and R. L. Webb.

Roman Thompson arrived after the roll was called; Jim Karr and Chad Guidry were absent.

Mrs. Duhon asked for a Point of Personal Privilege, mentioning the death of a student earlier in the day and asking for a moment of silent prayer.

TAKE APPROPRIATE ACTION

After much discussion regarding the timing of agenda item delivery, Mr. Breaux made a motion to defer this meeting until Tuesday, June 24, 2014 and to adjourn the meeting. Mr. Jongbloed seconded the motion.

On a roll call vote:

For: Mr. Andrepont, Mrs. Ballard, Mr. Bernard, Mr. Breaux, Mr. Burleigh, Mr. Dellafosse, Mrs. Duhon, Mr. Jongbloed, Mr. LaRocque, Mr. Schooler, Mr. Thompson

Against: Mr. Webb, Mr. Hardy

The meeting adjourned at 5:11 p.m.

Annette Ballard, President

Wayne Savoy, Secretary

DATE, TIME, PLACE OF MEETING**ITEM IV D**

The Special Called Meeting of the Calcasieu Parish School Board was held in the Board Room of the Calcasieu Parish School Board, located at 3310 Broad Street, Lake Charles, Louisiana, 70615, on Tuesday, June 24, 2014, at 4:45 p.m. The meeting was called to order by Annette Ballard, President. The prayer was led by Joe Andrepont; the Pledge of Allegiance was led by Bill Jongbloed.

ROLL CALL

The roll was called by Attorney Greg Belfour and the following members were present: Joe Andrepont, Annette Ballard, Dale Bernard, Billy Breaux, Randy Burleigh, Mack Dellafosse, Clara Duhon, Chad Guidry, Bill Jongbloed, Jim Karr, Bryan LaRocque, Jim Schooler, and R. L. Webb.

Mr. Thompson arrived after the roll was called; Mr. Hardy was absent.

TAKE APPROPRIATE ACTION**A. Permission to update the title of Assistant Superintendent of Curriculum and Instruction to Chief Academic Officer**

On a motion by Mr. Bernard and a second by Mr. Webb, the motion carried.

B. Accept the resignation of Wayne Savoy as Superintendent, beginning at midnight prior to the day the new Superintendent takes office

On a motion to approve by Mr. Bernard and a second by Mr. Andrepont, the motion carried.

C. Take action regarding Superintendent Bruchhaus' contract

Mr. Burleigh made a motion to approve the contract, with a second by Mr. Jongbloed.

Mr. Bernard offered an amended motion, with a second by Mr. Webb, to add the option of right to return to an undesignated open position to the contract if a new contract is not offered at the end of this contract date. The motion failed on a tie vote.

After discussion about different terms of the contract, the contract was approved unanimously on the original motion.

Mrs. Ballard congratulated Mr. Bruchhaus on his appointment as Superintendent.

After thanking the Board, Mr. Bruchhaus read the following statement that notice is hereby given in compliance with La. R.S. 42:19.1, that the Calcasieu Parish School Board, as governing authority of School District No. 27 of Calcasieu Parish, Louisiana, will meet in open and public session on the 5th day of August, 2014, at 4:45 p.m., at the School Board Office, 3310 Broad Street, Lake Charles, Louisiana, to consider calling an election to be held in School District No. 27 on December 6, 2014, for issuance of bonds to be payable and secured by levy of an ad valorem property tax on all property within the District.

On a motion to adjourn by Mr. Webb and a second by Mr. Schooler, the Board adjourned at 5:19 p.m.

Annette Ballard, President

Wayne Savoy, Secretary
(As of June 24, 2014)



Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

CALCASIEU PARISH SCHOOL BOARD RESOLUTION

ITEM VI A

BE IT RESOLVED, by the Calcasieu Parish School Board of the Parish of Calcasieu, Louisiana, in public hearing held on July 8th, 2014, which hearing conducted in accordance with the open meetings law and the additional requirements of Article VII, Section 23(C) of the Constitution, that the following millage rate(s) be and are hereby levied upon the dollar of the assessed valuation of all property subject to ad valorem taxation within said Parish for the year 2014, for the purpose of raising revenue:

General Fund (Parishwide)

Constitutional Tax	5.37 Mills
Special School Maintenance & Operations Taxes	12.67 Mills
MT #1 (9.17 mills)	
MT #2 (3.50 mills)	

Bond Sinking Funds

School District No. 21	25.2 Mills
School District No. 22	0 Mills
School District No. 23	9.4 Mills
School District No. 24	10.0 Mills
School District No. 25	44.0 Mills
School District No. 26	29.0 Mills
School District No. 27	0 Mills
School District No. 28	15.0 Mills
School District No. 30	17.2 Mills
School District No. 31	22.2 Mills
School District No. 33	14.5 Mills
School District No. 34	7.2 Mills

Renewable Taxes

School District No. 28	9.87 Mills
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BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Calcasieu, State of Louisiana, be and are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2014, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

BE IT FURTHER RESOLVED that the foregoing resolution was read in full, the roll was called on the adoption thereof, and the resolution was adopted by the following votes:

YEAS:
NAYS:
ABSTAINED:
ABSENT:

CERTIFICATE

I hereby certify that the foregoing is a true and exact copy of a resolution adopted at a regular board meeting held on July 8, 2014 at which time a quorum was present and voting.

Lake Charles, Louisiana, this 8th day of July, 2014.

Karl Bruchhaus, Secretary
Calcasieu Parish School Board

Building Foundations for the Future

RESOLUTION

ITEMS VI B

A resolution adopting the 2014-2015 General Fund and Special Revenue Fund budgets.

WHEREAS, the proposed General Fund and Special Revenue Fund budgets for fiscal year 2014-2015 have been previously submitted to the Budget/Fiscal Management Committee and reviewed at the public hearing held prior to the Board meeting, and

WHEREAS, the proposed budget provides necessary funding to continue an adequate level of services for public elementary and secondary schools in Calcasieu Parish, and

WHEREAS, the authority to revise the budget is set forth in File: DCI of the Calcasieu Parish School Board Policy Manual which provides in part that:

"Line items in the budget may be changed, with Board approval, at any time during the fiscal year, provided such change is consistent with existing laws and regulations of the State of Louisiana. Any request for modification of a budgetary line item shall be approved by appropriate supervisory personnel and submitted to the Superintendent for consideration. The Superintendent may submit requests for budgetary line item changes to the Board as deemed appropriate. The Superintendent may approve transfers from one budget line item to another for amounts less than \$10,000. Any such changes shall be ratified by the Board. Amounts of \$10,000 or more shall be submitted to the Board for approval."

THEREFORE, BE IT RESOLVED that the following budgets for fiscal year 2014-2015 be adopted:

GENERAL FUND

Revenues and Other Sources:

Local Revenues	\$131,105,319
State Revenues	154,152,473
Federal Revenues	115,000
Other Sources	1,630,000
Projected from Reserves	<u>3,169,545</u>
Total General Fund Revenues & Other Sources	<u>\$290,172,337</u>

Expenditures:

Instructional	\$216,699,782
Support Services	<u>73,472,555</u>
Total Expenditures & other Uses	<u>\$290,172,337</u>

SPECIAL REVENUE FUNDS**Revenues & Other Sources:**

Local	\$ 1,249,000
State	382,848
Federal	48,814,017
Transfers from General Fund	1,200,000
Projected from Reserves	<u>175,000</u>
Total Revenues & Other Sources	\$ <u>51,820,865</u>

Expenditures & Other Uses:

Instructional	\$ 37,333,000
Support Services	<u>14,487,865</u>
Total Expenditures & Other Uses	\$ 51,820,865

**NOTICE
CALCASIEU PARISH SCHOOL BOARD
FISCAL YEAR 2014**

In accordance with the provisions of Act 504, 1980, of the Louisiana Legislature, notice is hereby given as follows:

- (1) A public hearing on the Proposed Budget for Fiscal Year 2014-2015 will be conducted on Tuesday, July 8, 2014 at 4:15 p.m. in the Board Room at 3310 Broad Street, Lake Charles, Louisiana.
- (2) A detailed copy of the Proposed Budget is available for public inspection at the Office of the Chief Financial Officer, 3310 Broad Street, Lake Charles, Louisiana.

SUMMARY OF PROPOSED BUDGET

FISCAL YEAR 2014-2015

	<u>General Fund</u>	<u>Special Revenue Funds</u>
Projected Reserves 7/1/2014 Unassigned	\$37,627,261	\$2,726,806
Revenues & Other Sources:		
Local	\$131,105,319	1,249,000
State	154,152,473	382,848
Federal	115,000	48,814,017
Other Sources	1,630,000	1,200,000
Total Revenues And Other Sources	\$287,002,792	\$51,645,865
Expenditures & Other Uses:		
Regular Instruction	\$162,027,036	\$2,525,000
Special Instruction	26,894,203	16,335,000
Special Programs	2,732,338	-
Vocational Instruction	4,555,237	350,000
Other Instruction	131,309	55,000
Adult Instruction	-	-
Pupil Support	11,822,763	4,590,000
Instructional Staff	8,536,896	13,478,000
General Administration	3,783,624	1,000
School Administration	13,091,491	367,500
Business Administration	3,182,461	867,000
Operation & Maintenance	27,328,313	95,000
Transportation	10,016,809	191,000
Central Services	3,211,754	50,500
Other Support Services	21,321	-
Community Services	37,500	-
Construction/Capital	103,149	-
Debt Service	2,898,959	-
School Lunch	0	12,915,865
Operating Transfers	9,797,174	-
Total Expenditures & Other Uses	\$290,172,337	\$51,820,865
Projected Reserves 6/30/2015 Unassigned	\$34,457,716	\$2,551,806

ITEM VI C

TO: Board Members

FROM: Skylar Giardina, Risk Manager 

DATE: July 8, 2014

SUBJECT: STUDENT ATHLELTIC INSURANCE 2014-2015

Upon the request of the Board after approving the 2013-2014 Student Accident Insurance Renewal, a committee was formed to research other potential options to reduce premium cost.

Staff invited high school and middle school administrators and coaches to participate on this committee.

The first meeting was held on 12/10/13. There was a lot of concern and feedback from that meeting. Ultimately, it was decided that in order to propose any change from our current policy, we needed to know the insurance statistics of our student athletes.

That data was compiled from all of the athletic rosters. The statistics showed: 73.16% Private Insurance, 23.29% Medicaid and 3.55% No Insurance.

The second meeting was held on 5/19/14. The four options listed below were presented to the committee:

Option 1: Renew current compulsory plan \$697,710 (Prior Year Premium \$585,500)

Option 2: Renew current compulsory plan \$697,710 and charge a Student Participation Fee to supplement the cost of the premium

Option 3: Renew current compulsory plan with reductions in benefits (see attachment)

Option 4: Eliminate the current plan, purchase Catastrophic Only policy (\$26, 520.57) and offer a Voluntary Policy. If the parent cannot provide proof of insurance or Medicaid, the parent must purchase a voluntary policy or the child CANNOT participate.

The committee overwhelming felt Option 4 was the best viable option.

It should be noted that the budgeted amount for the 2014-2015 Fiscal Year is \$300,000.

It was the consensus of the committee that it not affordable or practical for our district to renew the current plan at a cost of \$697,710.

The committee felt strongly against charging a Student Participation Fee to off-set the cost of the premium for various reasons. The additional administrative time, fear of inconsistent application of the fee, undue burden of parents who do not need the coverage, and the fact that the fee would not be sufficient to cover the difference between the renewal premium and the budgeted amount.

The final two options would require additional administrative paperwork. Every student athlete which includes all sports, cheerleaders, dance teams, peeps squads and band members will have to show proof of insurance and sign a waiver acknowledging that the parents are responsible for medical or hospital expenses resulting from an athletic injury. Under both options 3 and 4, the parents/guardians (unless covered by Medicaid with a Medicaid provider) will be left with a balance. CPSB parents are accustomed to claims being covered 100% Reasonable & Customary (subject to \$100 deductible); therefore, we can all expect phone calls. Both options will result in the same amount of administrative paperwork, which will be CRUCIAL in order to not expose CPSB for any unpaid balances. Option 3 is still over the \$300,000 budgeted amount. The statistics compiled show that there are only 3.55% of student athletes without insurance or Medicaid. Therefore, the committee is recommending the Board approve Option 4. The committee further requests that the Board provide policy in the event a parent cannot afford to purchase the voluntary policy. Ultimately, the student athlete will not be able to participate unless the policy is purchased. But:

Can the athletic programs pay the fee?

What if a particular athletic program does not have the funds?

What if the parent loses coverage in the middle of the season? (This will be hard to know)



Bollinger Specialty Group

BOLLINGER, INC., A SUBSIDIARY OF
ARTHUR J. GALLAGHER & CO

	PLAN 1	PLAN 2	PLAN 2 70% Benefit	PLAN 4
Surgery	Reasonable & Customary	R&C to \$5,000 Max.	R&C to \$5,000 Max.	R&C to \$1,500 Max.
Ambulatory Surgical Facility	Reasonable & Customary	R&C to \$2,500 Max.	R&C to \$2,500 Max.	R&C to \$500 Max.
Anesthesia	Reasonable & Customary	30% of Surgical Benefit	30% of Surgical Benefit	30% of Surgical Benefit
Second Opinion	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary
Physicians Visits	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$50 Max.
Nursing Services	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$50 Max.
X-Rays	Reasonable & Customary	R&C to \$300 Max.	R&C to \$300 Max.	R&C to \$150 Max.
MRI/CAT Scan	Reasonable & Customary	R&C to \$1,000 Max.	R&C to \$1,000 Max.	R&C to \$500 Max.
Ambulance	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$1,000 Max.
Hospital Room & Board	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	\$200 per Day
Inpatient Misc. Expenses	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$2,000 Max.
Outpatient Hospital	Reasonable & Customary	R&C to \$1,000 Max.	R&C to \$1,000 Max.	R&C to \$500 Max.
ER Physicians	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$50 Max.
Physiotherapy	R&C to \$500 Max.	R&C to \$500 Max.	R&C to \$500 Max.	R&C to \$500 Max.
Prescription Drugs	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary
Orthopedic Appliances	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$1,000 Max.
Eyeglasses	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$500 Max.
Hearing Aids	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	R&C to \$500 Max.
Dental	Reasonable & Customary	Reasonable & Customary	Reasonable & Customary	\$500 per Tooth
PREMIUM	\$697/10.	\$645,010	\$495,000	\$395,000

The Master policy contains all of the provisions, limitations, exclusions and qualifications of the insurance benefits. If any discrepancy exists between this summary and the Master Policy, the Master Policy will govern and control the payment of claims

Visit us on the web at:
www.Bollingerschools.com

VOLUNTARY RATES

\$25,000 MAXIMUM – **FULL EXCESS** COVERAGE
NO DEDUCTIBLE
One YEAR BENEFIT PERIOD

PLAN A (**New Schedule**)

Excludes Senior High Football Only

Schooltime	\$ 38.00
24-Hour	\$132.00
Extended Dental	Not available

Excludes Senior High Sports & Football

Schooltime	\$30.00
24-Hour	\$112.00
Extended Dental	Not available

PLAN B (**New Schedule**)

Excludes Senior High Football Only

Schooltime	\$35.00
24-Hour	\$120.00
Extended Dental	Not available

Excludes Senior High Sports & Football

Schooltime	\$26.00
24-Hour	\$102.00
Extended Dental	Not available

2013-2014 VOLUNTARY FOOTBALL RATES

MAKSIN GROUP

\$25,000 ACCIDENT MEDICAL EXPENSE

**1 YEAR BENEFIT PERIOD
NO DEDUCTIBLE**

Plan A and Plan B have new schedule of benefits

* Fall Football

PLAN A FULL EXCESS

Grades (10, 11, 12)
Grade (9)

\$225.00
\$165.00

PLAN B FULL EXCESS

Grades (10, 11, 12)
Grade (9)

\$270.00
\$125.00

- * Voluntary Football Premiums are paid by parent.
- * Coverage included for try-outs, pre and post season play and spring play.
- * Coverage included for off-season training for football only.

ACCIDENT INSURANCE COVERAGE PROVIDING A MAXIMUM OF \$25,000 ACCIDENT MEDICAL EXPENSES

If an Insured suffers an Injury that, within 90 days of the date of the accident that caused the Injury, requires him or her to be treated by a physician, the Company will pay the coinsurance percentage of the Usual and Customary Charges incurred for Medically Necessary Covered Accident Medical Services received due to that Injury up to an overall maximum of \$25,000. Benefits are payable for charges incurred within 52 weeks after the date of the accident causing the Injury.

BENEFIT SCHEDULE

ACCIDENT MEDICAL EXPENSE BENEFITS Covered Accident Medical Service(s) means any of the following services:			
INPATIENT HOSPITAL SERVICES Hospital's most common charge for semi-private room and board (or room and board in an intensive care unit) Hospital ancillary services (including, but not limited to, use of the operating room)		PLAN A	PLAN B
OUTPATIENT HOSPITAL SERVICES Hospital emergency room or ambulatory medical center Laboratory tests Radiological procedures		70% of U&C 70% of U&C	65% of U&C 65% of U&C
		70% of U&C up to a maximum of \$2,000 70% of U&C 70% of U&C	65% of U&C up to a maximum of \$1,500 65% of U&C 65% of U&C
PHYSICIAN SERVICES (INPATIENT OR OUTPATIENT) Services of a Physician (Physician means a licensed practitioner of the healing arts acting within the scope of his or her license who is not: 1) the Insured; 2) an immediate family member; or 3) retained by the Policyholder/Participating Organization.) Anesthetics and the administration of anesthetics Physical therapy		70% of U&C 70% of U&C	65% of U&C 65% of U&C
		70% of U&C except that an office visit connected with any such service is payable up to \$50 per visit up to a maximum of 5 visits	65% of U&C except that an office visit connected with any such service is payable up to \$35 per visit up to a maximum of 5 visits
ADDITIONAL SERVICES Private duty nursing by a registered nurse (R.N.) or Licensed Practical Nurse (LPN) Ambulance service to or from a hospital Rental of durable medical equipment Artificial eyes or other prosthetic appliances Medicines or drugs administered by a physician or that can be obtained only with a physician's written prescription Dental treatment (repair or replacement of sound natural teeth damaged or lost as a result of Injury) Deferred dental treatment benefits		70% of U&C 70% of U&C up to a maximum of \$800 70% of U&C 70% of U&C	65% of U&C 65% of U&C up to a maximum of \$500 65% of U&C 65% of U&C
		70% of U&C up to a maximum of \$500 70% of U&C up to \$600 for required dental treatment that must be postponed to a date more than 52 weeks after the date of that Injury due to the physiological changes occurring to an Insured who is a growing child. Charges incurred for deferred dental treatment are covered only if they are incurred on or before the Insured's 21st birthday; except that charges incurred for deferred root canal therapy are covered only if they are incurred within 104 weeks after the date the Injury is sustained.	65% of U&C up to a maximum of \$250 65% of U&C up to \$600 for required dental treatment that must be postponed to a date more than 52 weeks after the date of that Injury due to the physiological changes occurring to an Insured who is a growing child. Charges incurred for deferred dental treatment are covered only if they are incurred on or before the Insured's 21st birthday; except that charges incurred for deferred root canal therapy are covered only if they are incurred within 104 weeks after the date the Injury is sustained.



Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

ITEM VI D

TO: Board Members
FROM:  Karl Bruchhaus
DATE: July 2, 2014
SUBJECT: Contract Template

Attached you will find recommended revised Teacher and Administrator contract templates, modified by attorneys and based on this year's legislative actions.

Building Foundations for the Future

**PERFORMANCE CONTRACT OF EMPLOYMENT FOR
PROMOTIONAL APPOINTMENT PURSUANT TO L.R.S. 17:444**

This contract is entered into on this ____ day of _____, 20____, by and between the Calcasieu Parish School Board (hereinafter "Board"), a political subdivision of the State of Louisiana, represented herein by its Superintendent of Schools, Karl E. Bruchhaus (hereinafter "Superintendent"), who is duly authorized to act herein by virtue of the delegation of authority conferred unto him by L.R.S. 17:81 and corresponding Board policies and _____ (hereinafter "Appointee"). The terms of this contract are as follows:

I. AUTHORITY TO CONTRACT

This contract is entered into pursuant to the authority of and in accordance with the requirements of L.R.S. 17:81 and 444, as amended.

II. POSITION AND TERM OF APPOINTMENT

Superintendent hereby names Appointee to the position of _____ for a period commencing on _____ and ending on _____. Appointee hereby accepts such appointment. Both parties to this agreement acknowledge that such appointment constitutes a promotion or employment in a position of higher salary than a teacher within the meaning and intendment of L.R.S. 17:444(B). Appointee may not acquire tenure in the present position or in any other position within the school district as a result of service in the present position.

III. SALARY

In consideration for performance of the job responsibilities described hereinbelow, Appointee shall receive an annual salary in accordance with the salary schedule of the School Board for such position, which shall be paid at the same times and in the same manner as comparably situated employees. This salary is subject to adjustment in accordance with any general salary adjustments adopted by the School Board and made applicable to all other employees who then hold the same or similar position as held by Appointee.

IV. PERFORMANCE RESPONSIBILITIES OF APPOINTEE

A) Appointee shall faithfully and fully discharge and perform all duties of the position to which he/she has been appointed, as those duties may now or hereafter be established by the School Board and/or Superintendent of Schools, and shall comply with all policies, rules, and regulations adopted by the School Board.

(B) In addition to those duties of employment set forth above, Appointee also acknowledges that, as a condition of continued employment under this contract, he/she must fully, efficiently, and timely achieve the specific performance objectives of this position set forth in Exhibit "A," which is attached hereto and made a part hereof.

(C) Appointee shall serve under the direction of the Superintendent.

V. SUPERVISION OF PERFORMANCE

Appointee's performance will be subject to assessment and evaluation as provided for in the School Board's Personnel Evaluation Plan (and any revisions thereof) appropriate for the position held by Appointee. Appointee is also subject to the supervision and direction by the Superintendent of Schools and other members of the school system staff designated by the Superintendent.

VI. TRANSFER OR REASSIGNMENT OF APPOINTEE

(A) Appointee understands and agrees that the Superintendent has the right to transfer or reassign him/her to another position for which he/she is certified and of which is of equal pay when it is considered by the Superintendent to be in the best interest of the school system to do so. Appointee understands and agrees that his/her employment is not at a particular school or site.

(B) In the event that the transfer or reassignment of Appointee becomes necessary as a result of the discontinuation or abolishment of the position to which this appointment has been made, then this agreement shall automatically terminate and Appointee shall be returned to his/her last tenured position in the school system or to such other position as may be agreed upon by the parties. In the event of such transfer or reassignment, Appointee shall receive the salary established by the School Board for the new position. If the new position is an administrative or promotional position (as defined in L.R.S. 17:444), then Appointee shall receive a promotional contract of not less than two (2) nor more than four (4) years in the new position.

(C) If, during the term of this contract, Appointee is transferred or reassigned for any reason, the School Board shall have the right to establish specific performance objectives appropriate for the new position.

(D) If Appointee was hired from outside the system, he or she shall not acquire any credit, rights or time toward tenure as a classroom teacher or in any other position while serving pursuant to this contract.

VII. ISSUANCE OF NEW CONTRACT, NON-RENEWAL OR TERMINATION AT EXPIRATION OF TERM

(A) The parties hereto acknowledge that, by its terms, this contract shall expire on the ending date in Section II above. The School Board shall negotiate with Appointee and offer to him/her at the expiration of such term a new contract unless: (1) the Superintendent recommends to the School Board that a new contract not be issued for reasons which are based on an evaluation of Appointee's performance; (2) there exists cause sufficient to support a mid-contract termination, as provided in L.R.S. 17:444(B)(4)(c)(iii) and paragraph VIII below; (3) the position to which Appointee has been assigned has been discontinued; or (4) the position has been eliminated as a result of school district reorganization, provided that, should the position be recreated, Appointee, if still employed by the School Board, shall have the first right of refusal to the recreated position.

(B) If the School Board decides not to renew this contract, it shall give the Appointee written notice of termination of employment under such contract not less than one hundred twenty (120) days prior to the expiration date of this contract; provided, however, that the failure to give Appointee written notice at least 120 days prior to the expiration date of this contract shall not operate to renew this contract or appointment for an equivalent term, but shall only cause such contract and appointment to be extended on a day-to-day basis until one hundred twenty (120) days have passed since such notice was given.

(C) The notice required in paragraph B of this Section shall not apply to the expiration and/or renewal of the initial contract between the Employee and the Board for the position shown in Section II above but shall only be applicable to second and subsequent contracts between the parties for the same position.

(D) When the term of this contract (or any extension or renewal thereof) expires and the contract has not been renewed by the School Board for any of the reasons set forth in Section VII(A) above or because Appointee has chosen not to enter into subsequent contracts for the renewal of the appointment, Appointee shall be returned to the last position within the school system in which he/she has acquired tenure or to one paying at least the same salary as that position unless Appointee chooses to terminate his/her employment or unless Appointee had not acquired tenure before accepting the present appointment.

(E) Appointee also recognizes and acknowledges that, if the person who previously held the position covered hereunder was promoted to a higher position under the provisions of L.R.S. 17:444(B) and that person is removed from such higher position for any of the reasons stated in Sections VI - IX hereof, then such person may be returned by the School Board to the position covered by this contract and appointment. In the event that the Board does return such person to the position covered by this contract and appointment, this agreement shall terminate and Appointee hereunder will be returned to the position held prior to this appointment or to one paying at least the same salary as that position even though the term of this contract has not expired. If Appointee was not employed by the School Board prior to this contract, then he/she may be placed in any position for which he/she is properly certified or may be terminated from the system.

VIII. TERMINATION OF APPOINTMENT DURING TERM OF AGREEMENT

(A) Appointee shall be retained during the term of this contract unless he/she is found to be incompetent or inefficient or is found to have failed to fulfill the terms and performance objectives of this contract. Appointee shall be removable from his/her position for such cause in accordance with the procedures established by law.

(B) In the event that Appointee should, during the term of this agreement, be removed for cause from the position covered hereunder, then he/she will be returned to the last position within the school system in which he/she has acquired tenure or to one paying at least the same salary as that position unless he/she chooses to terminate his/her employment. If Appointee was not employed by the School Board prior to this contract, he/she may be placed in any position for which he/she is certified or may be terminated from the system.

(C) Notwithstanding the provisions of the preceding paragraph, Appointee acknowledges that, during the term of this agreement, he/she also remains subject to discipline, demotion, dismissal and removal as an employee of the school system pursuant to the terms and conditions of the Louisiana Teacher's Tenure Law, L.R.S. 17:441 et seq.

IX. REDUCTION IN FORCE DURING TERM OF CONTRACT

Should it become necessary for the School Board to effect a reduction in force during the term of this contract, Appointee shall be subject to the provisions of the reduction in force policy of the School Board as it presently exists or as that policy may hereafter be amended. If application of the reduction in force policy causes Appointee to be removed from the position covered hereunder, then this agreement shall automatically terminate and Appointee shall be treated as though he/she was occupying the last position in the school system in which he/she has acquired tenure. If application of the reduction in force policy requires reassignment of Appointee to a lesser position than that specified herein, then Appointee will not receive the compensation set forth herein, but, instead, will receive only that salary ordinarily paid to an individual of like qualifications and experience in the lesser position.

X. RENEWAL/EXTENSION OF CONTRACT

It is understood and agreed that, prior to its expiration, this contract may be renewed and/or renegotiated with mutual consent and that such contract may contain such lawful terms and conditions as may then be established by the parties. It is also understood and agreed that, in no event, can the term of this contract and any extension(s) thereto exceed four (4) years in length, as allowed by L.R.S. 17:444.

In addition, La. R.S. 17:444 requires that the term of administrative contracts be at least two (2) years but no more than four (4) years. The parties agree that, in the event that Appointee's evaluation is less than satisfactory at the end of the term of this agreement, the Superintendent *may* recommend a one (1) year extension of this contract for purposes of remediation in lieu of a recommendation of non-renewal or termination. In such event, the present contract shall simply be extended by an additional year. The decision as to whether an extension is offered shall depend upon the nature of the alleged deficiency or misconduct and the willingness or ability of the Appointee to address such issues, as determined by the Superintendent.

XI. PROMOTION DURING CONTRACT PERIOD

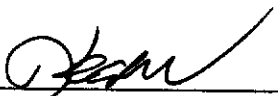
If, during the term of this contract, Appointee is offered an appointment to a position of higher salary, then the acceptance of such appointment shall cause this contract to have no further effect whatsoever, as of the date of such acceptance.

XII. SEVERABILITY CLAUSE

If any provision of this contract should be held to be illegal or unenforceable under the laws of the State of Louisiana or the United States, the remaining provisions herein shall remain in full force and effect.

THUS DONE AND SIGNED in Lake Charles, Louisiana.

WITNESSES:



SUPERINTENDENT OF SCHOOLS

APPOINTEE

DATE

CONTRACT 2014-2015 <year prompt>
TEACHER

____<name prompt>_____
____<social sec # prompt>_____
____<location prompt>_____

This contract is entered into between Superintendent Karl E. Bruchhaus of the Calcasieu Parish School Board and the above named employee.

The above-named employee, being properly certified and qualified under the rules and regulations of the State Board of Elementary and Secondary Education is hereby appointed to the position and for the school year shown above.

The above-named employee agrees to faithfully and efficiently perform the duties incumbent upon him/her as outlined in his/her job description and to observe and abide by the laws of the State of Louisiana, and the rules and regulations of the BESE, the State Department of Education, the School Board, the Superintendent of Schools, and the Principal of the school to which employee is assigned, provided such rules and regulations are within the province of said authorities.

Salary will be determined from the Calcasieu Parish School Board's Salary Schedule.

The Superintendent may terminate the employee's employment in accordance with the provisions of state law.

If, during the term of this contract, the employee should lose proper certification or otherwise become disqualified to serve in the position listed above for any reason, this contract shall be immediately rendered null and void.

THUS DONE AND SIGNED on the date(s) indicated.

BY: 
SUPERINTENDENT OF SCHOOLS

BY: _____
EMPLOYEE **DATE**

____<issue date prompt>_____
DATE OF OFFER

REJECTION OF CONTRACT:

BY: _____
EMPLOYEE **DATE**

Reason for Rejection: _____

**2014 Expirations
RECOMMENDED FOR RENEWAL**

CONTRACTED EMPLOYEE	EXPIRATION DATE
----------------------------	------------------------

ITEM VI E

PRINCIPALS

Bushnell, Melissa	July 31, 2014
Collins, Terry	July 31, 2014
David, Joseph	July 31, 2014
Fox, Joy	July 31, 2014
Fralick, Fritz	July 31, 2014
Geyen, Rodney	July 31, 2014
Goode, Margaret	July 31, 2014
Greathouse, Irene	July 31, 2014
Guillory, Reinette	July 31, 2014
Hamilton, Lynn	July 31, 2014
Juneau, Michael	July 31, 2014
Kellogg, Melanie	July 31, 2014
Kellogg, William	July 31, 2014
Oakley, Michael	July 31, 2014
Richmond, Vance	July 31, 2014
Robinson, Dinah	July 31, 2014
Savoy, Tim	July 31, 2014
Schooler, Patricia	July 31, 2014
Shelton, Carol	July 31, 2014
Washington, Tiffany	July 31, 2014
Winey, Harold	July 31, 2014

ASSISTANT PRINCIPALS

Barrentine, Dielle	July 31, 2014
Bertrand, Lori	July 31, 2014
Caldwell, Adam	July 31, 2014
Coleman, Felicia	July 31, 2014
Davis, Anne	July 31, 2014
Doyle, Denise	July 31, 2014
Fontenot, Patrick	July 31, 2014
Freeman, Ezola	July 31, 2014
Goodly, Jerome	July 31, 2014
Heckard, Kathy	July 31, 2014
Heinen, Eric	July 31, 2014
Holland, Rose	July 31, 2014
Jones, Zach	July 31, 2014
LaRocque, Delaina	July 31, 2014
LeDoux, Laura	July 31, 2014
Leger, Keith	July 31, 2014
Matthews, Sandra	July 31, 2014

McGee, Carl	July 31, 2014
Meche, Susan	July 31, 2014
Nash, Abraham	July 31, 2014
Nunez, Richard Scott	July 31, 2014
Ogea, Angelique	July 31, 2014
Ortego, Julie	July 31, 2014
Patton, Andy	July 31, 2014
Pool, David	July 31, 2014
Stephens, Anthony	July 31, 2014
Wilson, Frank	July 31, 2014

SUPERVISORS

Broussard, Kim	June 30, 2014
Hunter, Lawrence	June 30, 2014
LeBlanc, James	June 30, 2014
LeBlanc, Linda	June 30, 2014
McDonald, Eric	June 30, 2014
Vail, Richard	June 30, 2014
Vidrine, Dan	June 30, 2014

DIRECTORS

Creel, Roger	June 30, 2014
Foster, Wayne	June 30, 2014
Habetz, Marilyn	June 30, 2014
LeLeux, Keith	June 30, 2014
Reado, George	June 30, 2014

CHIEF TECHNOLOGY OFFICER

Abshire, Sheryl	June 30, 2014
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PROGRAM ADMINISTRATOR

Valla Johnson	June 30, 2014
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CONSTRUCTION MANAGER

Heath, Harold	June 30, 2014
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ASSISTANT SUPERINTENDENT

Anderson, Gary	June 30, 2014
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**THESE WERE NEW HIRES/TEMPORARY CONTRACTS
THESE WILL BE ISSUED A 2 YEAR PERFORMANCE CONTRACT**

Anderson, Shonna	July 31, 2014
Barrentine, Robert	July 31, 2014
Collins, John	June 30, 2014
Giffin, Lauren	July 31, 2014
Guillory, Julian	July 31, 2014
Granger, Gena	July 31, 2014
Jackson, Willona	July 31, 2014
Lopez, Carmen	July 31, 2014
Mhire, Shonda	July 31, 2014
O'Banion, Karyl	July 31, 2014
Shamsie, Brian	July 31, 2014
Smith, Mildred	July 31, 2014
Spears, Pam	July 31, 2014
VanMetre, Jason	July 31, 2014

GAS REGULATOR STATION SITE SERVITUDE

ITEM VI F

STATE OF LOUISIANA
PARISH OF CALCASIEU

BE IT KNOWN AND REMEMBERED BY THESE PRESENTS that in the presence of the undersigned competent witnesses, there came and appeared:

CALCASIEU PARISH SCHOOL BOARD, 1724 Kirkman St. Lake Charles, LA 70601, appearing herein through Karl Bruchhaus, Calcasieu Parish Schools Superintendent, duly authorized in the premises.

(herein called "Grantor", whether on or more)

CENTERPOINT ENERGY RESOURCES CORP., D/B/A CENTERPOINT ENERGY LOUISIANA GAS, a Delaware corporation having its Louisiana address at 2500 Highway 14, New Iberia, Louisiana 70560, appearing herein through Brad Tutunjian, its Division Vice President - Regional Operations, duly authorized in the premises.

(herein called "Grantee", whether one or more)

and declared and said that, FOR AND IN CONSIDERATION OF Ten and ⁰⁰/₁₀₀ Dollars (\$10.00) and other good and valuable consideration, receipt of which is hereby acknowledged and full acquittance given for same, they do hereby enter into the following agreement, to-wit:

GAS REGULATOR STATION SITE SERVITUDE

1.

Grantor does hereby GRANT, SELL AND CONVEY, with full warranty of title, free and clear of all mortgages, liens, claims and encumbrances, unto Grantee its successors and assigns, an unobstructed right of way and servitude to construct, lay, install, maintain, operate, inspect, repair, alter, replace, change the size of, remove and relocate a natural gas regulator station (which may be enclosed by a fence), with all gas pipelines and appurtenances thereto (including, but not limited to, service lines) over, under, across, upon, along and through the following-described property, owned by Grantor in full ownership, as well as the right of ingress and egress for the purpose of inspecting, repairing, maintaining and replacing the said gas regulator station, in whole or in part, situated in Calcasieu Parish, Louisiana, to-wit:

A ten (10) foot x twenty (20) foot parcel of ground situated at the southwest corner of a tract of land owned by Grantor fronting Iowa St. on the south and Shattuck St. on the east within the corporate limits of the City of Lake Charles, Parish of Calcasieu, State of Louisiana, beginning at a point four (4) feet east of an existing four (4) foot chain link fence tying to an existing eight (8) foot chain link fence, thence in a easterly direction along an existing 4' chain link fence, fronting Iowa St. a distance of twenty (20) feet to a point, thence in a northerly direction a distance of ten (10) feet to a point thence in a westerly direction a distance of twenty (20) feet to a point four (4) feet from an existing four (4) foot chain link fence tying to an existing eight (8) foot chain link fence located in Section 32, Township 9 South, Range 8 West more fully described with cross-diagonal lines, as "Acquire 10' X 20' Regulator Station Site Servitude", on the plat made by Segura dated 6/24/2014, marked CNP 6149 for identification, attached hereto and made part hereof.

2.

Grantor warrants that they have full title to the property affected by this servitude, free and clear of all mortgages, liens, claims and encumbrances.

3.

It is stipulated and agreed that Grantee hereunder, will protect and indemnify Grantor to the fullest extent with respect to any and all claims of any and all parties for personal injury (including death) and for property damage arising or resulting from the construction, maintenance, and operation of the gas regulator station installed, maintained, and operated under the authority of this agreement.

EXECUTED this _____ day of _____, 2014.

WITNESSES:

BY: _____
KARL BRUCHHAUS
Superintendent, Calcasieu Parish Schools

STATE OF LOUISIANA

PARISH OF _____

BEFORE ME, the undersigned authority, duly commissioned and qualified in and for the parish and state aforesaid, there personally came and appeared _____, being duly sworn, declared and said that he was one of the subscribing witnesses to the foregoing instrument, that the same was signed by Karl Bruchhaus in the presence of affiant and in the presence of the other subscribing witness.

Subscribing witness

SWORN TO AND SUBSCRIBED BEFORE ME ON THIS ____ DAY OF _____, 2014.

NOTARY PUBLIC

EXECUTED this _____ day of _____, 2014.

WITNESSES:

CENTERPOINT ENERGY
Resources Corp. dba CenterPoint
Energy Louisiana Gas

Brad Tutunjian,
Division Vice President –
Regional Operations

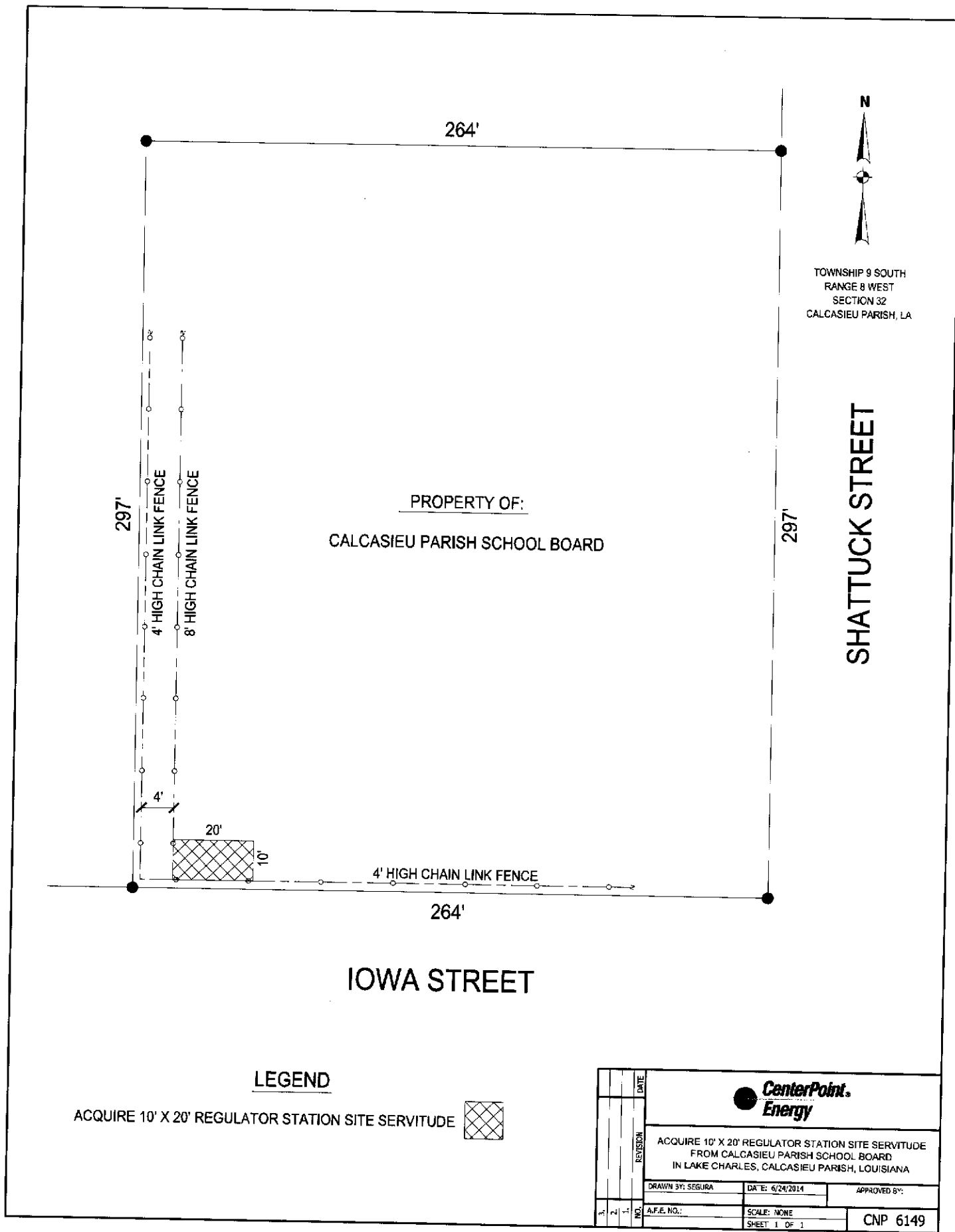
STATE OF LOUISIANA

PARISH OF _____

BEFORE ME, the undersigned authority, duly commissioned and qualified in and for the Parish and State aforesaid, there personally came and appeared _____, who being duly sworn, declared and said that he was one of the subscribing witnesses to the foregoing instrument and that the same was signed BRAD TUTUNJIAN in his/her presence and in the presence of the other subscribing witnesses.

SWORN TO AND SUBSCRIBED BEFORE ME ON THIS _____ DAY OF _____, 2014.

NOTARY PUBLIC



TOWNSHIP 9 SOUTH
RANGE 8 WEST
SECTION 32
CALCASIEU PARISH, LA

SHATTUCK STREET

PROPERTY OF:

CALCASIEU PARISH SCHOOL BOARD

264'

IOWA STREET

LEGEND

ACQUIRE 10' X 20' REGULATOR STATION SITE SERVITUDE



CenterPoint Energy	
ACQUIRE 10' X 20' REGULATOR STATION SITE SERVITUDE FROM CALCASIEU PARISH SCHOOL BOARD IN LAKE CHARLES, CALCASIEU PARISH, LOUISIANA	
DRAWN BY: SEGURA	DATE: 6/24/2014
APPROVED BY:	
A.F.E. NO.:	SCALE: NONE
SHEET 1 OF 1	
CNP 6149	

Request for Board Approval of Band, Vocal, or Marching Unit Trips

School: WW LewisDate: 24 June 2014

Unit Requesting Trip:

Cheerleaders

Destination:

Orlando, FL Walt Disney World

Justification for

Trip: The Lewis cheerleaders have been invited to perform in the Disney World Christmas Parade.

Benefits to School and School System:

Positive experience for the cheerleaders, national exposure for CPSB and WW Lewis, networking with other schools.Schedule of Activities: Touring Disney parks, scheduled rehearsals and cheer practice, parade rehearsal and filming.Length of Trip (#of days) 4-7 December 2014List of Local Activities participating in: Sulphur parades, city + community events, ball games etc.Mode of Transportation: Parents will be driving the students.

Budget: _____

Travel: _____

Lodging: _____

Food: _____

Entry Fee: _____

Entry Fee: _____

Other: _____

Total: \$700 each

Source of Funds:

(1) Fund Raising Projects: \$700

(2) Student Contributions: _____

TOTAL \$700 eachCharlotte Ballmore

SIGNATURE OF DIRECTOR OF SPONSOR

Dan Syfrest

APPROVAL OF PRINCIPAL

Sponsors - Mandy Benoit, Allison Waite

The \$700 covers meal vouchers,
Disney tickets, 3 nights in a
Disney resort, parade costume
\$50 deposit is due by 10

To: Karl Bruchhaus, Superintendent
From: Yvette Ardoin, Grant Coordinator
CC: Rico Guillory, LaGrange High School Principal
Subject: Board Approval for Grant Proposal

July 1, 2014

ITEMS VI H

I am requesting Board approval for the following Grant Proposal:

Grant Title: Phillips 66 Signature Community Initiative Grant

Funding Authority: Phillips 66 Corporation

Person Applying for Grant: Rico Guillory, LaGrange Principal and Carol Collins, PR Director
for Phillips 66 LCMC

Grant Amount: \$100,000

Grant Period: 2014 School Year

Purpose: The purpose of the Phillips 66 Grant is to upgrade and enhance LaGrange's science labs and classrooms to provide a more complete science education at the high school to encourage students to delve more deeply into the sciences, spark greater interest in STEM (science, technology, engineering and mathematics) fields among students and enable the science department to better teach and prepare them for future employment and think more critically of their surroundings and look into future STEM careers. The grant will provide materials, supplies, and science equipment to allow students to work in labs and learn hands-on science theories, while staying safe and secure.

Focus on the Core Values:

1. Safety of each other, the environment, and the community is one of the upmost important thoughts.
2. Honor guides the program and its participant to always do the right thing and prepare for all possible outcomes.
3. Commitment to the community is the center of this program; CPSB and Phillips 66 partnership are committed to the education system for children in the community.

Measurable Goals:

- Increase of number of students interested in science by 5%
- Increase of students' GPA in science classes by 5%
- Increase of students passing/scores on the Biology EOC by 5%
- Increase of students enrolled in advanced science classes by 5%
- Increase of students enrolled in College-Prep classes (Biology II, Physics, AP Biology, AP Physics, AP Chemistry) by 3%
- Increase of students attending college by 5%
- Increase of students interested in, completing a STEM degree, and applying for STEM careers by 3%




Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

ITEM VI I

TO: Board Members
FROM:  Karl Bruchhaus
DATE: July 8, 2014
SUBJECT: Drainage Improvements

Gravity Drainage District #8 has requested assistance from the Calcasieu Parish School Board as an adjacent landowner to install drainage pipe west of Moss Bluff Middle School. Staff is requesting that the \$64,400 (10% of Phase 3 costs) be funded from District #3 sales tax funds.

Requested action: Authorization to send a letter of commitment on behalf of Calcasieu Parish School Board to contribute up to \$64,400 from Sales Tax District #3 for Phase 3 drainage improvements west of Moss Bluff Middle School.

Building Foundations for the Future

RESOLUTION

WHEREAS, a Cooperative Agreement and Intergovernmental Contract is in effect between the Calcasieu Parish School Board and the Calcasieu Parish Police Jury; and

WHEREAS, the Calcasieu Parish Police Jury is proposing Phase 3 of the L-15 Drainage Improvement Project on property adjacent to Moss Bluff Middle in cooperation with Gravity Drainage District No. 8 of Ward 1; and

WHEREAS, the Calcasieu Parish School Board agrees to contribute \$64,400 towards the funding of the Phase 3 project from proceeds of District 3 Sales Tax;

NOW, THEREFORE BE IT RESOLVED that the Calcasieu Parish School Board fully supports and approves the contribution of \$64,400 towards the funding of the project.

THUS DONE AND PASSED on this 8th day of July, 2014.

ANNETTE BALLARD, PRESIDENT
CALCASIEU PARISH SCHOOL BOARD

BOND RESOLUTION

A resolution providing for issuance, sale and delivery of FIVE MILLION THREE HUNDRED NINETY THOUSAND AND NO/100 (\$5,390,000) DOLLARS of Sales Tax Revenue Refunding Bonds of Sales Tax District No. Three of Calcasieu Parish, Louisiana, ST Series 2014; prescribing the form, fixing the details and providing for the rights of the owners thereof; providing for payment of the principal of and interest on such bonds and the application of the proceeds thereof to the refunding of certain sales tax revenue refunding bonds of said District; and providing for other matters in connection therewith.

WHEREAS, Sales Tax District No. Three of Calcasieu Parish, Louisiana (the "District") held an election on July 15, 2000 within said District, wherein the following proposition was proposed to and approved by the electorate of the District, to-wit:

SALES TAX PROPOSITION

20-YEAR 1-½% SALES AND USE TAX ("TAX") FOR SCHOOLS AND SCHOOL RELATED FACILITIES; AND AUTHORITY TO ISSUE BONDS TO BE RETIRED WITH, PAID FROM AND SECURED BY A PLEDGE AND DEDICATION OF THE TAX; AND, THE SIMULTANEOUS CANCELLATION OF THE SALES AND USE TAX APPROVED ON JULY 18, 1992 AND LEVIED ON OCTOBER 1, 1992.

Shall Sales Tax District No. Three of Calcasieu Parish, Louisiana, pursuant to Article 6, Section 29 of the Louisiana Constitution of 1974, and other Constitutional and statutory authority, levy and collect for 20 years beginning October 1, 2000, 1-½ % upon the sale at retail, use, lease or rental, consumption and storage for use or consumption of tangible personal property and on sales of services as defined in La. R.S. 47:301-317, with the avails of the Tax, after payment of all costs of levy and collection dedicated and used for acquiring and/or improving lands for building sites and playgrounds, purchasing, erecting, maintaining and/or improving school buildings and other related facilities, and acquiring equipment and furnishings therefor, title to which shall be in the public; and, to issue bonds not to exceed 20 years from the initial levy of the Tax, with interest at a rate not exceeding ten percent

(10%) per annum, which bonds shall be retired with, paid from and secured by an irrevocable pledge and dedication of the Tax; and, simultaneously, upon levy of the Tax, cancel the levy and collection of that sales and use tax approved by the electors of the District on July 18, 1992, and initially levied on October 1, 1992?

WHEREAS, the District has heretofore issued \$12,650,000 of its Sales Tax Revenue Refunding Bonds, ST Series 2004, dated April 1, 2004 on original issue, of which \$7,320,000 is currently outstanding (the "Outstanding Bonds") which Outstanding Bonds are payable as to both principal and interest solely from an irrevocable pledge and dedication of the net proceeds of a one and one-half percent (1½%) sales and use tax (the "Tax") on the sale at retail, the use, the lease or rental, and the consumption and storage for use or consumption of tangible personal property and sales of services within the District, subject only to the payment of the reasonable and necessary costs and expenses of collecting and administering the Tax and paying the costs of an annual audit of collection and receipts of the Tax, all in accordance with Article VI, Section 29(A) of the Constitution of the State of Louisiana of 1974, Section 2721.6 of Subpart D of Part I of Chapter 6 of Title 33, and Subpart F of Part III of Chapter 4 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and all other laws on the same subject matter; and

WHEREAS, the Calcasieu Parish School Board, State of Louisiana, governing authority of the District has found and determined that currently refunding all of the Outstanding Bonds, consisting of those bonds maturing November 1, 2014 through November 1, 2020, inclusive (the "Refunded Bonds"), would be advantageous to the District;

WHEREAS, the Calcasieu Parish School Board has adopted a preliminary resolution on February 11, 2014, expressing its intention to issue sales tax revenue refunding bonds of the District in an amount not to exceed \$6,400,000 pursuant to the Act;

WHEREAS, the State Bond Commission, on March 20, 2014, granted approval and authority for issuance of the Bonds in the principal amount not exceeding \$6,400,000;

WHEREAS, pursuant to Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, it is now the desire of the District to adopt this Bond Resolution in order to provide for issuance by the District of \$5,390,000 principal amount of its Sales Tax Revenue Refunding Bonds, ST Series 2014 (the "Bonds"), for the purpose of currently refunding the Refunded Bonds, to fix the details of the Bonds and to sell the Bonds to the purchasers thereof;

WHEREAS, it is further necessary to provide for application of the proceeds of the Bonds and to provide for other matters in connection with payment or redemption of the Refunded Bonds;

WHEREAS, in connection with issuance of the Bonds, it is necessary that provision be made for payment of the principal, interest and redemption premium, if any, of the Refunded Bonds described in **Exhibit A** hereto, and to provide for the call for redemption of the

Refunded Bonds, pursuant to a Notice of Call for Redemption, attached hereto as **Exhibit E**;

WHEREAS, it is necessary that the Calcasieu Parish School Board as the governing authority of the District, prescribe the form and content of the Escrow Deposit Agreement, attached hereto as **Exhibit B**, providing for payment of the principal, premium and interest of the Refunded Bonds and authorize execution thereof as hereinafter provided;

WHEREAS, the District desires to sell the Bonds to the purchasers thereof and to fix the details of the Bonds and the terms of the sale of the Bonds in accordance with the Placement Agreement attached hereto as **Exhibit D**;

NOW, THEREFORE, BE IT RESOLVED by the Calcasieu Parish School Board, State of Louisiana, acting as the governing authority of the District, that:

ARTICLE I

DEFINITIONS AND INTERPRETATION

SECTION 1.1. Definitions. The following terms shall have the following meanings in this resolution unless the context otherwise requires:

"Act" shall mean Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other applicable constitutional and statutory authority.

"Bond" or "Bonds" shall mean any or all of the Sales Tax Revenue Refunding Bonds, ST Series 2014 of the District, issued pursuant to this Bond Resolution, as the same may be amended from time to time, whether initially delivered or issued in exchange for, upon transfer of, or in lieu of any previously issued Bond. The Bonds shall be secured by and payable as to both principal and interest solely from an irrevocable pledge and dedication of the net proceeds of the Tax.

"Bondholder," "Registered Owner," or "Owner" shall mean the Person reflected as registered owner of any of the Bonds on the registration books maintained by the Paying Agent.

"Bond Counsel" shall mean an attorney or firm of attorneys whose experience in matters relating to the issuance of obligations by states and their political subdivisions is nationally recognized.

"Bond Obligation" shall mean, as of the date of computation, the principal amount of the Bonds then Outstanding.

"Bond Resolution" shall mean the resolution authorizing issuance of the Bonds, as further amended and supplemented as herein provided.

"Bond Year" shall mean the one-year period ending on the principal payment date on the Bonds (November 1).

"Business Day" shall mean a day of the year other than a day on which banks located in New York, New York and the cities in which the principal offices of the Escrow Agent and the Paying Agent are located are required or authorized to remain closed and on which the New York Stock Exchange is closed.

"Code" shall mean the Internal Revenue Code of 1986, as amended.

"Costs of Issuance" shall mean all items of expense, directly or indirectly payable or reimbursable and related to the authorization, sale and issuance of the Bonds, including but not limited to printing costs, costs of preparation and reproduction of documents, filing and recording fees, initial fees and charges of any fiduciary, legal fees and charges, placement fee, fees and charges for the preparation and distribution of a preliminary official statement and official statement, if paid by the District, fees and disbursements of consultants and professionals, costs of credit ratings, fees and charges for preparation, execution, transportation and safekeeping of the Bonds, costs and expenses of refunding, premiums for the insurance policy securing payment of the Bonds, if any, and any other cost, charge or fee paid or payable by the District in connection with the original issuance of Bonds.

"Debt Service" for any period shall mean, as of the date of calculation, an amount equal to the sum of (i) interest payable during such period on Bonds and (ii) the principal amount of Bonds which mature during such period.

"Defeasance Obligations" shall mean (a) cash or (b) non callable Government Securities.

"District" shall mean Sales Tax District No. Three of Calcasieu Parish, Louisiana.

"Escrow Agent" shall mean Argent Trust Company, N.A., in the City of Ruston, Louisiana, and its successor or successors, and any other person which may at any time be substituted in its place pursuant to the Bond Resolution.

"Escrow Agreement" shall mean the Escrow Deposit Agreement dated as of August 14, 2014, between the District and the Escrow Agent, substantially in the form attached hereto as **Exhibit B**, as the same may be amended from time to time, the terms of which Escrow Agreement are incorporated herein by reference.

"Executive Officers" shall mean the President, the Secretary, and the Chief Financial Officer of the Calcasieu Parish School Board.

"Fiscal Year" shall mean the one-year period commencing on July 1 of each year, or such other one-year period as may be designated by the Governing Authority as the fiscal year of the District.

"Governing Authority" shall mean the School Board of Calcasieu Parish, State of Louisiana, or its successor in function.

"Government Securities" shall mean direct general obligations of, or obligations the timely payment of principal of and interest on which are fully and unconditionally guaranteed by, the United States of America, which may be United States Treasury Obligations such as the State and Local Government Series and may be in book-entry form.

"Interest Payment Date" shall mean May 1 and November 1 of each year, commencing November 1, 2014.

"Outstanding," when used with reference to the Bonds, shall mean as of any date, all Bonds theretofore issued under the Bond Resolution, except:

1. Bonds theretofore cancelled by the Paying Agent or delivered to the Paying Agent for cancellation;
2. Bonds for the payment or redemption of which sufficient Defeasance Obligations have been deposited with the Paying Agent or an escrow agent in trust for the owners of such Bonds with the effect specified in Section 11.1 of this Bond Resolution, provided that if such Bonds are to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to the Bond Resolution, to the satisfaction of the Paying Agent, or waived;
3. Bonds in exchange for or in lieu of which other Bonds have been registered and delivered pursuant to the Bond Resolution; and
4. Bonds alleged to have been mutilated, destroyed, lost, or stolen which have been paid as provided in the Bond Resolution or by law.

"Paying Agent" shall mean Argent Trust Company, N.A., in the city of Ruston, Louisiana, as paying agent and registrar hereunder, until a successor Paying Agent shall have become such pursuant to the applicable provisions of the Bond Resolution, and thereafter "Paying Agent" shall mean such successor Paying Agent.

"Person" shall mean any individual, corporation, partnership, joint venture, association joint-stock company, trust, unincorporated organization or government or any agency or political subdivision thereof.

"Placement Agent" shall mean Crews & Associates, Inc., Little Rock, Arkansas.

"Pledged Tax Revenues" shall mean the net avails or proceeds of a one and one-half percent (1½%) sales and use tax on the sale at retail, the use, the lease or rental, and the consumption and storage for use or consumption of tangible personal property and sales of services within the District, subject only to the payment of the reasonable and necessary costs and expenses of collecting and administering the Tax and paying the costs of an annual audit of collection and receipts of the Tax, as approved by the electorate of the District in an election

previously held therein.

"Purchaser" shall mean Red River Bank, Baton Rouge, Louisiana.

"Qualified Investments" shall mean (i) cash, (ii) Government Securities, and (iii) time certificates of deposit of state banks organized under the laws of the State and national banks having their principal office in the State which are fully collateralized by government securities as provided by Louisiana law, or any other investment security which may be permitted by Louisiana law.

"Record Date" shall mean, with respect to an Interest Payment Date, the close of business on the fifteenth calendar day of the month next preceding an Interest Payment Date, whether or not such day is a Business Day.

"Refunded Bonds" shall mean the District's outstanding Sales Tax Revenue Refunding Bonds, ST Series 2004, dated April 1, 2004 on original issue, maturing November 1, 2014 to November 1, 2020, inclusive, which are being refunded by the Bonds, as more fully described in **Exhibit A** hereto.

"State" shall mean the State of Louisiana.

"Tax" shall mean the one and one-half percent (1½%) sales and use tax on the sale at retail, the use, the lease or rental, and the consumption and storage for use or consumption of tangible personal property and sales of services within the District, being levied and collected in accordance with the provisions of the proposition approved by the electorate of the District at an election held on July 15, 2000.

SECTION 1.2. Interpretation. In this Bond Resolution, unless the context otherwise requires, (a) words importing the singular include the plural and vice versa, (b) words of the masculine gender shall be deemed and construed to include correlative words of the feminine and neuter genders and (c) the title of the offices used in this Bond Resolution shall be deemed to include any other title by which such office shall be known under any subsequently adopted charter.

ARTICLE II

AUTHORIZATION AND ISSUANCE OF BONDS

SECTION 2.1. Authorization of Bonds. This Bond Resolution creates an issue of Bonds to be designated "Sales Tax Revenue Refunding Bonds of Sales Tax District No. Three of Calcasieu Parish, Louisiana, ST Series 2014" and provides for the full and final payment of the principal or redemption price of, and interest on all the Bonds.

(b) The Bonds issued under this Bond Resolution shall be issued for the purpose of refunding the Refunded Bonds through escrow of a portion of the proceeds of the Bonds, together with other available moneys of the District, in Qualified Investments, in accordance with the terms of the Escrow Agreement, in order to provide for the payment of the principal of, premium, if any, and interest on the Refunded Bonds upon redemption as provided in Section 13.1 hereof.

(c) Provision having been made for the redemption of all the Refunded Bonds, in accordance with their terms, it is hereby recognized and acknowledged that as of the date of delivery of the Bonds under this Bond Resolution, provision will have been made for the performance of all covenants and agreements of the District incidental to the Refunded Bonds, and that accordingly, and in compliance with all that is herein provided, the District is expected to have no future obligation with reference to the aforesaid Refunded Bonds, except to assure that the Refunded Bonds are paid from funds so escrowed in accordance with the provisions of the Escrow Agreement, and that the Refunded Bonds will be defeased pursuant to the terms of the resolution of the Governing Authority which authorized their issuance, and the Act.

(d) The Escrow Agreement is hereby approved by the Governing Authority of the District and the Executive Officers are hereby authorized and directed to execute and deliver the Escrow Agreement on behalf of the District substantially in the form of **Exhibit B** hereof, with such changes, additions, deletions or completions deemed appropriate by such signing officials, and it is expressly provided and covenanted that all of the provisions for payment of the principal of, premium, if any, and interest on the Refunded Bonds from the special trust fund created under the Escrow Agreement shall be strictly observed and followed in all respects.

SECTION 2.2. Bond Resolution to Constitute Contract. In consideration of the purchase and acceptance of the Bonds by those who shall own the same from time to time, the provisions of this Bond Resolution shall be a part of the contract of the District with the Owners of the Bonds and shall be deemed to be and shall constitute a contract between the District and the Owners from time to time of the Bonds. The provisions, covenants and agreements herein set forth to be performed by or on behalf of the District shall be for the equal benefit, protection and security of the Owners of any and all of the Bonds, each of which Bonds, regardless of the time or times of its issue or maturity, shall be of equal rank without preference, priority or distinction over any other thereof except as expressly provided in this Bond Resolution.

SECTION 2.3. Obligation of Bonds. Bonds herein authorized shall be secured

by and payable in principal and interest, from an irrevocable pledge and dedication of the avails, proceeds, and revenues of the Tax totaling one and one-half percent (1-1/2%) on the dollar of each taxable transaction, now being levied and collected by the District, pursuant to the provisions of Article VI, Section 29(A) of the Constitution of 1974 of the State of Louisiana, and Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority supplemental thereto, and in accordance with a special election held within the District on July 15, 2000, authorizing the District to incur debt and issue the Bonds. The Tax avails, proceeds or revenues shall be set aside in separate funds, hereinafter designated, and shall be and remain so pledged for the security and payment of the Bonds in principal and interest and for all other payments provided for in this Resolution until the Bonds authorized under the provisions of this Resolution shall have been fully paid and discharged.

SECTION 2.4. Authorization and Designation. Pursuant to the provisions of the Act, there is hereby authorized issuance of \$5,390,000 principal amount of Bonds to be designated "Sales Tax Revenue Refunding Bonds of Sales Tax District No. Three of Calcasieu Parish, Louisiana, ST Series 2014," for the purpose of currently refunding the Refunded Bonds. The Bonds shall be in substantially the form set forth in **Exhibit C** hereto, with such necessary or appropriate variations, omissions and insertions as are required or permitted by the Act and this Bond Resolution.

SECTION 2.5. Denominations, Dates, Maturities and Interest. The Bonds are issuable as fully registered bonds in minimum denominations of \$100,000 and increments of \$5,000 thereafter, without coupons, initially in the form of a single term bond, shall be dated the date of delivery thereof, shall bear interest payable on May 1 and November 1 of each year, commencing November 1, 2014, as set forth below:

DATE (Nov. 1)	MATURITY AMOUNT	INTEREST RATE
2020	\$5,390,000	1.850%

The principal and premium, if any, of the Bonds are payable in such coin or currency of the United States of America as at the time of payment is legal tender for payment of public and private debts at the principal corporate trust office of the Paying Agent, upon presentation and surrender thereof. Interest on the Bonds is payable by check mailed on or before the Interest Payment Date by the Paying Agent to the Owner (determined as of the Record Date) at the address of such Owner as it appears on the registration books of the Paying Agent maintained for such purpose. The person in whose name any Bond is registered at the close of business on the Record Date with respect to an Interest Payment Date shall in all cases be entitled to receive the interest payable on such Interest Payment Date (unless such Bond has been called for redemption on a redemption date which is prior to such Interest Payment Date) notwithstanding cancellation of such Bond upon any registration of transfer or exchange thereof subsequent to such Record Date and prior to such Interest Payment Date.

ARTICLE III

GENERAL TERMS AND PROVISIONS OF THE BONDS

SECTION 3.1. Exchange of Bonds; Persons Treated as Owners. The District shall cause books for the registration and for the registration of transfer of the Bonds as provided in this Bond Resolution to be kept by the Paying Agent at its principal corporate trust office, and the Paying Agent is hereby constituted and appointed the registrar for the Bonds. At reasonable times and under reasonable regulations established by the Paying Agent said list may be inspected and copied by the District, or by the Owners (or a designated representative thereof) of 15% of the outstanding principal amount of the Bonds.

Upon surrender for registration of transfer of any Bond, the Paying Agent shall register and deliver in the name of the transferee or transferees one or more new fully registered Bonds of authorized denomination of the same maturity and like aggregate principal amount. At the option of the Owner, Bonds may be exchanged for other Bonds of authorized denominations of the same maturity and like aggregate principal amount, upon surrender of the Bonds to be exchanged at the principal corporate trust office of the Paying Agent. Whenever any Bonds are so surrendered for exchange, the Paying Agent shall register and deliver in exchange therefor the Bond or Bonds which the Bondholder making the exchange shall be entitled to receive. All Bonds presented for registration of transfer or exchange shall be accompanied by a written instrument or instruments of transfer in form and with a guaranty of signature satisfactory to the Paying Agent, duly executed by the Owner or his attorney duly authorized in writing.

No service charge to the Owners shall be made by the Paying Agent for any exchange or registration of transfer of Bonds. The Paying Agent may require payment by the person requesting an exchange or registration of transfer of Bonds of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto. The District and the Paying Agent shall not be required (a) to issue, register the transfer of or exchange any Bond during a period beginning at the opening of business on the 15th calendar day of the month next preceding an Interest Payment Date ("Record Date"), or any date of selection of Bonds to be redeemed and ending at the close of business on the Interest Payment Date or day on which the applicable notice of redemption is given or (b) to register the transfer of or exchange any Bond so selected for redemption in whole or in part.

All Bonds delivered upon any registration of transfer or exchange of Bonds shall be valid obligations of the District, evidencing the same debt and entitled to the same benefits under this Bond Resolution as the Bonds surrendered. Prior to due presentment for registration of transfer of any Bond, the District, and the Paying Agent, and any agent of the District, or the Paying Agent may deem and treat the person in whose name any Bond is registered as the absolute owner thereof for all purposes, whether or not such Bond shall be overdue, and shall not be bound by any notice to the contrary.

SECTION 3.2. Bonds Mutilated, Destroyed, Stolen or Lost. In case any Bond shall become mutilated or be improperly canceled, or be destroyed, stolen or lost, the Governing Authority may in its discretion adopt a resolution and thereby authorize issuance and delivery of a new Bond in exchange for and substitution for such mutilated or improperly canceled Bond, or

in lieu of and substitution for the Bond destroyed, stolen or lost, upon the Owner (i) furnishing the District, and the Paying Agent proof of his ownership thereof and proof of such mutilation, improper cancellation, destruction, theft or loss satisfactory to the District, and the Paying Agent, (ii) giving to the District, and the Paying Agent an indemnity bond in favor of the District, and the Paying Agent in such amount as the District may reasonably require, (iii) compliance with such other reasonable regulations and conditions as the District may prescribe and (iv) paying such expenses as the District, and the Paying Agent may incur. All Bonds so surrendered shall be delivered to the Paying Agent for cancellation pursuant to Section 3.4 hereof. If any Bond shall have matured or be about to mature, instead of issuing a substitute Bond, the District may pay the same, upon being indemnified as aforesaid, and if such Bond be lost, stolen or destroyed, without surrender thereof any such duplicate Bond issued pursuant to this Section shall constitute an original, additional, contractual obligation on the part of the District, whether or not the lost, stolen or destroyed Bond be at any time found by anyone. Such duplicate Bond shall be in all respects identical with those replaced except that it shall bear on its face the following additional clause: "This Bond is issued to replace a lost, canceled or destroyed Bond under the authority of R.S. 39:971 through 39:974."

Such duplicate Bond may be signed by the facsimile signatures of the same officers who signed the original Bonds, provided, however, that in the event the officers who executed the original Bonds are no longer in office, then the new Bonds may be signed by the officers then in office. Such duplicate Bonds shall be entitled to equal and proportionate benefits and rights as to lien and source and security for payment as provided herein with respect to all other Bonds hereunder, the obligation of the District upon the duplicate Bonds being identical to its obligations upon the original Bonds and the rights of the Owner of the duplicate Bonds being the same as those conferred by the original Bonds.

SECTION 3.3. Preparation of Definitive Bonds, Temporary Bonds. Until the definitive Bonds are prepared, the District may execute, in the same manner as is provided in Section 3.5, and deliver, in lieu of definitive Bonds, but subject to the same provisions, limitations and conditions as the definitive Bonds except as to the denominations, one or more temporary typewritten Bonds substantially of the tenor of the definitive Bonds in lieu of which such temporary Bond or Bonds are issued, in authorized denominations, and with such omissions, insertions and variations as may be appropriate to temporary Bonds.

SECTION 3.4. Cancellation of Bonds. All Bonds paid or redeemed either at or before maturity, together with all Bonds purchased by the District, shall thereupon be promptly cancelled by the Paying Agent. The Paying Agent shall thereupon promptly furnish to the Executive Officers an appropriate certificate of cancellation.

SECTION 3.5. Execution. The Bonds shall be executed in the name and on behalf of the District by the manual or facsimile signatures of the President and Secretary of the Calcasieu Parish School Board, and the corporate seal of the Calcasieu Parish School Board (or a facsimile thereof) shall be thereunto affixed, imprinted, engraved or otherwise reproduced thereon. In case any one or more of the officers who shall have signed or sealed any of the Bonds shall cease to be such officer before the Bonds so signed and sealed shall have been actually delivered, such Bonds may, nevertheless, be delivered as herein provided, and may be issued as if the person who signed or sealed such Bonds had not ceased to hold such office. Said officers shall, by the execution of the Bonds, adopt as and for their own proper signatures

their respective facsimile signatures appearing on the Bonds or any legal opinion certificate thereon, and the District may adopt and use for that purpose the facsimile signature of any person or persons who shall have been such officer at any time on or after the date of such Bond, notwithstanding that at the date of such Bond such person may not have held such office or that at the time when such Bond shall be delivered such person may have ceased to hold such office.

SECTION 3.6. Registration by Paying Agent and Secretary of State. (a) No Bond shall be valid or obligatory for any purpose or entitled to any security or benefit under this Bond Resolution unless and until a certificate of registration on such Bond substantially in the form set forth in **Exhibit C** hereto shall have been duly executed on behalf of the Paying Agent by a duly authorized signatory, and such executed certificate of the Paying Agent upon any such Bond shall be conclusive evidence that such Bond has been executed, registered and delivered under this Bond Resolution.

(b) The Bonds shall also be registered with the Secretary of State of Louisiana (which registration shall be by manual signature on the Bonds issued upon original issuance of the Bonds and by facsimile signature on Bonds exchanged therefor) and shall have endorsed thereon the following:

“OFFICE OF SECRETARY OF STATE
STATE OF LOUISIANA
BATON ROUGE, LOUISIANA

“Incontestable. Secured by a pledge and dedication of a sales and
use tax in Sales Tax District No. Three of Calcasieu Parish,
Louisiana. Registered on this ____ day of August, 2014.

Secretary of State”

SECTION 3.7. Regularity of Proceedings. Issuance of the Bonds, and all procedures undertaken incident thereto, are in full compliance and conformity with all applicable requirements, provisions and limitations prescribed by the Constitution and Laws of the State of Louisiana, particularly Subpart F of Part III of Chapter 4 of Title 39 of the Louisiana Revised Statutes of 1950, as amended. The District, having investigated the regularity of the proceedings had in connection with issuance of the Bonds, and having determined the same to be regular, each of the Bonds shall contain the following recital, to-wit:

“It is certified that this Bond is authorized by and is issued in
conformity with the requirements of the Constitution and statutes
of the State of Louisiana.”

The total aggregate amount of bonded indebtedness of the District does not now, nor shall it upon issuance of the Bonds, exceed any applicable limit prescribed by the Constitution or Laws of the State of Louisiana.

ARTICLE IV

PAYMENT OF BONDS; DISPOSITION OF FUNDS

SECTION 4.1. Funds and Accounts. In order that the principal of and interest on the Bonds will be paid in accordance with their terms and for the other objects and purposes hereinafter provided, the following special trust funds are hereby established, to be maintained and held by the Governing Authority's fiscal agent bank, or Argent Trust Company, N.A., at the option of the Governing Authority, for and on behalf of the holders of the Bonds:

- (1) **Special Sales Tax Fund Public School Improvements 2000** (the "Receipts Fund"); and
- (2) **ST Series 2014 Sales Tax Revenue Refunding Bond Sinking Fund** (the "Sinking Fund").

Amounts on deposit in the Receipts Fund, after payment of all costs and expenses of collection and administration of the Tax, shall be disbursed in the following manner at the times, in the priorities and in the amounts and order as follows:

First: On the last business day of each month commencing August, 2014, to the Sinking Fund an amount equal to one third (1/3) of the annual principal and one third (1/3) of the interest requirement on the Bonds. On the last business day of November, 2014, and on the last business day of each month thereafter, to the Sinking Fund an amount equal to one twelfth (1/12) of the annual principal and one sixth (1/6) of the interest requirement on the Bonds.

On or before the last business day of the month next preceding an interest payment date (May 1 and November 1), commencing October 31, 2014, and on April 30 and October 31 in each of the years that Bonds mature or are called for redemption, the District shall transfer from the Sinking Fund to the Paying Agent/Registrar for the Bonds an amount sufficient to pay promptly the principal and interest so falling due on such date.

Monies on deposit in the Sinking Fund may be invested and reinvested upon written direction of the District in such investments which are authorized by the laws of the State of Louisiana, provided such investments mature at such times as will not interfere with payments required to be made from the Sinking Fund to the Paying Agent/Registrar pursuant to this Resolution.

Second: All monies remaining in the Receipts Fund on the last day of each month in excess of all reasonable costs and expenses

of collection and administration of the Tax and paying the cost of an audit of the collections and receipts of the Tax by an independent certified public accounting firm, and after making the required payments into the Sinking Fund, shall be considered surplus. Such surplus may be used by the District for the purpose of redeeming Bonds in the manner set forth in the Bond Resolution, or for any of the purposes for which the imposition of the Tax was authorized in accordance with the provisions of the proposition approved by the electorate of the District at the election held on July 15, 2000.

Funds on deposit in the Sinking Fund shall constitute dedicated funds of the District, from which appropriations and expenditures by the District shall be made solely for the purposes of paying the principal of, interest on, and redemption premium, if any, of the Bonds. All or any part of the moneys in the Sinking Fund shall, at the written request of the District, be invested in Qualified Investments, provided that Bond proceeds representing accrued interest, if any, shall be invested in Government Securities, maturing prior to the first interest payment date of the Bonds as herein provided. All income derived from such investments shall be added to the Sinking Fund, and such investments shall, to the extent at any time necessary, be liquidated and the proceeds thereof applied to the purposes for which the Sinking Fund is herein created.

SECTION 4.2. Funds to Constitute Trust Funds. The Sinking Fund provided for in Section 4.1 hereof shall all be and constitute a trust fund for the purposes provided in this Bond Resolution, and the Owners of Bonds issued pursuant to this Bond Resolution are hereby granted a lien on all such funds until applied in the manner provided herein. The moneys in such fund shall at all times be secured to the full extent thereof by the bank or trust company holding such funds in the manner required by the laws of the State.

SECTION 4.3. Method of Valuation and Frequency of Valuation. In computing the amount in any fund provided for in Section 4.1, investments shall be valued at the lower of cost or market price, exclusive of accrued interest. With respect to the Sinking Fund valuation shall occur annually. If any investment in the Sinking Fund ceases to be a Qualified Investment, then such non-conforming investment shall be sold or liquidated and the proceeds thereof invested in Qualified Investments.

ARTICLE V

REDEMPTION OF BONDS

SECTION 5.1. Redemption of Bonds. The Bonds shall not be subject to optional redemption prior to maturity.

SECTION 5.2. Mandatory Redemption. The Bonds shall be redeemed prior to maturity, in part randomly by payment of sinking fund installments, on each of the dates set forth below and in the respective principal amounts set forth opposite each such date, as follows:

Dates	Principal Amounts
November 1, 2014	\$200,000
November 1, 2015	825,000
November 1, 2016	840,000
November 1, 2017	855,000
November 1, 2018	875,000
November 1, 2019	890,000
November 1, 2020 [†]	905,000

[†] Maturity Date

ARTICLE VI

PARTICULAR COVENANTS, ADDITIONAL BONDS

SECTION 6.1. Obligation of the District in Connection with Issuance of the Bonds. As a condition of issuance of the Bonds, the District hereby binds and obligates itself to: (a) deposit irrevocably in trust with the Escrow Agent under the terms and conditions of the Escrow Agreement, as hereinafter provided, an amount of the proceeds derived from issuance and sale of the Bonds (exclusive of accrued interest), together with additional moneys of the District, as will enable the Escrow Agent to pay and retire or redeem the Refunded Bonds on November 1, 2014; (b) deposit in trust with the Escrow Agent such amount of the proceeds of the Bonds as will enable the Escrow Agent to pay the Costs of Issuance and the costs properly attributable to the establishment and administration of the Escrow Fund.

SECTION 6.2. Payment of Bonds. The District shall budget in each Fiscal Year sufficient Pledged Tax Revenues to make all payments required by Section 4.3 in such Fiscal Year, and shall also duly and punctually pay or cause to be paid as herein provided, the principal of every Bond and the interest thereon, at the dates and places and in the manner stated in the Bonds according to the true intent and meaning thereof.

SECTION 6.3. Tax Covenants. (A) To the extent permitted by the laws of the State, the District will comply with the requirements of the Code to establish, maintain and preserve the exclusion from "gross income" of interest on the Bonds under the Code. The District shall not take any action or fail to take any action, nor shall they permit at any time or times any of the proceeds of the Bonds or any other funds of the District to be used directly or indirectly to acquire any securities or obligations the acquisition of which would cause any Bond to be an "arbitrage bond" as defined in the Code or would result in the inclusion of the interest on any Bond in "gross income" under the Code, including, without limitation, (i) the failure to comply with the limitation on investment of the proceeds of the Bonds, (ii) the failure to pay any required rebate of arbitrage earnings to the United States of America, or (iii) the use of proceeds of the Bonds in a manner which would cause the Bonds to be "private activity bonds" under the Code.

(B) The District shall not permit at any time or times any proceeds of the Bonds or any other funds of the District to be used, directly or indirectly, in a manner which would result in exclusion of interest on any Bond from the treatment afforded by Section 103(a) of the Code, as from time to time amended, or any successor provision thereto.

(C) For purposes of paragraphs (A) and (B) above, "interest" shall include any original issue discount properly allocable to the holder of a Bond.

(D) The District has found and determined that the Bonds herein authorized may be, and are hereby designated as "qualified tax-exempt obligations" within the meaning of Section 265(b)(3) of the Code.

SECTION 6.4. Obligation to Collect the Tax. Bonds herein authorized shall be

secured by and payable in principal and interest, from an irrevocable pledge and dedication of the avails, proceeds, and revenues of the Tax totaling one and one-half percent (1-1/2%) on the dollar of each taxable transaction, now being levied and collected by the District, pursuant to the provisions of Article VI, Section 29(A) of the Constitution of 1974 of the State of Louisiana, by Section 2721.6 of Title 33 of the Louisiana Revised Statutes of 1950, as amended, by Sub-Part F of Part III of Chapter 4 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority supplemental thereto, and in accordance with a special election held within the District on July 15, 2000, authorizing the District to incur debt and issue the Bonds. The Tax avails, proceeds or revenues shall be set aside in separate funds, hereinafter designated, and shall be and remain so pledged for the security and payment of Bonds in principal and interest and for all other payments provided for in this Bond Resolution until the Bonds authorized under the provisions of this Resolution shall have been fully paid and discharged.

The District does hereby obligate itself and is bound under the terms and provision of law, to levy, impose, enforce and collect the Tax and to provide for all reasonable and necessary rules and regulations, procedures and penalties in connection therewith, including the proper application of the proceeds of the Tax, and said obligation shall be irrevocable until the Bonds have been paid in full as to both principal and interest, or provision therefor has been made in accordance with the provisions of Section 11.1 hereof. This Bond Resolution imposing said obligation shall not be subject to amendment in any manner which would impair the rights of the holders from time to time of the Bonds herein authorized or which would in any way jeopardize the prompt payment of principal thereof and interest thereon. Nothing contained in this Bond Resolution, however, shall be construed to prevent the District from altering, amending or repealing from time to time, as may be necessary, the resolutions adopted by the District providing for levying, imposition, enforcement and collection of the Tax or any subsequent resolution providing therefor, said alterations, amendments or repeals to be conditioned upon the continued preservation of the rights of the owners of the Bonds with respect to the revenues from the Tax provided for herein.

SECTION 6.5. Indemnity Bonds. So long as any of the Bonds are outstanding and unpaid, the District shall require all of its officers and employees who may be in a position of authority or in possession of money derived from collection of the ad valorem taxes, to obtain or be covered by a blanket fidelity or faithful performance bond, or independent fidelity bonds written by a responsible indemnity company in amounts adequate to protect the District from loss.

SECTION 6.6. District to Maintain Books and Records. As long as any of the Bonds herein authorized are outstanding and unpaid in principal or interest, the District shall maintain and keep proper books of record and accounts separate and apart from all other records and accounts in which shall be made full and correct entries of all transactions relating to the collection and expenditure of the District's Tax. Not later than six (6) months after the close of each fiscal year, the District shall cause an audit of such books and accounts to be made by a recognized independent firm of certified or registered public accountants showing the receipts of and disbursements made for the account of the District's allocation of the sales taxes. The costs of such audit may be paid from the gross receipts of the Tax revenues, as a cost of collections of the Tax revenues. Such audit shall be available for inspection upon request by the holders of

any of the Bonds herein authorized. The District further agrees that the Paying Agent/Registrar as well as the holders of any of the Bonds shall have at all reasonable times the right to inspect the records, accounts and data of the District relating thereto. It shall be the duty of the District, at the time and manner provided for by law and resolutions of the District, to punctually and periodically collect the Tax which secures the Bonds herein authorized, in order to effectuate the provisions of this Bond Resolution, for and on behalf of the holders, from time to time, of the Bonds herein authorized.

SECTION 6.7. Pledged Tax Revenues Not Encumbered. As of this date, the Pledged Tax Revenues are not pledged or encumbered in any way, except to the payment of the Refunded Bonds previously issued by the District.

The holders of the Bonds issued pursuant to this Bond Resolution be and they are hereby granted a lien on all funds and accounts established pursuant to the provisions of this Bond Resolution until applied in the manner provided herein. The uninvested monies in such funds shall at all times be secured to the full extent thereof by the bank or trust company holding such funds by direct obligations of the United States of America or the State of Louisiana having a market value of not less than the amount of monies then on deposit in said funds.

It is the intention of the District that, to the fullest extent permitted by law, the Bonds will have a lien and privilege on the revenues of the Tax. This pledge shall be valid and binding from the time when it is made, the avails or proceeds of the Tax so pledged and then or thereafter received by the District shall immediately be subject to the lien of such pledge without any physical delivery or further act, and the lien of such pledge and obligation to perform the contractual provisions contained in this Bond Resolution shall have priority over any or all other obligations and liabilities of the District, with the exception only of payment of the reasonable and necessary costs and expenses of collecting and administering the Tax and paying the annual cost of an annual audit of collection and receipts of the Tax by an independent certified public accounting firm. Further, this pledge shall be valid and binding as against all parties having claims of any kind in tort, contract or otherwise against the District, irrespective of whether such parties have notice thereof. Said avails or proceeds of the Tax shall be set aside in a separate fund, and the Tax shall be and remain pledged for the security and payment of the Bonds in principal and interest and for all other payments provided for in this Bond Resolution until the Bonds shall have been fully paid and discharged. The District shall at all times, to the extent permitted by law, defend, preserve and protect the pledge of the avails and proceeds of the Tax pledged in this Bond Resolution, including rights herein pledged and all the rights of the owners of the Bonds against all claims and demands of all persons whomsoever.

ARTICLE VII

SUPPLEMENTAL BOND RESOLUTIONS

SECTION 7.1. Supplemental Resolutions Effective Without Consent of Owners.

For any one or more of the following purposes and at any time from time to time, a resolution and/or ordinance supplemental hereto may be adopted, which, upon filing with the Paying Agent of a certified copy thereof, but without any consent of Owners, shall be fully effective in accordance with its terms: (a) to add to the covenants and agreements of the District in this Bond Resolution other covenants and agreements to be observed by the District which are not contrary to or inconsistent with this Bond Resolution as theretofore in effect; (b) to add to the limitations and restriction in this Bond Resolution other limitations and restrictions to be observed by the District which are not contrary to or inconsistent with the Bond Resolution as theretofore in effect; (c) to surrender any right, power or privilege reserved to or conferred upon the District by the terms of this Bond Resolution, but only if the surrender of such right, power or privilege is not contrary to or inconsistent with the covenants and agreements of the District contained in this Bond Resolution; (d) to cure any ambiguity, supply any omission, or cure or correct any defect or inconsistent provision of this Bond Resolution; or (e) to insert such provisions clarifying matters or question arising under this Bond Resolution as are necessary or desirable and are not contrary to or inconsistent with this Bond Resolution as theretofore in effect.

SECTION 7.2. Supplemental Resolutions Effective With Consent of Owners.

Except as provided in Section 7.1, any modification or amendment of this Bond Resolution or of the rights and obligations of the District and of the Owners of the Bonds hereunder, in any particular, may be made by a supplemental resolution, with the written consent of the Owners of a majority of the Bond Obligation at the time such consent is given. No such modification or amendment shall permit a change in the terms of redemption or maturity of the principal of any outstanding Bond or of any installment of interest thereon or a reduction in the principal amount or the redemption price thereof or in the rate of interest thereon without the consent of the Owner of such Bond, or shall reduce the percentages of Bonds the consent of the Owner of which is required to effect any such modification or amendment, or change the obligation of the District to levy and collect the Tax for payment of the Bonds as provided herein, without the consent of the Owners of all of the Bonds then outstanding, or shall change or modify any of the rights or obligations of either the Paying Agent or the Escrow Agent without its written assent thereto. For purposes of this Section, Bonds shall be deemed to be affected by a modification or amendment of this Bond Resolution if the same adversely affects or diminishes the rights of the Owners of said Bonds.

ARTICLE VIII

PARITY BONDS

SECTION 8.1. Issuance of Parity Bonds. All of the Bonds shall enjoy complete parity of lien on the Pledged Tax Revenues despite the fact that any of the Bonds may be delivered at an earlier date than any other of the Bonds.

The District shall issue no other bonds, notes, other evidences of indebtedness or obligations of any kind or nature payable from or enjoying a lien on the revenues of the Tax having priority over or on a parity with the Bonds herein authorized, except that bonds may hereafter be issued on a parity with the Bonds herein authorized under the following conditions:

- (1) The maturities of all bonds payable from the Tax shall be so arranged that the total amount of principal and interest falling due in any fiscal year, including any additional parity bonds issued and then outstanding and any other bonds or obligations whatsoever then outstanding which are payable from the Tax, and the bonds so proposed to be issued, shall never exceed any statutory maximum limitation.
- (2) The payments into the various funds provided for in Section 4.1 hereof must have been paid current.
- (3) The average annual revenues from the Tax when computed for the two completed years immediately preceding issuance of additional bonds has been not less than 1.40 times the highest combined principal and interest requirements for any succeeding fiscal year period on all outstanding bonds secured by the Tax, including the additional bonds to be issued.
- (4) The existence of the facts required by paragraphs (1) and (2) above must be determined and certified to by the independent firm or certified or registered public accountants who have previously audited the books of the District, or by such successors thereof as may have been employed for that purpose.

The Bonds or any part thereof, including interest and redemption premiums thereon, may be refunded and the refunding bonds so issued shall enjoy complete equality of lien with the portion of the Bonds which is not refunded, if there be any, and the refunding bonds shall continue to enjoy whatever priority of lien over subsequent issues may have been enjoyed by the Bonds refunded.

ARTICLE IX

REMEDIES ON DEFAULT

SECTION 9.1. Events of Default. If one or more of the following events (in this Bond Resolution called Events of Default) shall happen, that is to say,

- (a) if default shall be made in the due and punctual payment of the principal of any Bond when and as the same shall become due and payable, whether at maturity or otherwise; or
- (b) if default shall be made in the due and punctual payment of any installment of interest on any Bond when and as such interest installment shall become due and payable; or
- (c) if default shall be made by the District in the performance or observance of any other of the covenants, agreements or conditions on its part in the Bond Resolution, any supplemental resolution or in the Bonds contained and such default shall continue for a period of forty-five (45) days after written notice thereof to the District or the Owners of not less than 25% of the Bond Obligation (as defined in the Bond Resolution); or
- (d) if the District shall file a petition or otherwise seek relief under any Federal or State bankruptcy law or similar law;

then, upon the happening and continuance of any Event of Default, the Owners of the Bonds shall be entitled to exercise all rights and powers for which provision is made under Louisiana law. Under no circumstances may the principal or interest of any of the Bonds be accelerated. All remedies shall be cumulative with respect to the Paying Agent, and the Owners; if any remedial action is discontinued or abandoned, the Paying Agent, and the Owners shall be restored to the former positions.

ARTICLE X

CONCERNING FIDUCIARIES

SECTION 10.1. Escrow Agent; Appointment and Acceptance of Duties.

Argent Trust Company, N.A., in the City of Ruston, Louisiana, is hereby appointed Escrow Agent. The Escrow Agent shall signify its acceptance of the duties and obligations imposed upon it by this Bond Resolution by executing and delivering the Escrow Agreement. The Escrow Agent is authorized to file, on behalf of the District, subscription forms for any Government Securities required by the Escrow Agreement.

SECTION 10.2. Paying Agent; Appointment and Acceptance of Duties.

The District will at all times maintain a Paying Agent having the necessary qualifications for the performance of the duties described in this Bond Resolution. The designation of Argent Trust Company, N.A., in the City of Ruston, Louisiana, as the initial Paying Agent is hereby confirmed and approved. The Paying Agent shall signify its acceptance of the duties and obligations imposed on it by the Bond Resolution by executing and delivering an acceptance of its rights, duties and obligations as Paying Agent set forth herein in form and substance satisfactory to the District.

SECTION 10.3. Successor Paying Agent.

Any successor Paying Agent shall (i) be a trust company or bank in good standing, located in or incorporated under the laws of the State, duly authorized to exercise trust powers and subject to examination by federal or state authority and (ii) have a reported capital and surplus of not less than \$75,000,000. No resignation or removal of the Paying Agent shall become effective until a successor has been appointed and has accepted the duties of Paying Agent.

ARTICLE XI

MISCELLANEOUS

SECTION 11.1. Defeasance. (a) If the District shall pay or cause to be paid to the Owners of all Bonds then outstanding, the principal and interest to become due thereon, at the times and in the manner stipulated therein and in this Bond Resolution, then the covenants, agreements and other obligations of the District to the Bondholders shall be discharged and satisfied. In such event, the Paying Agent shall, upon the request of the District, execute and deliver to the District all such instruments as may be desirable to evidence such discharge and satisfaction and the Paying Agent shall pay over or deliver to the District any moneys, securities and funds held by it pursuant to the Bond Resolution which are not required for the payment or redemption of Bonds not theretofore surrendered for such payment or redemption.

(b) Bonds or interest installments for the payment of which sufficient Defeasance Obligations shall have been set aside and held in trust by the Paying Agent or an escrow agent (through deposit by the District of funds for such payment or redemption or otherwise) at a maturity date thereof shall be deemed to have been paid within the meaning and with the effect expressed in paragraph (a) of this Section.

Any Bond shall, prior to maturity thereof, be deemed to have been paid within the meaning and with the effect expressed in paragraph (a) of this Section if (i) there shall have been deposited with the Paying Agent or an escrow agent Defeasance Obligations, in the amounts and having such terms as are necessary to provide moneys (whether as principal or interest) in an amount sufficient to pay when due the principal thereof, together with all accrued interest and (ii) the adequacy of the Defeasance Obligations so deposited to pay when due the principal and all accrued interest shall have been verified by an independent certified public accountant.

In connection with the defeasance of any of the Bonds, the escrow agreement shall provide that no substitution of any Defeasance Obligation shall be permitted except with other qualifying Defeasance Obligations and with upon delivery of a new accountant's verification and opinion of Bond Counsel.

Neither Defeasance Obligations deposited pursuant to this Section nor principal or interest payments on any such securities shall be withdrawn or used for any purpose other than, and shall be held in trust for, the payment of the principal or redemption price, if applicable, and interest to become due on the Bonds; provided that any cash received from such principal or interest payments on such Defeasance Obligations shall, if permitted by the Code, and to the extent practicable, be reinvested in Defeasance Obligations maturing at times and in amounts sufficient to pay when due the principal or redemption price, if applicable, and interest to become due on said Bonds on and prior to such redemption date or maturity date thereof, as the case may be.

SECTION 11.2. Evidence of Signatures of Bondholders and Ownership of Bonds. (a) Any request, consent, revocation of consent or other instrument which the Bond Resolution may require or permit to be signed and executed by the Owners may be in one or more instruments of similar tenor, and shall be signed or executed by such Owners in person or by their attorneys-in-fact appointed in writing. Proof of (i) the execution of any such

instrument, or of an instrument appointing any such attorney, or (ii) the ownership by any person of the Bonds shall be sufficient for any purpose of the Bond Resolution (except as otherwise therein expressly provided) if made in the following manner, or in any other manner satisfactory to the Paying Agent, which may nevertheless in its discretion require further or other proof in cases where it deems the same desirable:

1. The fact and date of execution by any Owner or his attorney-in-fact of such instrument may be proved by the certificate, which need not be acknowledged or verified, of an officer of a bank or trust company or of any notary public or other officer authorized to take acknowledgments of deeds, that the person signing such request or other instrument acknowledged to him the execution thereof, or by an affidavit of a witness of such execution, duly sworn to before such notary public or other officer. Where such execution is by an officer of a corporation or association or a member of a partnership, on behalf of such corporation, association or partnership, such certificate or affidavit shall also constitute sufficient proof of his authority;

2. The ownership of Bonds and the amount, numbers and other identification, and date of owning the same shall be proved by the registration books of the Paying Agent.

(b) Any request or consent by the Owner of any Bond shall bind all future Owners of such Bond in respect of anything done or suffered to be done by the District or the Paying Agent in accordance therewith.

SECTION 11.3. Moneys Held for Particular Bonds. The amounts held by the Paying Agent for the payment due on any date with respect to particular Bonds shall, on and after such date and pending such payment, be set aside on its books and held in trust by it, without liability for interest, for the Owners of the Bonds entitled thereto.

SECTION 11.4. Parties Interested Herein. Nothing in the Bond Resolution expressed or implied is intended or shall be construed to confer upon, or to give to, any person or corporation, other than the District, the Paying Agent and Owners of the Bonds any right, remedy or claim under or by reason of the Bond Resolution or any covenant, condition or stipulation thereof; and all the covenants, stipulations, promises and agreements in the Bond Resolution contained by and on behalf of the District shall be for the sole and exclusive benefit of the District, the Paying Agent and Owners of the Bonds.

SECTION 11.5. No Recourse on the Bonds. No recourse shall be had for payment of principal of or interest on the Bonds or for any claim based thereon or on this Bond Resolution against any member of the Governing Authority or officer of the District or any person executing the Bonds.

SECTION 11.6. Successors and Assigns. Whenever in this Bond Resolution the District is named or referred to, it shall be deemed to include their successors, and assigns and all the covenants and agreements in this Bond Resolution contained by or on behalf of the District shall bind and inure to the benefit of its successors, and assigns whether so expressed or not.

SECTION 11.7. Subrogation. In the event the Bonds herein authorized to be issued, or any of them, should ever be held invalid by any court of competent jurisdiction, the Owner or Owners thereof shall be subrogated to all the rights and remedies against the District had and possessed by the Owner or Owners of the Refunded Bonds.

SECTION 11.8. Severability. In case any one or more of the provisions of the Bond Resolution or of the Bonds issued hereunder shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provision of the Bond Resolution or of the Bonds, but the Bond Resolution and the Bonds shall be construed and enforced as if such illegal or invalid provisions had not been contained therein. Any constitutional or statutory provision enacted after the date of the Bond Resolution which validates or makes legal any provision of the Bond Resolution or the Bonds which would not otherwise be valid or legal shall be deemed to apply to this Bond Resolution and to the Bonds.

SECTION 11.9. Publication of Bond Resolution; Peremption. This Bond Resolution shall be published one time in the official journal of the Governing Authority; however, it shall not be necessary to publish any exhibits hereto if the same are available for public inspection and such fact is stated in the publication. For thirty days after the date of publication, any person in interest may contest the legality of this Bond Resolution, any provision of the Bonds, the provisions therein made for the security and payment of the Bonds and the validity of all other provisions and proceedings relating to the authorization and issuance of the Bonds. After the said thirty days, no person may contest the regularity, formality, legality or effectiveness of this Bond Resolution, any provisions of the Bonds to be issued pursuant hereto, the provisions for the security and payment of the Bonds and the validity of all other provisions and proceedings relating to their authorization and issuance, for any cause whatever. Thereafter, it shall be conclusively presumed that the Bonds are legal and that every legal requirement for the issuance of the Bonds has been complied with. No court shall have authority to inquire into any of these matters after the said thirty days.

SECTION 11.10. Execution of Documents. In connection with issuance and sale of the Bonds, the Executive Officers are each authorized, empowered and directed to execute on behalf of the District such documents, certificates and instruments as they may deem necessary, upon the advice of Bond Counsel, to effect the transactions contemplated by this Bond Resolution, the signatures of the Executive Officers on such documents, certificates and instruments to be conclusive evidence of the due exercise of the authority granted hereunder.

SECTION 11.11. Recordation. A certified copy of this Bond Resolution shall be filed and recorded as soon as possible in the Mortgage Records of the Parish of Calcasieu, State of Louisiana.

ARTICLE XII

SALE OF BONDS

SECTION 12.1. Sale of Bonds. The Bonds are hereby awarded to and sold to the Purchaser at a price of par under the terms and conditions set forth in the Placement Agreement in substantially the form attached hereto as **Exhibit D**, and after their execution, registration by the Secretary of State and authentication by the Paying Agent, the Bonds shall be delivered to the Purchaser or its agent or assign, upon receipt by the District of the agreed purchase price. The Placement Agreement attached hereto as **Exhibit D** is hereby approved and accepted and the Executive Officers are hereby authorized, empowered and directed to accept same on behalf of the District and deliver or cause to be executed and delivered all documents required to be executed on behalf of the District or deemed by them necessary or advisable to implement the Bond Resolution or to facilitate the sale of the Bonds.

SECTION 12.2. Executive Officers Authorized. The Executive Officers be and they are hereby authorized and directed to take all actions in conformity with the Act, if necessary, or reasonably required to effectuate the issuance, sale and delivery of the Bonds and shall take all action necessary or desirable in conformity with the Act for carrying out, giving effect to and consummating the transactions contemplated by the Bonds, this Bond Resolution, and the Placement Agreement, including without limitation, the execution and delivery of any closing documents in connection with the issuance, sale and delivery of the Bonds. The Executive Officers are specifically authorized to approve such changes to said documents as are necessary and appropriate and not contrary to the general tenor thereof, such approval to be conclusively evidenced by such execution thereof.

ARTICLE XIII

REDEMPTION OF REFUNDED BONDS

SECTION 13.1. Call for Redemption. Subject only to delivery of the Bonds, the Refunded Bonds are hereby irrevocably called for redemption on November 1, 2014, at a redemption price of 100% of the principal amount of each bond so redeemed, and accrued interest to the date of redemption, in compliance with the resolution authorizing their issuance.

SECTION 13.2. Notice of Redemption. In accordance with the resolution authorizing issuance of the Refunded Bonds, notice of redemption in substantially the form attached hereto as **Exhibit E**, shall be given by means of first class mail (postage prepaid) not less than thirty (30) days prior to the date fixed for redemption, addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the paying agent for the Refunded Bonds.

ADOPTED AND APPROVED on this 8th day of July, 2014.

/s/ Annette Ballard

ANNETTE BALLARD, President

/s/ Karl Bruchhaus

KARL BRUCHHAUS, Secretary

ITEM VI K

RESOLUTION

A RESOLUTION AUTHORIZING THE CALCASIEU PARISH SCHOOL BOARD TO PROCEED WITH DEVELOPMENT OF A PROJECT INVOLVING ISSUANCE OF NOT EXCEEDING \$10,000,000 REVENUE BONDS (SCHOOL TRANSPORTATION FACILITIES PROJECT), IN MULTIPLE SERIES; AUTHORIZING APPLICATION TO THE LOUISIANA STATE BOND COMMISSION, AND PROVIDING FOR OTHER MATTERS WITH RESPECT THERETO.

WHEREAS, the Calcasieu Parish School Board (the "Issuer") is a political subdivision of the State of Louisiana within the meaning of Subsection 2 of Section 44 of Article VI of the Louisiana Constitution of 1974, and Chapter 13 of Title 39 of the Louisiana Revised Statutes of 1950, as amended (La. R.S. 39:1421, *et seq.*) (the "Act");

WHEREAS, after examining available data, the Issuer has determined that there is a substantial need within the Issuer for acquiring additions and replacements and/or making repairs to the Issuer's school transportation vehicles, facilities and equipment, and that issuance of its Revenue Bonds, in multiple series, will assist the Issuer in alleviating such need; and

WHEREAS, pursuant to the provisions of the Act, the Issuer is authorized to issue its revenue bonds, in an amount not to exceed \$10,000,000, in multiple series (the "Bonds"), for the purpose of acquiring additions and replacements and/or making repairs to the Issuer's school transportation vehicles, facilities and equipment as may be required (the "Project"), payable from the income, revenues and receipts derived or to be derived from any sources whatsoever, including the Issuer's excess of annual revenues above statutory, necessary and usual charges, the provision of which, to such extent and in such manner as is now or hereafter contemplated, shall be deemed an authorized public function under the provisions of the Act; and

WHEREAS, the Issuer reasonably expects to reimburse its expenditures incurred prior to issuance of the Bonds, if any, for the Project, from proceeds of the Bonds and to have

this resolution serve as a declaration of official intent under Section 1.150-2 of the United States Treasury Regulations issued pursuant to the Internal Revenue Code of 1986, as amended (“Code”);

WHEREAS, issuance of the Bonds and financing the Project will foster and be in furtherance of the objectives of the public service functions of the Issuer;

WHEREAS, the Issuer desires to incur debt and issue not exceeding TEN MILLION AND NO/100 (\$10,000,000.00) DOLLARS in Revenue Bonds, in multiple series, in the manner authorized and provided by the Act and as hereinafter specified, to obtain ready funds to finance the costs of the Project;

WHEREAS, the Issuer will seek approval of the Louisiana State Bond Commission on August 21, 2014, for approval of the issuance, sale and delivery of not to exceed TEN MILLION AND NO/100 (\$10,000,000.00) DOLLARS of Revenue Bonds of the Issuer, in multiple series, at an interest rate or rates not to exceed five (5%) percent per annum, to be repaid over a twenty (20) year period, said funds to be used for the purpose of financing the Project for the various Calcasieu Parish Schools (the “Bonds”), and which Bonds are to be secured by and payable out of the income, revenues, and receipts derived or to be derived from the properties and facilities maintained by the Issuer, or from any other sources whatsoever which, by law or contract, may be made available to the Issuer, including, but not limited to the excess of annual revenues above statutory, necessary and usual charges;

WHEREAS, said Bonds may be sold in a single or multiple series and shall be sold to a purchaser deemed to be most favorable to the Issuer, at the price of not less than par and accrued interest to date of delivery;

NOW THEREFORE, BE IT RESOLVED by the Calcasieu Parish School Board, governing authority of the Calcasieu Parish School System, Lake Charles, Louisiana, in consideration of the above recitals and the covenants herein contained and agreed, does hereby provide as follows:

SECTION 1. The Issuer does hereby authorize undertaking and development of the Project involving the proposed issuance by the Issuer of not exceeding \$10,000,000 Calcasieu Parish School Board Revenue Bonds (School Transportation Facilities Project), in multiple series (the "Bonds"), at an interest rate or rates not to exceed five (5%) percent per annum, for a term not exceeding twenty (20) years from delivery of the Issuer's first series of Bonds, which Bonds are to be secured by and payable from the income, revenues, and receipts derived or to be derived from the properties and facilities maintained by the Issuer, or from any other sources whatsoever which, by law or contract, may be made available to the Issuer, including, but not limited to the excess of annual revenues above statutory, necessary and usual charges. The Bonds may be sold in a single or multiple series and shall be sold to a purchaser deemed to be most favorable to the Issuer, at the price of not less than par and accrued interest to date of delivery.

SECTION 2. There being a real public necessity for 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 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 revenue bonds.

SECTION 3. Government Consultants of Louisiana, Inc., Baton Rouge, Louisiana, is hereby appointed as financial advisor in connection with the Bonds.

SECTION 4. The Issuer does hereby authorize and direct Bond Counsel to proceed with the preparation of all necessary and appropriate documents and to file preliminary drafts of said documents and make application with the State Bond Commission in accordance with the rules and regulations of the Commission.

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 officers of the Issuer are hereby authorized and empowered to take any and all further action and to sign any and all documents, instruments in writing as may be necessary to carry out the purposes of this resolution and to file, on behalf of the Issuer, with any governmental board of entity having jurisdiction over the Issuer's Project, such applications or requests for approval thereof as may be required by law, including the application to the State Bond Commission for preliminary approval and authorization to proceed with development of the Project.

This Resolution was declared adopted on this 8th day of July, 2014.

/s/ Annette Ballard

ANNETTE BALLARD, President

/s/ Karl Bruchhaus

KARL BRUCHHAUS, Secretary

ITEM VI L

On motion of _____, seconded by _____, the following resolution was offered:

RESOLUTION

A resolution retaining Government Consultants, Inc. ("Government Consultants") as Municipal Advisor pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act, and providing for other matters in connection therewith.

WHEREAS, the Calcasieu Parish School Board (the "Issuer") from time to time undertakes the issuance of Bonds and/or other debt obligations (collectively "Bonds"); and

WHEREAS, The Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Act") provides that professionals giving certain advice relative to the issuance of such Bonds must be registered as a Municipal Advisor; and

WHEREAS, the Issuer finds it necessary and beneficial to retain the services of a Registered Municipal Advisor in conjunction with the issuance of Bonds and in accordance with the provisions of the Act;

NOW, THEREFORE, be it resolved that:

Section 1. The Issuer hereby retains Government Consultants, Baton Rouge, Louisiana, Registered Municipal Advisors, to act as its Municipal Advisor. The fee for such services shall, whenever possible, be payable from the proceeds of the Bonds and the amount thereof shall be subject to approval by the Issuer.

Section 2. The Issuer or the Municipal Advisor may terminate this retention at any time upon written notification to the other party.

The foregoing resolution having been submitted to a vote, the vote thereon was as follows:

YEAS: NAYS: ABSTAIN: ABSENT:

And the Resolution was declared adopted this the ____ day of July, 2014.

Chairman, Calcasieu Parish School Board

STATE OF LOUISIANA

PARISH OF CALCASIEU

I, the undersigned Secretary of the Calcasieu Parish School Board (the "Issuer") do hereby certify that the foregoing constitutes a true and correct copy of a resolution adopted by the Issuer on ____ day of July, 2014, retaining Government Consultants, Inc. Municipal Advisor.

IN WITNESS WHEREOF, I have subscribed my official signature as Secretary on this, the ____ day of July, 2014.

Secretary, Calcasieu Parish School Board




Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

ITEM VI M

TO: Board Members
FROM:  Karl Bruchhaus
DATE: July 8, 2014
SUBJECT: 2014-2015 Salary Schedules

Attached are proposed salary schedules for 2014-2015. Changes from prior year schedules include the following:

Various Pages - Teacher Salary Schedules - \$561 State Mandated Increase

Page 29 - Added Accounts Payable Supervisor to "C" as previously approved by board.

- Changed Supervisor of Programming to P.E.P. and S.I.S. Programmers to better reflect state reporting requirements and the programmers that manage those reports.
- Removed outdated language referring to "Grandfathered Positions".

Page 30 - Deleted outdated language under "B" relating to Supervisor of Accounts Payable

- Added \$3000 annual supplement for Assistant Payroll Supervisor to manage processes in the absence of Supervisor.

Building Foundations for the Future

Calcasieu Parish School System

2014-2015

Salary Schedules

DRAFT

**Karl Bruchhaus
Superintendent**

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TEACHERS 2014-2015

T1

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

BASE		Highly Effective		Effective Proficient		Effective Emerging		BASE		Highly Effective		Effective Proficient		Effective Emerging		BASE		Highly Effective		Effective Proficient		Effective Emerging	
STEP	SALARY	P	D	P	D	P	D	STEP	SALARY	P	D	P	D	P	D	STEP	SALARY	P	D	P	D	P	D
1	39,461	150	150	125	125	100	100	34	46,061	150	150	125	125	100	100	67	52,661	150	150	125	125	100	100
2	39,661	150	150	125	125	100	100	35	46,261	150	150	125	125	100	100	68	52,861	150	150	125	125	100	100
3	39,861	150	150	125	125	100	100	36	46,461	150	150	125	125	100	100	69	53,061	150	150	125	125	100	100
4	40,061	150	150	125	125	100	100	37	46,661	150	150	125	125	100	100	70	53,261	150	150	125	125	100	100
5	40,261	150	150	125	125	100	100	38	46,861	150	150	125	125	100	100	71	53,461	150	150	125	125	100	100
6	40,461	150	150	125	125	100	100	39	47,061	150	150	125	125	100	100	72	53,661	150	150	125	125	100	100
7	40,661	150	150	125	125	100	100	40	47,261	150	150	125	125	100	100	73	53,861	150	150	125	125	100	100
8	40,861	150	150	125	125	100	100	41	47,461	150	150	125	125	100	100	74	54,061	150	150	125	125	100	100
9	41,061	150	150	125	125	100	100	42	47,661	150	150	125	125	100	100	75	54,261	150	150	125	125	100	100
10	41,261	150	150	125	125	100	100	43	47,861	150	150	125	125	100	100	76	54,461	150	150	125	125	100	100
11	41,461	150	150	125	125	100	100	44	48,061	150	150	125	125	100	100	77	54,661	150	150	125	125	100	100
12	41,661	150	150	125	125	100	100	45	48,261	150	150	125	125	100	100	78	54,861	150	150	125	125	100	100
13	41,861	150	150	125	125	100	100	46	48,461	150	150	125	125	100	100	79	55,061	150	150	125	125	100	100
14	42,061	150	150	125	125	100	100	47	48,661	150	150	125	125	100	100	80	55,261	150	150	125	125	100	100
15	42,261	150	150	125	125	100	100	48	48,861	150	150	125	125	100	100	81	55,461	150	150	125	125	100	100
16	42,461	150	150	125	125	100	100	49	49,061	150	150	125	125	100	100	82	55,661	150	150	125	125	100	100
17	42,661	150	150	125	125	100	100	50	49,261	150	150	125	125	100	100	83	55,861	150	150	125	125	100	100
18	42,861	150	150	125	125	100	100	51	49,461	150	150	125	125	100	100	84	56,061	150	150	125	125	100	100
19	43,061	150	150	125	125	100	100	52	49,661	150	150	125	125	100	100	85	56,261	150	150	125	125	100	100
20	43,261	150	150	125	125	100	100	53	49,861	150	150	125	125	100	100	86	56,461	150	150	125	125	100	100
21	43,461	150	150	125	125	100	100	54	50,061	150	150	125	125	100	100	87	56,661	150	150	125	125	100	100
22	43,661	150	150	125	125	100	100	55	50,261	150	150	125	125	100	100	87	56,861	150	150	125	125	100	100
23	43,861	150	150	125	125	100	100	56	50,461	150	150	125	125	100	100	89	57,061	150	150	125	125	100	100
24	44,061	150	150	125	125	100	100	57	50,661	150	150	125	125	100	100	90	57,261	150	150	125	125	100	100
25	44,261	150	150	125	125	100	100	58	50,861	150	150	125	125	100	100	91	57,461	150	150	125	125	100	100
26	44,461	150	150	125	125	100	100	59	51,061	150	150	125	125	100	100	92	57,661	150	150	125	125	100	100
27	44,661	150	150	125	125	100	100	60	51,261	150	150	125	125	100	100	93	57,861	150	150	125	125	100	100
28	44,861	150	150	125	125	100	100	61	51,461	150	150	125	125	100	100	94	58,061	150	150	125	125	100	100
29	45,061	150	150	125	125	100	100	62	51,661	150	150	125	125	100	100	95	58,261	150	150	125	125	100	100
30	45,261	150	150	125	125	100	100	63	51,861	150	150	125	125	100	100	96	58,461	150	150	125	125	100	100
31	45,461	150	150	125	125	100	100	64	52,061	150	150	125	125	100	100	97	58,661	150	150	125	125	100	100
32	45,661	150	150	125	125	100	100	65	52,261	150	150	125	125	100	100	98	58,861	150	150	125	125	100	100
33	45,861	150	150	125	125	100	100	66	52,461	150	150	125	125	100	100								

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Additional Stipends Paid in October Paycheck Based On Previous Year Performance (50%) & Demand (50%)

VAM MODEL 2 Highly Effective Ratings \$1,500.00

3 Effective Proficient Or Better Ratings \$1,500.00

SLT MODEL 4 Highly Effective Ratings \$1,500.00

5 Effective Proficient Or Better Ratings \$1,500.00

(CYCLE STARTS OVER ONCE STIPEND PAID)

8 Step Adjustments: (Move Forward 8 Steps)

Advance Degree If Program Initiated Prior To 7/1/13 & Completed By 12/31/15

4 Step Adjustments: (Move Forward 4 Steps)

Certificate Endorsement For Educational Leadership

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Salary Schedule (Addendum 1) and Placed On New Salary Schedule At Closest Applicable Step (page 32)

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

\$2,000 supplement

Must coach 3 sports.

Assistant Coach

\$1,600 supplement

Must coach 3 sports.

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	10
Class AAAA	1	9
Class AAA	1	8
Class AA	1	7
Class B-C	1	4

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 (in schools with football teams)	Supplement
Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900

Assistant Band Director (in schools with football teams)	Supplement
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 & Basketball	\$1,200
Basketball	\$1,200

Attends all activities assigned by Principal

Quiz Bowl	Supplement
	\$560

**NURSES/NURSING
COORDINATOR
2014-2015**

<u>EXPERIENCE</u>	<u>SALARY</u>
0	39,306
1	39,659
2	40,012
3	40,367
4	40,819
5	41,198
6	41,553
7	41,907
8	42,337
9	42,905
10	43,470
11	44,240
12	44,823
13	45,424
14	45,774
15	46,124
16	46,474
17	46,824
18	47,174
19	47,524
20	47,874
21	48,224
22	48,574
23	48,924
24	49,274
25	49,624
26	49,974
27+	50,324

**LICENSED PRACTICAL
NURSES (L.P.N.)
2014-2015**

<u>EXPERIENCE</u>	<u>SALARY</u>
1	17,720.00
2	17,985.80
3	18,255.59
4	18,529.42
5	18,807.36
6	19,089.47
7	19,375.81
8	19,666.45
9	19,961.45
10	20,260.87
11	20,564.78
12	20,873.26
13	21,186.35
14	21,504.15
15	21,826.71
16	22,154.11
17	22,486.42
18	22,823.72
19	23,166.08
20	23,513.57
21	23,866.27
22+	24,224.26

Nursing Coordinator will be employed for 202 days beginning on August 1st. 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)
2014-2015**

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

Extended Day Employees

Assessment Teacher, Social Worker, School Psychologist, Occupational Therapist, Audiologist, Speech Evaluator, Counselor, Curriculum & Instructional Consultant, Program Facilitator, Resource Specialist, Media Specialist, Substance Abuse Program Coordinator, Region V Preschool Coordinator, Region V Vocational Assessment Services, Region V JTPA, CTTIE Instructor, Vocational Agriculture Teacher, Technology Consultant, Adult Education, Special Project, Lunchroom Manager Coordinator.

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

CTTIE INSTRUCTORS 2014-2015

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

<u>STEPS</u>	<u>SALARY</u>
1	39,461
2	39,661
3	39,861
4	40,061
5	40,261
6	40,461
7	40,661
8	40,861
9	41,061
10	41,261
11	41,461
12	41,661
13	41,861
14	42,061
15	42,261
16	42,461
17	42,661
18	42,861
19	43,061
20	43,261
21	43,461
22	43,661

CTTIE INSTRUCTORS NON DEGREED 222 DAY

<u>STEPS</u>	<u>SALARY</u>
1	48,010
2	48,254
3	48,498
4	48,742
5	48,986
6	49,230
7	49,474
8	49,718
9	49,962
10	50,206
11	50,450
12	50,694
13	50,938
14	51,182
15	51,426
16	51,670
17	51,914
18	52,158
19	52,402
20	52,646
21	52,890
22	53,134

CTTIE INSTRUCTORS NON DEGREED 242 DAY

<u>STEPS</u>	<u>SALARY</u>
1	52,285
2	52,551
3	52,817
4	53,083
5	53,349
6	53,615
7	53,881
8	54,147
9	54,413
10	54,679
11	54,945
12	55,210
13	55,476
14	55,742
15	56,008
16	56,274
17	56,540
18	56,806
19	57,072
20	57,338
21	57,604
22	57,870

ASSISTANT PRINCIPALS 2014-2015

AP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$54,461.00)

	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

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. = 25-29.9 yrs.

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

ELEMENTARY SCHOOL PRINCIPALS

2014-2015

P1

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$54,461.00)

	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. = 25-29.9 yrs.

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

MIDDLE SCHOOL PRINCIPALS

2014-2015

P2

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$54,461.00)

	1 AEP1 0-29.9 TEACHERS	2 AEP2 30-69.9 TEACHERS	3 AEP3 70+ TEACHERS
STEP	FACTOR	FACTOR	FACTOR
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. = 25-29.9 yrs.

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

HIGH SCHOOL PRINCIPALS **2014-2015**

P3

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$54,461.00)

	1	2	3
	AEP1	AEP2	AEP3
	0-29.9 TEACHERS	30-69.9 TEACHERS	70+ TEACHERS
STEP	<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. = 25-29.9 yrs.

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

SUPERVISORS

2014-2015

AD

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$54,461.00)

	4	1
	ADM	AD2
	12 MONTH	11 MONTH
<u>STEP</u>	<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

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. = 25-29.9 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 2014-2015

Superintendent	Contract with Board
Chief Financial Officer	Contract with Board

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$54,461.00)

Assistant Superintendents	1.7196
Administrative Directors of Schools	1.6131
Administrative Coordinator of Technology	1.5587
Risk Manager	1.5587
Directors	1.5351

GRADE AND JOB TITLE TABLE FOR SCHOOL CLERKS

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 CLERICAL
2014-2015**

C

9.5/10/12 MONTH SCHEDULE

	5C2		5C3		5C4	
	9.5 Months		10 Months		12 Months	
	1	2	1	2	1	2
GRADE	<u>C</u>	<u>D</u>	<u>C</u>	<u>D</u>	<u>C</u>	<u>D</u>
<u>EXPERIENCE</u>						
1	15,315	15,544	15,827	16,069	18,435	18,767
2	15,500	15,744	16,019	16,279	18,701	19,057
3	15,700	15,947	16,233	16,492	18,996	19,352
4	15,910	16,157	16,454	16,713	19,298	19,653
5	16,109	16,370	16,661	16,937	19,585	19,962
6	16,322	16,582	16,888	17,161	19,896	20,273
7	16,561	16,804	17,137	17,396	20,240	20,595
8	16,769	17,031	17,358	17,633	20,541	20,919
9	16,986	17,261	17,585	17,876	20,853	21,253
10	17,187	17,487	17,796	18,142	21,146	21,590
11	17,444	17,736	18,081	18,420	21,515	21,937
12	17,702	17,986	18,382	18,701	21,889	22,290
13	17,919	18,257	18,633	18,990	22,205	22,649
14	18,218	18,538	18,946	19,282	22,596	23,017
15	18,521	18,822	19,246	19,583	22,968	23,392
16	18,755	19,110	19,513	19,887	23,303	23,771
17	19,077	19,415	19,853	20,209	23,728	24,173
18	19,371	19,710	20,162	20,519	24,115	24,561
19	19,645	20,019	20,452	20,843	24,476	24,965
20	19,942	20,331	20,762	21,169	24,866	25,377
21	20,296	20,651	21,137	21,525	25,333	25,799
22+	20,629	20,991	21,487	21,883	25,767	26,242

See note on page 15 regarding additional days.

**SCHOOL CLERICAL
2014-2015**

C1

9.25 MONTH SCHEDULE

	1	2	3	4
	4 HOURS	7 HOURS/ 45 MIN	7 HOURS/45 MIN	7 HOURS/45 MIN
<u>EXPERIENCE</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	8,210	14,835	15,057	15,283
2	8,330	14,998	15,239	15,477
3	8,425	15,180	15,434	15,672
4	8,534	15,384	15,638	15,879
5	8,645	15,578	15,831	16,084
6	8,737	15,740	16,039	16,292
7	8,866	15,987	16,270	16,510
8	8,977	16,191	16,474	16,729
9	9,070	16,401	16,685	16,953
10	9,218	16,613	16,896	17,178
11	9,364	16,846	17,130	17,414
12	9,493	17,069	17,384	17,652
13	9,626	17,278	17,592	17,892
14	9,793	17,542	17,857	18,164
15	9,940	17,825	18,128	18,441
16	10,073	18,029	18,375	18,721
17	10,233	18,312	18,691	19,069
18	10,396	18,615	18,977	19,305
19	10,541	18,882	19,245	19,606
20	10,696	19,154	19,533	19,910
21	10,913	19,449	19,878	20,222
22+	11,089	19,765	20,203	20,554

See note on page 15 regarding additional days.
REVISION/AUGUST 1996

**CENTRAL OFFICE CLERICAL
2014-2015**

CC

	1	2	3	4	5
	GRADE	GRADE	GRADE	GRADE	GRADE
<u>EXPERIENCE</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
1	17,348	18,278	18,767	19,576	20,376
2	17,610	18,557	19,057	19,883	20,695
3	17,876	18,843	19,352	20,193	21,024
4	18,148	19,134	19,653	20,509	21,356
5	18,424	19,431	19,962	20,833	21,696
6	18,708	19,733	20,273	21,163	22,043
7	18,996	20,042	20,595	21,510	22,397
8	19,291	20,357	20,919	21,843	22,758
9	19,591	20,678	21,253	22,195	23,127
10	19,895	21,006	21,590	22,552	23,502
11	20,207	21,340	21,937	22,917	23,885
12	20,526	21,680	22,290	23,289	24,276
13	20,850	22,029	22,649	23,669	24,675
14	21,182	22,384	23,017	24,057	25,083
15	21,520	22,746	23,392	24,448	25,494
16	21,864	23,114	23,771	24,852	25,918
17	22,216	23,490	24,173	25,265	26,351
18	22,575	23,876	24,561	25,682	26,789
19	22,941	24,266	24,965	26,094	27,221
20	23,313	24,666	25,377	26,501	27,648
21	23,693	25,073	25,799	26,945	28,115
22+	24,094	25,502	26,242	27,411	28,605
Grade A	Receptionist-Switchboard Operator-Mail Clerk-Print Shop Operator				
Grade B	All other clerical				
Grade C	Director's Secretary-Supervisor's Secretary (designated)-Lead Clerk (designated)				
Grade D	Secretary to Assistant Superintendent-Administrative Director-Risk Manager-Administrative Coordinator-and Secretary/Computer Operator				
Grade E	Secretary to Superintendent-Chief Financial Officer-Assistant Superintendent (with committee duties)				
Grade F	Superintendent's Secretary 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 SERVICES
2014-2015**

L1

FULL TIME LUNCHROOM WORKERS

		ANNUAL SALARY		
		1	2	3
		D1-0	D-3	D1-1
<u>EXPERIENCE</u>	<u>HOURLY RATE</u>	<u>6 HOUR</u>	<u>6.5 HOUR</u>	<u>7 HOUR</u>
0	10.89	11,760	12,740	13,720
1	10.89	11,760	12,740	13,720
2	11.01	11,889	12,880	13,871
3	11.14	12,030	13,033	14,035
4	11.25	12,148	13,161	14,173
5	11.38	12,289	13,313	14,337
6	11.38	12,289	13,313	14,337
7	11.38	12,289	13,313	14,337
8	11.52	12,440	13,476	14,513
9	11.52	12,440	13,476	14,513
10	11.52	12,440	13,476	14,513
11	11.66	12,591	13,641	14,690
12+	11.84	12,786	13,852	14,917

FULL TIME LUNCHROOM WORKERS (Less than 6 hours per day)

L2

<u>Schedules</u>	<u>Hours</u>	<u>ANNUAL SALARY</u>
D2	5.5	10,276
D2 1	5.0	9,342
D2 2	4.5	8,408
D2 3	4.0	7,474
D2 4	3.5	6,539
D2 5	3.0	5,605
D2 6	2.5	4,671
D2 7	2.0	3,737

SCHOOL FOOD SERVICES 2014-2015

MR

LUNCHROOM MANAGER

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

12 MONTH LUNCHROOM FIELD SUPERVISOR L4

ANNUAL SALARY

<u>Experience</u>	<u>E1</u>	<u>E2</u>	<u>E3</u>	<u>E4</u>	<u>E5</u>	<u>L4</u>
0	16,470	16,914	17,299	17,802	18,969	27,085
1	16,470	16,914	17,299	17,802	18,969	27,085
2	16,603	17,033	17,402	17,906	19,083	27,256
3	16,737	17,166	17,564	17,979	19,163	27,427
4	16,884	17,254	17,669	18,098	19,294	27,616
5	17,018	17,461	17,772	18,187	19,392	27,787
6	17,180	17,564	17,891	18,291	19,507	27,994
7	17,299	17,669	17,964	18,379	19,603	28,147
8	17,433	17,772	18,128	18,468	19,701	28,318
9	17,564	17,891	18,172	18,587	19,832	28,486
10	17,714	17,964	18,260	18,690	19,945	28,678
11	17,817	18,038	18,350	18,737	19,994	28,810
12+	18,101	18,326	18,644	19,039	20,321	29,173

The above schedules are based on 8 hour workdays.

MAINTENANCE, WAREHOUSING, & TRANSPORTATION 2014-2015

MW

	1		2		3	
	CLASS A		CLASS B		CLASS C	
EXPERIENCE	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
0	12.72	26,462	11.86	24,672	9.61	19,997
1	12.87	26,773	12.01	24,984	9.71	20,200
2	13.02	27,085	12.16	25,296	9.81	20,408
3	13.17	27,397	12.31	25,608	9.91	20,616
4	13.32	27,709	12.46	25,920	10.01	20,824
5	13.47	28,021	12.61	26,232	10.11	21,032
6	13.62	28,333	12.76	26,544	10.21	21,240
7	13.77	28,645	12.91	26,856	10.31	21,448
8	13.92	28,957	13.06	27,168	10.41	21,656
9	14.07	29,269	13.21	27,480	10.51	21,864
10	14.22	29,581	13.36	27,792	10.61	22,072
11	14.37	29,893	13.51	28,104	10.71	22,280
12	14.52	30,205	13.66	28,416	10.81	22,488
13	14.67	30,517	13.81	28,728	10.91	22,696
14	14.82	30,829	13.96	29,040	11.01	22,904
15	14.97	31,141	14.11	29,352	11.11	23,112
16	15.12	31,453	14.26	29,664	11.21	23,320
17	15.27	31,765	14.41	29,976	11.31	23,528
18	15.42	32,077	14.56	30,288	11.41	23,736
19	15.57	32,389	14.71	30,600	11.51	23,944
20	15.72	32,701	14.86	30,912	11.61	24,152
21+	15.87	33,013	15.01	31,224	11.71	24,360

- Maintenance Supervisors will receive a supplement of \$2,525
- Maintenance Planner will receive an additional \$3,500 above a supervisor's supplement
- One person in each of the electrical, plumbing, and HVAC departments will be paid a \$2,000 supplement for their license.
- All other persons having licenses will be paid a \$1,000 supplement
- The 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 Supervisor will be paid an additional \$3,000 annual supplement
- Food Service Assistant Warehouse Supervisor will be paid an additional \$1,500 annual supplement.

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

**CUSTODIAL
2014-2015**

J2

	2		3	
	HEAD CUSTODIAN		CUSTODIAN	
	HOURLY RATE		HOURLY RATE	
<u>EXPERIENCE</u>	<u>REGULAR</u>	<u>OVERTIME</u>	<u>REGULAR</u>	<u>OVERTIME</u>
0	10.30	15.45	9.67	14.51
1	10.30	15.45	9.67	14.51
2	10.30	15.45	9.67	14.51
3	10.30	15.45	9.67	14.51
4	10.30	15.45	9.67	14.51
5	10.37	15.56	9.75	14.63
6	10.37	15.56	9.75	14.63
7	10.37	15.56	9.75	14.63
8	10.37	15.56	9.75	14.63
9	10.37	15.56	9.75	14.63
10	10.44	15.66	9.82	14.73
11	10.44	15.66	9.82	14.73
12	10.44	15.66	9.82	14.73
13	10.44	15.66	9.82	14.73
14	10.44	15.66	9.82	14.73
15	10.51	15.77	9.89	14.84
16	10.51	15.77	9.89	14.84
17	10.51	15.77	9.89	14.84
18	10.51	15.77	9.89	14.84
19	10.51	15.77	9.89	14.84
20	10.58	15.87	9.97	14.96
21+	10.75	16.13	10.13	15.20

**CUSTODIAL
2014-2015**

J2

<u>EXPERIENCE</u>	4		5	
	MAID		SWEEPER	
	<u>HOURLY RATE</u>		<u>HOURLY RATE</u>	
	<u>REGULAR</u>	<u>OVERTIME</u>	<u>REGULAR</u>	<u>OVERTIME</u>
0	9.06	10.87	8.92	13.38
1	9.06	10.87	8.92	13.38
2	9.06	10.87	8.92	13.38
3	9.06	10.87	8.92	13.38
4	9.06	10.87	8.92	13.38
5	9.12	13.68	8.98	13.47
6	9.12	13.68	8.98	13.47
7	9.12	13.68	8.98	13.47
8	9.12	13.68	8.98	13.47
9	9.12	13.68	8.98	13.47
10	9.17	13.76	9.04	13.56
11	9.17	13.76	9.04	13.56
12	9.17	13.76	9.04	13.56
13	9.17	13.76	9.04	13.56
14	9.17	13.76	9.04	13.56
15	9.22	13.83	9.10	13.65
16	9.22	13.83	9.10	13.65
17	9.22	13.83	9.10	13.65
18	9.22	13.83	9.10	13.65
19	9.22	13.83	9.10	13.65
20	9.28	13.92	9.15	13.72
21+	9.42	14.13	9.29	13.93

BUS DRIVERS AND BUS AIDES

2014-2015

HS

Bus Drivers (Grade 3)

	1	2	3
	DRIV	DR2	AIDE
<u>EXPERIENCE</u>	<u>SALARY</u>	<u>SALARY</u>	<u>SALARY</u>
0	12,884	0	10,846
1	13,055	0	10,846
2	13,229	0	10,846
3	13,401	0	10,846
4	13,574	0	10,846
5	13,746	0	10,846
6	13,920	0	10,846
7	14,091	0	10,846
8	14,265	0	10,846
9	14,438	0	10,846
10	14,692	0	10,846
11	14,899	0	10,846
12+	15,124	15,124	10,846

Bus Drivers employed before **April 16, 1985** will be paid at Step 11 or above.

**PLATOON/T&I/CRAFT/COSMETOLOGY/NURSING/
OPTION3/ROTC/SOWELA/SPED ROUTES
2014-2015**

		DAILY RATES		DAILY RATES	
		IN OR OUT OF WARD		ALTERNATIVE ROUTES	
<u>RATE</u>	<u>DISTANCE</u>	<u>DRIVER</u>	<u>AIDE*</u>	<u>DRIVER</u>	<u>AIDE</u>
A	0-10 miles	\$20	\$17	\$25	\$22
A	11-20 miles	\$25	\$22	\$32	\$29
B	21-30 miles	\$31	\$28	\$40	\$37
C	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>
Doubling Rate - Regular Routes	\$10/half day	N/A
	\$20/full day	N/A
Doubling Rate - SPED	\$10/half day	\$8.50/half day
	\$10/half day	\$8.50/half day
	\$20/full day	\$17/full day
Field Trips	\$10/hour **	

**Deduct 2 hours if afternoon route is not run, driver is paid for that route.

Field Trip school to reimburse district for cost of sub (\$20.50) if afternoon is not run.

**TEACHER AIDES (PARA PROFESSIONAL)
2014-2015**

IS

<u>EXPERIENCE</u>	GRADE <u>1</u>	GRADE <u>2</u>	GRADE <u>3</u>	GRADE <u>4</u>
0	14,155	14,369	14,582	14,796
1	14,285	14,498	14,711	14,925
2	14,408	14,621	14,834	15,048
3	14,533	14,746	14,959	15,173
4	14,658	14,871	15,085	15,299
5	14,746	14,959	15,173	15,386
6	14,909	15,123	15,332	15,550
7	15,040	15,248	15,462	15,675
8	15,162	15,375	15,589	15,802
9	15,287	15,500	15,714	15,928
10	15,413	15,626	15,840	16,053
11	15,538	15,752	15,966	16,179
12	15,664	15,877	16,089	16,304
13	15,789	16,002	16,216	16,429
14	15,915	16,128	16,342	16,556
15	16,041	16,254	16,468	16,681
16+	16,289	16,507	16,725	16,942

GRADE 1 General School Aides with clerical duties only

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

GRADE 3 Tutorial Aides

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

INTERPRETERS 2014-2015

IT

	1	2	3	4
		State	State	National
		Certification	Certification	Certification
		Provisional	Qualified	No Degree
<u>EXPERIENCE</u>	<u>Grandfathered</u>	<u>Provisional</u>	<u>No Degree</u>	<u>No Degree</u>
0	19,373	20,123	20,873	21,623
1	19,549	20,299	21,049	21,799
2	19,726	20,476	21,226	21,976
3	19,903	20,653	21,403	22,153
4	20,129	20,879	21,629	22,379
5	20,319	21,069	21,819	22,569
6	20,496	21,246	21,996	22,746
7	20,673	21,423	22,173	22,923
8	20,888	21,638	22,388	23,138
9	21,172	21,922	22,672	23,422
10	21,455	22,205	22,955	23,705
11	21,840	22,590	23,340	24,090
12	22,131	22,881	23,631	24,381
13	22,432	23,182	23,932	24,682
14	22,607	23,357	24,107	24,857
15	22,782	23,532	24,282	25,032
16	22,957	23,707	24,457	25,207
17	23,132	23,882	24,632	25,382
18	23,307	24,057	24,807	25,557
19	23,482	24,232	24,982	25,732
20	23,657	24,407	25,157	25,907

Adopted by Calcasieu Parish School Board 1/17/2012

**FINANCE, MANAGEMENT, INTERNAL AUDITING
& DATA PROCESSING
2014-2015**

FM

<u>EXPERIENCE</u>	<u>A</u>	<u>B</u>	<u>C</u>
1	47,821	47,821	47,821
2	48,252	48,252	48,252
3	48,682	48,682	48,682
4	49,115	49,115	49,115
5	49,667	49,667	49,667
6	50,129	50,129	50,129
7	50,562	50,562	50,562
8	50,994	50,994	50,994
9	51,518	51,518	51,518
10	52,211	52,211	52,211
11	52,900	52,900	52,900
12	53,839	53,839	53,839
13	54,551	54,551	54,551

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

- A Accountants, Field Auditors, School Auditors, Programmer Analyst, Purchasing Agent
- 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 Payroll and Accounts Payable, Assistant Director of Sales Tax, Supervisor of Programming P.E.P. and S.I.S. Programmers
Class C employees will be paid as a Class A employee with an additional supplement of \$6,000.

**~~CURRENT POSITIONS GRANDFATHERED INTO CURRENT SCHEDULE
NEW HIRES AFTER 7/1/01 IN THESE POSITIONS WILL BE PAID ON
AUXILIARY SCHEDULE~~**

- A ~~Buyer, Non-Degreed Office Manager~~
- C ~~Supervisor of Accounts Payable~~

AUXILIARY SERVICES

2014-2015

AX

	1	2	3	4	5	6	7
<u>EXPERIENCE</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>G</u>	<u>H</u>
1	25,277	27,332	28,742	33,401	36,081	41,152	50,777
2	25,699	27,793	29,230	33,984	36,608	41,889	51,490
3	26,128	28,263	29,728	34,578	37,140	42,642	52,212
4	26,567	28,742	30,238	35,184	37,679	43,409	52,947
5	27,013	29,230	30,755	35,801	38,228	44,191	53,692
6	27,468	29,728	31,284	36,430	39,031	44,988	54,448
7	27,935	30,238	31,824	37,074	39,595	45,802	55,216
8	28,408	30,755	32,374	37,728	40,405	46,634	55,995
9	28,891	31,284	32,938	38,397	40,987	47,480	56,785
10	29,385	31,824	33,510	39,079	41,569	48,343	57,588
11	29,888	32,374	34,094	39,774	42,160	49,224	58,403
12+	30,414	32,949	34,703	40,497	42,930	50,136	59,230

A Programmer/Non-Degreed

*B Personnel Coordinator, Support Coordinator Chapter I (ALL),
Buyers, Non-Degreed Office Manager, ~~Supervisor of Accounts Payable~~
(New Hires After 7/1/2001)

C Print Shop Technician, Computer Machine Repairman

D Computer Repair Technician

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

G Parish Compliance Officer, Claims Adjuster, Bus Route
Supervisor/Warehouse

H Facilities Manager of Maintenance and Janitorial Services

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

MISCELLANEOUS SUB RATES 2014-2015

SUBSTITUTES

Teacher - Degreed
with Teaching Certificate
in a Sabbatical or LWOP
Leave Position

Full Rate of Pay with Experience
From Day 1

***MUST BE CONSECUTIVE DAYS IN THE SAME POSITION:**

	* First 10 Days	Beginning 11th Day
Teacher - Degreed with Teaching Certificate Day to Day	\$80.00 / day	\$214.00 / Back to 1st Day
Teacher - Degreed without Teaching Certificate	\$65.00 / day	\$150.00 / Back to 1st Day
Teacher - Non-Degreed	\$58.00 / day	\$58.00 / day
Paraprofessional (Teacher Aide)	\$56.50 / day	\$56.50 / day
Bus Driver	\$57.00 / day	\$71.00 / day
Bus Aide	\$30.00 / day	\$30.00 / day
School Clerk	\$56.50 / day	\$56.50 / day
Food Service Worker	\$51.00 / day	\$51.00 / day
Custodian	\$7.25 / hour	\$7.25 / hour
COE Worker	\$7.25 / hour	\$7.25 / hour

TEACHER SALARY SCHEDULE
2012-2013 PERMANENT REFERENCE

T1

	1	2	3	4	5
EXPERIENCE	BA	MA	MA + 30	SPECIALIST	PHD
0	39,306	40,806	42,306	43,806	45,306
1	39,659	41,159	42,659	44,159	45,659
2	40,012	41,512	43,012	44,512	46,012
3	40,367	41,867	43,367	44,867	46,367
4	40,819	42,319	43,819	45,319	46,819
5	41,198	42,698	44,198	45,698	47,198
6	41,553	43,053	44,553	46,053	47,553
7	41,907	43,407	44,907	46,407	47,907
8	42,337	43,877	45,377	46,877	48,377
9	42,905	44,442	45,942	47,442	48,942
10	43,470	45,008	46,508	48,008	49,508
11	44,240	45,878	47,378	48,878	50,378
12	44,823	46,495	47,995	49,495	50,995
13	45,424	47,133	48,633	50,133	51,633
14	45,774	47,585	49,085	50,585	52,085
15	46,124	48,239	49,739	51,239	52,739
16	46,474	48,726	50,226	51,726	53,226
17	46,824	49,128	50,628	52,128	53,628
18	47,174	49,528	51,028	52,528	54,028
19	47,524	49,916	51,416	52,916	54,416
20	47,874	50,265	51,765	53,265	54,765
21	48,224	50,616	52,116	53,616	55,116
22	48,574	51,105	52,605	54,105	55,605
23	48,924	51,455	52,955	54,455	55,955
24	49,274	51,805	53,305	54,805	56,305
25	49,624	52,194	53,694	55,194	56,694
26	49,974	52,544	54,044	55,544	57,044
27+	50,324	52,894	54,394	55,894	57,394

Calcasieu Parish School System

**HEAD START
2014-2015
Salary Schedules**

DRAFT

**Karl Bruchhaus
Superintendent**

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**HEAD START SITE ADMINISTRATOR
ELEMENTARY PRINCIPAL
2014-2015**

HSTP

<u>EXPERIENCE</u>	<u>Base</u>	<u>COLA 2014-2015</u>	<u>COLA ARRA</u>	<u>Total Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
1	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 8,229	\$ 63,229
2	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 8,730	\$ 63,730
3	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 9,237	\$ 64,237
4	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 9,732	\$ 64,732
5	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 10,233	\$ 65,233
6	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 10,734	\$ 65,734
7	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 11,235	\$ 66,235
8	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 11,742	\$ 66,742
9	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 12,238	\$ 67,238
10	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 12,744	\$ 67,744
11	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 13,240	\$ 68,240
12	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 13,746	\$ 68,746
13	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 14,078	\$ 69,078
14	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 14,411	\$ 69,411
15	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 14,748	\$ 69,748
16	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 15,080	\$ 70,080
17	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 15,413	\$ 70,413
18	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 15,750	\$ 70,750
19	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 16,082	\$ 71,082
20	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 16,415	\$ 71,415
21	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 16,910	\$ 71,910
22	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 17,406	\$ 72,406
23	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 17,901	\$ 72,901
24	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 18,397	\$ 73,397
25+	\$ 52,373	\$ 1,633	\$ 994	\$ 55,000	\$ 18,893	\$ 73,893

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
ASSISTANT PRINCIPAL
2014-2015**

HSTAP

<u>EXPERIENCE</u>	<u>Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Total Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
1	\$ 47,719	1,488	905	\$ 50,112	\$ 8,172	\$ 58,284
2	\$ 47,719	1,488	905	\$ 50,112	\$ 8,668	\$ 58,780
3	\$ 47,719	1,488	905	\$ 50,112	\$ 9,174	\$ 59,286
4	\$ 47,719	1,488	905	\$ 50,112	\$ 9,670	\$ 59,782
5	\$ 47,719	1,488	905	\$ 50,112	\$ 10,176	\$ 60,288
6	\$ 47,719	1,488	905	\$ 50,112	\$ 10,677	\$ 60,789
7	\$ 47,719	1,488	905	\$ 50,112	\$ 11,178	\$ 61,290
8	\$ 47,719	1,488	905	\$ 50,112	\$ 11,679	\$ 61,791
9	\$ 47,719	1,488	905	\$ 50,112	\$ 12,180	\$ 62,292
10	\$ 47,719	1,488	905	\$ 50,112	\$ 12,682	\$ 62,794
11	\$ 47,719	1,488	905	\$ 50,112	\$ 13,183	\$ 63,295
12	\$ 47,719	1,488	905	\$ 50,112	\$ 13,684	\$ 63,796
13	\$ 47,719	1,488	905	\$ 50,112	\$ 14,185	\$ 64,297
14	\$ 47,719	1,488	905	\$ 50,112	\$ 14,686	\$ 64,798
15	\$ 47,719	1,488	905	\$ 50,112	\$ 15,187	\$ 65,299
16	\$ 47,719	1,488	905	\$ 50,112	\$ 15,688	\$ 65,800
17+	\$ 47,719	1,488	905	\$ 50,112	\$ 16,189	\$ 66,301

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
TEACHERS AND NURSES
2014-2015**

HSTT1

STEP	BASE	COLA	COLA	ADJUSTED	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
		2010-11	ARRA	BASE			P	D	P	D	P	D
1	30,472	950	578	32,000	7,461	39,461	150	150	125	125	100	100
2	30,472	950	578	32,000	7,661	39,661	150	150	125	125	100	100
3	30,472	950	578	32,000	7,861	39,861	150	150	125	125	100	100
4	30,472	950	578	32,000	8,061	40,061	150	150	125	125	100	100
5	30,472	950	578	32,000	8,261	40,261	150	150	125	125	100	100
6	30,472	950	578	32,000	8,461	40,461	150	150	125	125	100	100
7	30,472	950	578	32,000	8,661	40,661	150	150	125	125	100	100
8	30,472	950	578	32,000	8,861	40,861	150	150	125	125	100	100
9	30,472	950	578	32,000	9,061	41,061	150	150	125	125	100	100
10	30,472	950	578	32,000	9,261	41,261	150	150	125	125	100	100
11	30,472	950	578	32,000	9,461	41,461	150	150	125	125	100	100
12	30,472	950	578	32,000	9,661	41,661	150	150	125	125	100	100
13	30,472	950	578	32,000	9,861	41,861	150	150	125	125	100	100
14	30,472	950	578	32,000	10,061	42,061	150	150	125	125	100	100
15	30,472	950	578	32,000	10,261	42,261	150	150	125	125	100	100
16	30,472	950	578	32,000	10,461	42,461	150	150	125	125	100	100
17	30,472	950	578	32,000	10,661	42,661	150	150	125	125	100	100
18	30,472	950	578	32,000	10,861	42,861	150	150	125	125	100	100
19	30,472	950	578	32,000	11,061	43,061	150	150	125	125	100	100
20	30,472	950	578	32,000	11,261	43,261	150	150	125	125	100	100
21	30,472	950	578	32,000	11,461	43,461	150	150	125	125	100	100
22	30,472	950	578	32,000	11,661	43,661	150	150	125	125	100	100
23	30,472	950	578	32,000	11,861	43,861	150	150	125	125	100	100
24	30,472	950	578	32,000	12,061	44,061	150	150	125	125	100	100
25	30,472	950	578	32,000	12,261	44,261	150	150	125	125	100	100
26	30,472	950	578	32,000	12,461	44,461	150	150	125	125	100	100
27	30,472	950	578	32,000	12,661	44,661	150	150	125	125	100	100
28	30,472	950	578	32,000	12,861	44,861	150	150	125	125	100	100
29	30,472	950	578	32,000	13,061	45,061	150	150	125	125	100	100
30	30,472	950	578	32,000	13,261	45,261	150	150	125	125	100	100
31	30,472	950	578	32,000	13,461	45,461	150	150	125	125	100	100
32	30,472	950	578	32,000	13,661	45,661	150	150	125	125	100	100
33	30,472	950	578	32,000	13,861	45,861	150	150	125	125	100	100

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Additional Stipends Paid in October Paycheck Based On Previous Year Performance (50%) & Demand (50%)

VAM MODEL **2 Highly Effective Ratings \$1,500.00** **3 Effective Proficient Or Better Ratings \$1,500.00**

SLT MODEL **4 Highly Effective Ratings \$1,500.00** **5 Effective Proficient Or Better Ratings \$1,500.00**

(CYCLE STARTS OVER ONCE STIPEND PAID)

8 Step Adjustments: (Move Forward 8 Steps)

Advance Degree If Program Initiated Prior To 7/1/13 & Completed By 12/31/15

4 Step Adjustments: (Move Forward 4 Steps)

Certificate Endorsement For Educational Leadership

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Salary Schedule (Addendum 1) and Placed On New Salary Schedule At Closest Applicable Step (page 32)

**HEAD START
TEACHER/NURSE
2014-2015**

HSTT1

STEP	BASE	COLA 2010-11	COLA ARRA	ADJUSTED BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
							P	D	P	D	P	D
34	30,472	950	578	32,000	14,061	46,061	150	150	125	125	100	100
35	30,472	950	578	32,000	14,261	46,261	150	150	125	125	100	100
36	30,472	950	578	32,000	14,461	46,461	150	150	125	125	100	100
37	30,472	950	578	32,000	14,661	46,661	150	150	125	125	100	100
38	30,472	950	578	32,000	14,861	46,861	150	150	125	125	100	100
39	30,472	950	578	32,000	15,061	47,061	150	150	125	125	100	100
40	30,472	950	578	32,000	15,261	47,261	150	150	125	125	100	100
41	30,472	950	578	32,000	15,461	47,461	150	150	125	125	100	100
42	30,472	950	578	32,000	15,661	47,661	150	150	125	125	100	100
43	30,472	950	578	32,000	15,861	47,861	150	150	125	125	100	100
44	30,472	950	578	32,000	16,061	48,061	150	150	125	125	100	100
45	30,472	950	578	32,000	16,261	48,261	150	150	125	125	100	100
46	30,472	950	578	32,000	16,461	48,461	150	150	125	125	100	100
47	30,472	950	578	32,000	16,661	48,661	150	150	125	125	100	100
48	30,472	950	578	32,000	16,861	48,861	150	150	125	125	100	100
49	30,472	950	578	32,000	17,061	49,061	150	150	125	125	100	100
50	30,472	950	578	32,000	17,261	49,261	150	150	125	125	100	100
51	30,472	950	578	32,000	17,461	49,461	150	150	125	125	100	100
52	30,472	950	578	32,000	17,661	49,661	150	150	125	125	100	100
53	30,472	950	578	32,000	17,861	49,861	150	150	125	125	100	100
54	30,472	950	578	32,000	18,061	50,061	150	150	125	125	100	100
55	30,472	950	578	32,000	18,261	50,261	150	150	125	125	100	100
56	30,472	950	578	32,000	18,461	50,461	150	150	125	125	100	100
57	30,472	950	578	32,000	18,661	50,661	150	150	125	125	100	100
58	30,472	950	578	32,000	18,861	50,861	150	150	125	125	100	100
59	30,472	950	578	32,000	19,061	51,061	150	150	125	125	100	100
60	30,472	950	578	32,000	19,261	51,261	150	150	125	125	100	100
61	30,472	950	578	32,000	19,461	51,461	150	150	125	125	100	100
62	30,472	950	578	32,000	19,661	51,661	150	150	125	125	100	100
63	30,472	950	578	32,000	19,861	51,861	150	150	125	125	100	100
64	30,472	950	578	32,000	20,061	52,061	150	150	125	125	100	100
65	30,472	950	578	32,000	20,261	52,261	150	150	125	125	100	100
66	30,472	950	578	32,000	20,461	52,461	150	150	125	125	100	100

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Additional Stipends Paid in October Paycheck Based On Previous Year Performance (50%) & Demand (50%)

VAM MODEL **2 Highly Effective Ratings \$1,500.00** **3 Effective Proficient Or Better Ratings \$1,500.00**

SLT MODEL **4 Highly Effective Ratings \$1,500.00** **5 Effective Proficient Or Better Ratings \$1,500.00**

(CYCLE STARTS OVER ONCE STIPEND PAID)

8 Step Adjustments: (Move Forward 8 Steps)

Advance Degree If Program Initiated Prior To 7/1/13 & Completed By 12/31/15

4 Step Adjustments: (Move Forward 4 Steps)

Certificate Endorsement For Educational Leadership

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Salary Schedule (Addendum 1) and Placed On New Salary Schedule At Closest Applicable Step (page 32)

**HEAD START
TEACHER/NURSE
2014-2015**

HSTT1

STEP	BASE	COLA	COLA	ADJUSTED	SUPPLEMENT	ANNUAL	Highly Effective		Effective Proficient		Effective Emerging	
		2010-11	ARRA	BASE		SALARY	P	D	P	D	P	D
67	30,472	950	578	32,000	20,661	52,661	150	150	125	125	100	100
68	30,472	950	578	32,000	20,861	52,861	150	150	125	125	100	100
69	30,472	950	578	32,000	21,061	53,061	150	150	125	125	100	100
70	30,472	950	578	32,000	21,261	53,261	150	150	125	125	100	100
71	30,472	950	578	32,000	21,461	53,461	150	150	125	125	100	100
72	30,472	950	578	32,000	21,661	53,661	150	150	125	125	100	100
73	30,472	950	578	32,000	21,861	53,861	150	150	125	125	100	100
74	30,472	950	578	32,000	22,061	54,061	150	150	125	125	100	100
75	30,472	950	578	32,000	22,261	54,261	150	150	125	125	100	100
76	30,472	950	578	32,000	22,461	54,461	150	150	125	125	100	100
77	30,472	950	578	32,000	22,661	54,661	150	150	125	125	100	100
78	30,472	950	578	32,000	22,861	54,861	150	150	125	125	100	100
79	30,472	950	578	32,000	23,061	55,061	150	150	125	125	100	100
80	30,472	950	578	32,000	23,261	55,261	150	150	125	125	100	100
81	30,472	950	578	32,000	23,461	55,461	150	150	125	125	100	100
82	30,472	950	578	32,000	23,661	55,661	150	150	125	125	100	100
83	30,472	950	578	32,000	23,861	55,861	150	150	125	125	100	100
84	30,472	950	578	32,000	24,061	56,061	150	150	125	125	100	100
85	30,472	950	578	32,000	24,261	56,261	150	150	125	125	100	100
86	30,472	950	578	32,000	24,461	56,461	150	150	125	125	100	100
87	30,472	950	578	32,000	24,661	56,661	150	150	125	125	100	100
87	30,472	950	578	32,000	24,861	56,861	150	150	125	125	100	100
89	30,472	950	578	32,000	25,061	57,061	150	150	125	125	100	100
90	30,472	950	578	32,000	25,261	57,261	150	150	125	125	100	100
91	30,472	950	578	32,000	25,461	57,461	150	150	125	125	100	100
92	30,472	950	578	32,000	25,661	57,661	150	150	125	125	100	100
93	30,472	950	578	32,000	25,861	57,861	150	150	125	125	100	100
94	30,472	950	578	32,000	26,061	58,061	150	150	125	125	100	100
95	30,472	950	578	32,000	26,261	58,261	150	150	125	125	100	100
96	30,472	950	578	32,000	26,461	58,461	150	150	125	125	100	100
97	30,472	950	578	32,000	26,661	58,661	150	150	125	125	100	100
98	30,472	950	578	32,000	26,861	58,861	150	150	125	125	100	100

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Additional Stipends Paid in October Paycheck Based On Previous Year Performance (50%) & Demand (50%)

VAM MODEL **2 Highly Effective Ratings \$1,500.00** **3 Effective Proficient Or Better Ratings \$1,500.00**

SLT MODEL **4 Highly Effective Ratings \$1,500.00** **5 Effective Proficient Or Better Ratings \$1,500.00**

(CYCLE STARTS OVER ONCE STIPEND PAID)

8 Step Adjustments: (Move Forward 8 Steps)

Advance Degree If Program Initiated Prior To 7/1/13 & Completed By 12/31/15

4 Step Adjustments: (Move Forward 4 Steps)

Certificate Endorsement For Educational Leadership

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Salary Schedule (Addendum 1) and Placed On New Salary Schedule At Closest Applicable Step (page 32)

**HEAD START
TEACHER 202 DAY
2014-2015**

HSTT

<u>STEP</u>	BASE	COLA 2010-11	COLA ARRA	ADJUSTED BASE	SUPPLEMENT	ANNUAL SALARY	P	D	P	D	P	D
1	30,472	950	578	32,000	11,797	43,797	150	150	125	125	100	100
2	30,472	950	578	32,000	12,019	44,019	150	150	125	125	100	100
3	30,472	950	578	32,000	12,241	44,241	150	150	125	125	100	100
4	30,472	950	578	32,000	12,463	44,463	150	150	125	125	100	100
5	30,472	950	578	32,000	12,685	44,685	150	150	125	125	100	100
6	30,472	950	578	32,000	12,907	44,907	150	150	125	125	100	100
7	30,472	950	578	32,000	13,129	45,129	150	150	125	125	100	100
8	30,472	950	578	32,000	13,351	45,351	150	150	125	125	100	100
9	30,472	950	578	32,000	13,573	45,573	150	150	125	125	100	100
10	30,472	950	578	32,000	13,795	45,795	150	150	125	125	100	100
11	30,472	950	578	32,000	14,017	46,017	150	150	125	125	100	100
12	30,472	950	578	32,000	14,239	46,239	150	150	125	125	100	100
13	30,472	950	578	32,000	14,461	46,461	150	150	125	125	100	100
14	30,472	950	578	32,000	14,683	46,683	150	150	125	125	100	100
15	30,472	950	578	32,000	14,905	46,905	150	150	125	125	100	100
16	30,472	950	578	32,000	15,127	47,127	150	150	125	125	100	100
17	30,472	950	578	32,000	15,349	47,349	150	150	125	125	100	100
18	30,472	950	578	32,000	15,571	47,571	150	150	125	125	100	100
19	30,472	950	578	32,000	15,793	47,793	150	150	125	125	100	100
20	30,472	950	578	32,000	16,015	48,015	150	150	125	125	100	100
21	30,472	950	578	32,000	16,237	48,237	150	150	125	125	100	100
22	30,472	950	578	32,000	16,459	48,459	150	150	125	125	100	100
23	30,472	950	578	32,000	16,681	48,681	150	150	125	125	100	100
24	30,472	950	578	32,000	16,903	48,903	150	150	125	125	100	100
25	30,472	950	578	32,000	17,125	49,125	150	150	125	125	100	100
26	30,472	950	578	32,000	17,347	49,347	150	150	125	125	100	100
27	30,472	950	578	32,000	17,569	49,569	150	150	125	125	100	100
28	30,472	950	578	32,000	17,791	49,791	150	150	125	125	100	100
29	30,472	950	578	32,000	18,013	50,013	150	150	125	125	100	100
30	30,472	950	578	32,000	18,235	50,235	150	150	125	125	100	100
31	30,472	950	578	32,000	18,457	50,457	150	150	125	125	100	100
32	30,472	950	578	32,000	18,679	50,679	150	150	125	125	100	100
33	30,472	950	578	32,000	18,901	50,901	150	150	125	125	100	100

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Additional Stipends Paid in October Paycheck Based On Previous Year Performance (50%) & Demand (50%)

VAM MODEL **2 Highly Effective Ratings \$1,500.00** **3 Effective Proficient Or Better Ratings \$1,500.00**

SLT MODEL **4 Highly Effective Ratings \$1,500.00** **5 Effective Proficient Or Better Ratings \$1,500.00**

(CYCLE STARTS OVER ONCE STIPEND PAID)

8 Step Adjustments: (Move Forward 8 Steps)

Advance Degree If Program Initiated Prior To 7/1/13 & Completed By 12/31/15

4 Step Adjustments: (Move Forward 4 Steps)

Certificate Endorsement For Educational Leadership

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Salary Schedule (Addendum 1) and Placed On New Salary Schedule At Closest Applicable Step (page 32)

**HEAD START
TEACHER 202 DAY
2014-2015**

HSTT

STEP	BASE	COLA		ADJUSTED BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
		2010-11	ARRA				P	D	P	D	P	D
34	30,472	950	578	32,000	19,123	51,123	150	150	125	125	100	100
35	30,472	950	578	32,000	19,345	51,345	150	150	125	125	100	100
36	30,472	950	578	32,000	19,567	51,567	150	150	125	125	100	100
37	30,472	950	578	32,000	19,789	51,789	150	150	125	125	100	100
38	30,472	950	578	32,000	20,011	52,011	150	150	125	125	100	100
39	30,472	950	578	32,000	20,233	52,233	150	150	125	125	100	100
40	30,472	950	578	32,000	20,455	52,455	150	150	125	125	100	100
41	30,472	950	578	32,000	20,676	52,676	150	150	125	125	100	100
42	30,472	950	578	32,000	20,898	52,898	150	150	125	125	100	100
43	30,472	950	578	32,000	21,120	53,120	150	150	125	125	100	100
44	30,472	950	578	32,000	21,342	53,342	150	150	125	125	100	100
45	30,472	950	578	32,000	21,564	53,564	150	150	125	125	100	100
46	30,472	950	578	32,000	21,786	53,786	150	150	125	125	100	100
47	30,472	950	578	32,000	22,008	54,008	150	150	125	125	100	100
48	30,472	950	578	32,000	22,230	54,230	150	150	125	125	100	100
49	30,472	950	578	32,000	22,452	54,452	150	150	125	125	100	100
50	30,472	950	578	32,000	22,674	54,674	150	150	125	125	100	100
51	30,472	950	578	32,000	22,896	54,896	150	150	125	125	100	100
52	30,472	950	578	32,000	23,118	55,118	150	150	125	125	100	100
53	30,472	950	578	32,000	23,340	55,340	150	150	125	125	100	100
54	30,472	950	578	32,000	23,562	55,562	150	150	125	125	100	100
55	30,472	950	578	32,000	23,784	55,784	150	150	125	125	100	100
56	30,472	950	578	32,000	24,006	56,006	150	150	125	125	100	100
57	30,472	950	578	32,000	24,228	56,228	150	150	125	125	100	100
58	30,472	950	578	32,000	24,450	56,450	150	150	125	125	100	100
59	30,472	950	578	32,000	24,672	56,672	150	150	125	125	100	100
60	30,472	950	578	32,000	24,894	56,894	150	150	125	125	100	100
61	30,472	950	578	32,000	25,116	57,116	150	150	125	125	100	100
62	30,472	950	578	32,000	25,338	57,338	150	150	125	125	100	100
63	30,472	950	578	32,000	25,560	57,560	150	150	125	125	100	100
64	30,472	950	578	32,000	25,782	57,782	150	150	125	125	100	100
65	30,472	950	578	32,000	26,004	58,004	150	150	125	125	100	100
66	30,472	950	578	32,000	26,226	58,226	150	150	125	125	100	100

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Additional Stipends Paid in October Paycheck Based On Previous Year Performance (50%) & Demand (50%)

VAM MODEL **2 Highly Effective Ratings \$1,500.00** **3 Effective Proficient Or Better Ratings \$1,500.00**

SLT MODEL **4 Highly Effective Ratings \$1,500.00** **5 Effective Proficient Or Better Ratings \$1,500.00**

(CYCLE STARTS OVER ONCE STIPEND PAID)

8 Step Adjustments: (Move Forward 8 Steps)

Advance Degree If Program Initiated Prior To 7/1/13 & Completed By 12/31/15

4 Step Adjustments: (Move Forward 4 Steps)

Certificate Endorsement For Educational Leadership

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Salary Schedule (Addendum 1) and Placed On New Salary Schedule At Closest Applicable Step (page 32)

**HEAD START
TEACHER 202 DAY
2014-2015**

HSTT

STEP	BASE	COLA		ADJUSTED		ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
		2010-11	ARRA	BASE	SUPPLEMENT		P	D	P	D	P	D
67	30,472	950	578	32,000	26,448	58,448	150	150	125	125	100	100
68	30,472	950	578	32,000	26,670	58,670	150	150	125	125	100	100
69	30,472	950	578	32,000	26,892	58,892	150	150	125	125	100	100
70	30,472	950	578	32,000	27,114	59,114	150	150	125	125	100	100
71	30,472	950	578	32,000	27,336	59,336	150	150	125	125	100	100
72	30,472	950	578	32,000	27,558	59,558	150	150	125	125	100	100
73	30,472	950	578	32,000	27,780	59,780	150	150	125	125	100	100
74	30,472	950	578	32,000	28,002	60,002	150	150	125	125	100	100
75	30,472	950	578	32,000	28,224	60,224	150	150	125	125	100	100
76	30,472	950	578	32,000	28,446	60,446	150	150	125	125	100	100
77	30,472	950	578	32,000	28,668	60,668	150	150	125	125	100	100
78	30,472	950	578	32,000	28,890	60,890	150	150	125	125	100	100
79	30,472	950	578	32,000	29,112	61,112	150	150	125	125	100	100
80	30,472	950	578	32,000	29,334	61,334	150	150	125	125	100	100
81	30,472	950	578	32,000	29,556	61,556	150	150	125	125	100	100
82	30,472	950	578	32,000	29,778	61,778	150	150	125	125	100	100
83	30,472	950	578	32,000	30,000	62,000	150	150	125	125	100	100
84	30,472	950	578	32,000	30,222	62,222	150	150	125	125	100	100
85	30,472	950	578	32,000	30,444	62,444	150	150	125	125	100	100
86	30,472	950	578	32,000	30,666	62,666	150	150	125	125	100	100
87	30,472	950	578	32,000	30,887	62,887	150	150	125	125	100	100
87	30,472	950	578	32,000	31,109	63,109	150	150	125	125	100	100
89	30,472	950	578	32,000	31,331	63,331	150	150	125	125	100	100
90	30,472	950	578	32,000	31,553	63,553	150	150	125	125	100	100
91	30,472	950	578	32,000	31,775	63,775	150	150	125	125	100	100
92	30,472	950	578	32,000	31,997	63,997	150	150	125	125	100	100
93	30,472	950	578	32,000	32,219	64,219	150	150	125	125	100	100
94	30,472	950	578	32,000	32,441	64,441	150	150	125	125	100	100
95	30,472	950	578	32,000	32,663	64,663	150	150	125	125	100	100
96	30,472	950	578	32,000	32,885	64,885	150	150	125	125	100	100
97	30,472	950	578	32,000	33,107	65,107	150	150	125	125	100	100
98	30,472	950	578	32,000	33,329	65,329	150	150	125	125	100	100

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

Includes \$200 Experience Adjustment if Rating Not Ineffective

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**HEAD START
PARA-PROFESSIONAL
2014-2015**

<u>EXPERIENCE</u>	<u>Grade 2 Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Grade 2 Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
0	10,856	338	206	11,400	2,969	14,369
1	10,856	338	206	11,400	3,098	14,498
2	10,856	338	206	11,400	3,221	14,621
3	10,856	338	206	11,400	3,346	14,746
4	10,856	338	206	11,400	3,471	14,871
5	10,856	338	206	11,400	3,559	14,959
6	10,856	338	206	11,400	3,723	15,123
7	10,856	338	206	11,400	3,848	15,248
8	10,856	338	206	11,400	3,975	15,375
9	10,856	338	206	11,400	4,100	15,500
10	10,856	338	206	11,400	4,226	15,626
11	10,856	338	206	11,400	4,352	15,752
12	10,856	338	206	11,400	4,477	15,877
13	10,856	338	206	11,400	4,602	16,002
14	10,856	338	206	11,400	4,728	16,128
15	10,856	338	206	11,400	4,854	16,254
16+	10,856	338	206	11,400	5,107	16,507

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
PARA-PROFESSIONAL
2014-2015**

HSTI

<u>EXPERIENCE</u>	<u>Grade 4 Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Grade 4 Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
0	11,236	350	213	11,800	2,996	14,796
1	11,236	350	213	11,800	3,125	14,925
2	11,236	350	213	11,800	3,248	15,048
3	11,236	350	213	11,800	3,373	15,173
4	11,236	350	213	11,800	3,499	15,299
5	11,236	350	213	11,800	3,586	15,386
6	11,236	350	213	11,800	3,750	15,550
7	11,236	350	213	11,800	3,875	15,675
8	11,236	350	213	11,800	4,002	15,802
9	11,236	350	213	11,800	4,128	15,928
10	11,236	350	213	11,800	4,253	16,053
11	11,236	350	213	11,800	4,379	16,179
12	11,236	350	213	11,800	4,504	16,304
13	11,236	350	213	11,800	4,629	16,429
14	11,236	350	213	11,800	4,756	16,556
15	11,236	350	213	11,800	4,881	16,681
16+	11,236	350	213	11,800	5,142	16,942

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
CLERICAL
2014-2015**

HSTC

<u>EXPERIENCE</u>	<u>Grade A Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Grade A Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
1	13,569	423	257	14,250	3,098	17,348
2	13,569	423	257	14,250	3,360	17,610
3	13,569	423	257	14,250	3,626	17,876
4	13,569	423	257	14,250	3,898	18,148
5	13,569	423	257	14,250	4,174	18,424
6	13,569	423	257	14,250	4,458	18,708
7	13,569	423	257	14,250	4,746	18,996
8	13,569	423	257	14,250	5,041	19,291
9	13,569	423	257	14,250	5,341	19,591
10	13,569	423	257	14,250	5,645	19,895
11	13,569	423	257	14,250	5,957	20,207
12	13,569	423	257	14,250	6,276	20,526
13	13,569	423	257	14,250	6,600	20,850
14	13,569	423	257	14,250	6,932	21,182
15	13,569	423	257	14,250	7,270	21,520
16	13,569	423	257	14,250	7,614	21,864
17	13,569	423	257	14,250	7,966	22,216
18	13,569	423	257	14,250	8,325	22,575
19	13,569	423	257	14,250	8,691	22,941
20	13,569	423	257	14,250	9,063	23,313
21	13,569	423	257	14,250	9,443	23,693
22+	13,569	423	257	14,250	9,844	24,094

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
CLERICAL
2014-2015**

HSTC

Experience	Grade B Base	COLA 2011-12	COLA ARRA	Grade B Salary	Supplement	Annual Compensation
1	14,284	445	271	15,000	3,278	18,278
2	14,284	445	271	15,000	3,557	18,557
3	14,284	445	271	15,000	3,843	18,843
4	14,284	445	271	15,000	4,134	19,134
5	14,284	445	271	15,000	4,431	19,431
6	14,284	445	271	15,000	4,733	19,733
7	14,284	445	271	15,000	5,042	20,042
8	14,284	445	271	15,000	5,357	20,357
9	14,284	445	271	15,000	5,678	20,678
10	14,284	445	271	15,000	6,006	21,006
11	14,284	445	271	15,000	6,340	21,340
12	14,284	445	271	15,000	6,680	21,680
13	14,284	445	271	15,000	7,029	22,029
14	14,284	445	271	15,000	7,384	22,384
15	14,284	445	271	15,000	7,746	22,746
16	14,284	445	271	15,000	8,114	23,114
17	14,284	445	271	15,000	8,490	23,490
18	14,284	445	271	15,000	8,876	23,876
19	14,284	445	271	15,000	9,266	24,266
20	14,284	445	271	15,000	9,666	24,666
21	14,284	445	271	15,000	10,073	25,073
22+	14,284	445	271	15,000	10,502	25,502

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
CLERICAL
2014-2015**

HSTC

<u>Experience</u>	<u>Grade C Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Grade C Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
1	14,998	468	285	15,750	3,017	18,767
2	14,998	468	285	15,750	3,307	19,057
3	14,998	468	285	15,750	3,602	19,352
4	14,998	468	285	15,750	3,903	19,653
5	14,998	468	285	15,750	4,212	19,962
6	14,998	468	285	15,750	4,523	20,273
7	14,998	468	285	15,750	4,845	20,595
8	14,998	468	285	15,750	5,169	20,919
9	14,998	468	285	15,750	5,503	21,253
10	14,998	468	285	15,750	5,840	21,590
11	14,998	468	285	15,750	6,187	21,937
12	14,998	468	285	15,750	6,540	22,290
13	14,998	468	285	15,750	6,899	22,649
14	14,998	468	285	15,750	7,267	23,017
15	14,998	468	285	15,750	7,642	23,392
16	14,998	468	285	15,750	8,021	23,771
17	14,998	468	285	15,750	8,423	24,173
18	14,998	468	285	15,750	8,811	24,561
19	14,998	468	285	15,750	9,215	24,965
20	14,998	468	285	15,750	9,627	25,377
21	14,998	468	285	15,750	10,049	25,799
22+	14,998	468	285	15,750	10,492	26,242

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
SCHOOL CLERICAL
2014-2015**

HSTC

<u>Experience</u>	<u>Grade D 10 Month Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Grade D 10 Month Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
1	12,570	392	238	13,200	2,869	16,069
2	12,570	392	238	13,200	3,079	16,279
3	12,570	392	238	13,200	3,292	16,492
4	12,570	392	238	13,200	3,513	16,713
5	12,570	392	238	13,200	3,737	16,937
6	12,570	392	238	13,200	3,961	17,161
7	12,570	392	238	13,200	4,196	17,396
8	12,570	392	238	13,200	4,433	17,633
9	12,570	392	238	13,200	4,676	17,876
10	12,570	392	238	13,200	4,942	18,142
11	12,570	392	238	13,200	5,220	18,420
12	12,570	392	238	13,200	5,501	18,701
13	12,570	392	238	13,200	5,790	18,990
14	12,570	392	238	13,200	6,082	19,282
15	12,570	392	238	13,200	6,383	19,583
16	12,570	392	238	13,200	6,687	19,887
17	12,570	392	238	13,200	7,009	20,209
18	12,570	392	238	13,200	7,319	20,519
19	12,570	392	238	13,200	7,643	20,843
20	12,570	392	238	13,200	7,969	21,169
21	12,570	392	238	13,200	8,325	21,525
22+	12,570	392	238	13,200	8,683	21,883

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
BUS DRIVER
2014-2015**

HSTB

<u>EXPERIENCE</u>	<u>Driver Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Driver Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
0	9,522	297	181	10,000	2,884	12,884
1	9,522	297	181	10,000	3,055	13,055
2	9,522	297	181	10,000	3,229	13,229
3	9,522	297	181	10,000	3,401	13,401
4	9,522	297	181	10,000	3,574	13,574
5	9,522	297	181	10,000	3,746	13,746
6	9,522	297	181	10,000	3,920	13,920
7	9,522	297	181	10,000	4,091	14,091
8	9,522	297	181	10,000	4,265	14,265
9	9,522	297	181	10,000	4,438	14,438
10	9,522	297	181	10,000	4,692	14,692
11	9,522	297	181	10,000	4,899	14,899
12+	9,522	297	181	10,000	5,124	15,124

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
BUS ATTENDANT
2014-2015**

HSTA

<u>Experience</u>	<u>Attendant Base</u>	<u>COLA 2011-12</u>	<u>COLA ARRA</u>	<u>Attendant Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
0	8,094	252	154	8,500	2,346	10,846
1	8,094	252	154	8,500	2,346	10,846
2	8,094	252	154	8,500	2,346	10,846
3	8,094	252	154	8,500	2,346	10,846
4	8,094	252	154	8,500	2,346	10,846
5	8,094	252	154	8,500	2,346	10,846
6	8,094	252	154	8,500	2,346	10,846
7	8,094	252	154	8,500	2,346	10,846
8	8,094	252	154	8,500	2,346	10,846
9	8,094	252	154	8,500	2,346	10,846
10	8,094	252	154	8,500	2,346	10,846
11	8,094	252	154	8,500	2,346	10,846
12+	8,094	252	154	8,500	2,346	10,846

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

HEAD START

HSTA

**FINANCE, MANAGEMENT, INTERNAL AUDITING
2014-2015**

Years of Experience	Bachelor Base	COLA 2010-2011	COLA ARRA	Bachelor's Degree	Supplement	Annual Compensation
0	37,169	1,159	705	39,033	8,788	47,821
1	37,169	1,159	705	39,033	9,219	48,252
2	37,169	1,159	705	39,033	9,650	48,683
3	37,169	1,159	705	39,033	10,083	49,116
4	37,169	1,159	705	39,033	10,634	49,667
5	37,169	1,159	705	39,033	11,096	50,129
6	37,169	1,159	705	39,033	11,529	50,562
7	37,169	1,159	705	39,033	11,961	50,994
8	37,169	1,159	705	39,033	12,486	51,519
9	37,169	1,159	705	39,033	13,178	52,211
10	37,169	1,159	705	39,033	13,868	52,901
11	37,169	1,159	705	39,033	14,807	53,840
12	37,169	1,159	705	39,033	15,518	54,551

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
FOOD SERVICES TECHNICIAN
2014-2015**

HSTA

Experienc	<u>7 Hour Base</u>	<u>COLA 2010-11</u>	<u>COLA ARRA</u>	<u>7 Hour Salary</u>	<u>Supplement</u>	<u>Annual Compensation</u>
0	\$ 10,237	319	194	\$ 10,750	2,970	13,720
1	\$ 10,237	319	194	\$ 10,750	2,970	13,720
2	\$ 10,237	319	194	\$ 10,750	3,121	13,871
3	\$ 10,237	319	194	\$ 10,750	3,285	14,035
4	\$ 10,237	319	194	\$ 10,750	3,423	14,173
5	\$ 10,237	319	194	\$ 10,750	3,587	14,337
6	\$ 10,237	319	194	\$ 10,750	3,587	14,337
7	\$ 10,237	319	194	\$ 10,750	3,587	14,337
8	\$ 10,237	319	194	\$ 10,750	3,763	14,513
9	\$ 10,237	319	194	\$ 10,750	3,763	14,513
10	\$ 10,237	319	194	\$ 10,750	3,763	14,513
11	\$ 10,237	319	194	\$ 10,750	3,940	14,690
12+	\$ 10,237	319	194	\$ 10,750	4,167	14,917

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)

**HEAD START
FOOD SERVICES MANAGER
2014-2015**

HSTA

Experience	<u>E-3</u> <u>Base</u>	<u>COLA</u> <u>2010-11</u>	<u>COLA</u> <u>ARRA</u>	<u>E-3</u> <u>Salary</u>	<u>Supplement</u>	<u>Annual</u> <u>Compensation</u>
0	\$ 13,617	425	258	\$ 14,300	2,999	17,299
1	\$ 13,617	425	258	\$ 14,300	2,999	17,299
2	\$ 13,617	425	258	\$ 14,300	3,102	17,402
3	\$ 13,617	425	258	\$ 14,300	3,264	17,564
4	\$ 13,617	425	258	\$ 14,300	3,369	17,669
5	\$ 13,617	425	258	\$ 14,300	3,472	17,772
6	\$ 13,617	425	258	\$ 14,300	3,591	17,891
7	\$ 13,617	425	258	\$ 14,300	3,664	17,964
8	\$ 13,617	425	258	\$ 14,300	3,828	18,128
9	\$ 13,617	425	258	\$ 14,300	3,872	18,172
10	\$ 13,617	425	258	\$ 14,300	3,960	18,260
11	\$ 13,617	425	258	\$ 14,300	4,050	18,350
12+	\$ 13,617	425	258	\$ 14,300	4,344	18,644

COLA – Cost of Living Adjustment **COLA ARRA** – American Recovery & Reinvestment Act (Stimulus)




Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

ITEMS VI N

TO: Board Members
FROM:  Karl Bruchhaus
SUBJECT: M.F.P. Litigation
DATE: June 24, 2014

The Calcasieu Parish School Board joined M.F.P. litigation with most of the other school districts in the State over the failure of the State to fund a 2.75% per-pupil increase called for in the funding formula. The Office of the Attorney General has required a new resolution to clarify the contingency fee agreement earlier specified.

Staff recommends approval of the revised resolution for Fiscal Year 2012-2013.

Building Foundations for the Future

RESOLUTION OF THE CALCASIEU PARISH SCHOOL BOARD

WHEREAS, La. R.S. 17:81(E) provides that each school board "shall exercise proper vigilance in securing for the schools of the district all funds destined for the support of the schools, including the state funds apportioned thereto, and all other funds"; and

WHEREAS, Article 8, Section 13(B) of the Louisiana Constitution provides, in part, that the State Board of Elementary and Secondary Education shall annually develop and adopt a formula to determine the cost of a minimum foundation program of education in all public elementary and secondary schools and the Legislature shall annually appropriate funds sufficient to fully fund the current costs to the State of such a program; and

WHEREAS, Article 8, Section 13(B) also provides that "the last formula adopted by the board or its successor, and approved by the legislature shall be used for the determination of the cost of the minimum foundation program and for the allocation of funds appropriated" "whenever the legislature fails to approve the formula most recently adopted by the board"; and

WHEREAS, for fiscal year 2012-13, the State Board of Elementary and Secondary Education adopted a minimum foundation program formula and submitted that formula to the Legislature for approval pursuant to Senate Concurrent Resolution 99 of 2012; and

WHEREAS, the Legislature approved SCR 99 of 2012 and such approval was challenged in legal proceedings instituted by the Louisiana School Boards Association and others; and

WHEREAS, the Louisiana Supreme Court ultimately held that SCR 99 was unconstitutional and null and void because, in part, it was not properly approved by the Legislature; and

WHEREAS, the ruling of the Louisiana Supreme Court declaring the 2012-13 MFP to be null and void required that the 2011-12 MFP be used for the determination of the cost of the minimum foundation program in 2012-13; and

WHEREAS, the 2011-12 MFP approved by the Legislature included a 2.75% growth factor for fiscal year 2012-13; and

WHEREAS, the State did not fund the 2.75% growth factor for fiscal year 2012-13 as constitutionally mandated; and

WHEREAS, the School Board has learned that a class action lawsuit entitled *St. John the Baptist Parish School Board, et al v. State of Louisiana, et al*; No. 622,693, Sec. 24 on the docket of the 19th Judicial District Court for the Parish of West Baton Rouge, State of Louisiana, has been filed alleging that public school systems across the State of Louisiana were not provided with the proper funding for the 2012-13 fiscal year under the MFP; and

WHEREAS, the Louisiana School Boards Association supports the efforts of public school systems to receive the state funding to which they are lawfully entitled and has encouraged all public city and parish school boards in the State of Louisiana to participate in the lawsuit captioned above in an effort to obtain such funding; and

WHEREAS, Robert L. Hammonds of the law firm of Hammonds, Sills, Adkins & Guice, LLP, Randy Cangelosi of the law firm of Kean Miller, LLP, and Brian F. Blackwell and Charles L. Patin, Jr. of the law firm of Blackwell & Associates have special expertise in the issues presented in this litigation and have agreed to represent this School Board in the aforesaid suit and have agreed to do so on a contingency fee basis (subject to the approval by the Louisiana Attorney General) so that no fees or expenses are owed by this School Board unless and until a recovery is made on its behalf;

NOW, THEREFORE, BE IT DULY RESOLVED, by the Calcasieu Parish School Board in regular session duly convened that:

Section I. The Calcasieu Parish School Board authorizes participation as a plaintiff in the matter entitled *St. John the Baptist Parish School Board, et al v. State of Louisiana, et al*, No. 622,693, Sec. 24 on the docket of the 19th Judicial District Court for the Parish of West Baton Rouge, State of Louisiana.

Section II. This School Board employs Robert L. Hammonds, Randy Cangelosi, Brian F. Blackwell and Charles L. Patin, Jr. as Special Counsel to handle such litigation on its behalf.

Section III. Any and all attorneys' fees and expenses incurred in said litigation be contingent upon the recovery of amounts constituting the annual growth adjustment for Fiscal Year 2012-13, not to exceed ten (10%) percent.

Section IV. This School Board ratifies and confirms the execution of the Contingent Fee Agreement and Power of Attorney engaging the services of the foregoing attorneys by the President of this School Board.

Section V. This School Board has been duly advised that the law firm of Kean Miller, LLP, and the law firm of Blackwell & Associates of Baton Rouge, Louisiana, has in the past represented, and may in the future represent, school employees in matters in which this School Board is an adverse party. This School Board recognizes that such representation may present said law firms with an actual and/or potential conflict of interest. As an inducement to said law firms to undertake its representation on the terms set forth in this Resolution, this School Board irrevocably waives any past, present, or future actual and/or potential conflicts of interest generated by representation of this School Board in said litigation.

Section VI. A copy of this Resolution shall be sent to the Attorney General of the State of Louisiana.

Section VII. Subject to approval of this Resolution by the Attorney General, this employment shall be effective immediately upon adoption of this Resolution.

RESOLUTION OFFERED BY: _____

RESOLUTION SECONDED BY: _____

The vote, in open meeting on the within resolution was as follows:

YEAS:

NAYS:

ABSENT:

CERTIFICATE

I hereby certify that the foregoing resolution was adopted by the Calcasieu Parish School Board in regular session duly convened on _____, 2014 and that same has not been rescinded or repealed.

Lake Charles, Louisiana, this ____ day of _____, 2014.

_____, SECRETARY
CALCASIEU PARISH SCHOOL BOARD

_____, PRESIDENT
CALCASIEU PARISH SCHOOL BOARD




Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

ITEMS VI O

TO: Board Members
FROM:  Karl Bruchhaus
SUBJECT: M.F.P. Litigation
DATE: June 24, 2014

The Calcasieu Parish School Board joined M.F.P. litigation with most of the other school districts in the State over the failure of the State to fund a 2.75% per-pupil increase called for in the funding formula. The Office of the Attorney General has required a new resolution to clarify the contingency fee agreement earlier specified. The second resolution to be adopted extends the litigation to cover Fiscal Year 2013-2014.

Staff recommends approval of the resolution to extend the litigation to Fiscal Year 2013-2014.

Building Foundations for the Future

**MATTER PERTAINING TO ADOPTION OF RESOLUTION REGARDING
EMPLOYMENT OF SPECIAL COUNSEL, IN ACCORDANCE WITH LOUISIANA
REVISED STATUTE 42:263.**

RECOMMENDATION:

That the Calcasieu Parish School Board adopt the following resolution agreeing to institute litigation to recover the annual growth adjustment of 2.75 percent required to be applied to the state and local base per pupil amount in the Minimum Foundation Program funding formula for Fiscal Year 2013-14.

RESOLUTION

WHEREAS, during each fiscal year between Fiscal Year 2009-10 and Fiscal Year 2011-12, the Louisiana Board of Elementary and Secondary Education adopted and the Louisiana legislature approved a Minimum Foundation Program funding formula that provides that an annual growth adjustment of 2.75% shall automatically be applied to the state and local base per pupil amount in the event that the Resolution adopting that formula remains in effect in a subsequent fiscal year, and

WHEREAS, one of the Minimum Foundation Program funding formulas adopted by the Louisiana Board of Elementary and Secondary Education and approved by the Louisiana legislature between Fiscal Year 2009-10 and Fiscal Year 2011-12 remains in effect for Fiscal Year 2013-14 by virtue of the Louisiana Legislature's failure to approve a Minimum Foundation Program funding formula for Fiscal Year 2013-14, and

WHEREAS, the Calcasieu Parish School Board has been negatively impacted by there being no growth in the state and local base per pupil amount in the Minimum Foundation Program funding formula for several prior years, and

WHEREAS, the application of one of the Minimum Foundation Program funding formulas adopted by the Louisiana Board of Elementary and Secondary Education and approved by the Louisiana legislature between Fiscal Year 2009-10 and Fiscal Year 2011-12 will result in a growth of 2.75 percent in the state and local base per pupil amount in the Minimum Foundation Program funding formula for Fiscal Year 2013-14, and

WHEREAS, pursuant to La. R.S. 17:81(E)(1), school boards are mandated to exercise proper vigilance in securing for their schools all funds destined for the support of said schools, and

WHEREAS, the funds comprising the annual growth adjustment are funds destined for the support of the schools in this school system, and

WHEREAS, each and every public school system operating public elementary and secondary schools within the State of Louisiana is similarly situated,

WHEREAS, the Calcasieu Parish School Board, its Superintendent of Schools, and its staff are in need of special counsel with experience, training, and expertise in school law issues to institute litigation to recover any and all funds destined for the support of the public schools in Calcasieu Parish, and

WHEREAS, through its representation of various school boards in the State of Louisiana, the law firm of Hammonds, Sills, Adkins & Guice, LLP of Baton Rouge, Louisiana, has special experience, training, and expertise in those issues of school law relevant to the proposed litigation, and

WHEREAS, through its representation of the Louisiana Association of Educators and others in the constitutional litigation as well as its representation of various school employees throughout the State of Louisiana, the law firm of Blackwell & Associates of Baton Rouge, Louisiana, has special experience, training, and expertise in those issues of school law relevant to the proposed litigation, now

THEREFORE, BE IT DULY RESOLVED, by the Calcasieu Parish School Board in special session duly convened that it directs its special counsel, Hammonds, Sills, Adkins & Guice, LLP and Blackwell & Associates, hired for this specific purpose to immediately institute such litigation as may in special counsel's opinion be deemed necessary and appropriate to recover the annual growth adjustment of 2.75 percent required to be applied to the state and local base per pupil amount in the Minimum Foundation Program funding formula for Fiscal Year 2013-14 as a result of the application of one of the Minimum Foundation Program funding formulas adopted by the Louisiana Board of Elementary and Secondary Education and approved by the Louisiana legislature between Fiscal Year 2009-10 and Fiscal Year 2011-12 on behalf of the Calcasieu Parish School Board.

BE IT FURTHER RESOLVED that the Calcasieu Parish School Board has been duly advised that the law firm of Blackwell & Associates of Baton Rouge, Louisiana has in the past, and may, in the future, represent school employees in matters in which the Calcasieu Parish School Board is an adverse party. The Calcasieu Parish School Board recognizes that such representation may present said law firm with an actual and/or potential conflict of interest. As an inducement to said law firm to undertake its representation on the terms set forth in this Resolution, the Calcasieu Parish School Board irrevocably waives any and all such past, present and future actual and/or potential conflicts of interest.

BE IT FURTHER RESOLVED, that the Calcasieu Parish School Board specifically authorizes special counsel to name it as a party plaintiff and/or intervenor to said lawsuit.

BE IT FURTHER RESOLVED, that a copy of this Resolution be sent to the Attorney General of the State of Louisiana.

BE IT FURTHER RESOLVED, that subject to approval of this Resolution by the Attorney General, this employment shall be effective immediately upon adoption of this Resolution.

BE IT FURTHER RESOLVED, that any and all attorneys' fees and expenses incurred in said litigation be contingent upon the recovery of amounts constituting the annual growth adjustment for Fiscal Year 2013-14, not to exceed ten (10%) percent.

BE IT FURTHER RESOLVED, that the President of the Calcasieu Parish School Board is hereby authorized and empowered to execute the Contingent Fee Agreement and Power of Attorney engaging the services of Hammonds, Sills, Adkins & Guice, LLP and Blackwell & Associates.

RESOLUTION OFFERED BY: _____

RESOLUTION SECONDED BY: _____

The vote, in open meeting on the within resolution was as follows:

YEAS:

NAYS:

ABSENT:

CERTIFICATE

I hereby certify that the foregoing resolution was adopted by the Calcasieu Parish School Board in regular session duly convened on _____, 2014 and that same has not been rescinded or repealed.

Lake Charles, Louisiana, this ____ day of _____, 2014.

_____, **SECRETARY**
CALCASIEU PARISH SCHOOL BOARD

_____, **PRESIDENT**
CALCASIEU PARISH SCHOOL BOARD

ITEMS VII A& B

TO: PEGGY CARLILE
GARY ANDERSON
KARL BRUCHHAUS
DENNIS BENT

FROM: JOSEPH E. FEUCHT, PURCHASING SUPERVISOR

RE: BIDS FOR JULY, 2014

BID REPORTS:

ALL BIDS WERE POSTED ON WWW.CENTRALBIDDING.COM AND WWW.CPSB.ORG

BID 2015-30 – TEACHER INCENTIVE GRANT FUND (PROFESSIONAL DEVELOPMENT) was opened on June 10, 2014 @ 2:00 p.m.

BIDS WERE SENT TO THE FOLLOWING VENDORS:

ROBIN FOGARTY
SDE
SOLUTION TREE
TEACHSCAPE

THE STAFF, ALONG WITH THE PROGRESS PROJECT COORDINATOR, RECOMMEND AWARDDING TO SOLUTION TREE (APPROXIMATE VALUE \$550,000.00) AS THE LOWEST RESPONSIBLE RESPONSIVE BIDDER.

BID 2015-13 – OFFICIAL JOURNAL was renewed to the American Press for the 2014/2015 school year effective July 1, 2014.

ITEM VIII A

Owner

CHANGE ORDER

ITEMS VIII B

Change Order No.: One (1)

Date: June 10, 2014

Contract Date: May 7, 2014

Project: PHASE 1 - BUILDING RENOVATIONS

(FRONT CLASSROOM BUILDING, BAND ROOM WING, and NORTH
BUILDING) CANOPY UPGRADES, REROOFING, HARD SURFACE
PARKING and DRAINAGE

2013 BOND ISSUE IMPROVEMENTS - DISTRICT NO. 26

VINTON MIDDLE SCHOOL

900 Horridge Street - Vinton, Louisiana 70668

Calcasieu Parish School Board

Project No.: EA 2013-17

To: Bessette Development Corporation

You are directed to make the following change in this contract:
(Attach Itemized Breakdown)

The Original Contract Sum \$1,287,530

Net Change By Previous Change Order -0-

Contract Sum Prior to this Change Order \$1,287,530

Contract Sum will be increased by this Change Order \$ 60,760

New Contract Sum including this Change Order \$1,348,290

Contract time will be unchanged.

Contract Completion Date: The interior renovations shall be substantially complete by August 1, 2014 with the overall project required to be complete by December 31, 2014.

RECOMMENDED

Ellender Architects &
Associates, LLC
(Designer)

1521 Cypress Street
Sulphur, LA 70663

By: [Signature]

Date: 6/11/14

ACCEPTED

Bessette Development
Corporation
(Contractor)

3025 Lake St
Lake Charles, LA 70601

By: [Signature]

Date: 6/11/14

APPROVED

Calcasieu Parish
School Board
(Owner)

P.O. Box 800
Lake Charles,
Louisiana 70602

By: _____

Date: _____

ELLENDER Architects & Associates, LLC



June 10, 2014

CHANGE ORDER #1 – ITEMS

E. J. Ellender, AIA, NCARB

Chas. L. Moore, AIA

Scott Manino, EI

Mary. M. Ellender, IDI

PHASE 1 – BUILDING RENOVATIONS

(Front Classroom Building, Band Room Wing, and North Building)
Canopy Upgrades, Reroofing, Hard Surface Parking and Drainage
2013 BOND ISSUE IMPROVEMENTS – DISTRICT NO. 26

VINTON MIDDLE SCHOOL

900 Horridge Street, Vinton, Louisiana 70668
Calcasieu Parish School Board

The intent of this change order is to upgrade the deteriorated walls (below where the glass block is currently being replaced). This work will occur at the following locations:

Item #1 – Rework a portion of the west exterior wall of the Administration/Classroom Building:

(Approximately 162 linear feet of 6' tall wall) as per Architect's sketch entitled "Wall Section Classrooms Revised June 2014".

ADD: \$27,200

Item #2 – Rework a portion of the east exterior wall of the Administration/Classroom Building:

(Approximately 93 linear feet of 6' tall wall) as per Architect's sketch entitled "Wall Section Classrooms Revised June 2014".

ADD: \$18,170

1521 Cypress Street
Sulphur, Louisiana 70663
(337) 527-3603
(337) 527-8318 Fax
ellenderllc@bellsouth.net

Item #3 – Rework an additional portion of the east exterior wall and a portion of the north exterior wall of the Administration/Classroom Building East Exterior Wall:

East exterior wall (approximately 60 linear feet – 6' tall) and the north exterior wall (approximately 30 linear feet – 6' tall). This work is identical in scope to the above mentioned work with the following exception; the Contractor shall perform this work from the exterior, also the interior gypsum board is not to be replaced at this time.

ADD: \$15,390

TOTAL FOR CHANGE ORDER #1: \$60,760

DAYS: No change to time of contract, however the Contractor herein agrees: The interior renovations shall be substantially complete by August 1, 2014 with the overall project required to be complete by December 31, 2014.

NAME	POSITION	LOCATION	DATES	ADDITIONAL INFO
RESIGNATION				
Charles Kinnison	Teacher	Clifton Elementary	05/27/14	Seeking other employment
Marcus Simon	Teacher	Iowa High	06/17/14	Accepted employment in another district
Connie Gremillion	Librarian	Starks High	05/27/14	Accepted other employment
Keisha Townley	Teacher	St. John Elementary	05/27/14	Accepted employment in another district
Claudia Cilla	Teacher	F.K. White Middle	05/27/14	Personal reasons
Devon Morris	Teacher	T.H. Watkins Elementary	05/27/14	Relocating
Christi Fuselier	Teacher	Dolby Elementary	05/27/14	Relocating
Geraldine Cavallo	Teacher	Henry Heights Elementary	05/27/14	Relocating
Jason Liles	Band Director	Iowa High	06/17/14	Seeking other employment
Amy Cartie	Teacher	Henry Heights Elementary	05/27/14	Spouse transferred
Loueanna Grice	Bus Driver	LaGrange High	05/27/14	Personal reasons
Jessica Guillory	Teacher	Vinton High	05/27/14	Accepted employment in another district
Blair Bergeron	Teacher	Sulphur High	05/27/14	Accepted other employment
Christina Wilson	Teacher	J.I. Watson Middle	05/27/14	Accepted employment in another district
Dawn Guillory	Teacher	Molo Middle	05/27/14	Personal reasons
Jeanice Biondini	Assistant Principal	Vinton Elementary	06/04/14	Personal reasons
RETIRE REHIRE TERMING				
Vernon McCain	Teacher	W.W. Lewis	05/27/14	
Ella Fontenot	Speech Pathologist	Speech Department	05/27/14	
RETIREMENT				

John Wallace	Custodian	Vinton Middle	06/30/14	
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Gloria Marcantel	Principal	Cypress Cove Elementary	06/17/14	
Paula Campbell	Teacher	Iowa High	05/28/14	
Cindy Courville	Teacher	Barbe High	05/28/14	
Janet Franklin	Teacher	Moss Bluff Middle	05/27/14	
Thail Pete	Supervisor	Personnel Department	07/31/14	
Norma Blackwell	Teacher	Sulphur High	05/28/14	
Roxanne Kirby	Educational Diagnostician	Pupil Appraisal	06/02/14	

LEAVE WITHOUT PAY

Eurcia Williams	Teacher Aide	Barbe High	8/13/14-11/30/14	
Karen Hadnot	Cafeteria Technician	Brenda Hunter	2014-2015	

MATERNITY LEAVE**Due Date**

Karla Vera	Teacher	Frasch Elementary	9/15/14-10/31/14	9/20/2014
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PROFESSIONAL DEVELOPMENT

Cynthia Chappell	Teacher	Maplewood Elementary	2014-2015	
Carla Reeves	Teacher	Special Services	Fall 2014-2015	

MEDICAL SABBATICAL

Linda Jones	Teacher	S.P. Arnett Middle	2014-2015	
Debbie Morrison	Teacher	Frasch Elementary	2014-2015	
Cathy Cook	Teacher	Johnson Elementary	Fall 2014-2015	

APPROVED - June 5, 2014


NAME	POSITION	LOCATION	DATES	ADDITIONAL INFO
RESIGNATION				
Stacy Hill	Teacher	Starks High	06/17/14	Personal reasons
Lawrence Storer	Teacher/Coach	Iowa High	06/17/14	Accepted employment in another district
Ryan Thibodeaux	Teacher	St. John Elementary	08/06/14	Accepted other employment
Belinda Trahan	Custodian	Sulphur High 9th	06/09/14	Accepted other employment
Ann Boudreaux	Clerk	Curriculum & Instruction	06/20/14	Personal reasons
Kara Benoit	Teacher	Western Heights Elementary	05/28/14	Personal reasons
Johnna Anderson	Teacher	Moss Bluff Elementary	05/27/14	Accepted other employment
Stacey Simien	Administrative Intern	J.J. Johnson Elementary	06/09/14	Administrative Intern duties only
Charles Kinney	Teacher	Sulphur High	06/30/14	Accepted employment in another district
Jonathan Fagan	Teacher	Oak Park Middle	06/03/14	Accepted employment in another district
Vicky Thibodeaux	Clerk	Risk Management	06/06/14	Personal reasons
Michelle Jardell	Teacher	LeBlanc Middle	06/16/14	Personal reasons
Harris Williams, Jr.	Custodian	Fairview Elementary	06/18/14	Personal reasons
RETIREMENT				
Joseph Ledet	Carpenter	Maintenance Department	08/03/14	
Cynthia Hanks	Teacher	St. John Elementary	10/23/14	
Dolores Westbrook	Bus Aide	Maplewood Elementary	06/10/14	
Donna Reynolds	Teacher	Moss Bluff Elementary	06/10/14	
Lorene Delino	Bus Driver	Vincent Settlement Elementary	10/17/14	
Rhona Williams	Teacher	Brentwood Elementary	05/27/14	

RETIREMENT

Mary Dobrasko	Teacher	Special Services	07/31/14	
Rose Janice	Cafeteria Technician	T.H. Watkins Elementary	05/27/14	
Audrey Williams	Cafeteria Technician	St. John Elementary	05/27/14	
Patsy Braxton	Cafeteria Technician	St. John Elementary	05/27/14	
Patricia Johnson	Cafeteria Technician	DeQuincy High	05/27/14	
Pamela Valentine	Cafeteria Technician	DeQuincy High	05/27/14	

LEAVE WITHOUT PAY

Gwendelyn Washington	Teacher	J.J. Johnson Elementary	2014-2015	
Abranda Price	Teacher	DeQuincy Primary	2014-2015	
Linda Cormier	Supervisor	Print Shop	6/2/14-6/13/14	REVISED

MATERNITY LEAVE**Due Date**

Amanda LaBove	Teacher	F.K. White Middle	8/13/14-9/24/14	8/23/2014
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MEDICAL SABBATICAL

Valla Johnson	Disproportionality Program Adm.	Testing/Assess. Department	2014-2015	
Valerie Truax	Teacher	W.T. Henning Elementary	2014-2015	
Shirley Derise	Teacher	Barbe High	2014-2014	
Ranee Corbello	Teacher	S.J. Welsh	Fall 2014-2015	

APPROVED - June 17, 2014
