



## **Special Session School Board Meeting (Tuesday, March 13, 2018)**

Generated by Gwen B Kerner on Friday, March 16, 2018

### **Meeting called to order at 2:00 PM**

#### **1. Meeting Opening**

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##### **Procedural: 1.01 Roll Call**

###### **Members present**

Cedric Floyd, Larry Dale, Mark C Morgan, Marion Bonura, Melinda L Bourgeois, Melinda L Doucet, Ricky Johnson, Sandy Denapolis-Bosarge, Tiffany H Kuhn

##### **Procedural: 1.02 Invocation and Pledge of Allegiance**

The Invocation was led by Ricky Johnson and the Pledge of Allegiance was led by Tiffany Kuhn.

#### **2. Agenda**

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##### **Action: 2.01 Approval of contract with Dr. Cade Brumley**

Mr. Morgan reported to the board that he had successfully executed a contract with Dr. Brumley. Mr. Morgan did a short presentation on how the negotiations went. Mr. Morgan went through each of the salaries of the past Superintendent's starting with Mr. Isaac Joseph through to Ms. Diane Roussel. The presentation also showed the salaries of Superintendent with similar sizes to Jefferson Parish. His presentation also included the charter school principal's salary and the number of students that are registered at the sites. Mr. Morgan stated that he was very comfortable with the salary for Dr. Brumley being \$269,000.00 because he has his Ph.D. and has also had 3 years' experience as a Superintendent and all the qualification as required by the state.

Motion to approve the contract as provided to each board member and described through the presentation.

Motion by Larry Dale, second by Sandy Denapolis-Bosarge

Public comments: Kesler Jones, Cathy Johnson and Sonna Angelle spoke in opposition to the contract. Mr. Morgan said that there was a percentage on the performance on the contract.

Mr. Morgan said that there was a percentage on the performance on the contract. Mr. Morgan requested that the minutes reflect that Sonna Angelle repeatedly disrupted the business of the board and to be found out of order. Mr. Floyd stated that school board member makes up to \$800 and that not all school board members make that amount and that they have made this amount since 1985.

Mr. Bonura stated that he has concerns that there are no performance objective percentages as the past Superintendent had. Mr. Bonura said that he received an email that the BESE board is going to freeze the MFP funding which would mean that there will be less funding. Mr. Bonura said that the system doesn't have that money to afford this amount.

Mr. Floyd stated that he has been around for a while for at least 3 Superintendent's contracts. In 2016, our school system was a C. His question to Mr. Morgan is in terms of what the state says, that in the Superintendent's contract if it is a C, D or

F is it aligned with the state criteria. He feels that our current 6,000 or 7,000 employees need to be appreciated, respected for doing hard work. He asked Sarah Caruso, Chief Financial Officer, the budget detail from the last meeting and if the remaining is for paying Mr. Joseph's salary. Ms. Caruso answered yes it does. Mr. Floyd stated that there was no budget to pay for the new Superintendent and that we should not go into a contract without it being budgeted. Mr. Floyd asked Mr. Morgan about 17:54 in your appreciation under category C, D, and F. Mr. Floyd stated that he hadn't seen the contract until today. He felt that it was a disservice to the public because no one could do their research to really determine what is precedence. The question to Mr. Morgan is that 2% for satisfactory and 5% excellent then on July 1 the Chief Financial Officer will verify it and Mr. Floyd thought that the board is the only one to determine the Superintendent's salary. If the board approved the relocation fee that it should be done upon receipts because it may not take \$10,000.00 to move. It should be up to \$10,000.00 it should be upon receipts. I am going to see what we do with this Superintendent as we did with the previous one and now it is different. Under the sick leave, why should Dr. Brumley get 5 sick days for 3 months? When it comes to evaluating the Superintendent in June of each year and that the state test scores do not come out until November, which is the same problem that the board had with Mr. Joseph's evaluation. If we evaluate him in one year we would not have any test scores to evaluate him. At the last meeting, the board restricted travel and should be the same for the Superintendent in the amount of \$3,000.00.

Mr. Floyd presented the exhibits to the board;

Exhibit 1: Dr. Diane Roussel on July 1, 2003, had an 18-month contract in the amount of \$114,000.00, the same year that the teachers got a pay increase.

Exhibit 2: Dr. Roussel received \$253,191.53 from July 1, 2009, to June 30, 2011.

Exhibit 3: Dr. Meza's contract was month to month starting from July 1, 2011, in the amount \$20,000.00 per month.

Exhibit 4: Dr. Meza's contract was from December 5, 2012, to June 30, 2014, which amounts to two 18-month contracts.

Exhibit 5: Mr. Joseph was an 18-month contract and \$200,000.00. As far as Mr. Floyd was concerned this board locked itself into an 18-month contract for \$200,000.00. He said that Mr. St. Pierre had said that an incumbent Superintendent of ours is an 18-months position with the amount of \$200,000.00.

Exhibit 6: Email sent to Mr. Floyd with a list of Superintendent's salary statewide. Mr. Floyd said that Dr. Brumley, unproven, would be making the highest salary in the state.

Mr. Floyd stated that Dr. Brumley took over as Superintendent in 2013-2014 after testing DeSoto was a B. Through his research that our systems are so different, DeSoto parish only has 1,457 high school students, we have more than that at Ehret High School alone. The same thing when it comes to middle school, DeSoto has system-wide 1,188 and we have thousands. They have 425 6<sup>th</sup> grade, 375 7<sup>th</sup> grade, 388 8<sup>th</sup> grade, and when it comes down to Pre-K-5, 2,500 system-wide. His system is so different than ours. Mr. Floyd asked Mr. Morgan have you had the time to read 17:54 in terms to the serious performance standard that the state given that Mr. Morgan's contract does not have that. Mr. Joseph's salary is still being paid out of the budget through June 30, 2018. Mr. Floyd said that we do not have the money right now. It is against the law for us to spend money that has not been budgeted. Mr. Floyd asked Mr. Morgan did he read RS 17:54? Mr. Floyd read RS 17:54 to the board the following; The superintendent of schools shall be employed by a city, parish, or other local public school board pursuant to a written contract. Such contract shall contain but need not be limited to specific performance objectives. However, for the board of a local public school system that received any variation of a school performance letter grade of "C", "D", or "F", such contract shall establish performance targets at the school and district level as follows: (1) student achievement; (2) student achievement for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; **( I don't see this in the contract )** (3) graduation rates; (4) graduation rates for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F"; **( I don't see this in this contract )** and (5) the percentage of teachers with an "effective" or "highly effective" performance rating. **Don't see this in this contract.**

He is going to have to prove his self. We have 7,000 hard-working employees that we looked over on February 7<sup>th</sup> that have gotten us to this point today. Our employees are pretty much our boss because they are the voters in our district for the most part. This board does not appreciate them and this Superintendent will be the highest paid in the state. Mr. Floyd said that our teachers and our employees are the lowest paid in the metropolitan area. We have a sloppy contract; no test scores in June when the contract is to be evaluated. Mr. Floyd said that he could tell it was the first contract that Mr. Morgan negotiated and he didn't look at the past 6 or 5 contracts. That Mr. Joseph's contract was built similar to Barbara Turner or the terms of Elton Lagasse, similar in structure. We need to be consistent in the pay that we are paying the other 7,000 employees. Because we are saying that they were not worth 4,000, 3,000 or 10,000 we had a fit to pay the Superintendent

another \$3,000 and we have jet that up to \$65,000 for an unproven candidate. I look forward for you to explain that anywhere and everywhere letting these people know that you have not been a responsible board member. Mr. Morgan stated that he was tired of verbal diarrhea to get to a quote that is going to be in the TV or newspapers. Mr. Morgan answered the questions about the \$10,000 relocation amount that this is a young family moving in 2 different times meaning that he is willing to start immediately then he will move his family down during the summer. The 5 annual days; he has a vacation planned with his family he specifically requested the 5 vacation days because he has already booked this vacation. Dr. Brumley would not get teacher pay raises when we do a system-wide raise, pass contracts of the Superintendent get that same rate if there is a 3% raise across the board the Superintendent got that so he specifically excluded that this contract stands on its own. He did look at 17:54 during negotiating his contract those things do appear in his performance target of this contract. He acknowledged that the C and D need to include the language above the state average because that was the agreement between Dr. Brumley and himself. It appears in A and also needs to be in C and D. He did read 17:54 he does believe that those are specific and that they meet the requirement of the law. This was the first time that he was able to negotiate a contract within the school system but certainly not the first time he negotiated a contract in his professional life. He did however professionally rely on Mr. Fanning who is a professional negotiator and has been negotiating for the school system for many years. So Mr. Morgan has relied on a professional than that had arguably 27 years of experience looking at these contracts for the school system he relied on him heavily so he would disagree that it was sloppy and he would disagree that I don't have the experience for a first time contract because he relied on our board's attorney. This contract is a blend of the provision that came from Mr. Joseph's contract and Mr. Bumley's current contract. Mr. Morgan felt that my duty as President to take the contracts that he was operating under and the contracts that they most recently operated from and take the best things from both and put them into one I believe that I have successfully done that. Mr. Morgan said that he will specifically dispute the fact that he is the highest paid Superintendent in the state because his salary is \$900 lower than the East Baton Rouge Parish Superintendent and that was intentional just so that it could not be said.

Mr. Bonura said that he was really having trouble with is the goals and percentages and that he needs to do something there. For one thing in the contract, it says satisfactory or excellent, in the rubric that we use in the state for teachers, for administrators, for Superintendents there are 4 categories. Highly effective, effective proficient, effective emerging, and ineffective. Mr. Bonura stated that he felt that those terms needed to be used they needed to be consistent.

Mr. Morgan said that Mr. Bonura's point was valuable but that Mr. Morgan's experience in evaluating the Superintendent that he became overly confusing it was too many categories to put him in so there was a specific attempt to simplify. The way that it was envisioned with his discussion with Dr. Brumley was that he has to perform at a level exceeding the state average. So there are three categories, not satisfactory, satisfactory where he is meeting the obligation to out-perform the state average, and then significantly above the state average, significantly is a subjective term because we are a subjective group when we evaluate him then we have the ability to reward him with excellent performance.

Mr. Bonura said that he understood that but since he brought up about the average, above the average of the state performance but I would venture to say that Mr. Joseph's statics 90% of them were above the state average. It is his concern that the wording in this contract that has got him concerned and he thinks that it could have done a better job than that.

Besides the pay because the pay is going to be left up to the people in my district when it comes time for the election. Mr. Morgan asked Mr. Bonura to excuse him. Mr. Morgan told Sonna Angelle that she was disturbing the meeting you are communicating (interruption) you do not have the floor, in the minutes again let it show twice Sonna Angelle was out of order for disrupting the meeting.

Mr. Bonura said that what concerns him is the people that are working for us the morale is low right now and to see someone get \$280,000 when they have to worry in a month there about SLT's if they are going to be here are not. Mr. Bonura stated that he would like to see the contract fixed with the evaluation wording most of all.

Mr. Johnson stated that he feels that the discrepancies in the salary of Mr. Joseph's and Dr. Brumley does no look good for the district. He wants that recorded, that he does think that the amount is so different that it does not look good to give someone that amount of money. He said that we tell our teachers that we don't believe in them enough to not give them a raise and give someone about \$70,000 that we really don't know how Dr. Brumley is going to make out ourselves.

Mr. Morgan stated that the discrepancy is something that bothered him too and that he had a reason and that is why he did his presentation in 2 parts and was something he felt needed to be addressed. After speaking with Mr. Brumley and speaking to potential candidates there is a huge problem with this school system and is referred to as the fractured board. He said to understand where the fracture come from you've got to understand that people in this state do not want to work with the school system because of Mr. Floyd. Mr. Morgan presented a slideshow of past newspaper headlines as follows;

1. Jefferson School board seeks attorney to investigate Superintendent's alleged misdeeds.
2. Jefferson school Superintendent Isaac Joseph accused of nepotism by man he once called "a friend"
3. Jefferson school board member call for Superintendent to be fired
4. Jefferson parish school board member withdraws motion to oust Diane Roussel
5. School Board tensions show between Cedric Floyd and Superintendent
6. \$114,800 divides Jefferson Parish School President, Superintendent

7. Jefferson Parish school board secretary resigns after complaint
8. Cedric Floyd and Patricia Adams
9. Cedric Floyd call for recusal of Jefferson Parish School Board lawyer
10. Jefferson Parish School Board member Cedric Floyd yells at Colleague, again, during board meeting.

So the point is just the allegations of wrongdoing which could have led to the demise of the Superintendent. We have 3 Superintendents now that have allegations made against them calling for all their dismissals. So the point of all of this is that negotiating Mr. Brumley's contract or the contract with any potential Superintendent this is what they are exposed to. This is something that Mr. Morgan had to deal with when dealing with the contract which is what I came to call the Floyd factor because people don't want to work with the Jefferson Parish School System because of what has been reported through the media and what has gone on with Mr. Floyd specifically with the Superintendents, and that gets me to the salary part. Mr. Joseph's salary was significantly lower than Mr. Brumley's and through my research that because of the 25-year friendship between Mr. Floyd and Mr. Joseph the Floyd Factor was removed. Therefore, you didn't have to pay the Floyd factor in the contract you didn't have to pay someone extra money to come here and deal with Mr. Floyd. So when I sit down and try to negotiate a contract someone and Mr. Floyd comes up this is what their perception of our school system is. This is why I can't say that I am going to pay you less than the other Superintendents I am going to pay you less than Charter Schools (interruptions) the point being the Superintendent salary is directly affected by the recorded behavior of Mr. Floyd. The reason that Mr. Morgan sees the difference in the salary is because of the friendship that Mr. Joseph had with Mr. Floyd when that contract was negotiated. Let's reflect in the minutes again to show that she, Sonna Angelle, has disrupted the meeting again for a third time, if we record in the minutes a fourth time she disrupts the meeting she will be removed. You have been warned three times, Sonna Angelle continued and asked if they would handcuff her. Mr. Morgan took a recess. It seems that the concerns had been resolved and we can move forward. I apologize for the interruptions I was asked I was giving an explanation of the salary discrepancy as I see it. He concluded by saying that his approval was the reason of the salary discrepancy was the relations between the board and specifically Mr. Floyd and the Superintendent. Ms. Bourgeois said that she just wants to say that she appreciated the background the research that Mr. Morgan has done because her concern was with the salary that looking at what other Superintendents are being paid in the area as well as around the country. When we negotiated with Mr. Joseph it was a completely different negotiation that information was provided to us. I also think that across the state average for the performance part she was a little concern about but when Mr. Morgan said that it is above state average she understood. Mr. Floyd stated that he didn't know what activities that you attended since June or January 27 you haven't been outside the parish to different events. Everyone that I talk to around the state says the fix is on. That Mr. Morgan has been talking to Dr. Brumley since October or November and that the fix is on. That is why people didn't apply. Now when it comes down to Dr. Meza's close out on the advice of Mr. Fanning I referred to him and he wrote the letter I signed it. Just want you to know the position concerning Dr. Meza was directed by the board attorney he wrote the letter. When it comes down to Mr. Joseph's contract I did look at Dr. Roussel's contract of 2003 I think it was \$114,000 for 18 months. Mr. Floyd stated that Ms. Doucet, who assisted him, and the 3 of them met at Applebee's in Elmwood and it was kind of hard to pass both 18 months and \$200,000. Mr. Joseph could have attested to the amount. The talk was across the state that the fix was on. Dr. Roussel I stand by it I recall that it was a little frosty because in 1998 when Mr. Floyd was interviewing in an open process Elton Lagasse had appointed her and the board had rejected her and I was one of the five that rejected it and it came back and forth 9 years later. But it is what it is. I read things and I take the time to do it and I take being a school board member seriously and anything I allege I put it in writing. I feel that I am a referee or umpire call balls and strikes don't matter. You mention about Ms. Adams that is was Ray St Pierre and I within 7 days of the School board meeting what the budget came up I felt like we were already paying Mike Fanning and Grant and Barrow to do the work and I feel that we should go back on those meeting. When it comes down to Ms. Hunter that was unfortunate. Anything associated with me as a defendant in the arrow points my way has been dismissed. Mr. Floyd said that Dr. Brumley volunteered to come put his application I don't think you have any responsibility that is a giveaway. Again, when it comes down to when this board approves your contract that you have drafted with Dr. Brumley is first evaluation will be June 2020 and in 6 months his contract will be over because June of 2019 the test scores will not be in for 2019 that won't be in until November. Test scores that we are entering in 2018 and I think those are Mr. Joseph's test scores. So the test scores of June 2019 would only be the test scores from 2018 that we are ready to take right now. Mr. Floyd said that he represents his district and asks questions if I see something wrong today tomorrow or in the future. I intend to vote against this contract it is not a good message from the school system.

Motion: To approve the motion with the amendment to section B & C and the performance target to add the words "above the state average". The motion is for the contract as presented with the two PowerPoints Section B & C and the performance to add the wording "above the state average".

Motion by Larry Dale, second by Sandy Denapolis-Bosarge  
Final Resolution: Motion Carries

Yea: Melinda Doucet, Sandy Denapolis-Bosarge, Melinda Bourgeois, Tiffany Kuhn, Mark Morgan, Larry Dale  
Nay: Marion Bonura, Ricky Johnson, Cedric Floyd

Dr. Brumley is available the March 26th or April 9th. The discussion Mr. Morgan had with Dr. Brumley is that he would start after the contract is signed which would be either later this afternoon or tomorrow and he would start 2 weeks from the signing of the contract.

*The minutes above have been recorded verbatim as requested. Exhibits that were presented by Mr. Floyd is on file in the Superintendent's office.*

Mr. Morgan said that the policy says that First readings can be brought up at anything there is a quorum at our meeting.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 3,350 Certified Teachers in the amount of \$2,000. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 19 Academic Deans in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 3 Accountants in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 16 Assistant Principals - Elem in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 44 Assistant Principals-Mid/High in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 4 Budget Analysts in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 42 Central Office Coordinators in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 34 Central Office Directors in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 18 Central Office Executive Directors in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 20 Central Office Specialists in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 8 Chiefs in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 7 Codofil Teachers in the amount of \$2,000. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And,



Move that the Board provide a pay raise for the 1 School Based Clericals in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 11 Teachers, ROTC in the amount of \$2,000. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 8 Technical Support Technicians in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 5 Van/Truck Drivers in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 92 Secretaries-School Based in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 80 Account Clerks in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 971 Paras in the amount of \$2,000. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 114 Assistant Custodian/Stadium Keepers in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 195 Bus Drivers in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 16 Central Office Administrative Assistants in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 85 Central Office Clericals in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 64 Child Nutrition Managers in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 88 Plant Managers in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 5 School Based Health Center Clericals in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 52 General Clerks in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And,

these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 73 Bus Attendants in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 11 Child Care Account Clerks in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 85 Child Care Assistants in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 20 Child Care Directors in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 19 Child Care Site Directors in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 312 Child Nutrition Workers-4, 6 or 7 hours in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 7 Child Nutrition Assistant Managers in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 55 Crossing Guards in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 258 Helpers in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 109 Monitors in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

**First Reading authored by Mr. Floyd**

Move that the Board provide a pay raise for the 25 Special Needs Transportation Paras in the amount of \$500. Consistent with the new Superintendent's contract, these employees should get the same annual and sick leave days provided in the contract. And, these employees shall receive the same pay raise percentage awarded to the Superintendent annually.

### 3. End Meeting

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#### 3.01 Adjourn