

MEETING MINUTES

The regular meeting of the Livingston Parish School Board will be held at the School Board Office, 13909 Florida Blvd., Livingston, Louisiana, on **THURSDAY, DECEMBER 15, 2022**, at **FIVE O'CLOCK PM** for the following purposes and to take whatever actions necessary.

The meeting may be viewed online at [https://bit.ly/LPBoardMtg\(https://simbli.eboardsolutions.com//SU/L8uoBykslshRquY1jplusFCxl5bg==\)](https://bit.ly/LPBoardMtg(https://simbli.eboardsolutions.com//SU/L8uoBykslshRquY1jplusFCxl5bg==)) .

Attendees

Voting Members

Mr. Brad Sharp, District 1
Ms. Kellee Dickerson, District 2
Ms. Jan Benton, District 3
Mr. Bradley Harris, District 4
Mr. Jeffery Cox, District 6, Vice President
Mr. David Graham, District 7
Mr. Norman Picou, District 8
Dr. Devin Gregoire, District 9
Mr. Cecil Harris, District 5, President

Absent Members

None

1. Call to Order

The meeting was called to order by Board President Cecil Harris.

2. Approval of the minutes of the School Board meeting held on November 17, 2022

A motion was made to approve the minutes of the School Board meeting held on November 17, 2022.

Motion made by: Mr. Jeffery Cox

Motion seconded by: Mr. David Graham

Voting:

Unanimously Approved

3. Recognition of Holden High and Live Oak High as 2022 Cognia Schools of Distinction

Christina McCreary, Director of Southeast Region for Cognia, recognized Live Oak High School and Holden High School as 2022 Cognia Schools of Distinction. Cognia accredits over 32,000 schools across 94 different countries. Every accreditation cycle, which has historically been every 5 years, schools go through a review. Last year, Live Oak High School and Holden High School both went through this review process along with more than 1500 other schools across 90 different countries. When our global Board of Commissions met in June to approve or deny the accreditation recommendations, some of those schools were actually pulled out for special accommodation, not

because of a specific score, but because of the incredible work they are doing with their students and meeting the Cognia performance standards, which are research-based indicators of high-quality education and engaged students. So, 96 schools out of more than 1500 were recognized for the phenomenal work they are doing. Of those 96 schools worldwide, Live Oak High School and Holden High School were recognized. Those numbers are even a little bit more significant when you think about the fact that of the 89 schools in the United States that were recognized for this, 7 of them were from Louisiana, which speaks to the work that is happening in Louisiana, even though sometimes that does not make the National News. Even more significantly, Live Oak High School and Holden High School were the only two public schools in Louisiana to be recognized as such. In fact, I am really excited to be here today and present these certificates for Live Oak High School and for Holden High School.

4. Honor the Live Oak Schools and Principals for Winning BR Parents Magazine "Best of the Best" Family Favorites Awards

Board Member Kellee Dickerson recognized Live Oak Schools and Principals for winning Baton Rouge Parents magazine's "Best of the Best" Family Favorites Awards. This year, once again, we have two of our principals here. Live Oak has been blessed with winning the family favorites for Baton Rouge Parents Magazine. Ms. Beth Jones is a favorite Public High School and also favorite Public High School Principal. Mr. Ryan Hodges is the family favorite winner for Public Middle School and favorite Public Middle School Principal. Also, we have the family favorite winner for the favorite Public Elementary School goes to North Live Oak School and also South Live Oak School. Ms. Amy Savage is the family's favorite Elementary School Principal. They won this last year and the folks at Baton Rouge Parents Magazine said it's unheard of to win with the same schools for the second year in a row. I know that Ms. Savage and Ms. Stone cannot be here. We had an emergency at one of the schools and I'm sorry they could not be here. This plaque is pretty phenomenal that they gave and I guess Mr. Hodges and Ms. Jones will have to fight to see who gets to keep that. I have a few magazines if anybody would like a magazine.

The plaque was presented to Mr. Hodges, Principal at Live Oak Middle School and Ms. Jones, Principal at Live Oak High School.

5. Presentation of letters in support of EFID - LPPA President and LPTA Executive Board

Mr. John Hill, President of the Livingston Parish Principals Association, addressed the Board in reference to a letter in support of the Educational Facilities Improvement District (EFID). I appreciate you letting me share some thoughts of the Principals. I was able to draft a letter with help from several different Principals getting different ideas surrounding EFID. I believe you have received the letter. I am not going to read the letter, but want to read a few highlights and give some different experiences from my own school to put that in perspective. We are at a point where it is becoming difficult to locate and hire certified classroom teachers for vacancies that have become available. Many avenues have been explored and waiting for another school year will create an even bigger need for personnel, as evidenced in the increase for new teachers being hired in the last few years. 160 in 2021, 190 in 2021-2022 and 220 in 2022-2023. That number continues to grow. From experience, that number is going to continue to grow if we don't put some things in place to make sure we can retain them. At this point, 93% of teachers are currently certified, but that is going to be unrealistic to maintain if we don't do something at this time. So, I know it's difficult and I know there are a lot of different things that surround that, but it is imperative that we act now. If this EFID were to be brought into place, a number of positions would go from third, fourth, fifth or sixth rank in the region to first. And those include first-year teachers, first-year paraprofessionals, first-year school food service, first-year bus drivers and first-year and 12-month custodians. That is a big group of people it will bring from different areas up to first, which is a big first step. Research suggests that the quality of teachers in the classroom is the most impactable indicator of enhancing student achievement. As Principals, we can all attest that it's not just the teacher, it's every staff member on the campus or that gets kids to the campus, they are an

important part of the process as well. A lot of people keep mentioning just out of repetition about teacher raises, but it is staff raises that's important. Because on our campuses it's so difficult to continue to fill those spots with the people that are "Livingston Parish", the ones that make us great. The mental health crisis that's affecting our society, that's something that's very real and from my experience on my campus. Many of you might not know this, but I was a guidance counselor from December of 2020 until May of 2022. It's been very difficult being a Principal without a Counselor with 630 Middle School kids. It's a tough age. I don't know if y'all remember that. It's tough for me to remember sometimes. It is very difficult for them not to have someone there and I'll tell you it's not from a lack of trying. The certification process is very difficult to get someone. I know other schools in the District have dealt with that and are probably still dealing with that now. I interviewed over a dozen people for that position, and I actually offered the job about six or seven times. Every one of them, whenever I gave them the salary schedule, they were like, Oh, okay I didn't realize that, I didn't know that. Several chose to stay where they were, several said the gas prices would not allow them to take that amount and do it. Even though they chose to come to Albany, to Livingston Parish, because they knew what kind of students we have. So, they came because of our reputation and our legacy, but because of the salary schedule, they said, "I'm sorry, for my family, I can't do that." So, to me, that was kind of a blurring thing that brings some light to what we are talking about here. I'm also afraid if this doesn't succeed, we may be sending the wrong message to our staff members. If you look on social media, and several things which I try not to do, you'll see there's a lot of negativity brought up about the educational field. We didn't get into these jobs for the money. We did it for our kids. And like the majority of us, I'm a product of Livingston Parish. I was able, looking back, to go through several steps and the process in our parish. I'm very thankful for each of those and the reason I chose our parish, even though some surrounding parishes do offer a little bit more money-wise, it's not about the money. I wanted my kids to be better and that's what the majority of our Principals, Teachers, Bus-Drivers, Custodians, and Secretaries do. All those different positions they're doing the same thing. They're here for the kids. I think about Ms. Sheila, on my campus, she's a custodian. If you've been to the Albany School District in the last 20 years, everybody knows Ms. Sugar-Baby. She is one that greets kids when they come in on carpool when she's there. She oversells what she does, but those kids feel loved. It's not just her, she's the example I am using. She is one you can go to almost any person in Albany and ask them about Ms. Sugar-Baby and they'll talk about Ms. Sheila. The impact that she has on our kids is just phenomenal. She's a custodian, she does all the custodial duties, but more important than anything else, that relationship she has with our kids. That is what Livingston Parish is about. That's what makes us successful. So, I think about her and I ask anyone that's able to vote, think about that person. Every one of us has somebody in our lives. We can look at negative things, but if you think about it, someone that affected you when you went through school, your children, your grandchildren, your nieces and nephews. You can think of somebody that had an impact on your life. I know you can. If you can picture that person right in front of you and you go to them and say, you made a huge impact on my life, you made a difference. Could you look at that person, if you're a voter, and say you know what I can't see giving you a penny out of the dollar I'm spending to help your family out, even though you made such a change in our lives. So, when you think of them on a personal level, and I know there is more than one, if you think about that, I think it makes it difficult and all the voters have their right to make whatever decision they need for whatever needs for their family, but if you think about that person and the changes they made in our life, I think it's something that's going to be difficult, for me as a voter, not to pull that lever yes for this. So, I think about that, especially when you think about that one penny doesn't involve gasoline, doesn't involve groceries, prescriptions. When you take those things off the table, I have two parents that are getting a little bit older, and I think about them, those are some of the most difficult things they have to try to budget for. So, it's not even affecting those things. I think when you really look at all the different bits and pieces, I really think that's a good deal when you think of it. Our parish has gone through flood, Covid, Hurricane Ida, and now this staff shortage. I really think this is a chance for the communities in Livingston Parish to show their support for our schools and to vote to do something to help all these staff members that help their children and our communities get through it. Staff retention is imperative for the continued success of our students. This takes effect immediately

for next school year. So that's something that would allow us to retain the quality of teachers and other job positions we have in our parish. It would also attract some of the staff members who had to leave looking for more money in different places. So maybe we could get them home and also for the new people coming out of college and different things that could really attract them. So, for a lot of different groups, it really helps us to make sure that we can fill our campuses with those people who love our kids and are certified and qualified to do that. So, my last thought, I want to mention, when you go to a restaurant, you're going to give a 10% tip to a waitress or waiter who doesn't give you the best service and 18% to 20% or beyond if they do well. If we can give 10% to someone who serves our food once, why can't we give 1% to help all of those who are making a difference to the lives of our children and making our communities better? Thank you!

Mr. Louis Sansovich, Livingston Parish Teachers Association (LPTA), addressed the Board in reference to a letter in support of EFID. First, I want to clarify very quickly that at this moment I'm not speaking on behalf of all the teachers of the parish. Yes, we will get to that point. I wanted to give everybody the opportunity and a chance to have some more information given to them, be able to go through that, get some hard data to see exactly where everybody stands. But I will say, through all the conversations I had with teachers throughout campuses, throughout the parish there is overwhelming support from our teachers for the EFID. Mr. Sansovich read the following letter in support of EFID.

We, the individuals who make up the Executive Board of the Livingston Parish Teachers Association (LPTA), publicly present our support for the Educational Facilities Improvement District (EFID) to the members of the Livingston Parish School Board (LPSB).

"Excellence in Education!" is our means to an end. From pre-K to college credit, we provide excellence for our students and communities. Excellence is our teachers' preferred medium, used to shape the little girl that whispers into the microphone on her kindergarten graduation, "I want to be a nurse when I grow up." A different group of teachers provides the same care and attention to detail to another canvas; the middle school boy eager to attend high school and begin welding. Both students will soon walk the stage, shake their principal's hand, and enter the next phase of their lives, Livingston Made. Livingston Made is not just the result of Excellence in Education over time; it is the culmination of an individual who has been uniquely heated, molded, cooled, etched, and smoothed meticulously until perfection. Graduation is nothing more than an exhibition of the most priceless masterpieces. Each work is one that endured a tailored process on their way to becoming a critical thinker, a leader, and a friend. After the exhibition, the families go home, proud to show off their masterpieces; but the artists, the teachers, we go back to the studio to work on our craft. There is always another masterpiece in the making that needs our attention, and to those listening, sometimes they go home to you. The picture I am trying to paint is that this role, and the quality of the individual in it, is so much more important than most can fathom. We often see our students more often than they see their own families. Unfortunately, recruiting and retaining teachers for these vital roles has become increasingly challenging. More so, we have data that suggests that we may be at a critical tipping point. We must do everything we can to continue to provide our students and community with the excellence in education for which we are known. The individuals of the Executive Board of the LPTA feel the EFID provides a real solution to the growing problems in our parish of teacher recruitment, retention, and the potential issues that may spawn as a result.

The following is a series of reasons we stand in support of EFID:

- The LPTA surveyed teachers across the parish that concluded on November 18th with 271 participants. We polled teachers' attitudes on different variables (1 = Very negative, 3 = Neutral, 5 = Very positive). Teacher Salary was the only variable to decrease from the year prior (1.94).
- Our average teacher salary is ranked 38th in the State, while we have consistently posted a top 10 District Performance Score. In the newest data, we have slipped out of the top 10, likely due to recruitment and retention issues.
- This year, 220 new teachers were hired (12%), up from 190 in 2021-2022 (10.4%); and up from 160 in 2020-2021 (8.7%). This trend shows no sign of slowing and is more worrisome than it appears because

the State's data has moved horizontally while our mobility numbers continued to climb.

- Of our active teachers, 116 (over 6%) do not meet the criteria to be fully certified; this number is up significantly from about five individuals less than a decade ago.
- We created 21 new teaching positions this year, which means that population growth is compounding our recruitment and retention issues.
- Maintaining great teachers lessens the workload on everyone involved. Much contributing to teacher workload is the constant mentoring and training of the revolving door of teachers. In the same LPTA conducted survey, teacher workload scored 2.06.
- Offering the highest starting salary in the area will make us a favorite to land the best new talent leaving the local universities.
- Quality veteran teachers should be more likely to return to the parish instead of having our quality veteran teachers cherry-picked by other parishes.
- The raise should remedy teachers' attitude toward salary (1.94). It may also improve teachers' attitudes toward workload (2.06) and teacher morale (2.63).

Mr. Sansovich, stated the Tipping Point that I mentioned earlier, and Mr. Hill also alludes to a little bit, is if it goes the other way, I feel a lot of teachers take that to heart. Lastly, the supporting staff that is on our campus, Mr. Hill mentioned, Ms. Sugar Baby, they all deserve compensation comparables. Our paraprofessionals, our food service individuals, and the list goes on. The number of things we do in our district. The one thing I want to leave you with is, obviously, we would all benefit from the raise and the teachers we take 10% along with everybody else. But at the end of the day, I have two kids and I can see it from this perspective as well. I'm more concerned about the parish putting this through for the future of the District and where we are going from here, because I fully plan for my boys to go through this system. So, thank you!

6. Discussion and action on adopting the EFID Directors Resolution from November 28, 2022

A motion was made to adopt the EFID Directors Resolution from November 28, 2022.

During the discussion, Dr. Gregoire asked, "As a point of clarity is the Superintendent a part of the EFID initiative?"

Superintendent Murphy stated that yes, the Superintendent is part of the EFID directive mainly because the EFID is directed towards all employees in the 2023-2024 salary schedule book. The position of Superintendent as well as the Assistant Superintendents and everybody else here at the Central Office is included in that. If I may be allowed a little freedom here, I've made a personal decision on this EFID. I'm not going to read it myself but I have prepared a statement and I sent it to our business director, our assistant business director and our payroll director. I would like to, if the board's okay, allow Ms. Kim Stewart to approach the podium for just a minute please.

Ms. Stewart read the following:

Ms. Foster, Ms. Stewart, Ms. Aime,

I am asking that this letter serve as an official notification of my intent to donate any net proceeds resulting from a successful passage of any form of an EFID tax for all employees. That donation shall be made to Mighty Moms in the form of an automatic monthly payroll deduction to begin with the July 25, 2023 pay cycle and shall remain in effect until my official retirement date. Should I retire, for any reason before the end of my contract date, I will make payment directly to Mighty Moms in the amount that would transpire, before my contract expires June 30, 2024.

I am requesting that all taxes, retirements and benefits be deducted from the proceeds before the monthly donation is calculated.

Thank you,

Alan Joe Murphy
Superintendent

In closing, Dr Gregoire stated, to clarify, if you get a raise through the EFID the entire portion of the raise is going to be donated to Mighty Moms?

Superintendent Murphy said, "Yes, Sir, minus the benefits and taxes and all that, yes Sir."

Motion made by: Dr. Devin Gregoire

Motion seconded by: Mr. Jeffery Cox

Voting:

Mr. Brad Sharp - Yes

Ms. Kellee Dickerson - Not Present

Ms. Jan Benton - Yes

Mr. Bradley Harris - Yes

Mr. Jeffery Cox - Yes

Mr. David Graham - Yes

Mr. Norman Picou - Yes

Dr. Devin Gregoire - Yes

Mr. Cecil Harris - Yes

The motion carried.

The following resolution was offered by Ms. Kayla Johnson and seconded by Mr. Coty Hardy:

RESOLUTION

A resolution ordering and calling a special election to be held in the Livingston Parish Public Schools Educational Facilities Improvement District, to authorize the levy of a sales and use tax therein; making application to the State Bond Commission and providing for other matters in connection therewith.

BE IT RESOLVED by the Board of Directors (the "Governing Authority"), acting as the governing authority of the Livingston Parish Public Schools Educational Facilities Improvement District (the "District"), that:

SECTION 1. Election Call. Subject to the approval of the State Bond Commission, and under the authority conferred by the Constitution of the State of Louisiana of 1974, including Article VI, Section 29 thereof, the applicable provisions of the Louisiana Election Code, and other constitutional and statutory authority, a special election is hereby called and ordered to be held in the District on SATURDAY, MARCH 25, 2023, between the hours of seven o'clock (7:00) a.m. and eight o'clock (8:00) p.m., in accordance with the provisions of La. R.S. 18:541, and at the said election there shall be submitted to all registered voters qualified and entitled to vote at the said election under the Constitution and laws of this State and the Constitution of the United States, the following proposition, to-wit:

PROPOSITION (SALES & USE TAX)

To assist the Livingston Parish School Board (the "Board") by providing additional funding for salaries and benefits of school system employees in the public school system within the parishwide jurisdiction

of the Livingston Parish School System Educational Facilities Improvement District, State of Louisiana (the "District"), shall the District be authorized to levy and collect a sales and use tax of 1% (the "Tax") in accordance with Louisiana law, but expressly exempting the sale at retail, the use, the consumption, the distribution, and the storage for use or consumption of food and prescription drugs from the levy of the Tax (an estimated \$24,000,000 reasonably expected at this time to be collected from the levy of the Tax for an entire year), for a period of 20 years, commencing July 1, 2023, with the net proceeds of the Tax to be dedicated and used for the above purpose, including an initial increase to the Board's salary schedule to be effective July 1, 2023 upon approval of this proposition?

SECTION 2. Publication of Notice of Election. A Notice of Special Election shall be published in the official journal of the District once a week for four consecutive weeks, with the first publication to be made not less than forty-five (45) days nor more than ninety (90) days prior to the date of the election, which Notice shall be substantially in the form attached hereto as "Exhibit A" and incorporated herein by reference the same as if it were set forth herein in full.

Notwithstanding the foregoing, prior to the publication of the Notice of Election, the President of the Governing Authority is authorized and directed to make any amendments to the foregoing proposition that may be required to comply with any state or federal regulatory agencies.

SECTION 3. Canvass. This Governing Authority shall meet at its regular meeting place, the School Board Office Conference Room, 13909 Florida Blvd., Livingston, Louisiana, on THURSDAY, APRIL 6, 2023, immediately following the adjournment of the regularly scheduled meeting of the Livingston Parish School Board held at 5:00 p.m. on the same date, and shall then and there in open and public session proceed to examine and canvass the returns and declare the result of the said special election.

SECTION 4. Polling Places. The polling places for the precincts in the District are hereby designated as the polling places at which to hold the said elections, and the Commissioners-in-Charge and Commissioners, respectively, will be the same persons as those designated in accordance with law.

SECTION 5. Election Commissioners; Voting Machines. The officers designated to serve as Commissioners-in-Charge and Commissioners pursuant to Section 4 hereof, or such substitutes therefor as may be selected and designated in accordance with La. R.S. 18:1287, shall hold the said special election as herein provided, and shall make due returns of said election for the meeting of the Governing Authority to be held as provided in Section 3 hereof. All registered voters in the District will be entitled to vote at the special election, and voting machines shall be used.

SECTION 6. Authorization of Officers. The Secretary of the Governing Authority is hereby empowered, authorized and directed to arrange for and to furnish to said election officers in ample time for the holding of said election, the necessary equipment, forms and other paraphernalia essential to the proper holding of said election and the President and/or Secretary of the Governing Authority are further authorized, empowered and directed to take any and all further action required by State and/or Federal law to arrange for the election.

SECTION 7. Furnishing Election Call to Election Officials. Certified copies of this resolution shall be forwarded to the Secretary of State, the Clerk of Court and Ex-Officio Parish Custodian of Voting Machines of Livingston Parish and the Registrar of Voters of Livingston Parish, as notification of the special election, in order that each may prepare for said election and perform their respective functions as required by law.

SECTION 8. Application to State Bond Commission. Application is made to the State Bond Commission for consent and authority to hold the special election as herein provided, and in the event said election carries for further consent and authority to levy and collect the sales and use tax provided

for therein. A certified copy of this resolution shall be forwarded to the State Bond Commission on behalf of this Governing Authority, together with a letter requesting the prompt consideration and approval of this application.

SECTION 9. Employment of Counsel. This Governing Authority finds and determines that a real necessity exists for the employment of special counsel for legal work from time-to-time on behalf of the District, and accordingly, Foley & Judell, L.L.P., of New Orleans, Louisiana, is hereby employed as special counsel for the District, to do and perform comprehensive, legal and coordinate professional work in connection with various matter, including but not limited to the aforesaid election. The fee to be paid said special counsel shall be an amount computed at hourly rate based on the Attorney General's then current Maximum Hourly Fee Schedule, together with reimbursement of out-of-pocket expenses.

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

YEAS:

NAYS:

ABSENT:

And the resolution was declared adopted on this, the 28th day of November, 2022.

/s/ Tina McLin
Secretary

/s/ Thomas Bryson
President

EXHIBIT "A"

NOTICE OF SPECIAL ELECTION

Pursuant to the provisions of a resolution adopted by the Board of Directors (the "Governing Authority"), acting as the Governing Authority of the Livingston Parish Public Schools Educational Facilities Improvement District (the "District"), on November 28, 2022, NOTICE IS HEREBY GIVEN that a special election will be held within the District on SATURDAY, MARCH 25, 2023 and that at the said election there will be submitted to all registered voters in the District qualified and entitled to vote at the said election under the Constitution and Laws of the State of Louisiana and the Constitution of the United States, the following proposition, to-wit:

PROPOSITION (SALES & USE TAX)

To assist the Livingston Parish School Board (the "Board") by providing additional funding for salaries and benefits of school system employees in the public school system within the parishwide jurisdiction of the Livingston Parish School System Educational Facilities Improvement District, State of Louisiana (the "District"), shall the District be authorized to levy and collect a sales and use tax of 1% (the "Tax") in accordance with Louisiana law, but expressly exempting the sale at retail, the use, the consumption, the distribution, and the storage for use or consumption of food and prescription drugs from the levy of the Tax (an estimated \$24,000,000 reasonably expected at this time to be collected from the levy of the Tax for an entire year), for a period of 20 years, commencing July 1, 2023, with the net proceeds of the Tax to be dedicated and used for the above purpose, including an initial increase to the Board's salary schedule to be effective July 1, 2023 upon approval of this proposition?

Said special election will be held at each and every polling place in Livingston Parish (the "Parish"), which polls will open at seven o'clock (7:00) a.m. and close at eight o'clock (8:00) p.m., in accordance with the provisions of La. R.S. 18:541.

The polling places at the precincts in the Parish are hereby designated as the polling places at which to hold the said election, and the Commissioners-in-Charge and Commissioners, respectively, shall be those persons designated according to law.

The estimated cost of this election as determined by the Secretary of State based upon the provisions of Chapter 8-A of Title 18 and actual costs of similar elections is \$85,000.

The said special election will be held in accordance with the applicable provisions of Chapter 5 and Chapter 6-A of Title 18 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and the officers appointed to hold the said election, as provided in this Notice of Special Election, or such substitutes therefor as may be selected and designated in accordance with La. R.S. 18:1287, will make due returns thereof to said Governing Authority, and NOTICE IS HEREBY FURTHER GIVEN that the Governing Authority will meet at its regular meeting place, the School Board Office Conference Room, 13909 Florida Blvd., Livingston, Louisiana, on THURSDAY, APRIL 6, 2023, immediately following the adjournment of the regularly scheduled meeting of the Livingston Parish School Board held at 5:00 p.m. on the same date, and shall then and there in open and public session proceed to examine and canvass the returns and declare the result of the said special election. All registered voters of the District are entitled to vote at said special election and voting machines will be used.

THUS DONE AND SIGNED at Livingston, Louisiana, on this, the 28th day of November, 2022.

ATTEST: /s/ Thomas Bryson
 President

/s/ Tina McLin
Secretary

STATE OF LOUISIANA
PARISH OF LIVINGSTON

I, the undersigned Secretary of the Board of Directors (the "Governing Authority"), the governing authority of the Livingston Parish Public Schools Educational Facilities Improvement District (the "District"), do hereby certify that the foregoing pages constitute a true and correct copy of the proceedings taken by the Governing Authority on November 28, 2022, ordering and calling a special election to be held in the District to authorize the levy of a sales and use tax therein; making application to the State Bond Commission and providing for other matters in connection therewith.

IN FAITH WHEREOF, witness my official signature at Livingston, Louisiana, on this, the 28th day of November, 2022.

/s/ Tina McLin
Secretary

7. Discussion and action on adopting the Cooperative Endeavor Agreement from November 28, 2022

A motion was made to adopt the Cooperative Endeavor Agreement from November 28, 2022.

Motion made by: Mr. David Graham

Motion seconded by: Ms. Jan Benton

Voting:

Mr. Brad Sharp - Yes

Ms. Kellee Dickerson - Not Present

Ms. Jan Benton - Yes

Mr. Bradley Harris - Yes

Mr. Jeffery Cox - Yes

Mr. David Graham - Yes

Mr. Norman Picou - Yes

Dr. Devin Gregoire - Yes

Mr. Cecil Harris - Yes

The motion carried.

8. Discussion and action on a Resolution of the Livingston Parish School Board

Dr. Gregoire read the following:

A RESOLUTION OF THE LIVINGSTON PARISH SCHOOL BOARD

DECLARING ITS OFFICIAL OPPOSITION TO THE USE OF CRITICAL RACE THEORY AND OTHER RACE-BASED TRAINING, CURRICULA, AND METHODOLOGY IN PUBLIC EDUCATION

WHEREAS, the ability of the citizens of Livingston Parish to direct teachers and to determine educational curriculum should be through their elected school board members and should not be ceded to governmental or non-governmental entities outside of the parish;

WHEREAS, the role of this Board, in a policymaking capacity, is to determine educational programs prioritizing student achievement, to be carried on in the schools of the district, and to prescribe the textbooks for any course of instruction or study in such programs; and

WHEREAS, Public Education, properly designed, includes age-appropriate exposure to history, philosophies, and structures which comprise the American experience. Pertinent instruction regarding history of racism and inequality in America should not purport to deliberately undermine race groups, student/family values, religious beliefs, or founding principles; and

WHEREAS, Public educators are generally not authorized to endorse or proselytize on behalf of a specific perspective in any areas of faith, civil rights, economics, international affairs, sociology, or politics; and

WHEREAS, Critical Race Theory (CRT) and all related, euphemistic surrogates should similarly not be advocated in any form, in Livingston Parish School Board's curricula or staff training; and

WHEREAS, no teacher, administrator, support staff, volunteer or third-party vendor shall teach, instruct, train, approve or make use of standards, curricula, lesson plans, textbooks, instructional materials, or instructional practices not approved or vetted by the Livingston Parish School Board; and

WHEREAS, respect for the personal liberties of students and teachers, the views of a politically diverse citizenry, and the tradition of institutional neutrality, means that political activism has no place in the professional development for teachers, administrators, or other employees and likewise has no place in

the instruction given to the children entrusted to our care by the parents of this parish; and

BE IT FINALLY RESOLVED that this resolution be spread upon the official minutes of this Board and that copies of the same be forwarded to the State Superintendent of Education and the Members of the State Board of Elementary and Secondary Education.

By motion of board member, _____, duly seconded by board member _____, the above resolution was adopted by the following vote on this ____ day of December, 2022.

YEAS: __ NAYS: __ ABSENT: __ ABSTAIN: __

IN WITNESS WHEREOF, I have
hereunto set my hand officially and
caused to be signed on this _____
day of _____, 2022.

President, Cecil Harris

ATTEST:

Secretary to the Board and
Superintendent, Alan "Joe" Murphy

A motion was made to adopt the Resolution. Before the second, Board President Cecil Harris stated we have a letter from the new School Board members stating they are in support of this also.

Motion made by: Dr. Devin Gregoire
Motion seconded by: Mr. Jeffery Cox

Voting:

Mr. Brad Sharp - Yes
Ms. Kellee Dickerson - Not Present
Ms. Jan Benton - Yes
Mr. Bradley Harris - Yes
Mr. Jeffery Cox - Yes
Mr. David Graham - Yes
Mr. Norman Picou - Yes
Dr. Devin Gregoire - Yes
Mr. Cecil Harris - Yes

The motion carried.

9. Discussion and action on the adoption of a Code of Conduct for School Board Members

Board President Cecil Harris stated the Louisiana School Board Association puts out a Code of Conduct for all School Board members. In the past, the Livingston Parish School Board has not adopted this Code of Conduct. We feel that we should be held accountable to the same standards as all of our employees.

LIVINGSTON PARISH SCHOOL BOARD

-BOARD MEMBER CODE OF CONDUCT-

As a member of the Livingston Parish School Board, I will endeavor to meet and adhere to the following LSBA Code of Conduct:

- Represent the constituents, parents and students of the district which I serve, while remembering that my overarching concern must be the educational welfare of all of the students of the District.
- Respect and uphold the laws and Constitution of the United States, the State of Louisiana, and the policies adopted by the School Board.
- Respect and treat with professionalism and courtesy my fellow School Board members, the Superintendent, staff, educators, parents and students of the District.
- Maintain decorum and professionalism in my communications with and about my fellow School Board members, the Superintendent, staff, educators, parents and students of the District, no matter the forum.
- Recognize that my authority is that of a member of the School Board, acting through the process of the School Board, and that I do not have, nor will I attempt to exert, any authority, as an individual, over the Superintendent, staff, educators, parents or students of the District.
- Respect and adhere to the decisions of the School Board, while retaining the right to respectfully seek reconsideration of decisions with which I, individually, disagree.
- Guide and direct the concerns, complaints and questions of constituents, parents and students to the Superintendent for consideration and action, in accordance with School Board policy.
- Conduct my personal and professional life in a manner befitting an elected representative of the people and in accordance with the laws of the United States and State of Louisiana.
- Refrain from using the position as an elected School Board member to pursue personal financial gain or aggrandizement.
- Make a concerted effort to attend the meetings of the School Board to which I am called and be prepared to discuss and deliberate on the matters that are scheduled to be before me.
- Respect and maintain the confidentiality of information to which I may become privy, in accordance with State and Federal laws and the fiduciary obligation that I owe to the District.
- Affiliate with the Louisiana School Boards Association and avail myself of the continuing education opportunities offered thereby toward meeting my obligations for annual continuing education as provided by law.

President, Cecil Harris

A motion was made to adopt the Louisiana School Board Association's Code of Conduct for School Board members.

Motion made by: Dr. Devin Gregoire

Motion seconded by: Mr. David Graham

Voting:

Unanimously Approved

10. Discussion and action to ratify the bids received on November 16, 2022, for the French Settlement High School Baseball Field Improvements - Field House

A motion was made to reject the bids that were received on November 16, 2022, for the French Settlement High School Baseball Field Improvements Field House, Alvin Fairburn & Associates, L.L.C.,

"Professional of Record".

Motion made by: Mr. Brad Sharp

Motion seconded by: Mr. Jeffery Cox

Voting:

Unanimously Approved

11. Discussion and action for Change Order No. 02 for the Renovations to Industrial Arts Building at Holden School

A motion was made to approve Change Order No. 02 for the Renovations to the Industrial Arts Building at Holden School - Ziler Architects, "Professional of Record"; McLin Construction, LLC, Contractor. The Contract Sum will be increased by this Change Order in the amount of \$24,686.20.

Motion made by: Mr. Brad Sharp

Motion seconded by: Mr. Jeffery Cox

Voting:

Unanimously Approved

12. Discussion and action on Naming a "Professional of Record" for turf projects at Live Oak

A motion was made to appoint Mr. Don and Jesse Simpson of Simpson Sports Engineering LLC as a "Professional of Record" for turf projects at Live Oak.

Motion made by: Mr. Jeffery Cox

Motion seconded by: Mr. David Graham

Voting:

Unanimously Approved

13. Discussion and action on Authority to advertise for bids on turf projects at Live Oak

A motion was made to grant the Superintendent authority to advertise for bids on turf projects at Live Oak - Simpson Sports Engineering LLC, "Professional of Record".

Motion made by: Ms. Kellee Dickerson

Motion seconded by: Mr. Jeffery Cox

Voting:

Unanimously Approved

14. Discussion and action on granting tax-exempt status on turf projects at Live Oak

A motion was made to grant Tax-Exempt status for Live Oak - Simpson Sports Engineering LLC, "Professional of Record".

Motion made by: Ms. Kellee Dickerson

Motion seconded by: Mr. Jeffery Cox

Voting:

Unanimously Approved

15. Consider and adopt a revision of the 2023 original budget to include a transfer of general funds to construction funds

A motion was made to approve the revision of the 2023 original budget to include a transfer of general funds to construction funds.

Motion made by: Mr. David Graham

Motion seconded by: Mr. Jeffery Cox

Voting:

Unanimously Approved

16. Approval of monthly financial and payment of invoices

A motion was made to approve the monthly financial and payment of invoices.

Motion made by: Dr. Devin Gregoire

Motion seconded by: Mr. David Graham

Voting:

Unanimously Approved

17. Superintendent's comments

I would like to thank everyone, especially Doyle High School, for their participation in the Livingston Parish Basketball Tournament last week. While we want to honor all our schools, here are the 1st, 2nd, and 3rd place teams, both girls and boys.

Girls

3rd Place - Springfield High

2nd Place - Walker High

1st Place - Albany High

Boys

3rd Place - LOHS

2nd Place - FSHS

1st Place - Walker High

I want to personally thank Dr. Gregoire, Mr. Picou, Ms. Benton and Mr. Graham for your service on this board. This will be your last meeting. We have been through a lot that has been mentioned tonight by a lot of different people. It has been a rough stretch since 2016. Yall have been proponents of this school system, supported this school system, and have loved the kids and tried to do everything you could to help the kids. Dr. Gregoire, Mr. Picou, Ms. Benton and Mr. Graham, we are eternally grateful for your service on this board and we will miss you in the future and we might even let you come fill out a public comment card sometime in the future if you would like to do that.

Lastly, I would like to take this opportunity to wish everyone a very Merry Christmas and a Happy New Year. Thanks to all who have made this school year a success and if you can spend time with your family and loved ones over the holidays. May we never forget that the real reason for the season is the birth of our Lord and Savior Jesus Christ. Merry Christmas Everyone!

18. Adjourn

A motion was made to adjourn the meeting.

Motion made by: Mr. Brad Sharp

Motion seconded by: Mr. David Graham

Voting:

Unanimously Approved

There being no further business, the meeting adjourned at 5:51 PM.

