

## SCHOOL BOARD PROCEEDINGS

The Avoyelles Parish School Board met in special session on Tuesday, September 14, 2021, at 5:00 p.m. at the School Board Office, Marksville, Louisiana, with the following members present:

Stanley Celestine, Jr., President; Jill Guidry, Vice-President; Latisha Small, Lynn Deloach, Chris LaCour, Robin Moreau, Chris Robinson, Rickey Adams, and Aimee Dupuy.

Absent: None.

On motion by Aimee Dupuy, seconded by Robin Moreau, the Board agreed to add an item to the agenda: Discussion of weather-related event possibly causing school closures. MOTION CARRIED UNANIMOUSLY.

1. President Stanley Celestine, Jr. addressed the Board to discuss the terms of the employment contract for incoming superintendent, Ms. Karen Tutor. Items that were brought up for acknowledgement and discussion are as follows:

- Term shall be for two (2) years, beginning on September 15, 2021 and terminating at midnight on September 14, 2023.
- Base salary will be \$122,500.00 annually.
- Car allowance will be \$800.00 per month to cover in-parish travel, maintenance, and upkeep of Ms. Tutor's personal vehicle while performing her job duties. Out-of-parish mileage and travel expenses will be reimbursed per Board policy.
- Ms. Tutor will receive a one-time moving allowance in the amount of \$2500.00.

In addition to the minimum base salary, an annual incentive payment for each year of the contract will be paid if the district meets or exceeds the following criteria:

- a) If the district obtains a performance rating of "A" from the Louisiana Department of Education, the incentive amount paid in that year will be \$7500.00;
- b) If the district obtains a performance rating of "B" from the Louisiana Department of Education, the incentive amount paid in that year will be \$5000.00;
- c) If the district decreases its percentage of uncertified teachers (TATS and full-time subs) by 10%, the incentive amount paid in that year will be \$1000.00;
- d) If the district increases the number of full-time, licensed, and certified school bus drivers by five (5) drivers, the incentive amount paid in that year will be \$1000.00;
- e) If the district's average ACT score equals or exceeds 17.5 for the 2021-2022 school year and/or 18 for the 2022-2023 school year, the incentive amount paid will be \$1000.00.

Ms. Tutor shall not be paid more than \$10,000.00 in annual incentive pay in any one year.

At this time, Board member Chris Lacour asked for clarification of Section IV, Paragraph 2 of the contract. Ms. Tutor's attorney, Mr. Robert Hammonds, clarified that the sentence should

read "... the Board shall also reimburse the Superintendent for all actual expenses not related to in-parish travel or automobile incurred by her in the performance of her duties" and the contract will be amended as such.

Additionally, in Section X, Mr. Hammonds and Ms. Tutor wish add the following wording at the end of the sentence which pertains to legal counsel expenses in the event any charges are brought against her. The sentence should read as follows: "If the Superintendent chooses to be accompanied by legal counsel at this hearing, she will assume the cost of any legal expenses regardless of the outcome of the hearing."

Board member Latisha Small expressed concern regarding the amount of the car allowance. Mr. Hammonds explained that average car allowances in the state range between \$500 and \$2000 per month. This allowance is income and is subject to payroll tax.

Board member Chris Robinson voiced his disagreement with the car allowance amount and felt it was too high. Mr. Hammonds explained that the allowance is designed to prevent the Board from having to purchase a vehicle and to instead cover a portion of the maintenance and upkeep of Ms. Tutor's personal vehicle. Board member Jill Guidry pointed out that Ms. Tutor will also be responsible for providing her own automobile insurance (with minimum liability coverage of \$250,000/\$500,000 per this contract, which will raise her monthly premium substantially).

A motion was offered by Jill Guidry, seconded by Robin Moreau, that the Board approve the superintendent's contract as discussed. The motion was adopted by the following 6-3 vote:

YAYS: Jill Guidry, Robin Moreau, Lynn Deloach, Chris Lacour, Robin Moreau, and Rickey Adams.

NAYS: Latisha Small, Stanley Celestine, Jr., and Chris Robinson.

2. Board member Chris Lacour addressed the Board for discussion of a "Right of Entry" request by the Avoyelles Parish Police Jury to facilitate completion of a drainage project adjacent to Section 16 property.

On motion by Chris Lacour, seconded by Aimee Dupuy, the Board granted approval of the "Right of Entry" request to allow the Avoyelles Parish Police Jury to complete drainage work in Bayou Natchitoches. MOTION CARRIED UNANIMOUSLY.

3. Interim Superintendent Thelma Prater addressed the Board to discuss the issue of possibly closing school tomorrow (Wednesday, September 15, 2021) due to the possibility of flooding from Hurricane Nicholas. After a short discussion of the current forecast, it was decided that schools will remain open unless weather conditions deteriorate significantly during the night.

There being no further business, on motion by Aimee Dupuy, seconded by Robin Moreau, the meeting was adjourned.

AVOYELLES PARISH SCHOOL BOARD

Stanley Celestine, Jr., President

Thelma Prater, Interim Secretary-Treasurer