

**City of Baker School Board**  
**Board Meeting Agenda**  
**Tuesday, April 16, 2024, 6:00 P.M.**  
**School Board Office**

**Joyce Burges, President – Presiding**

“Education is not the filling of a pail, but the lighting of a fire.” – WB Yeates

**A. Meeting Commencement**

1. Call to Order
2. Roll Call
3. Silent Meditation
4. Pledge of Allegiance

**B. Welcome of Visitors**

**C. Recognitions**

1. Winners of the Math Competition BMS/Park Ridge.
2. CNA Graduates
3. Student/Teacher/and Support Employee of the Year

**D. Approval of Agenda (Action)**

**E. Action Items-**The public may comment on Action Items. Public Comment is limited to 2 minutes per individual.

1. Consideration and Approval of Minutes from the School Board Meeting of March 5, 2024.
2. Consideration and Acceptance of Monthly Financial Reports including Budget to Actual Comparisons for the Period Ending February 29, 2024.
3. Consideration and Approval of permission to advertise solicitation of bids for School Food Service Food, Supplies, Milk. and District Wide Cleaning and Janitorial Supplies.
4. Consideration and Approval of Flood Insurance Renewals for April, 2024 - April, 2025
5. Consideration and Approval of the 2024-2025 Academic Calendar
6. Consideration and Approval of the District Strategic Plan.

**F. Information Items**

1. Superintendent's Report on Personnel
2. Update from CSRS on High School Construction.

**G. Announcements**

1. Date of Next Meeting – May 7, 2024

**H. Board Comments**

**I. Adjournment (Action)**



In accordance with the Americans with Disabilities Act, if you need special assistance, please contact Debbie Dedeaux at 225.774.5795 to describe the assistance that is necessary.

**City of Baker School System**  
**School Board Meeting**  
**Tuesday, April 16, 2024**

Type of Item:           Action

Agenda Item:   Consideration and Approval of Minutes

Background Information:

The Board needs to approve the minutes from the March 5 Board Meeting.

Attached Items:   March 5, 2024 Minutes

Possible Motion:   Move to approve the minutes from the School Board Meeting of March 5  
2024



**City of Baker School Board Meeting  
March 5, 2024**

**MINUTES**

The City of Baker School Board held a public meeting beginning at 6:00 p.m. on Tuesday, March 5, 2024.

President Burges called the meeting to order and explained to visitors the process for speaking on action agenda items is to request a comment card from Mrs. Debbie Dedeaux. Write your name on the card as well as the number of the agenda item you wish to speak on and return the card to Mrs. Dedeaux. She will bring the card up to the Board President at the appropriate time. Visitors will be allowed two (2) minutes to speak.

Mrs. Burges welcomed all visitors to the meeting and took roll call:

Perkins: Present  
Profit: Present  
Joseph: Present  
Butler: Present  
Burges: Present

President Burges announced there was a quorum and the meeting would proceed.

Silent Meditation/Prayer was led by Mrs. Profit followed by the Pledge of Allegiance led by Mrs. Monica Moton.

**Recognitions:**

1. Cognia, the world's largest accreditation and continuous improvement organization, recognized Baker High School for being continuously accredited for 100 years. Baker High School is only the 12<sup>th</sup> school in Louisiana to hit that milestone.

Dr. Tammy Hill, Supervisor of Child Welfare and Attendance, and Child Nutrition informed the Board and audience of an event coming up on March 27<sup>th</sup>. The School Food Service staff will host "A Taste of Baker Schools" beginning at 3:00 p.m. in the Baker High School Cafeteria located at 5903 Groom Road. Everyone is invited to taste the meals prepared for our students so they can see that they are delicious and nutritious.

On motion of Ms. Butler seconded by Mrs. Profit, the Board voted to approve the meeting agenda. Voting yes: Perkins, Profit, Butler, Joseph, and Burges. Voting no: None.

**Action Items:**

1. Consideration and Approval of Minutes from the School Board Meeting of February 6, 2024

On motion of Mrs. Profit seconded by Ms. Butler, the Board voted to approve the minutes from the School Board Meeting of February 6, 2024. Voting yes: Perkins, Profit, Butler, Joseph, and Burges. Voting no: None.

2. Consideration and Acceptance of Monthly Financial Report including Budget to Actual Comparisons for the Period Ending January 31, 2024  
On motion of Ms. Butler seconded by Mrs. Profit, the Board voted to accept the monthly financial report including budget to actual comparisons for the period ending January 31, 2024 as presented by Mrs. Sidney Stewart, Business Manager. Voting yes: Profit, Butler, and Burges. Voting no: Perkins, and Joseph.
3. Consideration and Approval of Baker Heights Elementary Choir Out-of-State Field Trip to Kemah Boardwalk in Kemah, Texas (May 17, 2024)  
On motion of Mrs. Profit seconded by Mrs. Joseph, the Board voted to approve the out-of-state field trip request by the Baker Heights Elementary Choir to travel to Kemah, Texas on May 17, 2024. Voting yes: Perkin, Profit, Butler, Joseph, and Burges. Voting no: None.
4. Consideration and Approval of Change Order for Baker High School Science Lab 2  
On motion of Ms. Butler seconded by Mrs. Profit, the Board voted to approve the change order for the Baker High School science lab 2. Voting yes: Perkins, Profit, Butler, Joseph, and Burges. Voting no: None.

**Information Items:**

1. Superintendent's Report on Personnel  
A report on all personnel actions was provided to the Board prior to the meeting.
2. Update from CSRS on Baker High School Construction  
Mr. Brian Budd with the CSRS Program Management Team provided the following information:
  - Construction completion date is July 18, 2024
  - It looks like we are going to be able to get a permanent transformer. Originally, we were having trouble finding one. We've spoken with Entergy and now we are going to be able to get one that was abandoned from a project that didn't move forward. We just have to confirm the date. So, that's some good news.
  - Water meters are in place, and a lot of progress has been made on the furniture package.
  - Did a complete walk-through of the building, and noticed some things that we could do better so we are offering some recommendations to the design team and the architect.
  - A question was asked about the welding shop on the campus. Superintendent Stroder stated that the welding shop was not included in the construction project. Dr. Candance Russell, Baker High School Principal informed the Board that one of the things she is trying to do, since the majority of our students do not attend college, is to provide workplace opportunities for our students such as: welding, pipe fitting, electrical and carpentry. In order to get the welding shop up and

running for our students, we are trying to partner with MMR, Performance Contractors and others. They are not charging us anything. Everything is volunteer work. Bethany Church is going to help us clean up if we need it, because all of that costs money, and we are trying to minimize the amount of money coming from the district.

3. Food Service Recognition

Included in your packets are monthly reports back to August of 2023. What this shows is the number of meals served. Just in the month of January, our School Food Service staff served 11,000 meals. So, I wanted to give a shout-out to the School Food Service Department for all their hard work.

4. Superintendent Stroder provided some information on an idea he is considering. He stated that one of the first things he noticed when he came to the district was that students don't take assessments seriously. As an incentive, he is considering offering junior and senior high school students a 4-day week tied to certain performance measures:

- Attendance where it should be
- No discipline issues
- GPA at a certain level
- Proficient on the LEAP exam, as well as the MAP Assessments that we use for progress monitoring

He and the administrators are going to be meeting on this to see if they can get this in place before the start of the next school year.

**Announcements:**

1. Date of Next Meeting -- April 16, 2024

**Board Comments:**

1. Mrs. Profit – The employee appreciation dinner was very nice. That was a real awesome job!
2. Ms. Butler – Saturday I attended the Baker Heights pre-registration for Pre-K, and it was very exciting. The kids were very happy. The event was from 9:00 a.m. to 1:00 p.m., and everyone enjoyed themselves.
3. Mrs. Joseph – Asked when the Board would start having Committee of the Whole meetings, so items could be hashed-out prior to board meetings.

**Adjournment:**

On motion of Ms. Butler seconded by Mrs. Profit, the Board voted to adjourn at 7:02 p.m. Voting yes: Perkins, Profit, Butler, Joseph, and Burges. Voting no: None.

Submitted by: J.T. Stroder, Secretary.

**City of Baker School System**  
**School Board Meeting**  
**Tuesday, April 16, 2024**

Type of Item: Action

Agenda Item: Monthly Financial Report

Background Information:

Mrs. Stewart will present the Monthly Financial Report including Budget to Actual Comparisons for the Period Ending February 29, 2024.

Attached Items: February 29, 2024 Monthly Financial Report

# City of Baker School Board



## Financial Report Summaries Including Budget to Actual Comparisons for Period Ending February 29, 2024

**CITY OF BAKER SCHOOL BOARD**

FINANCIAL REPORT SUMMARIES INCLUDING BUDGET TO ACTUAL COMPARISONS FOR PERIOD ENDING FEBRUARY 29, 2024

<b>GENERAL FUND</b>			
<b>Description</b>	<b>2023-2024 APPROVED Revenues/ Expenditures</b>	<b>2023-2024 YTD Revenues/ Expenditures</b>	<b>Percentage % Change</b>
<b>REVENUES</b>			
<b>Local Sources</b>			
Ad Valorem	2,537,454	2,485,755.18	-2.0%
Sales and Use	4,535,205	2,482,325.24	-45.3%
1% Collections by Sherriff and Pension Fund	62,350	0.00	-100.0%
Interest Earnings	15,000	56,742.51	278.3%
Donations	5,000	800.00	-84.0%
Other Local	150,500	1,080.87	-99.3%
<b>State Sources</b>			
Minimum Foundation Program	7,343,144	3,290,741.00	-55.2%
Professional Improvement Program	9,360	7,766.00	-17.0%
Revenue Sharing	44,500	0.00	-100.0%
Supplemental Choice Allocation Funds (SCA)	34,930	72,593.00	107.8%
Career Development Funds (CDF)	25,000	25,000.00	0.0%
ERATE	12,000	0.00	-100.0%
Indirect Costs	145,000	252,446.00	74.1%
<b>TOTAL REVENUES</b>	<b>14,919,443</b>	<b>8,675,249.80</b>	<b>-41.9%</b>
<b>EXPENDITURES</b>			
<b>Instruction:</b>			
Regular Programs	3,939,626	2,218,585.15	-43.7%
Special Education Programs	826,868	559,641.34	-32.3%
Vocational Programs	181,413	131,436.32	-27.5%
Other Instructional Programs	520,005	267,977.99	-48.5%
Special Programs	101,167	20,240.73	-80.0%
<b>Total Instruction</b>	<b>5,569,079</b>	<b>3,197,881.53</b>	<b>-42.6%</b>
<b>Support Services:</b>			
Pupil Support Services	599,370	518,543.74	-13.5%
Instructional Staff Support	306,265	138,738.39	-54.7%
General Administration	983,219	697,934.80	-29.0%
School Administration	774,499	605,854.84	-21.8%
Business Services	337,205	197,193.73	-41.5%
Plant Services	1,977,779	1,543,882.08	-21.9%
Student Transportation Services	685,121	556,047.38	-18.8%
Central Services	251,781	124,671.31	-50.5%
Building Improvements (Plant Services)	132,651	29,907.09	-77.5%
Debt Services	603,055	441,113.05	-26.9%
<b>Total Support Services</b>	<b>6,650,945</b>	<b>4,853,886.41</b>	<b>-27.0%</b>
<b>Total Expenditures</b>	<b>12,220,024</b>	<b>8,051,767.94</b>	<b>-34.1%</b>
LOCAL REVENUE CHARTER SCHOOL TRANSFERS	2,699,309	0.00	
<b>TOTAL TRANSFERS OUT</b>	<b>2,699,309</b>	<b>0.00</b>	
<b>EXCESS of REVENUES OVER EXPENDITURES</b>	<b>110</b>	<b>623,481.86</b>	



**CITY OF BAKER SCHOOL BOARD**  
**CAPITAL PROJECTS FINANCIAL REPORT FOR PERIOD ENDING FEBRUARY 29, 2024**

<b>CAPITAL PROJECTS</b>			
<b>Description</b>	<b>2021-2023 ORIGINAL Construction Budget</b>	<b>2023-2024 APPROVED REVENUES EXPENDITURES</b>	<b>2023-2024 YTD REVENUES EXPENDITURES</b>
<b>REVENUE SOURCES</b>			
FEMA REVENUE	6,266,855.00	5,117,391.00	3,655,163.51
Community Development Block Grant 10% Match (CDBG)	696,317.00	696,317.00	0.00
ESSER FUNDS	1,245,000.00	1,245,000.00	868,509.50
BOND REVENUE - LOAN	8,200,000.00	2,352,542.00	1,000,000.00
General Fund Transfers In	1,725,841.71	82,227.00	0.00
<b>Reserve Funds Transferred In From General Funds</b>	<b>3,901,176.00</b>	<b>3,901,176.00</b>	<b>2,738,011.92</b>
<b>GENERAL FUND RESERVE Transfer In For Change Order No. 4</b>	<b>0.00</b>	<b>256,377.00</b>	<b>256,377.00</b>
<b>TOTAL REVENUE FOR CONSTRUCTION</b>	<b>22,035,189.71</b>	<b>13,651,030.00</b>	<b>8,518,061.93</b>
<b>CONTENTS (FURNITURE AND FIXTURES)</b>			
FEMA REVENUE - CONTENTS	1,190,584.00	1,190,584.00	0.00
Community Development Block Grant 10% Match (CDBG)	132,288.00	132,288.00	0.00
<b>TOTAL REVENUE FOR CONTENTS</b>	<b>1,322,872.00</b>	<b>1,322,872.00</b>	<b>0.00</b>
<b>TOTAL REVENUES</b>	<b>23,358,061.71</b>	<b>14,973,902.00</b>	<b>8,518,061.93</b>
<b>EXPENDITURES</b>			
*ESSER FUNDED		1,245,000.00	868,509.50
Change Order No. 4	0.00	256,377.00	256,377.00
<b>Total Construction and Restoration</b>	<b>20,217,498.00</b>	<b>11,803,426.00</b>	<b>7,206,417.25</b>
Furniture and Fixtures	1,322,872.00	1,322,872.00	0.00
<b>TOTAL EXPENDITURES</b>	<b>21,540,370.00</b>	<b>14,627,675.00</b>	<b>8,331,303.75</b>
<b>Professional and Project Management Services</b>			
Architectural and Professional Services (Amended)	1,817,691.71	346,227.00	186,758.18
Other Professional and Project Management Services	0.00	0.00	0.00
<b>Total Professional and Project Management Services</b>	<b>1,817,691.71</b>	<b>346,227.00</b>	<b>186,758.18</b>
<b>TOTAL BAKER HIGH RESTORATION EXPENDITURES</b>	<b>23,358,061.71</b>	<b>14,973,902.00</b>	<b>8,518,061.93</b>
<b>Excess/Deficiency of Revenues Over Expenditures</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

*\*This amount is included in the Special Revenue Funds Reporting under ESSER III Formula. These are not additional funds. They are identified here to reference all braided funding sources).*

CITY OF BAKER SCHOOL BOARD

SPECIAL REVENUE FUNDS FINANCIAL REPORT SUMMARIES INCLUDING BUDGET TO ACTUAL COMPARISONS FOR PERIOD ENDING FEBRUARY 29, 2024

SPECIAL REVENUE FUNDS							
FEDERAL AND STATE GRANTS	2023-2024 APPROVED BUDGET	2023-2024 YTD Revenues	2023-2024 YTD Expenditures	2023-2024 Excess/Deficiency	RECEIVABLES as of 04/11/2024	ADJ EXCESS/DEFICIENCY	
Account Title							
CARL PERKINS	15,062.00	6,529.00	6,682.71	(153.71)	0.00	(153.71)	
FOOD SERVICE	815,700.00	307,626.57	502,261.81	(194,635.24)	307,391.76	112,756.52	
SUMMER SCHOOL FOOD SERVICE	8,500.00	0.00	0.00	0.00	0.00	0.00	
FRESH FRUIT AND VEGETABLE GRANT	12,072.00	4,225.00	232.21	3,992.79	7,226.16	11,218.95	
SFS EQUIPMENT GRANT	78,557.74	78,577.74	0.00	78,577.74	0.00	78,577.74	
IDEA PART B	218,693.00	103,812.00	187,251.27	(83,439.27)		(83,439.27)	
HIGH COST SERVICES	0.00	0.00	20,650.62	(20,650.62)	0.00	(20,650.62)	
SPECIAL ED - PRE-SCHOOL	6,800.00	704.00	704.00	0.00	0.00	0.00	
8g STUDENT ENHANCEMENT/PRE K	51,440.00	23,581.00	32,847.31	(9,266.31)	9,266.00	(0.31)	
TITLE I	838,570.00	581,601.00	589,041.27	(7,440.27)	0.00	(7,440.27)	
TITLE II	64,850.00	15,788.00	56,085.06	(40,297.06)	39,695.00	(602.06)	
TITLE IV	70,772.00	5,500.00	18,358.18	(12,858.18)	8,020.00	(4,838.18)	
DIRECT STUDENT SERVICES	29,940.00	27,226.00	27,226.12	(0.12)	0.00	(0.12)	
SCHOOL REDESIGN	353,318.00	60,187.00	93,164.09	(32,977.09)	28,073.00	(4,904.09)	
LA - 4 Cecil Picard	253,580.00	80,800.00	56,190.02	24,609.98	0.00	24,609.98	
ED EXCELLENCE ENHANCEMENT	19,825.00	0.00	12,242.54	(12,242.54)	0.00	(12,242.54)	
ESSER II - FORMULA ACHIEVE	262,098.00	261,198.00		0.42	0.00	0.42	
ESSER II INCENTIVE	0.00	0.00	0.00	0.00	0.00	0.00	
ESSER III - FORMULA ACHIEVE	4,474,775.24	1,748,365.00	2,287,588.75	(539,223.75)	539,224.00	0.25	
ESSER III (EB) - ACHIEVE - INTERVENTIONS	1,028,018.33	0.00	220,018.00	(220,018.00)	220,018.00	0.00	
ESSER III INCENTIVE	140,009.00	0.00	0.00	0.00	0.00	0.00	
HOMELESS ARP	30,145.71	0.00	2,843.77	(2,843.77)	2,791.00	(52.77)	
IDEA 611 ARP ACHV	58,624.15	0.00	41,579.00	(41,579.00)	41,579.00	0.00	
IDEA 619 ARP ACHV	1,872.59	0.00	0.00	0.00	0.00	0.00	
STRONGER CONNECTIONS	518,355.00	0.00	194,622.19	(194,622.19)	194,622.00	(0.19)	
IDEA 611 Set Aside	21,505.00	0.00	0.00	0.00	0.00	0.00	
COMPREHENSIVE LITERACY STATE DEVELOPMENT CLSD B-5	774.00	0.00	550.00	(550.00)	550.00	0.00	
COMPREHENSIVE LITERACY STATE DEVELOPMENT CLSD K-5	40,920.00	0.00	27,372.84	(27,372.84)	9,571.00	(17,801.84)	
COMPREHENSIVE LITERACY STATE DEVELOPMENT CLSD 6-8	42,160.00	0.00	19,244.56	(19,244.56)	9,146.00	(10,098.56)	
COMPREHENSIVE LITERACY STATE DEVELOPMENT CLSD 9-12	70,000.00	0.00	29,099.80	(29,099.80)	12,026.00	(17,073.80)	
<b>TOTAL - SPECIAL REVENUE FUNDS</b>	<b>9,526,936.76</b>	<b>3,305,720.31</b>	<b>4,425,856.12</b>	<b>(1,381,333.39)</b>	<b>1,429,198.92</b>	<b>47,865.53</b>	

**City of Baker School System**  
**School Board Meeting**  
**Tuesday, April 16, 2024**

Type of Item: Action

Agenda Item: Request for Bids

Background Information:

This is the annual request for Bids for Janitorial Supplies and Food Service Supplies.

Attached Items: Request for Bids



14750 Plank Road, Baker, Louisiana 70714  
 P.O. Box 680, Baker, Louisiana 70704-0680  
 Phone (225) 774-5795, Fax (225) 774-5797

**CITY OF BAKER SCHOOL SYSTEM**  
**PURCHASING DEPARTMENT**

[www.bakerschools.org](http://www.bakerschools.org)

Alisa Sibley, Purchasing Department

03/25/24

REQUEST TO ADD ITEM(S) TO BOARD MEETING AGENDA

BOARD MEETING DATE: April 16, 2024

AGENDA ITEM	CONTRACT/BID PERIOD	ITEM JUSTIFICATION
Janitorial Bid	July 1, 2024 – June 30, 2025	Paper and Chemical Supplies for Students and Staff

AGENDA ITEM	CONTRACT/BID PERIOD	ITEM JUSTIFICATION
Milk & Milk Products	July 1, 2024 – June 30, 2025	Milk and Food Products to serve students and staff
Processed Foods	July 1, 2024 – June 30, 2025	
Frozen Foods	July 1, 2024 – June 30, 2025	
Supplies	July 1, 2024 – June 30, 2025	

Alisa Sibley  
 Requestor

3/26/24  
 Date

\_\_\_\_\_  
 Supervisor

\_\_\_\_\_  
 Date

**City of Baker School System**  
**School Board Meeting**  
**Tuesday, April 16, 2024**

Type of Item:           Action

Agenda Item:               Flood Insurance

Background Information:

The board will need to approve Flood Insurance Renewals for April, 2024 - April, 2025

Attached Items:

**City of Baker School Board**

**FLOOD INSURANCE RENEWALS**

**For Period of April, 2024 – April, 2025**

**City of Baker School Board - Flood Premiums 2024 - 2025**

\$	4,841.00
\$	3,189.00
\$	4,313.00
\$	4,798.00
\$	2,218.00
\$	4,141.00
\$	3,190.00
\$	4,216.00
\$	6,605.00
\$	4,839.00
\$	4,839.00
\$	4,839.00
\$	3,808.00
\$	4,141.00
\$	4,047.00
\$	4,840.00
\$	3,808.00
\$	3,808.00
\$	4,491.00
\$	6,793.00
\$	3,162.00
\$	4,313.00
\$	6,050.00
\$	2,898.00
\$	3,969.00
\$	5,403.00
\$	4,313.00
<hr/>	
\$	<b>117,872.00</b>

**City of Baker School System**  
**School Board Meeting**  
**Tuesday, April 16, 2024**

Type of Item: Action

Agenda Item: Academic Calendar

Background Information:

The board needs to approve the Academic Calendar of the 24-25 school year.

Attached Items: Proposed Calendar



# City of Baker School System 2024-2025 Calendar

4 Independence Day Holiday

5 11-Month (222 Days)  
Employees Return Fifteen Days Before 1<sup>st</sup> Day for 9-Month Employees

12 10-Month (202 Days)  
Employees Return Ten Days Before 1<sup>st</sup> Day for 9-Month Employees

30 New Employee Orientation

4 Day Work Schedule ends the week of 7/21/2024

JULY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1-3 Winter Break  
(No School for Students and Employees)

6 All Employees Return from Winter Break

6-7 Employee In-Service

8 Students Return and First Day of 2nd Semester for Students

20 MLK Holiday (No School for Students and Employees)

21 Students and Employees Return from MLK Holiday

JANUARY 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

T=19 S=17

2 First Day to Report for 9-Month (182 Days) Employees In-Service Day

2-7 Employee In-Service Days

8 First Day of School for All Students

AUGUST 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

T=21 S=17

7 Parent Teacher Conferences Early Dismissal BHES & PRAMS

17 Professional Development Day (No Students)

18 End of 4<sup>th</sup> Six Weeks (28 Days) Students Return

FEBRUARY 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

T=20 S=19

2 Labor Day Holiday

3 Students & All Employees Return from Labor Day Holiday

13 Parent Teacher Conferences Early Dismissal BHES/PRAMS

18 End of 1<sup>st</sup> Six Weeks (29 Days)

23 Professional Development Day (No Students)

Homecoming Early Release TBA

SEPTEMBER 2024						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

T=20 S=19

3-5 Mardi Gras Holiday

6 Students and Employees Return

13 End of 3rd Nine Weeks (42 Days)

MARCH 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

T=18 S=18

9 End of 1<sup>st</sup> Nine Weeks (43 Days)

14-15 Fall Break for Students and All Employees

16 Employees Return from Fall Break and Professional Development Day (No Students)

17 Students Return

31 End of 2<sup>nd</sup> Six Weeks (27 Days)

OCTOBER 2024						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

T=21 S=20

3 End of 5<sup>th</sup> Six Weeks (29 Days)

18-25 Spring Break for Students and 9-, 10-, and 11-Month Employees

24 12-Month Employees Return from Spring Break

28 Students and 9, 10, and 11 Month Employees Return from Spring Break

APRIL 2025						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

T=16 S=16

5 Presidential Election Day

8 Parent Teacher Conferences Early Dismissal BHES/PRAMS

25-29 Thanksgiving Holiday (No School for Students and 9,10, & 11-Month Employees)

27-29 Thanksgiving Holiday (No School for 12-Month Employees)

NOVEMBER 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

T=15 S=15

20-22 Early Dismissal  
11:30 am BHS & ALC  
12:00 pm BMS & PRAMS  
12:30 pm BHES

22 Last Day for Students  
End of 2<sup>nd</sup> Semester (86 Days)  
End of 4<sup>th</sup> Nine Weeks (44 Days)  
End of 6<sup>th</sup> Six Weeks (29 Days)

23 Last Day for Nine Month Employees and Contingency Day

26 Memorial Day Holiday for 10-, 11-, and 12-Month Employees

27 10-, 11-, and 12-Month Employees Return from Memorial Day Holiday

MAY 2025						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

T=17 S=16

*TBD - Last Day for Seniors*  
*TBD - Graduation*  
*4 Day Work Schedule begins the Week of 5/25/2025*

2 Students & All Employees Return from Thanksgiving Holiday

18-20 Early Dismissal  
11:30 am BHS  
12:00 pm BMS/PRAMS  
12:30 pm BHES/PRAMS

20 End of 1<sup>st</sup> Semester (86 Days)  
End of 2<sup>nd</sup> Nine Weeks (43 Days)  
End of 3<sup>rd</sup> Six Weeks (30 Days)

23-31 Winter Break  
(No School for Students and Employees)

DECEMBER 2024						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

T=15 S=15

2 Last Day for 10 Month Employees

24 Last Day for 11 Month Employees

19 Juneteenth Holiday

JUNE 2025						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

	Student Starting Dates
	Early Dismissal Dates
	Professional Development Days
	Employee Start/Stop Dates
	High School Grading Periods
	K-8 Grading Periods
	Holidays
	Elementary Parent Conference Half Day

Semester #1	Semester #2	TOTAL
Full Student Days 82	Full Student Days 83	165 Full Days
Early Release All 04	Early Release All 03	07 Early Release All
TBD - Homecoming; Last Day for Seniors; Graduation		
GREEN assumes 385 minutes full day and 240 minutes Half Day		
082 days x 385 min = 31,570 min	083 days x 385 min = 31,955 min	
004 days x 240 min = 960 min	003 days x 240 min = 720 min	
Total 32,530 min	Total 32,675 min	
32,530 min + 32,675 min = 65,205 min		
65,205 minutes - 63,720 minutes = 1,485 minutes divided by 385 minutes per day is 3.86 day cushion		



# BAKER

*Forward*

## 2024 - 2029

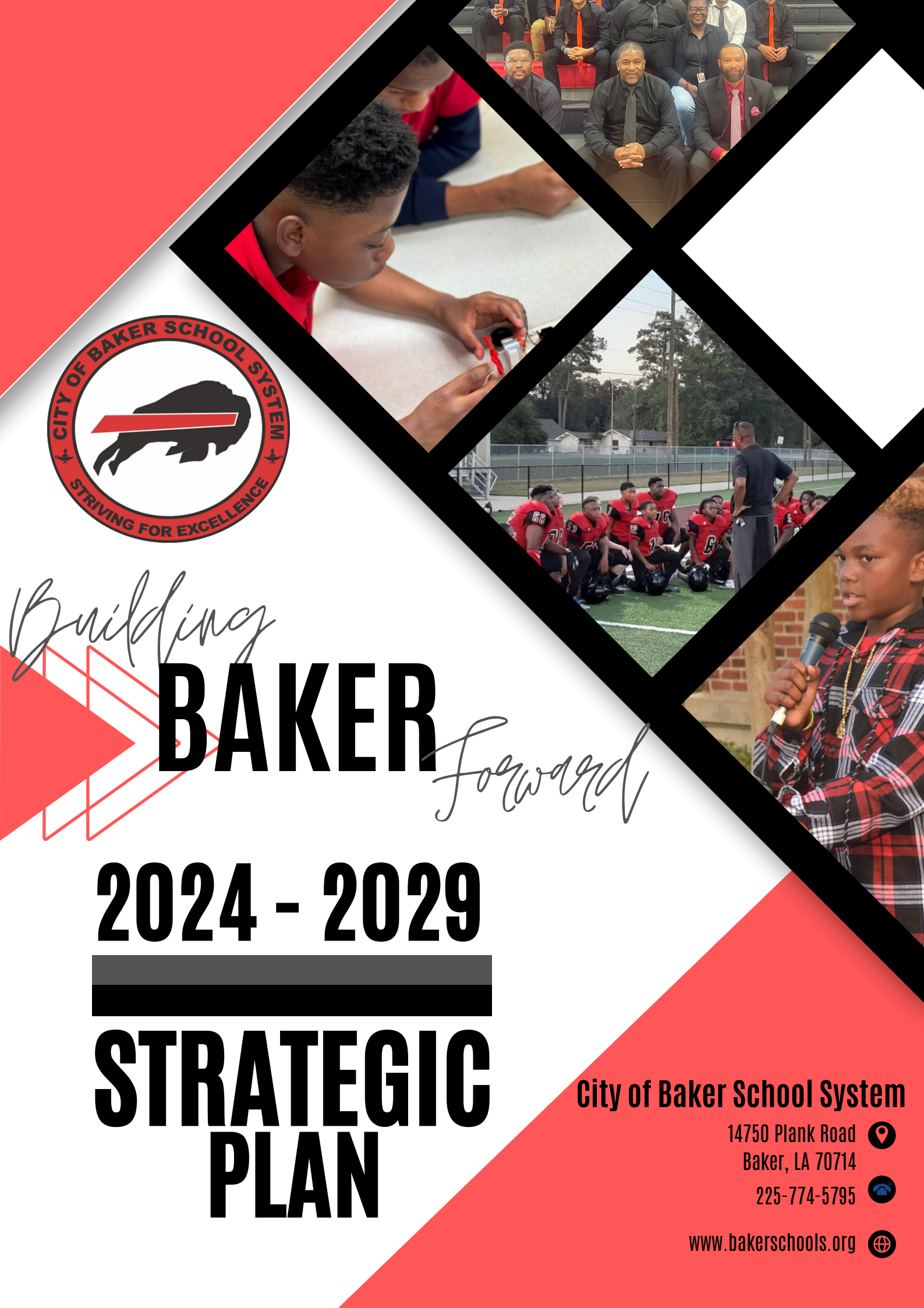
# STRATEGIC PLAN

**City of Baker School System**

14750 Plank Road  
Baker, LA 70714

225-774-5795

[www.bakerschools.org](http://www.bakerschools.org)





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# **THANKS**

*to Our Working Group*

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The City of Baker School System sincerely appreciates the support and insight of its working group members who provided their contributions in developing this strategic plan.

## **STRATEGIC** *Focus*

The 2024-2029 strategic plan outlines the priorities and actions created from the working group’s shared voice that aligns to dedicated commitments and actions that will drive the district’s success over the next five years. This plan serves as a blueprint to direct the district’s decisions in the priority areas with a focus on resource allocations and operational management that will result in substantial improvements across the district. The actions of all stakeholders, including our students, district and school staff, families, board members, and community partners are essential in attaining the goals outlined within this plan for the success of all students--now and in the future.

# Superintendent

J.T. Stroder



As the Superintendent for the City of Baker Schools, it is an honor to introduce the 2024-2029 strategic plan for the City of Baker Schools' community. Thanks to the students, district and school staff, community members, and school board members who dedicated time in planning and sharing their insights to develop this guide for the success of our students and the entire school community. I am looking forward to working alongside our team and community partners to **Build Baker Forward, Together** in each of our priority focus areas.

## Vision

Building Baker Forward...creating a community of leaders for today and tomorrow.

## Mission

The mission of the City of Baker Schools is to empower every student to reach his or her maximum potential through high quality, impactful instruction, safe and supportive environments, and community and family engagement.

## Our Aim

- Provide a quality education for all students
- Recruit and retain certified and highly qualified teachers
- Engage in community relationships and partnerships
- Prepare safe and comfortable environments that are conducive for students' achievement.

# WE ARE BAKER

## CORE

*Beliefs*

# WE BELIEVE...

- All students are our top priority.
- All students can learn when provided a structured, rigorous, supportive, and nurturing environment.
- All students can succeed through a collaborative effort among the schools, students, families, and community.
- All students achieve academic success by developing critical and creative thinking skills.
- All students should be provided social and emotional support to strengthen their learning and achieve overall student success.

# AND WE BELIEVE

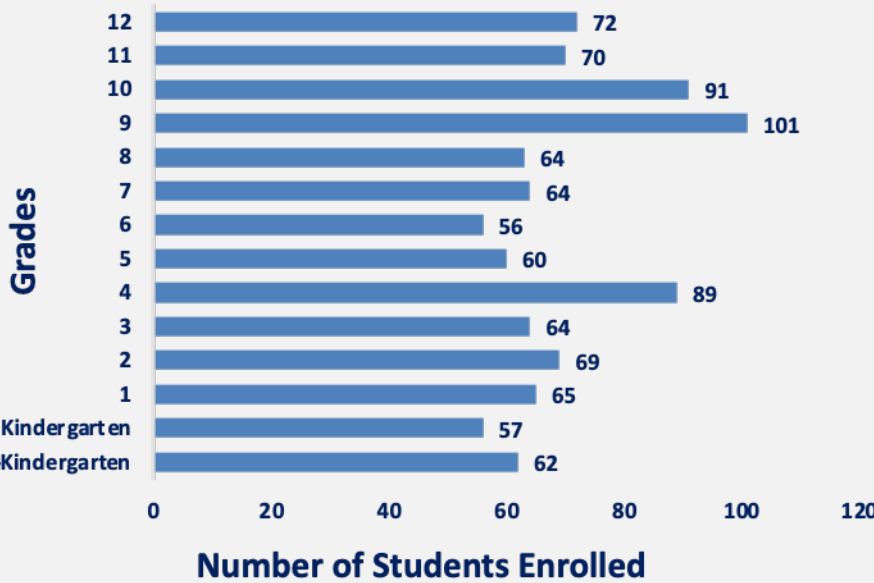
# BUILDING BAKER

## Our STUDENTS | Our SCHOOLS

984 STUDENTS - 4 SCHOOLS

### STUDENT ENROLLMENT

#### System-Wide Student Enrollment By Grade



#### Baker Heights Elementary (Pre-K-5<sup>th</sup>)



#### Park Ridge Academic Magnet (K-5<sup>th</sup>)



#### Park Ridge Academic Magnet (6<sup>th</sup> – 8<sup>th</sup>)



#### Baker Middle School (6<sup>th</sup> – 8<sup>th</sup>)



#### Baker High School (9<sup>th</sup> – 12<sup>th</sup>)



88%  
Black

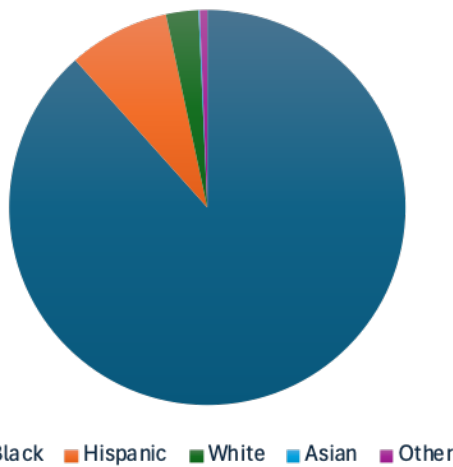
8%  
Hispanic

2%  
White

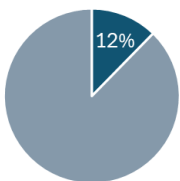
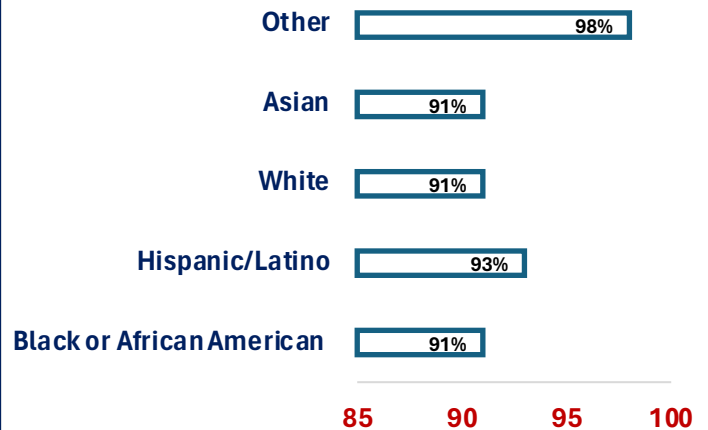
<1%  
Asian

<1%  
Other

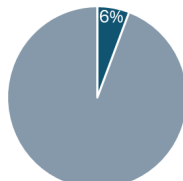
#### Our Students, Our Schools



#### Average Daily Attendance Rate



Diverse Learners: 504 Students & Students with Exceptionalities



Diverse Learners: Students with Limited English Proficiency

# WE BELIEVE

# FORWARD



## Our DISTRICT | Our GOALS

DPS – PRESENT  
**50.3 D**

DPS – 2029  
**85.0 B**

### Strength of Diploma

Present	2029
71.3%	90%

### Grad Cohort Rate

Present	2029
67.1%	85%

### High School Assessments

Present	2029
17.8%	70%

### ACT Composite

Present	2029
14.4	18

### ACT/Workkeys Index

Present	2029
24.3%	80%

### High School Progress Index

Present	2029
54%	95%

### K-8<sup>th</sup> Assessment Index

Present	2029
26.6%	65%

### K-8<sup>th</sup> Progress Index

Present	2029
77%	90%

### 3<sup>rd</sup> Grade Mastery

	Present	2029
Math	25%	50%
ELA	27%	50%

### 4<sup>th</sup> Grade Mastery

	Present	2029
Math	2%	30%
ELA	15%	35%

### 5<sup>th</sup> Grade Mastery

	Present	2029
Math	4%	30%
ELA	9%	40%

### 6<sup>th</sup> Grade Mastery

	Present	2029
Math	4%	30%
ELA	17%	45%

### 7<sup>th</sup> Grade Mastery

	Present	2029
Math	2%	30%
ELA	14%	40%

### 8<sup>th</sup> Grade Mastery

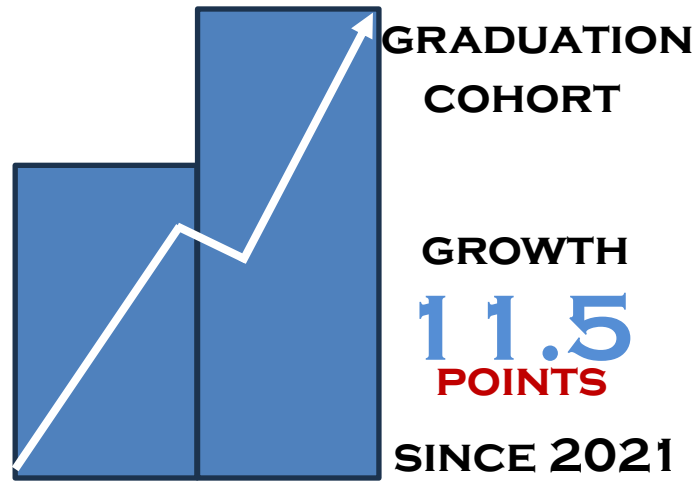
	Present	2029
Math	7%	30%
ELA	15%	40%

\*In alignment with the Louisiana Department of Education's Accountability System, goals are subject to change based upon current legislation and educational goals.

## Our PROGRESS | Our EXCELLENCE

- Fifty-six percent (56%) of our 8th grade students earned a basic or above in English Language Arts.
- Our 3rd, 5th, and 6th grade students had a range of forty-three (43%) to forty-six (46%) of students achieving basic and above in English/language arts in Spring 2023.
- In Spring 2023, Park Ridge Academic Magnet students exceeded the state's percentage of Mastery in the following areas: 3<sup>rd</sup> grade - English/language arts, Science, and Social Studies; 4<sup>th</sup> grade - English/language arts; 5<sup>th</sup> - Social Studies, and 7<sup>th</sup> Grade - English/language arts.
- The Strength of Diploma Index has grown 21.3% over the past two years.
- The Graduation Cohort Index Rate has increased 11.5 points since 2021.
- The City of Baker School System's District Performance Score (DPS) increased by 1.8 points, improving by one letter grade.
- Baker High School celebrated 100 years of continuous accreditation by COGNIA.
- The City of Baker School System's teacher salary is ranked 2nd highest among districts in the southern region of Louisiana.
- Our Pre-Kindergarten program is recognized internationally for a highly proficient rating of 5.84 with the Louisiana Department of Education's CLASS observation.

*Our* **PROGRESS** | *Our* **EXCELLENCE**



**2023 DISTRICT**



**PERFORMANCE SCORE**

**2<sup>ND</sup> HIGHEST  
TEACHER SALARY**



**EARLY**

*Childhood*

**5.84**

**PRE-KINDERGARTEN**

*Class Observation*

**HIGHLY  
PROFICIENT**

**BAKER HIGH SCHOOL**

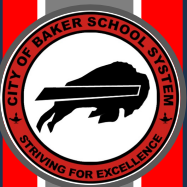


**100**

**YEARS**

**ACCREDITATION**

**COGNIA**



# ENGAGE

*all students*



# BUILD

*all students*

*for a brighter future*

# INSPIRE

*all students*

*for excellence in college, career, and service*





# Our COMMITMENTS | Our PRIORITIES

## PRIORITY #1 High Quality Instruction

Improve student achievement outcomes by strengthening implementation of Tier I curriculum.

## PRIORITY #2 Positive School Culture

Create an inviting and motivating culture that embraces a commitment to equity, high expectations, and shared accountability.

## PRIORITY #3 Premiere Workforce

Recruit, develop, and retain diverse and talented teachers.

## PRIORITY #4 Effective Operations and Resource Allocations

Ensure operations and use of resources effectively support district priorities, including high-quality facilities.

## PRIORITY #5 Career and Technical Careers

Enhance Career and Technical Partnership to provide an Academy of CTE Training Programs for students' growth and development for industry-based opportunities, producing a modern workforce for the City of Baker.

# PRIORITY #1: HIGH QUALITY INSTRUCTION

High quality instruction is essential to students' educational success. The use of high-quality instruction through expert and talented teachers will increase student percentage of mastery in all core areas.

District support will provide professional development for school leaders and teachers to implement data-driven instruction. Teachers will consistently align tools to support Tier I curriculum that will increase the number of students reading at or above grade level. To increase parental engagement, district and school leaders will conduct parent workshops with a focus on academic achievement for all students.

## Commitments

### IMPLEMENTATION AND MONITORING CYCLE

SY 24-25	SY 25-26	SY 26-27	SY 27-28	SY 28-29
----------	----------	----------	----------	----------

**A.** Develop teacher's instructional expertise through a consistent system and aligned tools for data-driven instruction and student work analysis

Monitor with Support

Assess for Refinement and Monitor

Commitment Achieved

**B.** Increase the number of students reading at or above grade level

Monitor with Support

Commitment Achieved

**C.** Provide additional intensive support for EL and ESS learners

Commitment Achieved

**D.** Provide meaningful academic enrichment after-school programs

Monitor with Refinement

Commitment Achieved

**E.** Increase student percent of mastery on state assessments in English/Language Arts, Mathematics, Science, and Social Studies

Monitor with Support

Monitor with Refinement

Commitment Achieved

**F.** Assign a Social Worker to each school

Launch

Monitor with Refinement

Commitment Achieved

**G.** Provide a system-wide literacy program by developing and implementing a standardized reading curriculum and progress monitoring tool in alignment with instructional support in all schools.

Monitor with Support

Monitor with Support

Assess for Refinement and Monitor

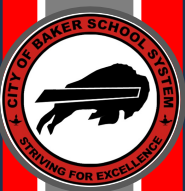
Commitment Achieved

# HIGH QUALITY INSTRUCTION

<i>Commitments</i>	IMPLEMENTATION AND MONITORING CYCLE				
	SY 24-25	SY 25-26	SY 26-27	SY 27-28	SY 28-29
<b>H.</b> Strengthen the implementation of high-quality, culturally responsive social-emotional learning curriculum to develop teachers' capacity to teach effective SEL lessons	Launch	Monitor with Support		Assess for Refinement and Monitor	Monitor with Support
<b>I.</b> Increase the number of graduates eligible for TOPS awards with a qualifying ACT score by 5%, each year.	Monitor with Support	Assess for Refinement and Monitor			Monitor with Support

## *Continued Commitments*

- Increase the average ACT composite score, annually
- Incorporate virtual and on-site learning experiences
- Increase the number of students earning Industry Based Credentials (IBCs) by 10% each year : Central office leaders design and implement a plan to offer students more/ stronger career and technical education experiences
- Decrease the drop out rate by 10% each year
- Increase the number of students earning dual enrollment course credit by 5% each year : Central office leaders design and implement a plan to increase students' access to/ improve the quality of advanced learning opportunities (e.g., dual enrollment, AP and/or IB)
- Conduct an annual school culture survey to progress monitor social-emotional and behavioral improvements
- Increase the average daily attendance rate by 5%, each year
- Professional Development for School Leaders : Principals are trained and coached to be exceptional instructional leaders
- Central office leaders design and implement a model for differentiated instruction to develop teachers' capacity to provide Tier 2 and 3 support that is aligned with Tier 1 instruction
- Central office leaders re-design and implement Multi-Tiered System of Supports (MTSS) to develop teachers' capacity to identify struggling students and intervene effectively
- Create a marketing plan to increase student enrollment : Central office leaders develop and implement a plan to increase student enrollment and retention
- Create a district-wide Parent University (with an identified location): i.e., Conduct workshops for parents on attendance, instructional support for students, etc.



# PRIORITY #2: POSITIVE SCHOOL CULTURE



A positive school culture is an integral component that drives the success of our school system that includes all students, parents, school and district staff, and community. In a positive school culture, students feel safe, motivated, and high-spirited when they are supported, nurtured, and inspired. In addition, teachers are innovative and encouraging. Extensive parental involvement is visible at all grade levels and community support is vital in promoting a positive school culture. The school system is committed to achieving cultural excellence within every school with all staff through family engagement and community partnerships.

## *Commitments*

### IMPLEMENTATION AND MONITORING CYCLE

	IMPLEMENTATION AND MONITORING CYCLE				
	SY 24-25	SY 25-26	SY 26-27	SY 27-28	SY 28-29
<b>A.</b> Provide students, families, and the community with a positive and inclusive experience when visiting school campuses.	Assess for Refinement and Monitor			Ongoing with Monitoring	Ongoing with Monitoring
<b>B.</b> Support teachers with supporting and motivating students through Social Emotional Learning curriculum, i.e. mentoring program	Launch	Ongoing with Monitoring	Assess for Refinement and Monitor		
<b>C.</b> Engage Social Workers and other community support programs to support students' social-emotional development.	Launch	Ongoing with Monitoring	Ongoing with Refinement		Commitment Achieved
<b>D.</b> School leaders and teachers increase the frequency and quality of their communication with families, so that families feel more engaged	Ongoing with Monitoring				Ongoing with Monitoring
<b>E.</b> Create a District-Wide Parent University		Launch	Ongoing with Monitoring		Commitment Achieved
<b>F.</b> Central office leaders establish a system-wide framework and analysis for culture and academics that aligns with district policies and procedures and includes measurement opportunities that help address any performance, satisfaction, and retention barriers	Ongoing with Refinement	Ongoing with Monitoring	Assess for Refinement and Monitor	Assess for Refinement and Monitor	Ongoing with Monitoring
<b>G.</b> Create a Family Resource Center to support the needs of students and families		Launch	Ongoing with Monitoring	Ongoing with Refinement	Commitment Achieved
<b>H.</b> Increase interests and opportunities through competitive sports and extra-curricular activities.	Ongoing With Monitoring				



## PRIORITY #3: A PREMIER WORKFORCE

A Premier Workforce is essential for producing a high-performing school system. A strong system of support strengthens the effectiveness of all employees across all departments throughout the organization. Our school system is focused on the development of a comprehensive plan to attract, recruit, and retain high-quality, high impactful instructional staff. We believe the success of our students and our school system is driven by the effectiveness of our teachers as evident through high quality teaching.

<i>Commitments</i>	<b>SY 24-25</b>	<b>SY 25-26</b>	<b>SY 26-27</b>	<b>SY 27-28</b>	<b>SY 28-29</b>
<b>A.</b> Adopt a new teacher mentoring program : Design and implement (or strengthen) a teacher residency program to increase the number and effectiveness of new-to-teaching candidates	Launch	Assess for Refinement and Monitor	Ongoing with Monitoring	Ongoing with Monitoring	Commitment Achieved
<b>B.</b> Provide and maintain competitive salaries	Ongoing with Monitoring			Ongoing with Monitoring	Assess for Refinement and Monitor
<b>C.</b> Provide a comprehensive onboarding process with ongoing, continued support and professional development to enhance personnel effectiveness	Launch	Monitor with Support	Ongoing with Monitoring	Ongoing with Monitoring	Commitment Achieved
<b>D.</b> Increase the number of highly qualified, certified teachers	Monitor with Support	Monitor with Support	Ongoing with Monitoring		Commitment Achieved
<b>E.</b> Support the City of Baker School System’s secondary teachers with obtaining credentials to teach dual enrollment courses on the high school campus.	Launch	Assess for Refinement and Monitor	Assess for Refinement and Monitor	Ongoing with Monitoring	Commitment Achieved
<b>F.</b> Partner with universities, colleges, and alternative certification programs to attract and recruit teachers as well as create teacher training and professional development programs for non-certified staff to enhance teacher effectiveness	Monitor with Support	Monitor with Support	Assess for Refinement and Monitor	Monitor with Support	Commitment Achieved



## PRIORITY #4: EFFECTIVE OPERATIONS AND RESOURCE ALLOCATIONS

The City of Baker School System is committed to ensuring a safe and supportive learning environment for all students and staff. The District has developed a comprehensive plan to address major maintenance projects, safety upgrades which includes high-definition security camera enhancements and a single entry at every school, capital improvement projects, and facility renovations and expansions. Our most notable accomplishment to begin our 2024-2029 strategic focus starts with entering our newly renovated high school during the summer of 2024. Over the next five years, the district will continue its focus on enhancing teaching and learning environments for students and staff.

<i>Commitments</i>	SY 24-25	SY 25-26	SY 26-27	SY 27-28	SY 28-29
<b>A.</b> Monitor and maintain safe, well-kept facilities	Ongoing with Monitoring	Monitor with Refinement			Ongoing with Monitoring
<b>B.</b> Maintain district wide policies that ensure the safety of all students and staff	Ongoing with Monitoring				Ongoing with Monitoring
<b>C.</b> Monitor and maintain facilities and equipment	Ongoing with Monitoring		Monitor with Refinement		Ongoing with Monitoring
<b>D.</b> Central office leaders consider infrastructure needs (e.g., Internet) and facilities challenges and develop an infrastructure/facilities master plan that addresses urgent needs	Ongoing with Monitoring	Ongoing with Monitoring	Ongoing with Monitoring	Ongoing with Monitoring	Ongoing with Monitoring
<b>E.</b> Monitor and maintain a budget that supports the strategic plan.	Ongoing with Monitoring	Assess for Refinement and Monitor	Ongoing With Monitoring		Ongoing with Monitoring



## PRIORITY #5: HIGH QUALITY CAREER TECH PROGRAMS

The City of Baker School System will provide high-quality career technical programs with a rigorous curriculum that will support workforce development in the City of Baker and surrounding municipalities. Our goal is to produce citizens who can compete and contribute effectively in society. Our district will employ career and technical education professionals who are skilled in their respective areas to teach and train our students through professional and classroom experiences with opportunities for students to earn industry-based credentials. District and school leaders will expand career and technical education Jumpstart pathways through community partnerships that will provide our students opportunities to obtain high demand, high wage employment within a growing workforce.

<i>Commitments</i>	SY 24-25	SY 25-26	SY 26-27	SY 27-28	SY 28-29
<b>A.</b> Increase the number of students earning Industry Based Credentials (IBCs) by 10% each year	Ongoing with Monitoring	Assess for Refinement and Monitor			Commitment Achieved
<b>B.</b> Expand Career and Tech Education community partnerships	Ongoing with Monitoring	Assess for Refinement and Monitor	Ongoing With Monitoring		Ongoing with Monitoring
<b>C.</b> Expand course offerings and industry-based credentials	Ongoing with Monitoring			Ongoing with Monitoring	Ongoing with Monitoring
<b>D.</b> Enhance Career and Tech Education Curriculum and Career Technical Education Programs.	Ongoing with Monitoring	Ongoing with Monitoring	Assess for Refinement and Monitor		Commitment Achieved
<b>E.</b> Ensure all students have opportunities to explore industry-based careers.	Ongoing with Monitoring		Assess for Refinement and Monitor		Ongoing with Monitoring
<b>F.</b> Build a facility to support Career Pathways in high demand industries that will allow greater opportunities for students to graduate high school prepared to enter the workforce in high focused areas.			Launch	Assess for Refinement and Monitor	Ongoing with Monitoring



# BAKER

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# BUFFALOES

## Members of the 2024-2029 Strategic Plan Development Working Group

Dr. Lisa Smothers, Supervisor of Accountability, Assessments, Evaluations, Data, and Instruction, Facilitator

<b>Joyce Burges</b> Board President	<b>James T. Stroder</b> Superintendent	<b>Admon McCastle</b> Community Member
<b>Dr. Candance A. Russell</b> High School Principal	<b>Candace Bailey</b> Supervisor of Federal Programs, Early Childhood, and Transportation	<b>Lynette Mack</b> Community Member
<b>Dr. Shekeitra Matthews</b> Middle School Principal	<b>Dr. Tammy Armant-Hill</b> Supervisor of Child Welfare and Attendance and School Food Nutrition	<b>Laura O'Dell</b> Elementary Teacher
<b>LaQuisha Comeaux</b> Elementary Principal	<b>John Arrasmith</b> Supervisor of Exceptional Student Services	<b>Tory Williams</b> Middle School Teacher and Band Director
<b>Sidney Stewart</b> Business Manager	<b>Rodney Craig</b> Supervisor of Facilities and Maintenance	<b>Kelly Hayes</b> High School Instructional Coach

## CITY OF BAKER SCHOOL SYSTEM BOARD OF DIRECTORS

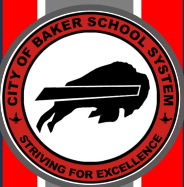
Linda Perkins, Member  
**District 1**

Alteen Profit, Member  
**District 2**

Joyce M. Burges, President  
**District 3**

Ms. Monique Butler, Vice President  
**District 4**

Ms. Clara Joseph, Member  
**District 5**



## **Administrative, Instructional and Support Staff Positions**

**April 16, 2024**

### **I. Report of Resignations of Employment**

### **II. Report of Retirements**

### **III. Report of Appointments**

1. Ms. Alacia Hayes- Full-Time Bus Operator, District-Wide, Effective 04/08/2024
2. Ms.Dana Sampson - Part-Time Food Service Tech, Effective 04/08/2024

### **IV. Report of Reassignments/Transfers**

### **V. Report of Sick Leave Request**