

Plaquemine, Louisiana
January 15, 2004
6:00 p.m.

SPECIAL MEETING:

MOMENT OF SILENT REFLECTION AND PLEDGE OF ALLEGIANCE:

Mr. Delahaye led the Board in a moment of silent reflection, followed by the Pledge of Allegiance.

ROLL CALL:

Present: Nancy T. Broussard, David Daigle, Tom Delahaye, Paul B. Distefano, Glynna M. Kelley, Louis J. Martinez, Darlene M. Ourso, Dorothy R. Sansoni, Brian S. Willis, Melvin Lodge, Freddie Molden, Carson Trusclair

Absent: Albertha Hasten, Michael Barbee, Thomas Edwards

Presiding: Tom Delahaye, President

The following item was included in the President's Report:

EXECUTIVE SESSION

MOTION: By Ms. Sansoni, seconded by Ms. Ourso, unanimously adopted by those Board Members present

RESOLVED: To go into Executive session to discuss the hiring of the new superintendent

Note: Thomas Edwards and Michael Barbee entered the meeting

Note: Mr. Delahaye requested that only Board members be allowed to participate in the executive session, all other parties were excused.

RESUME SPECIAL BOARD MEETING

MOTION: By Ms. Broussard, seconded by Mr. Martinez, unanimously adopted by those Board Members present

RESOLVED: To come out of Executive session and resume the special board meeting

HIRING OF THE NEW SUPERINTENDENT

MOTION: By Mr. Lodge, seconded by Ms. Sansoni, unanimously adopted by those Board Members present

RESOLVED: To approve Mr. Martin Bera as the new Superintend for Iberville Parish School System

NEW SUPERINTENDENT COMPENSATION PACKAGE

MOTION: By Ms. Sansoni, seconded by Ms. Trusclair, unanimously adopted by those Board Members present

RESOLVED: To approve Mr. Martin Bera, new Superintend for Iberville Parish School System Compensation Package as follows:

Base Annual Salary - Contract Period Year 1:	\$115,000.00
Base Annual Salary - Contract Period Year 2:	\$120,000.00
Base Annual Salary – Contract Period Year 3:	\$125,000.00
Incentive Pay Year 1 ¹ :	\$ 5,000.00
Incentive Pay Year 2 ² :	\$ 10,000.00
Incentive Pay Year 3 ³ :	\$ 10,000.00
Monthly Automobile Allowance ⁴ :	\$ 500.00
Moving Allowance ⁵ :	\$ 5,000.00
Travel Expenses ⁶ :	\$ 5,000.00
Compensation for Interim Period ⁷ :	\$ 8,820.00
Cell Phone Allowance ⁸ :	\$ 100.00

Interim Period: February 9, 2004
Through May 31, 2004

Contract Period Year 1: June 1, 2004 through May
31, 2005

Contract Period Year 2: June 1, 2005 through May
31, 2006

Other Employee Benefits: All in accordance with
benefits provided to twelve
(12) month employees

NEW SUPERINTENDENT DAY TO DAY OPERATIONS

MOTION: By Ms. Broussard, seconded by Ms. Ourso, unanimously adopted by those Board Members present

RESOLVED: To allow Mr. Lodge and Mr. Delahaye to come up with a plan for Mr. Bera's day to day operations during the transition period.

The meeting was adjourned upon motion by Ms. Ourso, seconded by Mr. Lodge and unanimously approved by all board members present.

IBERVILLE PARISH SCHOOL BOARD

TOM DELAHAYE, PRESIDENT

ATTEST:

CHARLES P. BUJOL, SECRETARY

¹

² Incentive pay Year 2 – Same criteria as Year 1.

³ Incentive pay Year 3 – Same criteria as Year 1.

⁴ Monthly Automobile allowance – A flat fee monthly sum paid to the Superintendent for any and all expenses related to the use of his personal automobile.

⁵ This figure is a maximum amount reimbursed to the Superintendent for moving expenses paid to a moving company for moving the Superintendent from San Antonio, Texas to Plaquemine, Louisiana.

⁶ This figure is a maximum amount reimbursed to the Superintendent for travel expenses to and from San Antonio, Texas and Plaquemine, Louisiana for the interim period of February 9, 2004 through May 31, 2004. The Superintendent will make a minimum of 2 trips per month beginning in February, 2004 for a minimum visit of seven (7) business days per month. The total minimum days shall be twenty-eight (28) days.

⁷ Compensation shall be paid to the Superintendent for the interim period of February 9, 2004 through May 31, 2004. Derived in the following manner: $\$115,000.00/365 \text{ days} = \315.00 per day . $\$315 \times 28 \text{ days} = \$8,820.00$.

⁸ Cell phone allowance – The Superintendent will be paid up to \$100.00 per month for his cell phone use during the interim period and the contract period. Any charges in excess of \$100.00 per month will be personally paid by the Superintendent.