

**PROCEEDINGS OF THE PARISH SCHOOL BOARD OF THE PARISH OF WEST CARROLL, STATE OF LOUISIANA, TAKEN AT A REGULAR MEETING January 19, 2021.**

The Parish School Board of the Parish of West Carroll, State of Louisiana, met in a regular session at its regular meeting place, the West Carroll Parish Media Auditorium, in Oak Grove, Louisiana, Tuesday, January 19, 2021 at 11:00 A.M. pursuant to the following written notice to each and every member thereof:

Agenda for Board Meeting January 19, 2021

The West Carroll Parish School Board will meet at the West Carroll Parish Media Auditorium, Oak Grove, Louisiana, Tuesday, January 19, 2021 at 11:00 a.m. for the following purposes:

1. To receive information concerning resignations, leaves, contracts, and transfers;
2. To elect 2021 School Board President and Vice-President;
3. To accept bid for 16<sup>th</sup> section land lease from Owens Farming Joint Venture;
4. To approve McManus Consulting Engineers, Inc. report for bid concerning Forest High School Wastewater Treatment Plant.

James C. Burrell led in prayer.

**MEMBERS PRESENT:** Marilyn Haley, Tracey Rios, James C. Burrell, Shane Ray, and Cullen Kovac.

**MEMBERS ABSENT:** Julie Linson and Todd Smith

**OTHERS PRESENT:** Richard Strong, Angela Johnson, Angela Anderson, Adrienne Gunter, Sharon Ward, Sherry Hutson, Archie Haley, and Melanie Schrock.

Cullen Kovac made a motion, seconded by Shane Ray, **to approve the minutes of the Regular Board meeting of December 7, 2020.**

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith

**THE MOTION PASSED UNANIMOUSLY.**

Cullen Kovac made a motion, seconded by Tracey Rios, **to add 2 addendum items to original agenda.**

**Addendum: #5 To appoint Finance Committee**

**#6 To consider extending Employee Coronavirus Response Act**

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith

**THE MOTION PASSED UNANIMOUSLY.**

The Parish Board of the Parish of West Carroll, State of Louisiana, was duly convened as the governing authority of the parish for school purposes by the Honorable Marilyn Haley, Vice-President, who then stated that the Parish School Board was ready for the transaction of business.

**ITEM #1** Shane Ray made a motion, seconded by Cullen Kovac, to receive information concerning resignations, leaves, contracts, and transfers:

New Hire: Amanda Murrah, secretary @ EHS, effective Jan. 4, 2021.

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith

**THE MOTION PASSED UNANIMOUSLY.**

**ITEM #6** Cullen Kovac made a motion, seconded by James C. Burrell, to consider extending Employee Coronavirus Response Act as follows:

*Families First Coronavirus Response Act: Employee Paid Leave Rights*

*The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The Department of Labor's (Department) Wage and Hour Division (WHD) administers and enforces the new law's paid leave requirements. These provisions will apply from the effective date through December 31, 2020.*

*Generally, the Act provides that employees of covered employers are eligible for:*

- *Two weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or*
- *Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor; and*
- *Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need 8/19/2020 Coronavirus Act: Leave for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.*

*Covered Employers: The paid sick leave and expanded family and medical leave provisions of the FFCRA apply to certain public employers, and private employers with fewer than 500 employees.[1] Most employees of the federal government are covered by Title II of the Family and Medical Leave Act, which was not amended by this Act, and are therefore not covered by the expanded family and medical leave provisions of the FFCRA. However, federal employees covered by Title II of the Family and Medical Leave Act are covered by the paid sick leave provision.*

*Small businesses with fewer than 50 employees may qualify for exemption from the requirement to provide leave due to school closings or child care unavailability if the leave requirements would jeopardize the viability of the*

*business as a going concern.*

*Eligible Employees: All employees of covered employers are eligible for two weeks of paid sick time for specified reasons related to COVID-19. Employees employed for at least 30 days are eligible for up to an additional 10 weeks of paid family leave to care for a child under certain circumstances related to COVID-19.[2]*

*Notice: Where leave is foreseeable, an employee should provide notice of leave to the employer as is practicable. After the first workday of paid sick time, an employer may require employees to follow reasonable notice procedures in order to continue receiving paid sick time.*

*Qualifying Reasons for Leave:*

*Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (or unable to telework) due to a need for leave because the employee:*

- 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;*
- 2. has been advised by a health care provider to self-quarantine related to COVID-19;*
- 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;*
- 4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);*
- 5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or*

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*Coronavirus Act:*

*Leave RP*

*6. is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor*

*Under the FFCRA, an employee qualifies for expanded family leave if the employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19.*

*Duration of Leave:*

*For reasons (1) and (6): A full-time employee is eligible for 80 hours of leave, and a part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period.*

*For reason (5): A full-time employee is eligible for up to 12 weeks of leave (two weeks of paid sick leave followed by up to 10 weeks of paid expanded family & medical leave) at 40 hours a week, and a part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.*

*Calculation of Pay:*

*For leave reasons (1), (2), or (3): employees taking leave are entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate (over a 2-week period).*

*For leave reasons (4) or (6): employees taking leave are entitled to pay at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate (over a 2-week period).*

*For leave reason (5): employees taking leave are entitled to pay at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and*

*\$12,000 in the aggregate (over a 12-week period). [4] Fem"*

*Coronavirus Act Leave RP t Dependent*

*Certain provisions may not apply to certain employers with fewer than 50*

employees. See Department FFCRA regulations (expected April 2020).

[2] Under the Act, special rules apply for Health Care Providers and Emergency Responders.

[3] Paid sick time provided under this Act does not carryover from one year to the next. Employees are not entitled to reimbursement for unused leave upon termination, resignation, retirement, or other separation from employment.

[4] An employee may elect to substitute any accrued vacation leave, personal leave, or medical or sick leave for the first two weeks of partial paid leave under

Expiration date extended through June 30, 2021. Maximum of 10 days of paid sick leave for the period covering January 1, 2021 through June 30, 2021. Required documentation will be an official doctor's note/letter stating COVID test date and COVID test result date for employee or employee's close contact. If test is negative, only the days from testing through result will be covered. All other aspects of the FFCRA Act will be enforced as originally passed.

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith

**THE MOTION PASSED UNANIMOUSLY.**

**ITEM #2** The floor was opened for nominations for Board President.

Cullen Kovac nominated Marilyn Haley for Board President.

Tracey Rios nominated Todd Smith for Board President.

After no further nominations were made, the floor was closed.

Votes were cast by a show of hands as follows:

All in favor of Marilyn Haley: James C. Burrell, Shane Ray, Cullen Kovac, and Marilyn Haley.

All opposed to Marilyn Haley: Tracey Rios

Absent and not voting: Julie Linson and Todd Smith

All in favor of Todd Smith: Tracey Rios

All opposed to Todd Smith: James C. Burrell, Shane Ray, Cullen Kovac, and Marilyn Haley

Absent and not voting: Julie Linson and Todd Smith

**Having received the majority of votes, Marilyn Haley becomes Board President.**

The floor was opened for nominations for Board Vice-President.

Tracey Rios nominated Julie Linson for Board Vice-President.

No further nominations were made, therefore the floor was closed.

**Julie Linson becomes Vice-President by acclamation.**

**ITEM #3** James C. Burrll made a motion, seconded by Tracey Rios, to accept bid for 16<sup>th</sup> section land lease from Owens Farming Joint Venture with lease beginning January 11, 2021 and ending December 31, 2025.

**Owens Farming Joint Venture submitted a bid of \$1250.00 for the 16<sup>th</sup> section land lease. (Only one bid received.)**

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith  
**THE MOTION PASSED UNANIMOUSLY.**

**ITEM #4** Tracey Rios made a motion, seconded by James C. Burrell, to approve McManus Consulting Engineers, Inc. report for bid concerning Forest High School Wastewater Treatment Plant.

McManus submitted one bid from Womack & Sons Construction Group, Inc. (Only one bid received.)

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith

**THE MOTION PASSED UNANIMOUSLY.**

**ITEM #5** President-elect, Marilyn Haley formed a Finance Committee comprised of Todd Smith as Chairman, Julie Linson as a member, and Marilyn Haley as a member.

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith

**THE MOTION PASSED UNANIMOUSLY.**

Shane Ray made a motion, seconded by Cullen Kovac, to adjourn.

**FOR THE MOTION:** Tracey Rios, Marilyn Haley, Shane Ray, Cullen Kovac, and James C. Burrell

**AGAINST THE MOTION:** None

**ABSENT AND NOT VOTING:** Julie Linson and Todd Smith

**THE MOTION PASSED UNANIMOUSLY.**

**Adjournment was at 11:45 A.M.**

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**Marilyn Haley, President**  
**West Carroll Parish School Board**

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**Richard Strong, Secretary**  
**West Carroll Parish School Board**