



# Redesign Schools Louisiana

## Regular Board Meeting

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### Date and Time

Saturday April 13, 2024 at 10:00 AM CDT

### Location

Lanier Elementary School  
4705 Lanier Dr. Baton Rouge, LA 70812

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>10:00 AM</b>
Opening Items			
<b>A.</b> Call the Meeting to Order		Genevieve Pope	1 m
<b>B.</b> Record Attendance and Guests		Genevieve Pope	1 m
<b>C.</b> Motion to approve the minutes from the January 27, 2024 RSL Regular Board Meeting	Approve Minutes	Genevieve Pope	1 m
<b>II. Items scheduled for receipt/information</b>			<b>10:03 AM</b>
<b>A.</b> Principal's Report	FYI	Principals	15 m
<b>B.</b> Superintendent's Report	FYI	Megan McNamara	10 m

	Purpose	Presenter	Time
<b>C.</b> Board Calendar 24-25	FYI	Megan McNamara	1 m
<b>D.</b> Financial Committee Report	FYI	Justin Chatelain	5 m
<b>III. Items Scheduled for Action</b>			<b>10:34 AM</b>
<b>A.</b> Motion to approve HR and Financial Records Storage Plan	Vote	Megan McNamara	2 m
<b>B.</b> Motion to approve Salary Schedule	Vote	Megan McNamara	2 m
<b>C.</b> Motion to approve Open Meetings Via Electronic Means Policy	Vote	Angela Beck	2 m
<b>D.</b> Motion to approve reallocation of items from Zion City School to and Lanier and Dalton Elementary Schools	Vote	Megan McNamara	5 m
<b>IV. Notice</b>			<b>10:45 AM</b>
<b>A.</b> Accommodations	FYI		
<p>REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY</p> <p>Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting:</p> <p>Redesign Schools Louisiana                      5959 Cadillac Street                      Baton Rouge, LA 70811                      Phone: 225-910-3891</p> <p>FOR MORE INFORMATION</p> <p>For more information concerning this agenda, please contact Redesign Schools Louisiana using the information above.</p>			
<b>V. Closing Items</b>			<b>10:45 AM</b>
<b>A.</b> Next Finance Committee Meeting: May 8, 2024 at Lanier Elementary School, A Redesign School	FYI	Genevieve Pope	

	Purpose	Presenter	Time
<b>B.</b> Next Regular Budget Hearing Meeting: May 18, 2024 at Lanier Elementary School at 9:30 a.m.	FYI	Genevieve Pope	2 m
<b>C.</b> Next Regular Board Meeting: May 18, 2024 at Lanier Elementary School at 10 a.m.	FYI	Genevieve Pope	
<b>D.</b> Adjourn Meeting	Vote	Genevieve Pope	

# Coversheet

## Motion to approve the minutes from the January 27, 2024 RSL Regular Board Meeting

**Section:** I. Opening Items  
**Item:** C. Motion to approve the minutes from the January 27, 2024 RSL Regular Board Meeting  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** Minutes for Regular Board Meeting on January 27, 2024

APPROVED



# Redesign Schools Louisiana

## Minutes

### Regular Board Meeting

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#### Date and Time

Saturday January 27, 2024 at 10:00 AM

#### Location

Lanier Elementary School  
4705 Lanier Dr. Baton Rouge, LA 70812

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#### Directors Present

G. Pope, J. Chatelain, M. Mullen, P. Baldwin

#### Directors Absent

D. Hunter, K. George, S. Banks

#### Guests Present

A. Beck, C. Lucas, Denis Muckelroy, Georgia Gross, M. McNamara, Nicole Jones

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### I. Opening Items

#### A. Call the Meeting to Order

G. Pope called a meeting of the board of directors of Redesign Schools Louisiana to order on Saturday Jan 27, 2024 at 10:09 AM.

#### B. Record Attendance and Guests

#### C.

**Motion to approve the minutes from the September 16, 2023 RSL Regular Board Meeting**

P. Baldwin made a motion to approve the minutes from Regular Board Meeting on 09-16-23.

J. Chatelain seconded the motion.

The board **VOTED** to approve the motion.

**D. Motion to approve the minutes from the December 5, 2023 Special Board Meeting**

M. Mullen made a motion to approve the minutes from Special Board Meeting on 12-05-23.

J. Chatelain seconded the motion.

The board **VOTED** to approve the motion.

**II. Items scheduled for receipt/information**

**A. Audit Report**

Denis Muckelroy presented the audit report.

**B. Principal's Report**

Principal Jones and Principal Gross presented the principal's report.

**C. Superintendent's Report**

Dr. McNamara presented the Superintendent's report.

**D. Financial Committee Report**

Justin Chatelain presented the financial committee report.

**III. Items Scheduled for Action**

**A. Motion to approve Unaudited Financials through November 30, 2023**

P. Baldwin made a motion to approve.

M. Mullen seconded the motion.

The board **VOTED** to approve the motion.

**B. Motion to approve 2023-2024 Incentive Structure**

Clarify language per student payout and staff cannot lose money.

M. Mullen made a motion to approve.

P. Baldwin seconded the motion.

The board **VOTED** to approve the motion.

**IV. Closing Items**

**A. Next Finance Committee Meeting: March 13, 2023 at Lanier Elementary School, A Redesign School**

**B. Next Regular Board Meeting: March 23, 2024 at Lanier Elementary School**

**C. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:44 AM.

Respectfully Submitted,

C. Lucas

# Coversheet

## Board Calendar 24-25

**Section:** II. Items scheduled for receipt/information  
**Item:** C. Board Calendar 24-25  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Board-Meeting-Dates-2024-2025.docx





## Board Meeting Dates 2024-2025

Board Retreat-August 10,2024

<b>Finance Meeting</b>	<b>Regular Meeting</b>
September 4, 2024	September 14, 2024
November 6, 2024	November 16, 2024
January 15, 2025	January 25, 2025
March 12, 2025	March 22, 2025
May 7, 2025	May 17, 2025
<b>Budget Hearing Meeting</b> May 17, 2025	

### Location:

Dalton Elementary, a Redesign School  
3605 Ontario St, Baton Rouge, LA 70805

### Time:

Finance Meetings occur at 12:00 p.m.  
Regular Meetings occur at 10:00 a.m.  
Budget Hearing Meeting occurs at 9:30 a.m.

Updated 1/25/2024

# Coversheet

## Financial Committee Report

**Section:** II. Items scheduled for receipt/information  
**Item:** D. Financial Committee Report  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** RSL\_-\_Supplemental\_Report\_-\_January\_2024\_-\_FINAL.xlsx  
RSL\_-\_Summary\_Presentation\_-\_January\_2024\_-\_FINAL.pptx

## Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

RSL\_-\_Supplemental\_Report\_-\_January\_2024\_-\_FINAL.xlsx



# January 2024 Financials

PREPARED **MAR'24** BY



- **Executive Summary**
- **Key Performance Indicators**
- **Forecast Overview**
- **Appendix**

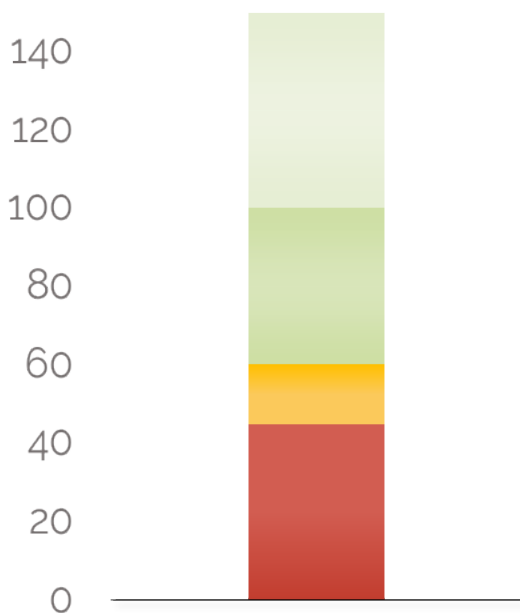
# Executive Summary

- As of 1/31/2024, Redesign had 163 days cash on hand, comfortably above the target of 45 days. Total cash and cash equivalents equaled \$3.5M. The current projected year-end cash balance is \$5.5M. This projected increase is largely due to Federal grant reimbursements that will be processed in the second half of FY24.
- Consolidated net income is currently projected at \$888K compared to a budgeted \$711K. This positive variance is attributable to the ESSER III EB grant which was not previously in our FY24 forecast.
- Budget Update: FY25 budgeting is underway, we are currently assuming that enrollment will not fluctuate greatly despite closing of Zion City.

# Key Performance Indicators

## Days of Cash

Cash balance at year-end divided by average daily expenses

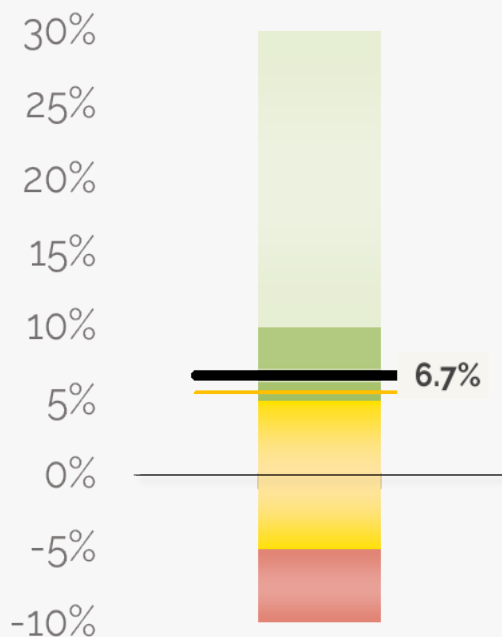


**163 DAYS OF CASH AT YEAR'S END**

The school will end the year with 163 days of cash. This is above the recommended 60 days

## Gross Margin

Revenue less expenses, divided by revenue

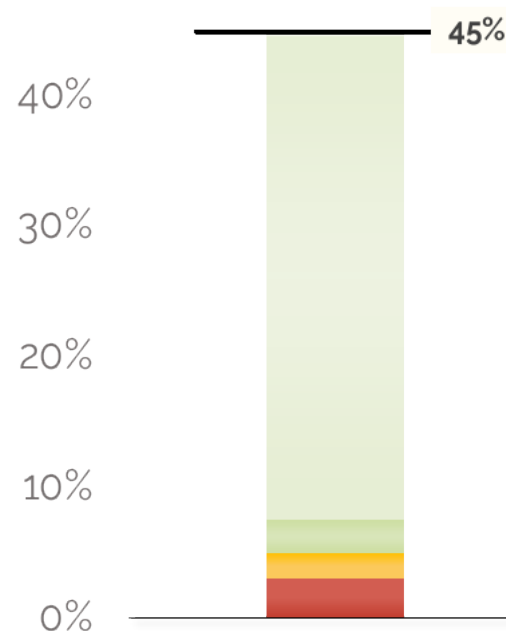


**6.7% GROSS MARGIN**

The forecasted net income is \$888k, which is \$177k above the budget. It yields a 6.7% gross margin.

## Fund Balance %

Forecasted Ending Fund Balance / Total Expenses

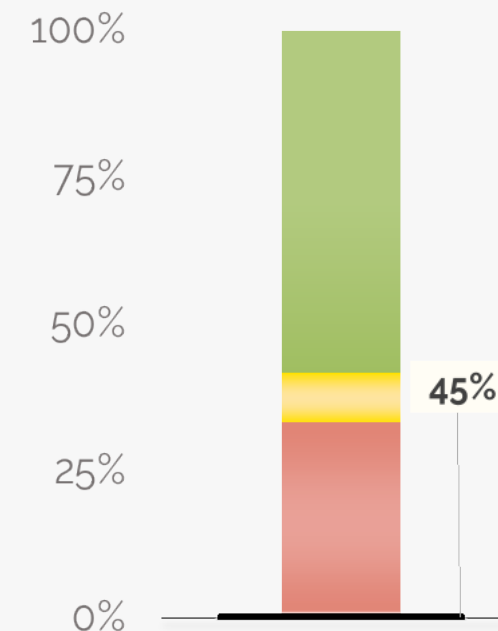


**45.01% AT YEAR'S END**

The school is projected to end the year with a fund balance of \$5,540,818. Last year's fund balance was \$4,652,628.

## Grants Invoiced

Federal grants requested divided by federal grants awarded.



**45% GRANTS INVOICED**

Drawdowns will occur after the grants are approved. We are working on revisions for ESSER and SuperApp grants

# Redesign Financial Reports – Lanier



<b>Lanier</b>			
	<b>Annual</b>		
	<b>Forecast</b>	<b>Budget</b>	<b>Variance</b>
<b>Revenue</b>			
Total State and Local Revenue	2,322,515	2,360,349	(37,834)
Total Federal Revenue	2,675,124	2,475,124	200,000
<b>Total Revenue</b>	<b>4,997,640</b>	<b>4,835,474</b>	<b>162,166</b>
<b>Expenses</b>			
Total Salaries	2,314,309	2,263,392	(50,917)
Total Employee Benefits	467,447	467,447	0
Total Purchased Professional And Technical Services	739,564	739,564	(0)
Total Purchased Property Services	151,381	126,889	(24,492)
Total Other Purchased Services	622,168	578,581	(43,587)
Total Supplies	357,079	352,937	(4,142)
Total Debt Service And Miscellaneous	20,493	48,711	28,218
<b>Total Expenses</b>	<b>4,672,441</b>	<b>4,577,521</b>	<b>(94,920)</b>
<b>Net Income</b>	<b>329,520</b>	<b>257,953</b>	<b>71,567</b>



# Redesign Financial Reports – Dalton



<b>Dalton</b>			
	<b>Annual</b>		
	<b>Forecast</b>	<b>Budget</b>	<b>Variance</b>
<b>Revenue</b>			
Total State and Local Revenue	2,122,499	2,288,457	(165,958)
Total Federal Revenue	2,589,241	2,389,241	200,000
<b>Total Revenue</b>	<b>4,711,739</b>	<b>4,677,697</b>	<b>34,042</b>
<b>Expenses</b>			
Total Salaries	2,178,822	2,178,822	0
Total Employee Benefits	506,094	506,094	0
Total Purchased Professional And Technical Services	735,474	707,365	(28,109)
Total Purchased Property Services	165,672	98,136	(67,536)
Total Other Purchased Services	626,677	581,852	(44,825)
Total Supplies	277,264	277,264	(0)
Total Debt Service And Miscellaneous	19,855	48,640	28,785
<b>Total Expenses</b>	<b>4,509,858</b>	<b>4,398,173</b>	<b>(111,685)</b>
<b>Net Income</b>	<b>201,390</b>	<b>279,524</b>	<b>(78,133)</b>

# Redesign Financial Reports – Zion City



<b>Zion City</b>			
	<b>Annual</b>		
	<b>Forecast</b>	<b>Budget</b>	<b>Variance</b>
<b>Revenue</b>			
Total State and Local Revenue	822,346	867,958	(45,612)
Total Federal Revenue	2,662,221	2,397,559	264,662
<b>Total Revenue</b>	<b>3,484,567</b>	<b>3,265,517</b>	<b>219,050</b>
<b>Expenses</b>			
Total Salaries	1,132,670	1,132,670	(0)
Total Employee Benefits	293,892	293,892	0
Total Purchased Professional And Technical Services	626,198	626,146	(52)
Total Purchased Property Services	120,889	103,577	(17,312)
Total Other Purchased Services	653,612	652,077	(1,535)
Total Supplies	292,637	262,693	(29,944)
Total Debt Service And Miscellaneous	8,976	20,739	11,762
<b>Total Expenses</b>	<b>3,128,875</b>	<b>3,091,794</b>	<b>(37,081)</b>
<b>Net Income</b>	<b>361,600</b>	<b>173,723</b>	<b>187,877</b>

Year-To-Date

Annual Forecast

	<i>Actual</i>	<i>Budget</i>	<i>Variance</i>	<i>Forecast</i>	<i>Budget</i>	<i>Variance</i>	<i>Remaining</i>
<b>Revenue</b>							
State and Local Revenue	3,438,973	3,218,112	220,861	5,267,360	5,516,764	(249,404)	1,828,387
Federal Revenue	310,844	4,086,060	(3,775,216)	7,926,586	7,261,924	664,662	7,615,742
Private Grants and Donations	4,321	-	4,321	4,321	-	4,321	-
Earned Fees	-	-	-	-	1	-	-
<b>Total Revenue</b>	<b>3,754,138</b>	<b>7,304,173</b>	<b>(3,550,035)</b>	<b>13,198,267</b>	<b>12,778,688</b>	<b>419,579</b>	<b>9,444,129</b>
<b>Expenses</b>							
Salaries	2,924,877	3,252,016	327,139	5,625,801	5,574,884	(50,917)	2,700,924
Employee Benefits	592,745	739,336	146,592	1,267,434	1,267,434	(0)	674,689
Purchased Professional And Technical Services	1,072,029	1,209,294	137,265	2,101,183	2,073,075	(28,108)	1,029,155
Purchased Property Services	252,528	191,684	(60,844)	437,942	328,602	(109,340)	185,414
Other Purchased Services	825,869	1,057,298	231,429	1,900,922	1,812,510	(88,412)	1,075,053
Supplies	374,339	520,855	146,516	927,471	892,894	(34,577)	553,132
Debt Service And Miscellaneous	8,597	68,886	60,289	49,325	118,090	4	40,728
<b>Total Expenses</b>	<b>6,050,982</b>	<b>7,039,368</b>	<b>988,386</b>	<b>12,310,078</b>	<b>12,067,488</b>	<b>5</b> <b>(242,589)</b>	<b>6,259,095</b>
<b>Net Income</b>	<b>(2,296,844)</b>	<b>264,805</b>	<b>(2,561,649)</b>	<b>888,189</b>	<b>711,200</b>	<b>176,989</b>	<b>3,185,034</b>
<b>Cash Flow Adjustments</b>	<b>3,522,270</b>	<b>(1,208,785)</b>	<b>4,731,055</b>	<b>3,202,191</b>	<b>(1,509,256)</b>	<b>4,711,447</b>	<b>(320,079)</b>
<b>Change in Cash</b>	<b>1,225,425</b>	<b>(943,981)</b>	<b>2,169,406</b>	<b>4,090,380</b>	<b>(798,056)</b>	<b>4,888,436</b>	<b>2,864,955</b>

# Monthly Financials

	Actual							Forecast					
Income Statement	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	TOTAL
<b>Revenue</b>													
State and Local Revenue	455,692	669,776	467,011	455,740	510,819	456,311	423,624	422,759	422,759	137,351	422,759	422,759	5,267,360
Federal Revenue	16,373	42,748	42,308	0	144,752	32,331	32,331	1,523,148	1,523,148	1,523,148	1,523,148	1,523,148	7,926,586
Private Grants and Donations	0	0	0	4,321	0	0	0	0	0	0	0	0	4,321
<b>Total Revenue</b>	<b>472,065</b>	<b>712,524</b>	<b>509,319</b>	<b>460,062</b>	<b>655,572</b>	<b>488,642</b>	<b>455,955</b>	<b>1,945,907</b>	<b>1,945,907</b>	<b>1,660,499</b>	<b>1,945,907</b>	<b>1,945,907</b>	<b>13,198,267</b>
<b>Expenses</b>													
Salaries	439,417	384,195	439,064	379,965	522,394	371,066	388,776	540,185	540,185	540,185	540,185	540,185	5,625,801
Employee Benefits	45,365	61,908	156,438	71,419	32,798	97,643	127,173	134,938	134,938	134,938	134,938	134,938	1,267,434
Purchased Professional And Technical Services	72,749	88,096	413,681	67,978	115,967	124,805	188,754	205,831	205,831	205,831	205,831	205,831	2,101,183
Purchased Property Services	37,044	43,178	51,050	41,463	37,640	25,021	17,131	37,083	37,083	37,083	37,083	37,083	437,942
Other Purchased Services	146,420	50,693	202,267	119,779	88,092	123,265	95,354	215,011	215,011	215,011	215,011	215,011	1,900,922
Supplies	97,211	44,512	37,469	48,060	75,432	28,250	43,405	110,626	110,626	110,626	110,626	110,626	927,471
Debt Service And Miscellaneous	131	865	6,019	143	850	379	210	8,146	8,146	8,146	8,146	8,146	49,325
Total Ordinary Expenses	838,338	673,447	1,305,987	728,807	873,173	770,429	860,802	1,251,819	1,251,819	1,251,819	1,251,819	1,251,819	12,310,078
<b>Total Expenses</b>	<b>838,338</b>	<b>673,447</b>	<b>1,305,987</b>	<b>728,807</b>	<b>873,173</b>	<b>770,429</b>	<b>860,802</b>	<b>1,251,819</b>	<b>1,251,819</b>	<b>1,251,819</b>	<b>1,251,819</b>	<b>1,251,819</b>	<b>12,310,078</b>
<b>Net Income</b>	<b>-366,273</b>	<b>39,078</b>	<b>-796,668</b>	<b>-268,745</b>	<b>-217,601</b>	<b>-281,787</b>	<b>-404,847</b>	<b>694,088</b>	<b>694,088</b>	<b>408,680</b>	<b>694,088</b>	<b>694,088</b>	<b>888,189</b>
Cash Flow Statement	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	TOTAL
<b>Net Income</b>	<b>-366,273</b>	<b>39,078</b>	<b>-796,668</b>	<b>-268,745</b>	<b>-217,601</b>	<b>-281,787</b>	<b>-404,847</b>	<b>694,088</b>	<b>694,088</b>	<b>408,680</b>	<b>694,088</b>	<b>694,088</b>	<b>888,189</b>
Accounts Receivable	3,607,016	12,519	-42,308	16,373	28,465	56,592	0	-95,731	-95,731	-95,731	-95,731	-95,731	3,200,000
Prepaid Expenses	128,982	6,700	6,700	6,700	6,700	0	0	-31,156	-31,156	-31,156	-31,156	-31,156	0
Cash Flow Adjustments	3,465,797	-190,946	231,202	-218,115	348,877	-116,676	2,131	-64,016	-64,016	-64,016	-64,016	-64,016	3,202,191
<b>Change in Cash</b>	<b>3,099,524</b>	<b>-151,868</b>	<b>-565,466</b>	<b>-486,860</b>	<b>131,276</b>	<b>-398,463</b>	<b>-402,717</b>	<b>630,073</b>	<b>630,073</b>	<b>344,664</b>	<b>630,073</b>	<b>630,073</b>	<b>4,090,380</b>
Ending Cash	4,519,193	4,367,325	3,801,859	3,314,999	3,446,275	3,047,811	2,645,094	3,275,167	3,905,240	4,249,904	4,879,976	5,510,049	

# Coversheet

## Motion to approve HR and Financial Records Storage Plan

**Section:** III. Items Scheduled for Action  
**Item:** A. Motion to approve HR and Financial Records Storage Plan  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** Human\_Resources\_and\_Financial\_Records\_Storage\_Plan.docx



### **Human Resources and Financial Records Storage Plan**

Upon the closing of Zion City School, its HR, student and financial records will be stored at Lanier Elementary, a Redesign School at 4705 Lanier Dr. Baton Rouge, LA 70812. The records will be retained at least seven years from the date the record was created.

The Custodian of Records is Ashley Eason, [aeason@rsl.org](mailto:aeason@rsl.org).

# Coversheet

## Motion to approve Salary Schedule

**Section:** III. Items Scheduled for Action  
**Item:** B. Motion to approve Salary Schedule  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** 23-24 Salary-updated 2024-2025.pdf  
Salary Schedule Network-2022-2023.pdf



## Teacher/Literacy Acceleration Coach/Foundational Coach Salary Schedule

2022-2023	Bachelors	Certificated	Masters-non-certified
Step			
1	\$50,536	\$52,650	\$51,536
2	\$51,136	\$53,250	\$52,136
3	\$51,736	\$53,850	\$52,736
4	\$52,336	\$54,450	\$53,336
5	\$52,936	\$55,050	\$53,936
6	\$53,536	\$55,650	\$54,536
7	\$54,136	\$56,250	\$55,136
8	\$54,736	\$56,850	\$55,736
9	\$55,336	\$57,450	\$56,336
10	\$55,936	\$58,050	\$56,936
11	\$56,536	\$58,650	\$57,536
12	\$57,136	\$59,250	\$58,136
13	\$57,736	\$59,850	\$58,736
14	\$58,336	\$60,450	\$59,336
15	\$58,936	\$61,050	\$59,936
16	\$59,536	\$61,650	\$60,536
17	\$60,136	\$62,250	\$61,136
18	\$60,736	\$62,850	\$61,736
19	\$61,336	\$63,450	\$62,336
20	\$61,936	\$64,050	\$62,936
21	\$62,536	\$64,650	\$62,936
22	\$63,136	\$65,250	\$64,136
23	\$63,736	\$65,850	\$64,736
24	\$64,336	\$66,450	\$65,336
25	\$64,936	\$67,050	\$65,936

Additional Pay Credits	
2024-2025	Add \$2,000 to the step
Doctorate	\$1,000





## Curriculum Specialist Salary Schedule

2022-2023	Certificated
Step	
1	\$55,186
2	\$55,786
3	\$56,986
4	\$57,586
5	\$58,186
6	\$58,786
7	\$59,386
8	\$59,386
9	\$59,986
10	\$60,586
11	\$61,186
12	\$61,786
13	\$62,386
14	\$62,986
15	\$63,586
16	\$64,186
17	\$64,786
18	\$65,386
19	\$65,986
20	\$66,586
21	\$67,186
22	\$67,786
23	\$68,386
24	\$68,986
25	\$69,586

Additional Pay Credits	
2024-2025	Add \$2,000 to the step
Doctorate	\$1,000



## Principal Salary Schedule

2022-2023	Certificated
Step	
1	\$90,000
2	\$91,200
3	\$92,400
4	\$93,600
5	\$94,800
6	\$96,000
7	\$97,200
8	\$98,400
9	\$99,600
10	\$100,800
11	\$102,000
12	\$103,200
13	\$104,400
14	\$105,600
15	\$106,800
16	\$108,000
17	\$109,200
18	\$110,400
19	\$111,600
20	\$112,800
21	\$114,000
22	\$115,200
23	\$116,400
24	\$117,600
25	\$118,800

Additional Pay Credits	
2024-2025	Add \$2,000 to the step
Doctorate	\$1,000
Ed Specialist	\$1,000



## Interest & Opportunities Salary Schedule

2022-2023	No bachelor's degree
Step	
1	\$35,519
2	\$36,019
3	\$36,519
4	\$37,019
5	\$37,519
6	\$38,019
7	\$38,519
8	\$39,019
9	\$39,519
10	\$40,019
11	\$40,519
12	\$41,019
13	\$41,519
14	\$42,019
15	\$42,519
16	\$43,019
17	\$43,519
18	\$44,019
19	\$44,519
20	\$45,019
21	\$45,519
22	\$46,019
23	\$46,519
24	\$47,019
25	\$47,519

Additional Pay Credits	
2024-2025	Add \$2,000 to the step



## Office Manager Salary Schedule

2022-2023	
Step	
1	\$42,150
2	\$42,650
3	\$43,150
4	\$43,150
5	\$44,150
6	\$44,650
7	\$45,150
8	\$45,650
9	\$46,150
10	\$46,650
11	\$47,150
12	\$47,650
13	\$48,150
14	\$48,650
15	\$49,150
16	\$49,650
17	\$50,150
18	\$50,650
19	\$51,150
20	\$51,650
21	\$52,150
22	\$52,650
23	\$53,150
24	\$53,650
25	\$54,150

<b>Additional Pay Credits</b>	
<b>2024-2025</b>	<b>Add \$2,000 to the step</b>



## School Office Clerk Salary Schedule

2022-2023	
Step	
1	\$32,150
2	\$32,650
3	\$33,150
4	\$33,650
5	\$34,150
6	\$34,650
7	\$35,150
8	\$35,650
9	\$36,150
10	\$36,650
11	\$37,150
12	\$37,650
13	\$38,150
14	\$38,650
15	\$39,150
16	\$39,650
17	\$40,150
18	\$40,650
19	\$41,150
20	\$41,650
21	\$42,150
22	\$42,650
23	\$43,150
24	\$43,650
25	\$44,150

<b>Additional Pay Credits</b>	
<b>2024-2025</b>	<b>Add \$2,000 to the step</b>



## Custodians Salary Schedule

2022-2023	
Step	
1	\$35,500
2	\$35,700
3	\$35,900
4	\$36,100
5	\$36,300
6	\$36,500
7	\$36,700
8	\$36,900
9	\$37,100
10	\$37,300
11	\$37,500
12	\$37,700
13	\$37,900
14	\$38,150
15	\$38,650
16	\$39,150
17	\$39,650
18	\$40,150
19	\$40,650
20	\$41,150
21	\$41,650
22	\$42,150
23	\$42,650
24	\$43,150
25	\$43,650

Additional Pay Credits	
2024-2025	Add \$2,000 to the step
Lead Custodian	Add \$2000 to the step



## Literacy Assistants Salary Schedule

<b>Additional Pay Credits</b>	
<b>2024-2025</b>	<b>Add \$2000 to the step</b>

2022-2023	
Step	
1	\$35,500
2	\$35,700
3	\$35,900
4	\$36,100
5	\$36,300
6	\$36,500
7	\$36,700
8	\$36,900
9	\$37,100
10	\$37,300
11	\$37,500
12	\$37,700
13	\$37,900
14	\$38,100
15	\$38,300
16	\$38,500
17	\$38,700
18	\$38,900
19	\$39,100
20	\$39,300
21	\$39,500
22	\$39,700
23	\$39,900
24	\$40,100
25	\$40,300



## Associate Superintendent and Superintendent

Superintendent	*RSL Board Sets salary
Associate Superintendent	<p><b>*Superintendent's discretion</b></p> <p><b>*Commensurate based on experience and qualifications</b></p>
Advisor	<b>\$80,000 and up</b>
Part time Advisor	<b>\$60.00 and up</b>

Additional Pay Credits	
<b>Doctorate</b>	<b>\$3000</b>
<b>2024-2025</b>	<b>\$2000</b>





## Auto Allowances

Position	Annual Auto Allowance Amount
<b>Superintendent</b>	<b>\$6,000</b>
<b>Network level: Associate Superintendent</b>	<b>\$6,000</b>
<b>Network Level: Coordinator</b>	<b>\$2,500</b>
<b>Network Level: Assistant</b>	<b>\$2,500</b>
<b>Coordinator: Maintenance/Custodial</b>	<b>\$2,500</b>
<b>Coordinator: Multi- Site Programs</b>	<b>\$1,300</b>



## Hourly PD Rates

2023-2024	PD Day Rate	Summer Pay Rate
Teacher/ School Counselor/I&O/Schol Support Specialist	\$20.00	Hourly Rate
Literacy Assistants	Hourly Rate	Hourly Rate
Curriculum Specialist	\$36	\$36



	<b>Policy &amp; Procedure Director &amp; HR Director</b>	<b>Pupil Service Director</b>	<b>Data &amp; Logistics Coordinator</b>	<b>ESS Curriculum Specialist</b>	<b>Community Liaison</b>	<b>Additional Pay Credit 2023-2024</b>
<b>22-23</b>	<b>22-23</b>	<b>22-23</b>	<b>22-23</b>	<b>22-23</b>	<b>22-23</b>	<b>2023-2024</b>
<b>Step</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>	
1	70,000	70,000	60,000	60,000	50,000	Add \$2000
2	71,000	71,000	61,000	61,000	51,000	to
3	72,000	72,000	62,000	62,000	52,000	step
4	73,000	73,000	63,000	63,000	53,000	
5	74,000	74,000	64,000	64,000	54,000	
6	75,000	75,000	65,000	65,000	55,000	
7	76,000	76,000	66,000	66,000	56,000	
8	77,000	77,000	67,000	67,000	57,000	
9	78,000	78,000	68,000	68,000	58,000	
10	79,000	79,000	69,000	69,000	59,000	
11	80,000	80,000	70,000	70,000	60,000	
12	81,000	81,000	71,000	71,000	61,000	
13	82,000	82,000	72,000	72,000	62,000	
14	83,000	83,000	73,000	73,000	63,000	
15	84,000	84,000	74,000	74,000	64,000	
16	85,000	85,000	75,000	75,000	65,000	
17	86,000	86,000	76,000	76,000	66,000	
18	87,000	87,000	77,000	77,000	67,000	
19	88,000	88,000	78,000	78,000	68,000	
20	89,000	89,000	79,000	79,000	69,000	
21	90,000	90,000	80,000	80,000	70,000	
22	91,000	91,000	81,000	81,000	71,000	
23	92,000	92,000	82,000	82,000	72,000	
24	93,000	93,000	83,000	83,000	73,000	

# Coversheet

## Motion to approve Open Meetings Via Electronic Means Policy

**Section:** III. Items Scheduled for Action  
**Item:** C. Motion to approve Open Meetings Via Electronic Means Policy  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:**  
apa-template-for-open-mtgs-via-elec-means-eligible-agency - Act 393.docx

**Redesign Schools Louisiana**  
**Open Meetings Via Electronic Means Policy**

Chapter 1.	Open Meetings Via Electronic Means Policy <i>For Eligible Agencies</i> .....	2
§101.	Agency Eligibility.....	2
§103.	Postings Prior to Meeting Via Electronic Means.....	2
§105.	Electronic Meeting Requirements and Limitations.....	2
§107.	Disability Accommodations.....	2

## Redesign Schools Louisiana

### Open Meetings Via Electronic Means Policy

#### Chapter 1. Open Meetings via Electronic Means Policy

##### §101. Agency Eligibility

A. Redesign Schools Louisiana meets the below criteria pursuant to Act 393 to be eligible to conduct open public meetings via electronic means:

1. Is a state agency as defined by R.S. 49:951;
2. Has powers, duties, or functions that are not limited in scope to a particular political subdivision or region;
3. Conducts at least six regularly scheduled meetings in a calendar year; and
4. Is not one of the agencies identified by R.S. 42:17.2(I) to which open meetings via electronic means shall not apply.

##### §103. Postings Prior to Meeting via Electronic Means

A. At least twenty-four hours prior to the meeting, the Redesign Schools Louisiana shall post the following on the agency's website at [www.rsl.org](http://www.rsl.org):

1. Meeting notice and agenda; and
2. Detailed information regarding how members of the public may:
  - a. Participate in the meeting via electronic means, including the applicable videoconference link and/or teleconference phone number; and
  - b. Submit written comments regarding matters on the agenda prior to the meeting.

##### §105. Electronic Meeting Requirements and Limitations

A. For any meeting conducted via electronic means, the Redesign Schools Louisiana shall ensure compliance with all requirements outlined in R.S. 42:17.2(C).

B. The A. Redesign Schools Louisiana shall not conduct any more than one-third of its open meetings via electronic means and will only conduct successive meetings via electronic meetings as needed.

C. A schedule of meetings identifying which will be conducted via electronic means and which will be conducted as in-person meetings shall be posted on the agency's website at [www.rsl.org](http://www.rsl.org) on an annual basis.

D. All members of the Redesign Schools Louisiana, whether participating from the anchor location or via electronic means, shall be counted for the purpose of establishing a quorum and may vote.

E. An online archive of any open meetings conducted via electronic means shall be maintained and available for two years on the agency's website at [www.rsl.org](http://www.rsl.org)

##### §107. Disability Accommodations

A. Although an open meeting may be scheduled as in-person, the Redesign Schools Louisiana is obligated to provide for participation via electronic means on an individualized basis by people with disabilities.

B. People with disabilities are defined as any of the following:

1. A member of the public with a disability recognized by the Americans with Disabilities Act (ADA);
2. A designated caregiver of such a person; or
3. A participant member of the agency with an ADA-qualifying disability.

C. The Redesign Schools Louisiana shall ensure that the written public notice for an open meeting, as required by R.S. 42:19, includes the name, telephone number and email address of the designated agency representative to whom a disability accommodation may be submitted.

D. Upon receipt of an accommodation request, the designated agency representative is only permitted to ask if the requestor has an ADA-qualifying disability or is a caregiver of such a person (yes or no). The requestor shall not be required to complete a medical inquiry form or disclose the actual impairment or medical condition to support a disability accommodation request.

E. The designated agency representative shall provide the requestor with the accommodation, including the teleconference and/or video conference link, for participation via electronic means as soon as possible following receipt of the request, but no later than the start of the scheduled meeting.

F. Participation via electronic means shall count for purposes of establishing quorum and voting.

AUTHORITY NOTE: Promulgated in accordance with Act 393 of the 2023 Regular Session of the Louisiana Legislature.

HISTORICAL NOTE: Promulgated by Redesign Schools Louisiana.

## Coversheet

### Motion to approve reallocation of items from Zion City School to and Lanier and Dalton Elementary Schools

**Section:** III. Items Scheduled for Action  
**Item:** D. Motion to approve reallocation of items from Zion City School to and Lanier and Dalton Elementary Schools  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** Content Reallocation.docx



The Board of Directors of Redesign Schools Louisiana is approving the relocation of any and all contents of Zion City School to Dalton Elementary, a Redesign School and Lanier Elementary, Redesign School.

Signed,

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Genevieve Pope, Board President