PRESENT: EXCUSED:

Mr. Troy J. Broussard Mr. Buddy Boe

Ms. Anne Candies Ms. Catherine Morrell

Mr. James Carter Ms. Raquel Richmond

Ms. Judy Reese Morse Ms. Beth Scioneaux

Ms. Nadine Ramsey

Mr. Christian Rhodes

Mr. Gary Solomon

Ms. Sarah Usdin

EX-OFFICIO:

Mr. Kyle Wedberg

COUNSEL:

Mr. Mark Beebe

CALL TO ORDER

Board President, Mr. Troy J. Broussard, called the meeting to order at 5:03 p.m.

ROLL CALL

The roll was taken. There were seven of thirteen members present and one member arrived shortly after the roll. Eight members present total. Quorum was present.

APPROVAL OF MINUTES

Mr. Broussard welcomed public comment regarding the Personnel Committee Meeting minutes and Board Meeting minutes of October 30, 2018. There was none. Ms. Nadine Ramsey moved to approve the minutes of the NOCCA Personnel Committee Meeting and NOCCA Board Meeting of October 30, 2018. Ms. Anne Candies seconded the motion. All were in favor. Motion carried.

BOARD PRESIDENT UPDATE

Mr. Broussard welcomed new board members Ms. Judy Reese Morse and Mr. Jefferson Turner. He also welcomed The NOCCA Institute Board President, Debbie Patrick.

PRESENTATION

Musical Theatre students Kyle Roth and Grace McClean performed a piece from their upcoming musical *Guys and Dolls*. The production is directed by Guest Director Leslie Castay and will be performed in Nims Blackbox Theatre Feb 19, 20, 21, 22, 25, and 26 at 7:00 p.m.

HUMAN RESOURCES

NOCCA President/CEO Mr. Kyle Wedberg and Human Resources Director Maisha Joshua presented the newly created Extended Sick Leave Policy for Unclassified Employees. The policy was created in response to faculty members (most frequently young mothers taking maternity leave) having to take unpaid leave for FMLA related events. The new policy stipulates that if an employee has drawn down their own leave bank for an FMLA related event and requires further leave, they can access up to 90 days of leave over a six year period. After six years, those 90 days of leave would retire and a new bank of 90 days would be available for another six year period. During the 90 days, the employee would receive 65% of their salary which also covers their retirement costs and health care costs. This policy cannot be applied to Civil Service employees due to Civil Service policy. The new policy has been passed before the Department of Education lawyers. Mr. Broussard asked for public comment. There was none. Ms. Sarah Usdin made a motion to approve the Extended Sick Leave Policy for Unclassified Employees. Mr. Gary Solomon seconded the motion. All were in favor. Motion carried.

In response to the observation that seven NOCCA unclassified faculty members had taken unpaid leave over the previous six academic school years, Mr. Wedberg proposed to give compensatory time leave to each of these seven employees. This proposed motion would retroactively grant 65% of the unpaid leave used by these employees as compensatory time leave and have those hours count towards their six year and 90 day totals. Ms. Usdin requested information about financial impact of policy. Total liability for all of the seven employees’ unpaid leave is 366 hours or approximately 57 days and approximately $12,000. Mr. Christian Rhodes made a motion to grant compensatory time to seven NOCCA employees who have taken unpaid leave in the past six years, as outlined in the provided Proposed Board Motion. Ms. Usdin seconded the motion. All were in favor. Motion carried.

STUDENT SERVICES UPDATE

Mr. Blake Coheley, NOCCA Director of Admissions and Student Services, presented the NOCCA School Calendar 2019-2020. Mr. Wedberg described a conflict on the calendar regarding the date of the College Fair, which falls during a religious holiday. There is a College Fair in Baton Rouge that NOCCA is willing to transport students or fund transportation to if they choose to miss the NOCCA College Fair for religious reasons. Ms. Usdin made a motion to approve the NOCCA School Calendar 2019-2020. Mr. Rhodes seconded the motion. All were in favor. Motion carried.

Mr. Coheley shared the NOCCA Lottery Policy for both incoming 9th grade students and the onboarding of 11th and 12th grade students. The Board had previously asked to annually review the already approved policy. Mr. Wedberg asked to review the policy in August in future years so if there are changes, there will be time to accommodate the changes before the application season begins. Ms. Usdin suggested making this information available to the One App and Ed Navigator organizations.

Mr. Coheley shared that the application season is currently in progress. He stated that though the deadline has passed, NOCCA is still accepting late applications. Currently, a total of 533 applications have been submitted. Of those, 231 are for 9th grade. The Summer Program is targeting students who wouldn’t otherwise be able to attend NOCCA for logistical, scheduling, and attendance reasons. The hope is that new half-day students result from the Summer Intensive attendance.

Mr. Coheley gave the Board numbers associated with students served in non-credit workshops:

 As of Oct 1 New Since Oct 1

On Campus Workshops 143 140

Off Campus Workshops 22 246

BUDGET

Ms. Lotte Delaney, NOCCA Chief Financial Officer, stated that NOCCA is on track to spend the budget and will not go over the budget. Ms. Delaney and Mr. Wedberg visited with the Commissioner of Administration regarding budget. The Commissioner asked them what their cuts would be if the requested funds aren’t realized. They stated that NOCCA’s singular priority is teacher pay raises. Ms. Delaney felt this priority was received well by the Commissioner. Until the Revenue Estimating Conference is concluded, the Governor will not be able to present a budget. Discussion followed regarding options for covering teacher pay raises.

THE NOCCA INSTITUTE REPORT

Ms. Sally Perry, The NOCCA Institute (TNI) Executive Director, reminded the NOCCA Board of Ms. Anne Candies’ challenge for 100% of the Board to contribute to TNI. This is the same challenge TNI’s Board has accepted. Ms. Perry reminded the Board of the Gala on March 23.

Ms. Perry told the Board of TNI’s investment in paid advertisement for the Summer Intensive including newspaper, social media, and radio (outlined in handout entitled Recruitment Marketing: 2019-2020 and Summer 2019). The response to those revealed that print was not as strong as social media, and, with results thus far, paid advertising doesn’t seem to have a big impact. Ms. Candies expressed that the best advertisement is getting people on the campus.

NOCCA PRESIDENT/CEO REPORT

Mr. Wedberg stated he would like to discuss the handout entitled Academic Studio Enrollment Trends by Class at the next meeting after the Board has a chance to review the material.

Mr. Wedberg shared NOCCA’s shifting strategy on hiring. Rather than interviewing during the school year for the current term, short term coverage will be determined for the current term while interviewing takes place for the following year. Mr. Wedberg stated the hiring teams were not finding good candidates during the school year for the current year.

Two Parent Spotlights from the Meet the President/CEO Parent Roundtables were shared. Mr. Wedberg has enjoyed hearing parents’ experiences.

Mr. Wedberg shared regarding the upcoming NOCCA Masterclass at the Governor’s Mansion, created in partnership with First Lady Donna Edwards. Students from East Baton Rouge Parish Schools will be participating in the class led by NOCCA Staff, Jazz Students, and Alumni. The class will be March 26, 2019. Other similar opportunities are in the works.

Mr. Wedberg told the Board of his Pahara/Aspen Education Fellowship and the first meeting he will attend soon. He is honored to have been selected and is looking forward to the discourse with other leaders in public education.

Mr. Broussard asked for remarks and public comments and there were none. Mr. Rhodes motioned to adjourn. Ms. Morse seconded the motion. All were in favor. The meeting adjourned at 6:06 p.m.

Submitted by: Reviewed by: Attest:

Leigh Traylor Kyle Wedberg Troy J. Broussard

Recording Secretary Secretary to the Board President of the Board

Date Approved: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_