



# LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

## LCTCS BOARD OF SUPERVISORS AGENDA

Wednesday, October 9, 2024  
9:00 a.m.

Regional Training Center Auditorium  
SOWELA Technical Community College  
3749 Senator J. Bennett Johnston Ave. Lake Charles, LA 70615

Meeting will be broadcast live for public interest.  
For live streaming, visit this link: <https://www.youtube.com/GoLCTCS>

Members of the public who wish to address the Board must complete an “Opportunity for Public Comment” form either beforehand by completing the online form [here](#) or by submitting the comment form to the Administrative Secretary before the meeting begins. The public comment form shall include the name of the person who requests to testify and the specific agenda item on which the person wishes to speak. Members of the public who wish to testify shall limit public comments to those items included on the published agenda.

In accordance with the American Disabilities Act, if you need special assistance, a request may be submitted to [erickapoole@lctcs.edu](mailto:erickapoole@lctcs.edu) providing the name, telephone number and email address of the agency representative by 5 business days prior to the meeting.

**\*\*The Board of Supervisors of the Louisiana Community and Technical College System reserves the right to enter Executive Session in accordance with R.S. 42:16-17.**

- A. CALL TO ORDER
- B. PLEDGE OF ALLEGIANCE
- C. ROLL CALL
- D. PUBLIC COMMENT
- E. APPROVAL OF MEETING AGENDA FOR OCTOBER 9, 2024
- F. APPROVAL OF MEETING MINUTES FOR AUGUST 14, 2024
- G. CONSENT AGENDA
  1. LCTCS Approved Non-Credit Programs  
Program Addition
    - a. Electric Vehicle Supply Equipment Field Technician IBC Name: Electric Vehicle Supply Equipment Field Technician, Issuer of IBC: SAE International (CIP 47.0101) – **4 STARS**
  2. Louisiana Delta Community College  
Program Deletions
    - a. Associate of Applied Science (AAS) in Industrial Electronics Technology (CIP 47.0105) – **4 STARS**

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Monty Sullivan  
*System President*

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Paul Price, Jr.

Stanton W. Salathe

**Student Members:**  
Abbigale Ardoin  
Christopher Elie

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Community  
& Technical  
College System

265 South Foster Drive  
Baton Rouge, LA 70806

Phone: 225-922-2800  
Fax: 225-922-1185

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- i. Technical Diploma (TD) in Industrial Electronics Technician Technology (CIP 47.0105) – **4 STARS**
    - ii. Certificate of Technical Studies (CTS) in IND EL TECH: Basic Electronics Technician (CIP 47.0105) – **4 STARS**
  - b. Technical Diploma (TD) in Carpentry (CIP 46.0201) – **4 STARS**
    - i. Certificate of Technical Studies (CTS) in Carpentry: Carpentry Tech II (CIP 46.0201) – **4 STARS**
  - c. Technical Diploma (TD) in Electrician: Marine (CIP 46.0302) – **4 STARS**
  - d. Technical Diploma (TD) in Commercial Wiring I (CIP 46.0302) – **4 STARS**
  - e. Career and Technical Certificate (CTC) in Cisco Cybersecurity (CIP 11.0901) – **4 STARS**
  - f. Career and Technical Certificate (CTC) in Cisco Network Professional (CIP 11.0901) – **4 STARS**
  - g. Career and Technical Certificate (CTC) in Call Center Representative (CIP 52.0411) – **2 STARS**
  - h. Certificate of Technical Studies (CTS) in Systems & Network Administrator (CIP 11.0901) – **4 STARS**
  - i. Certificate of Technical Studies (CTS) in Juvenile Justice (CIP 43.0110) – **3 STARS**
  - j. Certificate of Technical Studies (CTS) in Production Line Welder- Shipbuilding (CIP 48.0508) – **4 STARS**
  - k. Certificate of Technical Studies (CTS) in Production Line Welder- II (CIP 48.0508) – **4 STARS**
  - l. Certificate of Technical Studies (CTS) in Structural Fabrication (CIP 48.0508) – **4 STARS**
  - m. Certificate of Technical Studies (CTS) in Pipe Fabrication (CIP 48.0508) – **4 STARS**
  - n. Certificate of Technical Studies (CTS) in Medical Office Assistant (CIP 51.0716) – **3 STARS**
  - o. Certificate of Technical Studies (CTS) in Account Tech: Account Clerk (CIP 52.0302) – **3 STARS**
- 3. Northwest Louisiana Technical Community College Program Modification
  - a. Associate of Applied Science (AAS) in Practical Nursing (CIP 51.3901) – **4 STARS**
    - i. Technical Diploma (TD) in Practical Nursing (CIP 51.3901) – **4 STARS**
    - ii. Career and Technical Certificate (CTC) in Health Care Aid (CIP 51.3902) with an Industrial Based Certification in Certified Nurse Aide – **2 STARS**

## H. REPORTS

- 1. Chair of the Board Report
- 2. President's Report

## I. BOARD DEVELOPMENT

J. GENERAL ACTION ITEMS\*\*

ACADEMICS

1. Accreditation Update
2. Revisions to LCTCS Policy #9.001 - Power-Based Violence/Sexual Misconduct
3. Review and Advisement: Revisions to LCTCS Policy #2.018 - Campus Free Expression
4. Review and Advisement: Revisions to LCTCS Policy #2.004 - Student Conduct and Appeal Procedures

FACILITIES

5. Capital Outlay Requests for FY 2025-2026
6. Authorizing Naming Rights for Northshore Technical Community College

FINANCE

7. FY 2024-25 Operating Budget for LCTCS Entities

GOVERNANCE

8. Revisions to Bylaws of the Board of Supervisors of the Louisiana Community and Technical College System

PERSONNEL

9. Review and Advisement: Revisions to LCTCS Policy #6.015 - Grievance - For All Employees
10. Revisions to LCTCS Policy #6.501 - Faculty Workload
11. Pending and Potential Litigation or Settlement Authority
12. Board Self-Evaluation in Accordance with Section 18 of the Bylaws and SACSCOC Standard 4.2 g (look at previous year)
13. Performance Evaluations of LCTCS Chancellors
14. Performance Evaluation of LCTCS System President

K. UPDATES

1. Alternative Financing Projects
2. Report on General Personnel Actions for LCTCS Colleges and System Office
3. Status Report on Capital Projects
4. Report on the Usage of LCTCS Policy #6.037 - Educational Assistance
5. FY 2024-2025 Budgeted Waivers and Discounts for LCTCS Entities

L. OTHER BUSINESS

M. ANNOUNCEMENTS

N. ADJOURNMENT



# LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

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**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Dr. Wendi Palermo   
Chief Education and Training Officer

**FROM:** William Tulak   
Executive Director of Academics and Workforce

**DATE:** September 18, 2024

**SUBJECT:** LCTCS Approved Non-Credit Programs

## FOR BOARD ACTION

**Recommendation:** Staff recommends the Board approve the following non-credit program request listed below.

### Program Addition

1. Electric Vehicle Supply Equipment Field Technician IBC Name: Electric Vehicle Supply Equipment Field Technician, Issuer of IBC: SAE International (CIP 47.0101) – 4 STARS

**Background:** LCTCS Policy #1.024 - Curriculum Development Process and Requests allows for non-credit programs of study to be submitted and approved by the Board of Supervisors and reported to Board of Regents. All LCTCS colleges are authorized to offer an approved program.

**Fiscal Impact:** Non-credit programs are typically financially self-sustaining.

**History of Prior Actions:** The Board approved the first non-credit program list at the 10/20/2021 board meeting.

**Benefits to the System:** Approval of non-credit programs can create increased student financial aid options.



\_\_\_\_\_  
**Approved for Recommendation to the Board**  
**Dr. Monty Sullivan**

\_\_\_\_\_  
**Date**

**Signature:**   
Wendi Palermo (Oct 3, 2024 18:17 CDT)

**Email:** wendipalermo@lctcs.edu

**Signature:** *William Tulak*

**Email:** williamtulak@lctcs.edu

# Consent Agenda - LCTCS Approved Non-Credit Programs

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXxH8VenL2cox5VEwEptkQYqn-tdYUh_

## "Consent Agenda - LCTCS Approved Non-Credit Programs" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 8:57:53 AM CDT- IP address: 107.215.37.246
-  Document emailed to Wendi Palermo (wendipalermo@lctcs.edu) for signature  
2024-10-03 - 8:58:28 AM CDT
-  Email viewed by Wendi Palermo (wendipalermo@lctcs.edu)  
2024-10-03 - 3:50:49 PM CDT- IP address: 146.75.152.1
-  Document e-signed by Wendi Palermo (wendipalermo@lctcs.edu)  
Signature Date: 2024-10-03 - 6:17:10 PM CDT - Time Source: server- IP address: 74.193.159.123
-  Document emailed to William Tulak (williamtulak@lctcs.edu) for signature  
2024-10-03 - 6:17:12 PM CDT
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2024-10-03 - 7:24:14 PM CDT- IP address: 104.47.58.126
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Signature Date: 2024-10-03 - 7:26:05 PM CDT - Time Source: server- IP address: 73.252.95.35
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 7:26:06 PM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 7:26:32 PM CDT- IP address: 96.33.131.203
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 7:26:53 PM CDT - Time Source: server- IP address: 96.33.131.203



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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Dr. Wendi Palermo   
Chief Education and Training Officer

**FROM:** William Tulak   
Executive Director of Academics and Workforce

**DATE:** September 19, 2024

**SUBJECT:** Program Requests at Louisiana Delta Community College

### **FOR BOARD ACTION**

**Recommendation:** Staff recommends the Board approve the following program requests listed below.

### **Program Deletions**

1. Associate of Applied Science (AAS) in Industrial Electronics Technology (CIP 47.0105) – **4 STARS**
  - a. Technical Diploma (TD) in Industrial Electronics Technician Technology (CIP 47.0105) – **4 STARS**
  - b. Certificate of Technical Studies (CTS) in IND EL TECH: Basic Electronics Technician (CIP 47.0105) – **4 STARS**
2. Technical Diploma (TD) in Carpentry (CIP 46.0201) – **4 STARS**
  - a. Certificate of Technical Studies (CTS) in Carpentry: Carpentry Tech II (CIP 46.0201) – **4 STARS**
3. Technical Diploma (TD) in Electrician: Marine (CIP 46.0302) – **4 STARS**
4. Technical Diploma (TD) in Commercial Wiring I (CIP 46.0302) – **4 STARS**
5. Career and Technical Certificate (CTC) in Cisco Cybersecurity (CIP 11.0901) – **4 STARS**
6. Career and Technical Certificate (CTC) in Cisco Network Professional (CIP 11.0901) – **4 STARS**
7. Career and Technical Certificate (CTC) in Call Center Representative (CIP 52.0411) – **2 STARS**
8. Certificate of Technical Studies (CTS) in Systems & Network Administrator (CIP 11.0901) – **4 STARS**
9. Certificate of Technical Studies (CTS) in Juvenile Justice (CIP 43.0110) – **3 STARS**
10. Certificate of Technical Studies (CTS) in Production Line Welder- Shipbuilding (CIP 48.0508) – **4 STARS**
11. Certificate of Technical Studies (CTS) in Production Line Welder- II (CIP 48.0508) – **4 STARS**
12. Certificate of Technical Studies (CTS) in Structural Fabrication (CIP 48.0508) – **4 STARS**

13. Certificate of Technical Studies (CTS) in Pipe Fabrication (CIP 48.0508) – **4 STARS**
14. Certificate of Technical Studies (CTS) in Medical Office Assistant (CIP 51.0716) – **3 STARS**
15. Certificate of Technical Studies (CTS) in Account Tech: Account Clerk (CIP 52.0302) – **3 STARS**

**Background:** Louisiana Delta Community College (LDCC) is removing inactive programs from their list of approved programs. Since these are inactive programs no students, faculty, or community partners will be affected by the requested terminations.

**Fiscal Impact:** The administrative structure and allocation of departmental funds will be unchanged, unless otherwise noted.

**History of Prior Actions:** There is a history of revising and creating new programs to meet student and workforce needs.

**Benefits to the System:** These requests will allow LDCC to better meet student and workforce needs.



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**Approved for Recommendation to the Board**  
**Dr. Monty Sullivan**

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**Date**

## **MEMORANDUM**

**TO:** Bill Tulak LCTCS., Executive Director of Academics and Workforce

**FROM:** Dr. Randy Esters, LDCC Chancellor

**DATE:** September 10, 2024

**SUBJECT:** Request for Removal of Historically Inactive Programs

**Background:** After reviewing the Board of Regents Inventory of Degree and Certificate Programs (CRIN), we have identified several programs that need to be removed from our list of Active Programs. These programs were transferred from Louisiana Technical College during the merger with Louisiana Delta Community College but have remained inactive since then.

The programs are:

- **AAS Industrial Electronics Technology (CIP: 470105):** Ten completers since our initial SACSCOC accreditation date in 2013. The last completers were in 2015.
- **TD Industrial Electronics Technician (CIP: 470105):** Eleven completers since our initial SACSCOC accreditation date in 2013. The last completers were in 2015.
- **CTS IND EL TECH: BASIC ELECTRONICS TECHNICIAN (CIP: 470105):** Four completers since our initial SACSCOC accreditation date in 2013. The last completers were in 2017.
- **TD Carpentry (CIP: 460201):** Forty-nine completers since our initial SACSCOC accreditation date in 2013. The last completers were in 2018.
- **CTS CARPENTRY: CARPENTRY TECH II (CIP: 460201):** Six completers since our initial SACSCOC accreditation date in 2013. The last completers were in 2018.
- **TD Electrician: Marine (CIP: 460302):** No completers since our initial SACSCOC accreditation date in 2013.
- **TD Electrician: Commercial Wiring I (CIP: 460302):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTC Cisco Cybersecurity (CIP: 110901):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTC Cisco Network Professional (CIP: 110901):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTC Call Center Representative (CIP: 520411):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTS Systems & Network Administrator (CIP: 110901):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTS Juvenile Justice (CIP: 430110):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTS Production Line Welder- Shipbuilding (CIP: 480508):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTS Production Line Welder- II (CIP: 480508):** Twenty-four completers since our initial SACSCOC accreditation date in 2013. The last completers were in 2016.
- **CTS Structural Fabrication (CIP: 480508):** No completers since our initial SACSCOC accreditation date in 2013.

- **CTS Pipe Fabrication (CIP: 480508):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTS Medical Office Assistant (CIP: 510716):** No completers since our initial SACSCOC accreditation date in 2013.
- **CTS Account Tech: Account Clerk (CIP: 520302):** No completers since our initial SACSCOC accreditation date in 2013.

We request that these programs be officially closed to ensure accuracy in the CRIN.

**Signature:** *William Tulak*

**Email:** williamtulak@lctcs.edu

**Signature:**   
Wendi Palermo (Oct 3, 2024 20:34 CDT)

**Email:** wendipalermo@lctcs.edu

# Consent Agenda - Program Requests at Louisiana Delta Community College

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7nQYBO3a-8yYisuyybFunTuRM8tl_wrK

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-  Document created by [Ericka Poole \(erickapoole@lctcs.edu\)](mailto:erickapoole@lctcs.edu)  
2024-10-03 - 8:27:03 PM CDT- IP address: 38.48.119.149
-  Document emailed to [William Tulak \(williamtulak@lctcs.edu\)](mailto:williamtulak@lctcs.edu) for signature  
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✔ Agreement completed.

2024-10-03 - 8:40:52 PM CDT

✔ Agreement completed.

2024-10-03 - 7:26:53 PM CDT



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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Dr. Wendi Palermo   
Chief Education and Training Officer

**FROM:** William Tulak   
Executive Director of Academics and Workforce

**DATE:** September 18, 2024

**SUBJECT:** Program Request at Northwest Louisiana Technical Community College

### FOR BOARD ACTION

**Recommendation:** Staff recommends the Board approve the following program request listed below.

### Program Modifications

1. Associate of Applied Science (AAS) in Practical Nursing (CIP 51.3901) – **4 STARS**
  - a. Technical Diploma (TD) in Practical Nursing (CIP 51.3901) – **4 STARS**
  - b. Career and Technical Certificate (CTC) in Health Care Aid (CIP 51.3902) with an Industrial Based Certification in Certified Nurse Aide – **2 STARS**

**Background:** Northwest Louisiana Technical Community College (NLTCC) is modifying the Practical Nursing program to comply with the Financial Transparency Act which limits the program length of Gainful Employment (GE) programs. The Act reduced the maximum program length from 150% to 100% of the state's minimum educational requirements for licensure. The AAS in Practical Nursing is changing from 76 credit hours (1870 clock) to 74 credit hours (1725 clock hours), the TD in Practical Nursing is changing from 61 credit hours (1645 clock) to 59 credit hours (1500 clock), and the CTC Health Care Aid is changing from 8 credit hours (210 clock) to 7 credit (150 Clock).

**Fiscal Impact:** The administrative structure and allocation of departmental funds will be unchanged, unless otherwise noted.

**History of Prior Actions:** There is a history of revising and creating new programs to meet student and workforce needs.

**Benefits to the System:** These requests will allow NLTCC to better meet student and workforce needs.



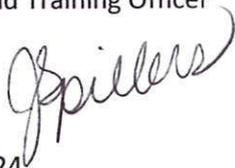
Approved for Recommendation to the Board  
Dr. Monty Sullivan

Date

# NORTHWEST

LOUISIANA TECHNICAL COMMUNITY COLLEGE

**TO:** Wendi Palermo  
Chief Education and Training Officer

**FROM:** Jayda Spillers  
Chancellor 

**DATE:** September 19, 2024

**RE:** Update Existing Program

NLTCC requests the following changes to the Practical Nursing and Associate of Applied Science in Practical Nursing Programs.

1. Remove CPTR 1002 from both curriculums.
2. HNUR 1322: increase credit hours from 1 credit hour to 2 credit hours.
3. HNUR 1363: increase credit hours from 2 credit hours to 3 credit hours.
4. HNUR 1460: increase credit hours from 2 credit hours to 3 credit hours.
5. HNUR 2118: increase credit hours from 7 credit hours to 8 credit hours.
6. HNUR 2128: increase credit hours from 7 credit hours to 8 credit hours.
7. HNUR 2138: increase credit hours from 7 credit hours to 8 credit hours.
8. HNUR 2522: increase credit hours from 2 credit hours to 3 credit hours.
9. HNUR 2812: increase credit hours from 2 credit hours to 4 credit hours.
10. HNUR 1000: decrease theory clock hours from 60 hours to 30 hours.
11. HNUR 1100: decrease theory clock hours from 90 hours to 75 hours.
12. HNUR 2812: increase theory clock hours from 30 hours to 45 hours
13. HNUR 1411: decrease lab clock hours from 60 hours to 30 hours.
14. HNUR 2812: increase clinical clock hours from 30 hours to 35 hours.
15. Add HNUR 1000 to the CTC for Health Care Aid.

These changes will change the overall clock hours and credit hours as follows for each exit point.

- CTC – Health Care Aid from 210 clock/8 credit to 150 clock/7 credit
- Practical Nursing from 1645 clock/61 credit to 1500 clock/59 credit
- Associate of Applied Science in Practical Nursing from 1870 clock/76 credit to 1725 clock/74 credit

**Background:** This request is in response to the requirement to reduce our nursing programs to a minimum of 1500 clock hours.

**History of Prior Actions:** There is a history of reviewing and updating programs to meet college and community needs.

**Fiscal Impact:** This change should have no fiscal impact.

**Benefits to System:** The requested changes will provide increased opportunities for students to participate in coursework toward attaining a terminal degree.

**#InspiredEquippedReadytoWork**

Mansfield Campus | Minden Campus | Shreveport Campus



# Associate of Applied Science in Practical Nursing (51.3901)

## Current Curriculum

### Program Description & Curriculum

This program prepares students to meet the licensure requirements for Licensed Practical Nurse (LPN), as established by the Louisiana State Board of Practical Nurse Examiners (LSBPNE). The program consists of classroom instruction, lab practicum and supervised clinical activities in accredited hospitals, nursing homes, and other health care agencies. Upon successful completion of the program, the student is awarded a diploma and is eligible to apply to take the National Council of State Boards Licensure Examination for Practical Nurses (NCLEX-PN).

### Degrees/Certificates

- Associate of Applied Science (AAS)
- Technical Diploma (TD)
- Career and Technical Certificate (CTC)

<i>Prerequisite Courses: Prerequisite courses may be exempted based on successful completion of previous college level coursework or substituted with the Special Projects course(s) with approval from the College's Chief Academic Officer.</i>						
Course #	Course Title	Lecture/ Lab Cr Hours	Credit Hours	Lecture clock hrs.	Lab/ Clinical Hrs.	Total Clock Hours
<b>Prerequisite Courses</b>						
CPTR 1002	Computer Literacy and Applications	2/2	3	30	60	90
<b>Required Practical Nursing Courses:</b>						
HNUR 1211	Nursing Fundamentals (summer)	2/1	4	45	30	75
HNUR 1212	Geriatric Clinical (summer)	0/1	1	0	45	45
<b>CTC - Health Care Aid</b>			<b>8</b>	<b>75</b>	<b>135</b>	<b>210</b>
<b>Level A1 --1st group of classes</b>						
HNUR 1000	PN Applications	2/0	2	60	0	60
HNUR 1100	Anatomy and Physiology for PNs	5/0	5	90	0	90
HNUR 1322	Nutritional Aspects	2/0	2	30	0	30
<b>Level I--Fall</b>						
HNUR 1363	Basic Pharmacology (16 weeks)	2/1	3	30	30	60
HNUR 1411	Nursing Fundamentals II (16 weeks)	2/2	4	30	60	90
HNUR 2522	Mental Illness/Psychiatric Nursing (16 weeks)	2/1	3	30	30	60
<b>Level II--Spring</b>						
HNUR 1460	Advanced Pharmacology (16 weeks)	3/0	3	45	0	45
HNUR 2611	IV Therapy (1st 8 weeks)	1/0	1	30	0	30
HNUR 2118	Medical Surgical I (16 weeks)	4/4	8	80	180	260
<b>Level III--Summer</b>						
HNUR 2128	Medical Surgical II (8 weeks)	4/4	8	80	180	260
HNUR 2722	Pediatrics (8 weeks)	1/1	2	35	30	65
<b>Level IV--Fall</b>						
HNUR 2138	Medical Surgical III (16 weeks)	4/4	8	80	180	260
HNUR 2712	Obstetrics (16 weeks)	1/1	2	35	30	65
HNUR 2812	PN Leadership and Management (16 weeks)	1/1	2	30	30	60
<b>TD - Practical Nursing</b>			<b>61</b>	<b>760</b>	<b>885</b>	<b>1645</b>
<i>Lab 185/700 clinical</i>						
ENG 1015	English Composition I	3/0	3	45	0	45
MATH 1015	College Algebra	3/0	3	45	0	45
PSYC 2015	Introduction to Psychology	3/0	3	45	0	45
BIOL 1010	General Biology I	3/0	3	45	0	45
HIST 1010 or HIST 1020 or HIST 2010 or HIST 2020	Western Civilization I or Western Civilization II or American History I or American History II	3/0	3	45	0	45
<b>AAS - Practical Nursing</b>			<b>76</b>	<b>985</b>	<b>885</b>	<b>1870</b>



# Associate of Applied Science in Practical Nursing (51.3901)

## Program Description & Curriculum

This program prepares students to meet the licensure requirements for Licensed Practical Nurse (LPN), as established by the Louisiana State Board of Practical Nurse Examiners (LSBPNE). The program consists of classroom instruction, lab practicum and supervised clinical activities in accredited hospitals, nursing homes, and other health care agencies. Upon successful completion of the program, the student is awarded a diploma and is eligible to apply to take the National Council of State Boards Licensure Examination for Practical Nurses (NCLEX-PN).

### Degrees/Certificates

Associate of Applied Science (AAS)

Technical Diploma (TD)

Career and Technical Certificate (CTC)

# New Curriculum

<i>Prerequisite Courses: Prerequisite courses may be exempted based on successful completion of previous college level coursework or substituted with the Special Projects course(s) with approval from the College's Chief Academic Officer.</i>						
Course #	Course Title	Lecture/ Lab Cr Hours	Credit Hours	Lecture clock hrs.	Lab/ Clinical Hrs.	Total Clock Hours
<b>Required Practical Nursing Courses:</b>						
HNUR 1211	Nursing Fundamentals (summer)	3/1	4	45	30	75
HNUR 1212	Geriatric Clinical (summer)	0/1	1	0	45	45
HNUR 1000	PN Applications	2/0	2	30	0	30
<b>CTC - Health Care Aid</b>			<b>7</b>	<b>75</b>	<b>75</b>	<b>150</b>
<b>Level A1 --1st group of classes</b>						
HNUR 1100	Anatomy and Physiology for PNs	5/0	5	75	0	75
HNUR 1322	Nutritional Aspects	2/0	2	30	0	30
<b>Level I--Fall</b>						
HNUR 1363	Basic Pharmacology (16 weeks)	2/1	3	30	30	60
HNUR 1411	Nursing Fundamentals II (16 weeks)	2/1	3	30	30	60
HNUR 2522	Mental Illness/Psychiatric Nursing (16 weeks)	2/1	3	30	30	60
<b>Level II--Spring</b>						
HNUR 1460	Advanced Pharmacology (16 weeks)	3/0	3	45	0	45
HNUR 2611	IV Therapy (1st 8 weeks)	1/0	1	30	0	30
HNUR 2118	Medical Surgical I (16 weeks)	4/4	8	80	180	260
<b>Level III--Summer</b>						
HNUR 2128	Medical Surgical II (8 weeks)	4/4	8	80	180	260
HNUR 2722	Pediatrics (8 weeks)	1/1	2	35	30	65
<b>Level IV--Fall</b>						
HNUR 2138	Medical Surgical III (16 weeks)	4/4	8	80	180	260
HNUR 2712	Obstetrics (16 weeks)	1/1	2	35	30	65
HNUR 2812	PN Leadership and Management (16 weeks)	3/1	4	45	35	80
<b>TD - Practical Nursing</b>			<b>59</b>	<b>700</b>	<b>800</b>	<b>1500</b>
ENG 1015	English Composition I	3/0	3	45	0	45
MATH 1015	College Algebra	3/0	3	45	0	45
PSYC 2015	Introduction to Psychology	3/0	3	45	0	45
BIOL 1010	General Biology I	3/0	3	45	0	45
HIST 1010 or HIST 1020 or HIST 2010 or HIST 2020	Western Civilization I or Western Civilization II or American History I or American History II	3/0	3	45	0	45
<b>AAS - Practical Nursing</b>			<b>74</b>	<b>925</b>	<b>800</b>	<b>1725</b>

**Signature:**   
Wendi Palermo (Oct 3, 2024 18:16 CDT)

**Email:** wendipalermo@lctcs.edu

**Signature:** *William Tulak*

**Email:** williamtulak@lctcs.edu

# Consent Agenda - Program Request at Northwest Louisiana Technical Community College

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAY1noF_5J7fV2ohrtLxdzcZHOmXJE_w_B

## "Consent Agenda - Program Request at Northwest Louisiana Technical Community College" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 8:59:00 AM CDT- IP address: 107.215.37.246
-  Document emailed to Wendi Palermo (wendipalermo@lctcs.edu) for signature  
2024-10-03 - 9:00:00 AM CDT
-  Email viewed by Wendi Palermo (wendipalermo@lctcs.edu)  
2024-10-03 - 3:50:49 PM CDT- IP address: 146.75.152.1
-  Document e-signed by Wendi Palermo (wendipalermo@lctcs.edu)  
Signature Date: 2024-10-03 - 6:16:35 PM CDT - Time Source: server- IP address: 74.193.159.123
-  Document emailed to William Tulak (williamtulak@lctcs.edu) for signature  
2024-10-03 - 6:16:37 PM CDT
-  Email viewed by William Tulak (williamtulak@lctcs.edu)  
2024-10-03 - 7:29:52 PM CDT- IP address: 104.47.70.126
-  Document e-signed by William Tulak (williamtulak@lctcs.edu)  
Signature Date: 2024-10-03 - 7:30:20 PM CDT - Time Source: server- IP address: 73.252.95.35
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 7:30:22 PM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 7:33:58 PM CDT- IP address: 96.33.131.203

 Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)

Signature Date: 2024-10-03 - 7:34:44 PM CDT - Time Source: server- IP address: 96.33.131.203

 Agreement completed.

2024-10-03 - 7:34:44 PM CDT



*Changing Lives,  
Creating Futures*

Monty Sullivan  
*System President*

*Officers:*  
Timothy W. Hardy  
*Chair*

Stephen C. Smith  
*First Vice Chair*

Stephen Toups  
*Second Vice Chair*

*Members:*  
Ellis Bourque, III  
Cynthia Butler-McIntyre  
Archie Hall  
Sabrina Hogan  
Joseph Hollins  
Patrick T. Johnson  
Jennifer Lee  
Erika McConduit  
Chad Moody  
Willie L. Mount  
Paul Price, Jr.  
Stanton W. Salathe

*Student Members:*  
Abbigale Ardoin  
Christopher Elie

Louisiana  
Community  
& Technical  
College System

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[www.lctcs.edu](http://www.lctcs.edu)

## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Dr. Amy Cable <sup>AC</sup><sub>AC</sub>  
Chief Student Affairs Officer

**FROM:** Dr. Amber Blair <sup>AB</sup><sub>AB</sub>  
Executive Director of Student Compliance, Equity & Governance

**DATE:** August 21, 2024

**SUBJECT:** Revisions to LCTCS Policy #9.001 - Power-Based Violence/Sexual Misconduct

### FOR BOARD ACTION

**Recommendation:** Staff recommends that the Board approve the revisions to LCTCS Policy #9.001- Power-Based Violence/Sexual Misconduct.

**Background:** Revisions to the LCTCS Policy #9.001 - Power-Based Violence/Sexual Misconduct Policy include a timeline of thirty days for the head of any law enforcement or criminal justice agency located within the parish of a campus of an institution to execute a memorandum of understanding proposed by an institution within the law enforcement agency's criminal jurisdiction.

**Fiscal Impact:** N/A

**History of Prior Actions:** The policy was originally adopted on October 20, 2021, and last revised on April 12, 2023.

**Benefits to the System:** This revision will align with state law and improve communications between member institutions and local law enforcement agencies.

Approved for Recommendation to the Board  
**Dr. Monty Sullivan**

Date

**LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM**  
**Policy # 9.001**

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**Title: POWER-BASED VIOLENCE/SEXUAL MISCONDUCT**

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Authority: Board Action

Original Adoption: 10/20/2021

Effective Date: 04/12/2023

Last Revision: TBD

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**I. INTRODUCTION**

The Board of Supervisors of the Louisiana Community and Technical College System (LCTCS) is committed to the highest quality and most impactful educational experiences for all students in its member colleges. These experiences are key to Louisiana’s prosperity and growth, and rely on campus environments that are safe, inclusive, and protective for the entire postsecondary education community. Leadership at all levels must collaborate on policy development and take all necessary steps to prevent discrimination, harassment, misconduct, and psychological and physical violence. Ultimately, we must fully commit to building and sustaining a strong culture of respect across LCTCS and its member colleges.

This Policy on Power-Based Violence, promulgated pursuant to Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, sets forth processes and procedures to guide member college stakeholders in maintaining safety and protection for students and employees. Power-based violence is defined as any form of interpersonal violence intended to control or intimidate another person through the assertion of power over the person. It includes but is more expansive than sexual misconduct and Title IX misconduct (See definition in [Appendix A](#)).

Each member college shall institute policies incorporating the policies and best practices prescribed by the Board of Regents (BOR) Uniform Policy on Power-Based Violence/Sexual Misconduct and this Policy regarding the prevention and reporting of incidents of power-based violence committed by or against students of an Institution. The LCTCS must review the policies of each of its member institutions for compliance with this Policy and applicable laws and regulations.

Upon the effective date of this Policy, all institutions shall immediately begin complying with this Policy as well as the institutional policy, once adopted, under the supervision and control of LCTCS. All policies and processes shall be posted on institutional websites as required in this Policy. The LCTCS shall ensure that its member institutions’ policies comply with applicable federal and state laws and regulations and must be amended to reflect any changes to federal and state laws and regulations. The LCTCS will review, evaluate, and make any

revisions or amendments to applicable power-based violence policies on an ongoing and as needed basis.

## **II. POLICY STATEMENT**

The Board of Supervisors of the Louisiana Community and Technical College System (LCTCS) prohibits discrimination on the basis of sex in any of its member institutions. This policy applies to all LCTCS member institutions in accordance with federal and state law, including Act 472 of the 2021 Legislative Session of the Louisiana Legislature (Act 472), Act 689 of the 2022 Regular Session of the Louisiana Legislature (SB 689), Act 211 of the 2023 Regular Session of the Louisiana Legislature (SB 202), Title IX of the Education Amendments of 1972 (Title IX) and Title VII of the Civil Rights Act of 1964 (Title VII), the Violence Against Women Act (VAWA), The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and other applicable laws.

The comprehensive scope of this Policy includes procedures to address both power-based violence (*which includes sexual misconduct*) and Title IX conduct (*see Title IX Formal Grievance Procedures*). All member Institutions shall implement policies, procedures, practices, and educational programs to prevent, respond to, and redress incidents involving acts of power-based violence including sexual misconduct and Title IX conduct (See definition in Appendix A). This Policy is designed to help Institutions create and maintain safe learning, working, and living environments for all individuals who participate in the institutions' activities and programs, including online instruction. It reflects the LCTCS's strong commitment to promoting an environment that is free from power-based violence which includes sexual misconduct and Title IX conduct.

Institutions may develop supplementary procedures to further support the implementation of this Policy. However, this Policy establishes various mandatory obligations with which all institutional policies must comply.

Inquiries about the application of this policy should be directed to the relevant Institution's Title IX Coordinator, whose contact information is available on each Institution's Title IX website. Institutions shall provide additional information about Title IX on their respective Title IX websites and provide additional information about the U.S. Department of Education's Office for Civil Rights.

This Policy is not intended to infringe upon or restrict rights guaranteed by the United States Constitution, including the right to free speech under the First Amendment or the due process clauses of the Fifth and Fourteenth Amendments.

## **III. NONDISCRIMINATION**

Each member Institution must publish a notice of nondiscrimination in their power-based violence policies. The notice must be distributed to all students, employees, applicants for admission and employment, and other relevant individuals. The notice must be prominently displayed on the Institution's website and included in publications of general distribution that provide information to students and employees.

Title IX is a federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX prohibits use of federal money to support sex discrimination in education programs and provides individuals protection against such practices.

In compliance with federal law and USDOE federal guidance, including the provisions of Title VII of the Civil Rights Act of 1964 (Title VII), Title IX of the Education Amendments of 1972 (Title IX), Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, the Age Discrimination in Employment Act of 1967 (ADEA), Executive Order 11246, Executive Order 13988, the Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended by the Jobs for Veterans Act, the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, an Institution shall not discriminate against individuals on the basis of their race, sex, sexual orientation, gender identity, gender expression, religion, color, national or ethnic origin, age, disability, military service, covered veteran's status, or genetic information in its administration of education policies, programs, or activities; admissions policies; scholarship and loan programs; athletic or other Institution-administered programs; or employment.

As part of their commitment to maintaining a community free of discrimination, and in compliance with Title IX's mandate, Institutions should address allegations of power-based violence, including sexual harassment and sexual assault, in a timely and effective manner. Further, Institutions will provide resources as needed for affected persons (Reporters, Complainants, Respondents, and third parties within an Institution's community- See definitions in Appendix A) and will not tolerate retaliation against any person who reports or participates in the investigation of alleged power-based violence or sex/gender discrimination.

#### **IV. SCOPE**

This Policy serves as LCTCS's overarching policy against power-based violence in all of its forms. It outlines procedures mandated by state law and identifies best practices that address both Title IX Conduct and power-based violence which includes sexual misconduct. This Policy is intended to inform and guide the development of institutional policy to address individuals who have been affected by power-based violence, whether as a Complainant, a Respondent, or a witness, and to provide fair and equitable procedures for all parties. It is applicable to all member Institutions with respect to conduct that occurs both on and off campus.

Power-based violence, which is addressed in this overarching Policy, is a broader term that covers gender/sex-based misconduct beyond the Title IX Regulations' "sexual harassment" definition. Power-based violence prohibited by this Policy includes conduct defined in Act 472. (See defined terms in [Appendix A.](#))

The accompanying Title IX Formal Grievance Procedure covers a narrower sub-set of conduct (i.e., Title IX Conduct) that must be addressed under a defined formal grievance process as required by the U.S. Department of Education under new Title IX Regulations, effective August 14, 2020. When power-based violence meets the criteria specified in the Title IX Regulations, it must be addressed under the Title IX Formal Grievance Procedure, and not this overarching Power-Based Violence Policy, to the extent the processes differ between the two policies. (See 34 C.F.R. §106.44-.45.)

"Sexual harassment" is defined in the Title IX Regulations (§106.30) as conduct on the basis of sex that satisfies one or more of the following:

1. An Institution's faculty or staff member/employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct (Quid Pro Quo);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to education programs or activities; or
3. Sexual assault, dating violence, domestic violence, or stalking. (See defined terms in [Appendix A.](#))

The Title IX Grievance Procedure applies to an Institution's education program activity, which is defined by the Title IX Regulations to include locations, events, or circumstances in which an Institution exercises substantial control over both the Respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the Institution. Under the Title IX Regulations, the Title IX Grievance Procedure does not apply to any education program or activity that does not occur in the United States (§106.44(a)).

However, power-based violence that is not covered by the Title IX Grievance Procedure, such as off-campus power-based violence alleged to have an on-campus effect or occurring during a study abroad program, may be addressed under this broader Policy.

Combined, LCTCS's and member Institutions' policies and procedures are intended to ensure that all students and employees impacted by an incident or Formal Complaint of power-based violence receive appropriate support and fair treatment, and that allegations of power-based violence are handled in a prompt, thorough and equitable manner.

## V. SAFETY EDUCATION

A healthy and prevention-minded campus culture allows students to learn to the best of their abilities on a safe and nurturing campus. Robust education and training programs for both students and employees are the cornerstone of these efforts and essential to building a culture in which sexual misconduct is rare and both Complainants and Respondents are well supported. Prevention depends on clear and well-communicated guidelines, underpinned by regular education on understanding of sexual misconduct and power-based violence, positive versus harassing behaviors, tools for reporting harassment and adjudicating disputes, and sanctions for violations.

Based on LCTCS policy, the administration of each Institution, in consultation with campus or local law enforcement agencies, shall develop and distribute information to students regarding power-based violence, campus safety, and internet and cell phone safety and online content that is a potential threat to school safety.

The information shall include the following:

1. Instruction on how to identify and prevent power-based violence and how to detect potential threats to school safety exhibited online, including on any social media platform;
2. How to report incidents of power-based violence, crimes on campus, violations of the student code of conduct, and possible threats to campus safety (i.e. through online Maxient Incident Reporting Forms/links); and
3. Where to find reports regarding campus safety.

The information shall be distributed as part of new student orientation and shall be posted on an easily accessible page of each Institution's website.

The reporting process for possible threats to the campus shall, at a minimum, include:

1. A standardized form through an online reporting platform (i.e. Maxient) to be used by students, faculty, other personnel, and the public to report potential threats. The form shall request, at a minimum, the following information:
  - a. Name of Institution, person, or group being threatened;
  - b. Name of student, individual, or group threatening violence;
  - c. Date and time the threat was made; and
  - d. Method by which the threat was made, including the social media outlet or website where the threat was posted, a screenshot or recording of the threat, if available, and any printed evidence of the threat.
2. A process for allowing anonymous reporting and for safeguarding the identity of a person who reports an incident of power-based violence or a safety threat.

Each Institution shall adopt a policy to implement the provisions of this Section. That policy must require that for every report of an incident of power-based violence or a safety threat received the actions taken by the Institution and the campus law enforcement agency or security officers be documented. The policies shall also provide for guidelines on referring the reports to the appropriate law enforcement agencies.

## **VI. RETALIATION PROHIBITION**

Retaliation is expressly prohibited under this Policy. Retaliation includes, but is not limited to, intimidation, harassment, threats, or other adverse action or speech against the person who reported the misconduct, the parties, and their witnesses.

The LCTCS expressly prohibits retaliation against anyone who: 1) in good faith reports what they believe is power-based violence, 2) cooperates with an investigation or proceeding under this Policy, or 3) opposes conduct that they believe to violate this Policy. However, an individual who reports an incident of power-based violence or participates in an investigation or proceeding and has perpetrated or assisted in the perpetration of committing the power-based violence reported, is still subjected to an investigation for a potential violation of this policy and may be subject to disciplinary action.

Institutions will not only take steps to prevent retaliation but will also take strong corrective action if it occurs. Anyone who believes they have been retaliated against should immediately report it to the Title IX Coordinator, who will treat it as a Report. Any individual found to have retaliated against another individual will be in violation of this Policy and will be subject to disciplinary action. Employees who are mandatory reporters (i.e., Responsible Employees) under this Policy are required to report retaliation.

Anyone who knowingly makes a false accusation of unlawful discrimination, harassment, or retaliation of any form will be subject to an investigation for a potential violation of this Policy and may be subject to disciplinary action, up to and potentially including termination for employees and expulsion for students.

## **VII. REPORTING POWER-BASED VIOLENCE**

An Institution's policy should provide that *anyone* can report an incident of power-based violence (to include Sexual Misconduct and Title IX Conduct).

A Report can be made by any individual who has:

1. Experienced or been affected by power-based violence (i.e., First-Party Reporter); or
2. Knowledge of or witnessed power-based violence happening to or affecting someone else (i.e., Third-Party Reporter).

**Institutions should strongly encourage all individuals to report incidents of power-based violence even if the individual does not intend to pursue a Formal Complaint.** In addition, the Institution should take prompt action to provide Supportive Measures for the safety and well-being of any affected person as well as the campus community.

## **A. REPORTING INCIDENTS OF POWER-BASED VIOLENCE**

To make a Report, a reporting individual should report the incident to the **Title IX Coordinator or Deputy Coordinator. Reports may also be made to any Responsible Employee, including Human Resources staff. Responsible Employees must send all reports of alleged Power-Based Violence to the appropriate Title IX Coordinator for the institution.** Institutions are required to make available contact information for the Title IX Coordinator and any Deputy Coordinator(s), as well as methods for reporting power-based violence. Reporting methods may vary by Institution but shall include, at a minimum, in-person reporting, reporting by mail, reporting via email, and reporting through an online reporting platform (i.e. Maxient Incident Reporting Forms).

The alleged victim shall have a right to obtain a copy of any Report made that pertains to the alleged victim.

After making a Report, an individual may choose to file or request a Formal Complaint and pursue resolution (under this policy or the Title IX Formal Grievance Procedure, as applicable) or, if applicable, an Informal Resolution involving the Respondent; may choose to be involved or not be involved in an Institution's investigation and any related proceedings; or may choose to end involvement in the process.

### **ONLINE REPORTING**

Institutions shall provide an online reporting system (i.e. Maxient) to collect anonymous disclosures of incidents of power-based violence and crimes, and track patterns of power-based violence and crimes on campus. (See additional information about confidential and anonymous reporting in Section D.) The online system shall also include information regarding how to report an incident of power-based violence or crime to a Responsible Employee and law enforcement and how to contact a Confidential Advisor.

## **B. MANDATORY REPORTING FOR EMPLOYEES**

An employee who receives a direct statement regarding or witnesses an incident of power-based violence committed by or against a student is a Responsible Employee (unless they are designated specifically as a Confidential Advisor). A Responsible Employee shall promptly report the incident to the Institution's Title IX Coordinator. (See [Appendix A](#) for definition of Responsible Employee.)

A Responsible Employee must report the following to the Title IX Coordinator:

1. The identity of the alleged victim;
2. The identity of the alleged perpetrator;
3. The type of power-based violence or retaliation alleged to have been committed;
4. Any other information about witnesses, location, date, and time that the incident occurred; and
5. Any other relevant information.

However, according to state law a Responsible Employee is not required to make a report if information involving power-based violence was received in the following circumstances:

1. During a public forum or awareness event in which an individual discloses an incident of power-based violence as part of educating others;
2. Disclosure made in the course of academic work consistent with the assignment; or
3. Disclosure made indirectly, such as in the course of overhearing a conversation.

If an individual chooses to make an initial report to an employee other than the Title IX Coordinator, that employee must refer the information to the Title IX Coordinator because the Title IX Office bears responsibility for responding to reports of power-based violence. Once the information is received by the Title IX Coordinator, it should constitute a Report.

LCTCS recommends as a best practice that, if an employee believes an individual may intend to share any information regarding an instance of power-based violence, the employee should seek to confirm that the reporting party understands the employee's obligations as a mandatory reporter. If the reporting party would prefer to speak with a confidential resource, the employee should direct the reporting party to a confidential resource. Institutions must provide a list of confidential resources in their policies.

### **C. CONFIDENTIAL AND ANONYMOUS REPORTING**

In accordance with state law, unless waived in writing by the alleged victim, the identity of an alleged victim of an incident reported under R.S. 17:3399.13 is confidential and not subject to disclosure except to:

1. A person employed by or under contract with the Institution to which the report is made, if the disclosure is necessary to conduct the investigation of the report or any related hearings;
2. A law enforcement officer as necessary to conduct a criminal investigation of the report;
3. A person alleged to have perpetrated the incident, to the extent required by law; or
4. A potential witness to the incident as necessary to conduct an investigation of the report.

**Note:** Consistent with FERPA’s prohibition on re-disclosure of confidential information, any person who receives another person’s confidential information solely as a result of participation in any investigation or proceeding under this Policy is prohibited from using or disclosing such confidential information outside of such forums without express consent or for any improper purpose. This provision only applies to other people’s confidential information, as a party is never restricted from discussing their own experience. This provision does not apply to any information learned outside of an investigation or proceeding under this Policy.

An alleged victim shall be advised of the right to seek a Confidential Advisor. See additional information pertaining to [Confidential Advisors](#).

#### **D. ADMINISTRATIVE REPORTING**

In accordance with state law, an Institution’s Title IX Coordinator, Chancellor, System President, and System Management Board are required to submit summarized reports on power-based violence incidents and to publish those reports on their respective websites.

- a. **Title IX Coordinator:** Not later than **October Tenth (10)** and **April Tenth (10)** of each year, the Title IX Coordinator of an Institution shall submit to the Chancellor of the Institution a written report on the reports received in accordance with the information required in [Appendix B](#).

The Title IX Coordinator of an Institution shall immediately report to the Chancellor of the Institution of an incident reported to the Coordinator if the Coordinator has cause to believe as a result of the incident that the safety of any person is in imminent danger.

- b. **Chancellor:** The Chancellor of each Institution shall submit a report to the LCTCS and System President within **fourteen (14) days** of receiving the report from the Title IX Coordinator in accordance with the information required in [Appendix B](#). The report shall be posted on the Institution's website.
- c. **System President:** The System President shall submit a system-wide summary report within **fourteen (14) days** of receiving the reports from the Chancellors to the LCTCS Board of Supervisors in accordance with the information required in [Appendix B](#). The report shall be published on the website of the system.
- d. **System Management Board:** The LCTCS shall send an annual system-wide summary report to BOR by **December Thirty-First (31)** in accordance with the information required in [Appendix B](#). BOR shall post the report on its website.
- e. **Board of Regents:** BOR shall annually, in consultation with the Louisiana Power-Based

Violence Review Panel, submit a report to the Governor, the president of the Senate, the speaker of the House of Representatives, the Senate and House Education Committees, and select committees on women and children by **January Fifteenth (15)** which shall include the statewide information. The report shall also include any recommendations for legislation. The report shall be published on BOR's website.

## **E. EMPLOYEE'S FAILURE TO REPORT OR FALSE REPORTING**

A Responsible Employee who is determined by the Institution's disciplinary procedures to have knowingly failed to make a Report or, with the intent to harm or deceive, made a Report that is knowingly false **shall be terminated**.

## **F. STUDENT'S FALSE REPORTING**

Any student who knowingly and in bad faith makes a false accusation of power-based violence or retaliation of any form will be subject to an investigation for a potential violation of this Policy and may be subject to disciplinary action.

## **G. IMMUNITIES AND AMNESTY**

An individual acting in good faith who reports or assists in the investigation of a report of an incident of power-based violence, or who testifies or otherwise participates in a disciplinary process or judicial proceeding arising from a report of such an incident may not be subjected to any disciplinary action by the Institution in which the individual is enrolled or employed for

any violation of the Institution's code of conduct reasonably related to the incident for which suspension or expulsion from the institution is not a possible punishment.

Immunity shall not apply to an individual who perpetrates or assists in the perpetration of power-based violence.

Each Institution shall provide an amnesty policy for any student who reports, in good faith, power-based violence to the Institution. Such student shall not be sanctioned by the Institution for a nonviolent student conduct violation, such as underage drinking, that is revealed in the course of making such a report.

## **VIII. TRANSCRIPT WITHHOLDING, NOTATION & COMMUNICATION**

In accordance with state law, public Institutions shall implement uniform transcript notation and communication policies to effectuate communication regarding the transfer of a student who is the subject of a power-based violence Formal Complaint or who has been found responsible for an incident of power-based violence pursuant to an Institution's investigative and adjudication process.

At a minimum, for any student who is the subject of a power-based violence Formal Complaint and who attempts to transfer to another institution, the Institution from which the student seeks to transfer ("Sending Institution") shall either (1) withhold the transcript of the student or (2) place a notation on the student's transcript. If the Sending Institution does not know whether the student seeks to transfer to another Institution, the student's transcript shall either be withheld or notated.

The Sending Institution shall notify the student that their transcript has been withheld or notated, and of the appeals process to have the hold or notation removed. Either the transcript is withheld or the notation remains on the transferring student's transcript until the Institution makes a determination that the transferring student is not responsible for power-based violence or the transferring student prevails in a request to appeal the withholding of a transcript or notation pursuant to Part c of this Section, whichever occurs first.

### **A. WITHHOLDING STUDENT TRANSCRIPTS**

If the Sending Institution chooses to withhold upon the filing of a Formal Complaint, the Institution shall place an administrative hold on the transcript of a student who is the subject of the Formal Complaint. For any student who is the subject of a power-based violence Formal Complaint that also constitutes sexual harassment under Title IX, the Institution should commence an investigation and place a notation on the student's transcript, rather than withholding the transcript.

When a student transcript is withheld, the institution to which the student seeks to transfer (“Receiving Institution”) must make a timely inquiry directed to the Sending Institution regarding the purpose of the transcript hold. Upon such an inquiry, the Sending Institution must timely disclose appropriate and factual information, consistent with the Family Education Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g.

## **B. NOTATION**

If the Sending Institution chooses to notate upon the filing of a Formal Complaint, the Institution *may* place a notation on the transcript of a student attempting to transfer to another institution. For any student who is the subject of a power-based violence Formal Complaint that also constitutes sexual harassment under Title IX, the Sending Institution should commence an investigation and place a notation on the student’s transcript, rather than withholding the transcript.

For a transferring student who is the subject of a pending investigation, the notation on the transcript shall read: ***“ADMINISTRATIVE MATTER PENDING”*** or other notation sufficient to place the Receiving Institution on notice and trigger an inquiry regarding the notation directed to the Sending Institution.

For a transferring student for whom a final decision has been rendered, and the student has been found to be responsible for power-based violence, the notation on the transcript shall read: ***“STUDENT FOUND RESPONSIBLE IN VIOLATION OF CODE OF CONDUCT”*** or other notation sufficient to place the Receiving Institution on notice and trigger an inquiry regarding the notation directed to the Sending Institution.

When a student transcript is notated as described above, the Receiving Institution must make a timely inquiry directed to the Sending Institution regarding the purpose of the transcript notation. Upon such an inquiry, the Sending Institution must timely disclose appropriate and factual information, consistent with the Family Education Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g.

For a transferring student found to be responsible for power-based violence, the Sending Institution will determine how long the notation will remain on the student’s transcript.

If a student is not found responsible, the Sending Institution must remove the notation and must send an updated version of the student’s transcript to the Receiving Institution (if known).

### **C. TRANSCRIPT WITHHOLDING AND NOTATION APPEALS**

A student whose transcript has been withheld or notated as described above may request a release of the hold or an expungement of the notation for good cause shown. Cause may include, but is not limited to, when (1) a student who transferred while under investigation was found not responsible or (2) a student was initially found responsible and later evidence showed that the student was in fact not responsible. In the second instance, an Institution must send an updated version of the student's transcript.

Such requests shall be submitted in writing to the appropriate decision makers, to be designated by the Institution. The Institution shall notify the requesting student of its decision no later than seven (7) business days from the date that the appeal request is made.

### **D. APPLICABILITY**

State law requires that all Louisiana public postsecondary institutions implement this Transcript, Withholding, Notation, and Communication policy. Nothing in this Policy shall prohibit or prevent a Sending Institution from withholding or notating the transcript of a student who is the subject of a power-based violence Formal Complaint, or who has been found responsible for power-based violence, when such student seeks to transfer to a non-public postsecondary or out-of-state institution. The LCTCS recognizes an obligation to ensure investigation and adjudication of all complaints of power-based violence, regardless of the type or location of the postsecondary institution where they occur.

## **IX. VICTIMS' RIGHTS POLICY**

State law requires institutions to adopt a victims' rights policy, which, at a minimum, shall provide for a process by which a victim may petition and be granted the right to have a perpetrator of an incident of power-based violence against the victim barred from attending a class in which the victim is enrolled.

See [Appendix D](#).

## **X. IDENTIFIED BEST PRACTICES**

In addition to compliance with federal and state laws and regulations, LCTCS has prescribed and identified a set of best practices, in accordance with Act 472, which Institutions should implement to address the resolving of power-based violence.

Once the Title IX Coordinator learns of any Report of alleged power-based violence or sex/gender discrimination, they should implement [Supportive Measures](#) as needed and initiate an investigation into the alleged incident.

**The form of the investigation may vary depending on whether the alleged conduct falls within the scope of power-based violence/sexual misconduct or Title IX Conduct.** If the alleged power-based violence satisfies the USDOE’s definition of Title IX sexual harassment (i.e., Title IX Conduct), the Title IX Coordinator should ensure investigation and adjudication of the allegation pursuant to the Title IX Formal Grievance Procedure. However, if the alleged conduct does not satisfy the USDOE’s definition of Title IX Sexual Harassment, the Title IX Coordinator will refer to the part of this Policy that addresses LCTCS’s best practices, outlined in the Sections below.

Following an investigation, the Title IX Coordinator has authority to resolve a Report, including the implementation of any Supportive Measures, and should close the case if the Report does not constitute or become a Formal Complaint.

#### **A. INITIAL STEPS & DETERMINATION OF APPROPRIATE PROCEDURES**

After an Institution’s Title IX Office has received a Report of alleged power-based violence, the Title IX Office should perform an initial assessment consistent with the information below prior to moving forward with an investigation (if one is required/requested) to determine whether the reported conduct meets the USDOE’s jurisdictional and definitional requirements to be categorized as Title IX conduct. If that initial assessment reveals that the alleged conduct does meet the definition of sexual harassment as contained within the USDOE’s Title IX Regulations, the investigation should proceed pursuant to the Title IX Formal Grievance Procedure. If the alleged conduct does not meet the USDOE’s definition of sexual harassment, the investigation should proceed pursuant to this Policy, the Title IX Coordinator will report all employee cases to the appropriate Human Resource Office.

#### **B. INITIAL CONTACT WITH POTENTIAL COMPLAINANT**

After receiving a Report of power-based violence, an Institution’s Title IX Office should notify the individual who is the alleged victim in the Report of the option to have an Advisor accompany them to any meeting or interview related to the power-based violence process.

In initial contact with a potential Complainant, the Title IX Office should also:

- a. Give the potential Complainant a copy of the relevant policies;
- b. Explain the process for filing a Formal Complaint with the Title IX Office;
- c. Provide the potential Complainant with information regarding the rights/responsibilities as a party in this matter;
- d. Explain the process for investigating and resolving a power-based violence Formal Complaint (including the available appeal procedures);
- e. Explain the procedural differences based on Title IX vs power-based violence conduct;
- f. Instruct the potential Complainant not to destroy any potentially relevant documentation in any format;

- g. Inform the individual of the availability of Supportive Measures with or without the filing of a Formal Complaint;
- h. Discuss the potential Complainant's expressed preference for manner of resolution and any barriers to proceeding (e.g., confidentiality concerns);
- i. Explain the prohibition against retaliation; and
- j. Communicate necessary details of the report to the campus police department for entry into the Institution's daily crime log.

### **C. SUPPORTIVE MEASURES**

If the Title IX Coordinator receives notice of alleged power-based violence, whether through online reporting or other reporting methods, the Title IX Coordinator or designee should contact the Complainant to discuss the availability of Supportive Measures with or without the filing of a Complaint (or Formal Complaint under the Title IX Grievance Procedure) and consider the Complainant's wishes with respect to Supportive Measures. Supportive Measures should also be made available to the Respondent.

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent regardless of whether a Complaint (or Formal Complaint) has been filed. Such measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, and increased security and monitoring of certain areas of the campus, and other similar measures.

Supportive Measures should be designed to restore or preserve access to the Institution's education program or activity, including measures designed to protect the safety of all parties and the Institution's educational environment.

### **D. FILING A FORMAL COMPLAINT**

If a potential Complainant wishes to pursue an incident of power-based violence beyond simply reporting it, they may file a Formal Complaint. The filing of a Formal Complaint means that the individual is asking an Institution to take further steps, such as a full investigation and possibly an adjudication to resolve the alleged issue. Any Complainant (i.e., an alleged victim or survivor or someone who has otherwise been directly affected by power-based violence) may file a Formal Complaint, and the Institution will treat it as such.

Similarly, the fact that the Title IX Coordinator converts a Report to a Formal Complaint does not make the Title IX Coordinator a Complainant. However, the Title IX Coordinator reserves the right to initiate a Formal Complaint in order to meet an Institution's Title IX obligations to provide a safe and nondiscriminatory environment and if the Institution determines that it must take additional steps to protect the campus community. Depending on the conduct alleged and

the location of the incident, a Formal Complaint and subsequent investigation will be governed by either this Policy or the Title IX Formal Grievance Procedure.

a. HOW TO FILE A FORMAL COMPLAINT

Individuals seeking to file a Formal Complaint may do so with the Title IX Coordinator. Formal Complaints should be in writing, signed and include all information the individual believes to be relevant (e.g., time, location, and nature of incident, names of individuals involved, witnesses to the incident, names of other persons affected by the incident, etc.).

Individuals seeking to file a Report should be allowed to submit on paper (hard copy), in electronic form (i.e. Maxient Incident Reporting Form), or in person, whereby the individual can file a Formal Complaint by meeting with the Title IX Coordinator (or Deputy Coordinator) to provide a verbal description of the power-based violence which the Title IX Office will use to draft a written document that the individual will review, verify, and sign to constitute a Formal Complaint.

**Note:** If the Complaint filed satisfies the requirements of a Title IX Formal Complaint as defined by 34 CFR §106.30, the Title IX Office *should proceed under the Title IX Formal Grievance Procedure.*

b. WITHDRAWAL OF FORMAL COMPLAINT

Institutions should allow for a Complainant to withdraw their Formal Complaint. If a Formal Complaint is withdrawn, the Title IX Office should assess the information provided and proceed accordingly. Withdrawal of the Formal Complaint should ordinarily end the Formal Complaint and resolution process. However, the Title IX Office should reserve the right to proceed with the Formal Complaint, even after the Complainant withdraws it, in order to protect the interests and safety of the Institution's community. In such cases, the Complainant shall be notified immediately of the Institution's decision to proceed.

## E. POWER-BASED VIOLENCE GRIEVANCE PROCEDURE

*This Section describes the investigation and resolution process for cases in which the Respondent is a student and in which the conduct alleged does not fall within the scope of the Title IX Conduct.*

**Note:** For non-Title IX conduct cases involving employees, see LCTCS Policies [6.011 Harassment, Discrimination, and Retaliation](#); [6.014 Discipline for All Employees](#); and [6.015 Grievance for All Employees](#).

Institutions should investigate all Reports of power-based violence reported to the Title IX Coordinator regardless of whether the Report becomes a Formal Complaint. The investigation and adjudication procedures (if needed) will be prompt, fair, and impartial.

a. NOTICE TO RESPONDENT

The person alleged to have committed power-based violence is called the Respondent. The Respondent should be notified in writing that a Formal Complaint alleging power-based violence has been filed against them. The Respondent should be advised that they may have an Adviser accompany them to any meeting or interview related to the investigation and resolution process.

Within seven (7) business days of receiving notice of the Formal Complaint, the Respondent should arrange to meet with the Title IX Office. The Title IX Office is required to provide the same information that was presented to the Complainant during their initial contact (See [Section B](#)).

After reviewing the Formal Complaint and meeting with the Title IX Office and appropriate decision makers, the Respondent may choose to end the resolution process by accepting responsibility for the conduct alleged in the Formal Complaint. If the Respondent accepts responsibility for the conduct alleged in the Formal Complaint, the appropriate decision makers should determine the appropriate sanction for the Respondent. If the Respondent disputes the allegations in the Formal Complaint, the matter will proceed to an investigation.

**F. INVESTIGATION PROCESS**

The Title IX Office should designate Investigators specifically trained in power-based violence investigations to conduct a prompt, thorough, and fair investigation. Assigned Investigators should not be the Title IX Coordinator or the Decision Makers.

The process should begin with intake meetings conducted by the Title IX Coordinator. The investigation phase should include interviewing the Complainant or Reporter, the Respondent, and any witnesses; reviewing law enforcement investigation documents if applicable; reviewing relevant student or employment files; and gathering and examining other relevant documents and evidence.

As a part of the investigation, the Institution should provide an opportunity for all parties to present written statements, identify witnesses, and submit other evidence.

Both Complainants and Respondents should be advised of the utilization of Advisors throughout the investigation process. Parties should be advised that Advisors are not permitted

to participate directly in Resolution Hearings or Informal Resolution Conferences, except to the extent an Advisor’s participation is required during Title IX grievance hearings; they may be present solely to advise or support the party and are prohibited from speaking directly to the Investigator, the power-based violence Adjudicator, other parties, or witnesses.

## **G. FINDINGS & INVESTIGATIVE REPORT**

At the conclusion of the investigation, Investigators should prepare a report (the “Investigative Report”) summarizing and analyzing the relevant facts determined through the investigation, with reference to any supporting documentation or statements. The report should be delivered to the Title IX Coordinator, who should analyze the report to ensure that the investigation was prompt, impartial, thorough, and consistent with this Policy. Before the Investigative Report is finalized, the Complainant and Respondent should be given the opportunity to review one another’s statements and may also be provided with a written summary of other information collected during the investigation if the information is requested and the Title IX Office deems it appropriate to disclose.

A Complainant or Respondent should submit any comments about their own statement, or on any investigation summary that might be provided, to the Investigators within five (5) calendar days after the statement or summary was provided. Following the receipt of any comments submitted, or after the five-day comment period has lapsed without comment, the Investigators should address any identified factual inaccuracies or misunderstandings, as appropriate.

The final Investigative Report should provide a summary of the Investigators’ impressions, including context for the evidence collected, but should not make a final determination as to whether a violation of the Power-Based Violence Policy occurred, reserving that decision (and any sanctions) for the appropriate decision maker(s). The parties should be provided with a copy of the final Investigative Report simultaneously.

## **H. RESOLUTION**

### **a. INFORMAL RESOLUTION**

For Formal Complaints with a student Respondent, at the discretion of the Title IX Coordinator, the parties should be advised of their option to pursue an Informal Resolution as an alternative to a Formal Resolution. An Informal Resolution should involve a remedies-based, non-judicial process designed to eliminate or address potential power-based violence. This process should aim to assure fairness, to facilitate communication, and to maintain an equitable balance of power between the parties. Institutions should not compel face-to-face confrontation between the parties or participation in any particular form of Informal Resolution.

The Title IX Coordinator should make an initial decision about whether a case qualifies for an Informal Resolution. If both parties then agree to pursue that path, the Institution will halt any investigation or scheduled Resolution Hearing so that the parties can explore the possibility of Informal Resolution. Participation in an Informal Resolution is voluntary, and either party can request to end the Informal Resolution process at any time and commence or resume the investigation process. If the parties agree to a resolution during an Informal Resolution process, the Title IX Coordinator should oversee its implementation, the Formal Complaint should be deemed withdrawn, and the matter should be terminated. An appeal of the process and its result should not be permitted. The resolution should be considered binding, and its breach would give rise to a new Formal Complaint.

#### b. FORMAL RESOLUTION

Institutions must provide for a process to resolve Formal Complaints. That process should be delineated in their policy. Institutions should avoid the “single investigator” or “sole investigator” model and ensure that the Title IX Coordinator and investigator(s) do not serve as the decision-maker(s) for a Formal Complaint.

### **I. SANCTIONS**

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent’s disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Decision-maker(s)

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

a. STUDENT SANCTIONS EXAMPLES

The following are the usual sanctions<sup>1</sup> that may be imposed upon students or organizations singly or in combination<sup>2</sup>:

- *Warning*: A formal statement that the conduct was unacceptable and a warning that further violation of any LCTCS or its colleges' policies, procedure, or directive will result in more severe sanctions/responsive actions.
- *Required Counseling*: A mandate to meet with and engage in either LCTCS or its colleges' college-sponsored or external counseling to better comprehend the misconduct and its effects.
- *Probation*: A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- *Suspension*: Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at LCTCS or its colleges.
- *Expulsion*: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend LCTCS or its colleges' college-sponsored events. This sanction will be noted permanently as a Conduct Expulsion on the student's official transcript, subject to any applicable expungement policies.
- *Withholding Diploma*: The LCTCS or its colleges may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities as a sanction if the student is found responsible for an alleged violation.
- *Revocation of Degree*: The LCTCS or its colleges reserve the right to revoke a degree previously awarded from the LCTCS or its colleges for fraud, misrepresentation, and/or other violation of LCTCS or its colleges' policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.

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<sup>1</sup> LCTCS or its colleges' policies on transcript notation will apply to these proceedings. <sup>2</sup>

Subject to LCTCS or its colleges' Organizational Codes of Conduct.

- *Organizational Sanctions*: Deactivation, loss of recognition, loss of some or all privileges (including LCTCS or its colleges' registrations) for a specified period of time.
- *Other Actions*: In addition to or in place of the above sanctions, the LCTCS or its colleges may assign any other sanctions as deemed appropriate.

**b. EMPLOYEE SANCTIONS EXAMPLES**

Responsive actions for an employee who has engaged in power-based violence, including harassment, discrimination, and/or retaliation include:

- *Warning – Verbal or Written*
- *Performance Improvement/Management Process*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Loss of Annual Pay Increase*
- *Loss of Oversight or Supervisory Responsibility*
- *Demotion*
- *Suspension with pay*
- *Suspension without pay*
- *Termination*
- *Other Actions*: In addition to or in place of the above sanctions, the LCTCS or its colleges may assign any other sanctions as deemed appropriate.
- *See LCTCS Policy [6.014 Discipline for All Employees](#)*

**J. GRIEVANCE PROCEDURE APPEALS**

Institutions' policies should provide an appeal process that is equally available to the parties and includes the procedures and permissible basis for the Complainant and Respondent to appeal.

Appeals should only be raised on one or more of the following grounds, for example:

- a. a procedural irregularity that affected the outcome of the matter;
- b. to consider new facts or information that were not known or knowable to the appealing party before or during the time of the resolution and that are sufficient to alter the decision;
- c. the Title IX Coordinator, Investigator, or Adjudicator(s) had a conflict of interest or bias that affected the outcome of the matter;
- d. the decision reached was not supported by a preponderance of evidence; or
- e. the sanctions were disproportionate to the findings.

As to all appeals the Institution should, at a minimum:

1. Notify the other party in writing when the appeal is filed and implement appeal procedures equally for both parties;
2. Ensure the decision maker(s) for the appeal **is/are not** the same individual(s) who reached the determination regarding responsibility or dismissal, the Investigator(s) or the Title IX Coordinator;
3. Give both parties a reasonable, equal opportunity to submit a written statement in support of or challenging the outcome;
4. Issue a written decision describing the result of the appeal and the rationale for the result; and
5. Provide a written decision simultaneously to both parties.

## **XI. TRAINING**

### **A. RESPONSIBLE EMPLOYEES**

Each Institution shall require annual training for each of its (i) Responsible Employees; (ii) individuals who are involved in implementing the Institution's student grievance procedures, including each individual responsible for resolving Formal Complaints of reported power-based violence or power-based violence policy violations; (iii) Title IX Coordinator(s); and (iv) employees who have responsibility for interviewing any alleged victims of power-based violence. Each Institution shall ensure that the individuals and employees receive the training described in this Subsection.

The BOR, in coordination with the attorney general and in consultation with state or local victim services organizations, shall develop the annual training program required in this Section. LCTCS shall annually review the annual training program and revise it as needed.

### **B. CONFIDENTIAL ADVISORS**

Each Institution shall designate individuals who shall serve as Confidential Advisors, such as health care staff, clergy, staff of a women's center, or other such categories. Such designation shall not preclude the Institution from partnering with national, state, or local victim services organizations to serve as Confidential Advisors or in other confidential roles.

Prior to designating a person as a Confidential Advisor, the person shall complete a training program that includes information on power-based violence (including "sexual harassment" under Title IX, as well as other types of power-based violence falling outside Title IX's jurisdictional requirements), trauma-informed interactions, Title IX requirements, state law on

power-based violence, and resources for victims. The Confidential Advisor shall also complete annual training relative to power-based violence and Title IX. The initial and annual training shall be developed by the Attorney General in collaboration with BOR and shall be provided through online materials.

Each Institution's website shall provide the contact information for obtaining a Confidential Advisor.

The Confidential Advisor to an alleged victim of power-based violence shall inform the alleged victim of the following:

1. The rights of the alleged victim under federal and state law and the policies of the Institution;
2. The alleged victim's reporting options, including the option to notify the Institution, the option to notify local law enforcement, and any other reporting options;
3. If reasonably known, the potential consequences of those reporting options;
4. The process of investigation and disciplinary proceedings of the Institution;
5. The process of investigation and adjudication of the criminal justice system;
6. The limited jurisdiction, scope, and available sanctions of the institutional student disciplinary proceeding, and that it should not be considered a substitute for the criminal justice process;
7. Potential reasonable accommodations that the Institution may provide to an alleged victim; and
8. The name and location of the nearest medical facility where an alleged victim may have a rape kit administered by an individual trained in sexual assault forensic medical examination and evidence collection, and information on transportation options and available reimbursement for a visit to such a facility.

The Confidential Advisor may, as appropriate, serve as a liaison between an alleged victim and the Institution or local law enforcement, when directed to do so in writing by an alleged victim who has been fully and accurately informed about what procedures shall occur if information is shared, and assist an alleged victim in contacting and reporting to a Responsible Employee or local law enforcement.

The Confidential Advisor shall:

1. Be authorized by the Institution to liaise with appropriate staff at the Institution to arrange reasonable accommodations through the Institution to allow the alleged victim to change living arrangements or class schedules, obtain accessibility services, or arrange other accommodations;
2. Be authorized to accompany the alleged victim, when requested to do so by the alleged victim, to interviews and other proceedings of a campus investigation and institutional disciplinary proceedings;
3. Advise the alleged victim of, and provide written information regarding, both the alleged victim's rights and the Institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a court of competent jurisdiction or by the Institution;
4. Not be obligated to report crimes to the Institution or law enforcement in a way that identifies an alleged victim or an accused individual, unless otherwise required to do so by law; and
5. To the extent authorized under law, provide confidential services to students. Any requests for accommodations made by a Confidential Advisor, as provided in this Section, shall not trigger an investigation by the Institution.

The Institution shall appoint an adequate number of Confidential Advisors. The BOR shall determine the adequate number of Confidential Advisors for an Institution based upon its size, no later than January 1, 2022, and on January 1<sup>st</sup> annually thereafter.

Each Institution that enrolls fewer than five thousand students may partner with another Institution in their system or region to provide the services described in this Section. However, this provision shall not absolve the Institution of its obligations under this Section.

## **XII. DATA PUBLICATION(S)**

### **A. POWER-BASED VIOLENCE CLIMATE SURVEY**

Each Institution shall administer an anonymous Power-Based Violence Climate Survey (Survey) to its students. If an Institution administers other surveys with regard to campus safety, this Survey may be included as a separate component of any such survey, provided that the power-based violence component is clearly identified as such.

Participation in this Survey shall be voluntary. No student shall be required or coerced to participate in the Survey, nor shall any student face retribution or negative consequences of any kind for declining to participate.

Subject to the foregoing paragraph, each Institution shall make every effort to maximize student participation in the Survey.

BOR shall:

1. Coordinate the survey in consultation with the LCTCS and its member colleges and in accordance with national best practices;
2. Work with LCTCS in researching and selecting the best method of developing and administering the survey;
3. Consult with victims' advocacy groups and student leaders who represent a variety of student organizations and affiliations, including student government associations, academic associations, faith-based groups, cultural groups, and fraternities and sororities, when meeting the requirements of this Section;
4. Submit a written report on survey results to the House Committee on Education, Senate Committee on Education, and the Governor not later than forty-five (45) days prior to the convening of the next Regular Session of the Legislature following the administration of the survey. The report shall summarize results from each public postsecondary education Institution and the state as a whole; and
5. Publish the survey results on BOR's website and in any other location or venue BOR considers necessary or appropriate.

Institutions must:

1. Administer a survey during the 2022-2023 academic year and every third year thereafter;
2. Report Survey results to LCTCS and BOR; and
3. Publish the Survey results in a prominent, easily accessible location on the Institution's website.

## **B. CAMPUS SECURITY REPORT**

In accordance with Act 447 of the 2021 Regular Legislative Session of the Louisiana Legislature, each Institution must publish on its website a semiannual security report to contain updated campus security policies and campus crime statistics.

The reports shall be updated and posted by **April Tenth (10)** and **October Tenth (10)** of each academic year. The report must include, at a minimum, all information relative to such policies and statistics specified in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092 (Clery Act).

LCTCS recommends as a best practice to include information related to statistics of incidents of power-based violence.

The report shall be posted in a prominent location that is readily accessible from the main landing page of the Institution's website. If an individual campus does not have its own website, this information shall be posted on the main website of the Institution, with the campus clearly indicated.

LCTCS and BOR shall review Institutions' websites for compliance with this Section. BOR shall notify the House Committee on Education, the Senate Committee on Education, and the State Bond Commission upon an Institution's failure to comply with this Section.

In addition, the State Bond Commission shall not authorize the Institution to incur any debt that is subject to the Commission's approval for a period of two years following notification of the Institution's failure to comply with this Section.

In accordance with state law, any person may commence a suit in the district court for the parish in which an action in violation of this Section occurred for the issuance of a writ of mandamus or injunctive or declaratory relief to require compliance with the provisions of this Section, together with reasonable attorney fees and costs.

### **C. SEX CRIME DATA REPORT**

By **February Fifteenth (15)** of each year, each Institution's campus police department shall submit a report containing the information required in [Appendix C](#) to the System President, the Institution's Chancellor, and the Institution's Title IX Coordinator.

The Chancellor shall ensure the report is posted on the Institution's website.

### **XIII. MEMORANDA OF UNDERSTANDING**

Each Institution and law enforcement and criminal justice agency located within the parish of the campus of the Institution, including the campus police department, if any, the local district attorney's office, and any law enforcement agency with criminal jurisdiction over the campus, shall enter into and maintain a written memorandum of understanding (MOU) to clearly delineate responsibilities and share information in accordance with applicable federal and state confidentiality laws, including but not limited to trends about power-based violence committed by or against students of the Institution. This MOU must be signed by all parties to the MOU.

**The head of any law enforcement or criminal justice agency located within the parish of the campus of the institution shall execute a memorandum of understanding proposed by an institution within the law enforcement agency's criminal jurisdiction within thirty days of receipt of the proposal.**

Each MOU shall include the following:

1. Delineation and sharing protocols of investigative responsibilities;
2. Protocols for investigations, including standards for notification and communication and measures to promote evidence preservation;

3. Agreed-upon training and requirements for the parties to the MOU on issues related to power-based violence for the purposes of sharing information and coordinating training to the extent possible;
4. A method of sharing general information about power-based violence occurring within the jurisdiction of the parties to the MOU in order to improve campus safety; and
5. A requirement that the local law enforcement agency include information on its police report regarding the status of the alleged victim as a student at an Institution.

Each executed MOU shall be reviewed annually by each Institution's Chancellor, Title IX Coordinator, and the executive officer of the criminal justice agency, and shall be revised as considered necessary.

Nothing in this Section or any MOU shall be construed as prohibiting an alleged victim or Responsible Employee from making a Formal Complaint to both the Institution and a law enforcement agency).

#### **XIV. CAMPUS POWER-BASED VIOLENCE POLICIES**

Each member college shall institute policies incorporating the policies and best practices prescribed by LCTCS regarding the prevention and reporting of incidents of power-based violence committed by or against students of an Institution.

The policies, at a minimum, shall require each Institution to provide for the following:

1. **Confidential Advisors** (See Section about [Confidential Advisors](#))
2. **Website** (See Section about [Website Compliance](#))
3. **Online Reporting** (See Section about [Online Reporting](#))
4. **Amnesty Policy** (See Section about [Immunities and Amnesty](#))
5. **Training** (See Section about [Training](#))
6. **Inter-campus Transfer Policy** (See Section about [Transcript Notation](#))
7. **Victims' Rights Policy** (See Section about [Victims' Rights Policy](#))

#### **XV. WEBSITE COMPLIANCE**

In addition to publishing the specified reports outlined in this Policy, Institutions must list on their websites:

- a. Contact information for obtaining a Confidential Advisor;
- b. Reporting options for alleged victims of power-based violence;
- c. The process of investigation and disciplinary proceedings of the Institution;
- d. The process of investigation and adjudication of the criminal justice system;
- e. Potential reasonable accommodations that the Institution may provide to an alleged victim;

- f. The telephone number and website address for a local, state, or national hotline providing information to victims of power-based violence, which shall be updated at least on an annual basis;
- g. The name and location of the nearest medical facility where an individual may have a rape kit administered by an individual trained in sexual assault forensic medical examination and evidence collection, and information on transportation options and available reimbursement for a visit to such facility;
- h. Each current memorandum of understanding between the Institution and local law enforcement and criminal justice agency located within the parish of the campus (12:15-13:5); and
- i. Data publications as specified in [Section XII](#) of this Policy.

## XVI. APPENDICES

### A. DEFINITIONS

For purposes of this Policy, the following terms will have corresponding definitions.

**Advisor:** In a Title IX conduct case or other power-based violence case involving a student, a person chosen by a party or appointed by the Institution to accompany the party to meetings related to the resolution process, to advise the party on that process, and to conduct cross-examination for the party at the hearing, if any.

**Chancellor:** The chief executive officer of a public postsecondary education Institution.

**Coercion:** The use of express or implied threats, intimidation, or physical force, which places an individual in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. Coercion also includes administering a drug, intoxicant, or similar substance with the intent to impair that person's ability to consent prior to engaging in sexual activity.

**Complainant:** An individual who is alleged to be the victim of behavior that could constitute power-based violence under this policy (or an individual who is alleged to be the victim of conduct that could constitute sexual harassment under Title IX) irrespective of whether a Formal Complaint has been filed.

**Confidential Advisor:** In a Title IX conduct case or other power-based violence case involving a student, a person designated by an Institution to provide emergency and ongoing support to students who are alleged victims of power-based violence.

**Consent:** Consent to engage in sexual activity must exist from beginning to end of each instance of sexual activity. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in a specific sexual activity. Silence alone, without actions evidencing permission, does not demonstrate Consent. Consent must be knowing and voluntary. To give Consent, a person must be of legal age. Assent does not constitute Consent if obtained through coercion or from an individual whom the Alleged Offender knows or reasonably should know is incapacitated. The responsibility of obtaining Consent rests with the person initiating sexual activity. Use of alcohol or drugs does not diminish one's responsibility to obtain Consent. Consent to engage in sexual activity may be withdrawn by any person at any time. Once withdrawal of Consent has been expressed, the sexual activity must cease. Consent is automatically withdrawn by a person who is no longer capable of giving Consent. A current or previous consensual dating or sexual relationship between the parties does not itself imply Consent or preclude a finding of responsibility.

**Decision Maker:** An individual selected by the institution and charged with determining responsibility for an allegation of power-based violence.

**Employee:** An employee is defined as:

- i. An administrative officer, official, or employee of a public postsecondary education board or Institution.
- ii. Anyone appointed to a public postsecondary education board or Institution.
- iii. Anyone employed by or through a public postsecondary education board or Institution.
- iv. Anyone employed by a foundation or association related to a System Management Board or Institution.

Employee does not include a student enrolled at a public postsecondary institution **whose employment is contingent upon enrollment as a student**, unless the student works for the institution in a position such as a teaching assistant or a residential advisor. Therefore, employees who enroll as students are still obligated as Responsible Employees/mandated reporters, unless they are designated as a Confidential Advisor.

**Formal Complaint:** A signed document filed by a Complainant or signed by the Title IX Coordinator alleging power-based violence or retaliation and requesting the Institution investigate and possibly adjudicate the alleged issue. A third party who knows of or witnessed an incident of power-based violence but who did not suffer such conduct themselves may request that the Institution treat their third-party Report as a Formal Complaint. The Institution can convert a Report to a Formal Complaint if it determines that, in order to meet its state and/or federal obligations to provide a safe and nondiscriminatory environment for the broader institutional community, it must take further steps to address and resolve the matter.

For purposes of alleged misconduct that satisfies the jurisdictional requirements of Title IX, see Formal Complaint in the Title IX Grievance Policy.

**Institution/Member College:** A public postsecondary education institution.

**Informal Resolution:** A voluntary process that is separate and distinct from an Institution's investigation and adjudication processes that allows the parties (i.e., Complainant and Respondent) to reach a mutually agreeable resolution.

**Incapacitation:** An individual is considered to be incapacitated if, by reason of mental or physical condition, the individual is manifestly unable to make a knowing and deliberate choice to engage in sexual activity. Individuals who are asleep, unresponsive, or unconscious are incapacitated. Other indicators that an individual may be incapacitated include, but are not limited to, inability to communicate coherently, inability to dress/undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance.

**Investigators:** Individuals designated by the Title IX Coordinator to conduct an investigation of alleged power-based violence. The Investigators will be a trained individuals who objectively collects and examines the facts and circumstances of potential violations of this Policy and documents them for review. The Investigators will be neutral and will not have a conflict of interest or bias against the Complainant or Respondent, or Complainants and Respondents generally.

**Mandatory Reporter:** An individual who is obligated by law to report any knowledge they may have of power-based violence. For purposes of this Policy, mandatory reporters include Responsible Employees. (See definition of Responsible Employee.)

**Power-based Violence/Sexual Misconduct:** Any form of interpersonal violence intended to control or intimidate another person through the assertion of power over the person, to include the following:

- a. Dating violence ([R.S. 46:2151\(C\)](#)).
- b. Domestic abuse and family violence ([R.S. 46:2121.1\(2\)](#) and [2132\(3\)](#)). For the purpose of this Part, domestic abuse shall also include any act or threat to act that is intended to coerce, control, punish, intimidate, or exact revenge on the other party, for the purpose of preventing the victim from reporting to law enforcement or requesting medical assistance or emergency victim services, or for the purpose of depriving the victim of the means or ability to resist the abuse or escape the relationship.
- c. Nonconsensual observation of another person's sexuality without the other person's consent, including voyeurism ([R.S. 14:283.J](#)), video voyeurism ([R.S. 14:283](#)), nonconsensual disclosure of a private image ([R.S. 14:283.2](#)), and peeping tom activities ([R.S. 14:284](#)).
- d. Sexual assault ([R.S. 14:41](#), [42](#) through [43.5](#), [89](#), [89.1](#), and [106](#)).
  - i. Sexual Battery ([R.S. 14:43.1](#))
  - ii. Misdemeanor sexual battery ([R.S. 14:43.1.1](#))
  - iii. Second degree sexual battery ([R.S. 14:43.2](#))
  - iv. Oral sexual battery ([R.S. 14:43.3](#))
  - v. Female genital mutilation ([R.S. 14:43.4](#))
  - vi. Intentional exposure to HIV ([R.S. 14:43.5](#))
  - vii. Crime against nature ([R.S. 14:89](#))
  - viii. Aggravated Crime against nature ([R.S. 14:89.1](#))
  - ix. Obscenity ([R.S. 14:106](#))
- e. Sexual exploitation means an act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse of another person's sexuality including prostituting another person ([R.S. 14:46.2](#) and [82](#) through [86](#)).
  - i. Human trafficking ([R.S. 14:46.2](#))
  - ii. Prostitution ([R.S. 14:82](#))
  - iii. Prostitution of person under 18 ([R.S. 14:82.1](#))
  - iv. Purchase of commercial sexual activity ([R.S. 14:82.2](#))
  - v. Solicitation for prostitutes ([R.S. 14:83](#))

- vi. Inciting prostitution (R.S. [14:83.1](#))
  - vii. Promoting prostitution (R.S. [14:83.2](#))
  - viii. Prostitution by message (R.S. [14:83.3](#))
  - ix. Sexual messages (R.S. [14:83.4](#))
  - x. Pandering (sexual) (R.S. [14:84](#))
  - xi. Letting premises for prostitution (R.S. [14:85](#))
  - xii. Enticing persons into prostitution (R.S. [14:86](#))
- f. Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or inappropriate conduct of a sexual nature when the conduct explicitly or implicitly affects an individual's employment or education, unreasonably interferes with an individual's work or educational performance, or creates an intimidating, hostile, or offensive work or educational environment and has no legitimate relationship to the subject matter of a course or academic research. g. Stalking ([R.S. 14:40.2](#)) and cyberstalking ([R.S. 14:40.3](#)).
- h. Unlawful communications ([R.S. 14:285](#)).
  - i. Unwelcome sexual or sex- or gender-based conduct that is objectively offensive and has a discriminatory intent.

**Reportant:** An individual who has been accused in a Report or Formal Complaint of conduct that could constitute power-based violence prohibited under this Policy (or, under the Title IX Grievance policy, an individual alleged to be the perpetrator of conduct that could constitute sexual harassment under Title IX).

**Responsible Employee:** An employee who receives a direct statement regarding or witnesses an incident of power-based violence. Responsible Employees do not include an employee designated as a Confidential Advisor pursuant to R.S. 17:3399.15(B) or an employee who has privileged communications with a student as provided by law.

**System:** A Louisiana public postsecondary management board.

**System President:** The president of a public postsecondary education system.

**Supportive Measures:** Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the Institution's educational environment, or deter sexual harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

**Title IX Coordinator:** The individual designated by a public postsecondary education institution as the official for coordinating the Institution's efforts to comply with and carry out its responsibilities under Title IX of the Education Amendments of 1972 and Act 472 the 2021 Regular Legislative Session of the Louisiana Legislature.

**Title IX Grievance Procedure:** A process for addressing and resolving a "Formal Complaint" that satisfies requirements set forth in 34 C.F.R. §106.30. See LCTCS Policy 9.002 Title IX Grievance Procedure for key term.

**Title IX Sexual Harassment:** For the purposes of determining whether power-based violence will be treated as a potential violation of Title IX in accordance with the Title IX Grievance Procedure, Title IX sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- A. An employee of the Institution conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or C. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

#### **B. ADMINISTRATIVE REPORTING FORMS**

1. Title IX Coordinator (Form B1)

*Note: Act 472 requires the submission of reports to the Institution's Chancellor by October 10<sup>th</sup> and April 10<sup>th</sup>.*

2. Chancellor (Form B2)

*Note: Act 472 requires the submission of biannual reports to the System President 14 days after receipt from the Institution's Title IX Coordinator. To ensure timeliness of compliance BOR recommends submitting reports to System Board by October 24<sup>th</sup> and April 24<sup>th</sup>.*

3. System President (Form B3)

*Note: Act 472 requires the submission of biannual reports to the System Board 14 days after receipt from the Institution's Chancellor. To ensure timeliness of compliance BOR recommends submitting reports to System Board by November 7<sup>th</sup> and May 8<sup>th</sup>.*

4. System Board (Form B3)

*Note: Act 472 requires the submission of annual reports to BOR by December 31<sup>st</sup>. To ensure timeliness of compliance BOR recommends submitting reports to BOR by December 1<sup>st</sup>. Additionally BOR will request that the System Board submit an interim report to BOR by June 1<sup>st</sup>.*

5. BOR



**Draft Form B2 – Chancellor’s Data Report  
2021-2022 Academic Year, Fall Semester<sup>12</sup>**

<b>Confidential Advisors and Responsible Employees<sup>13</sup></b>	<b>Total</b>
a. Number of Responsible Employees	00
b. Number of Confidential Advisors	00
<hr/>	
<b>Annual Training</b> <i>(please include number and percentage)</i> <sup>14</sup>	
a. Completion rate of Responsible Employees	0 (0%)
b. Completion rate of Confidential Advisors	0 (0%)
<hr/>	
<b>Responsible Employee Reporting<sup>15</sup></b>	
a. Number of employees who made false reports	
i. Number of employees terminated	
b. Number of employees who failed to report	
ii. Number of employees terminated	
<hr/>	
<b>Power-Based Violence Formal Complaints<sup>16</sup></b>	
a. Formal Complaints received	00
b. Formal Complaints resulting in occurrence of power-based violence	00
c. Formal Complaints resulting in discipline or corrective action	00
Type of discipline or corrective action taken	
i. For example: Suspension or Expulsion	00 00
<hr/>	
<b>Retaliation<sup>17</sup></b>	
a. Reports of retaliation received	00
b. Investigations	00
c. Findings	00
i. Retaliation occurred ii. Retaliation did not occur	00

<sup>12</sup> June 29, 2021 is the effective date of the state statute for purposes of complying with the Title IX Coordinator reporting requirements under Act 472.

<sup>13</sup> In accordance with Act 472, the Chancellor’s report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the institution.

<sup>14</sup> In accordance with Act 472, the Chancellor’s report shall include the number and percentage of Responsible Employees and Confidential Advisors who have completed annual training.

<sup>15</sup> Although this section is not required by Act 472, for data collection purposes BOR requests statistics regarding a responsible employees’ failure to comply with reporting requirements.

<sup>16</sup> In accordance with Act 472, the Chancellor’s report shall include (1) the number of Formal Complaints of power-based violence received by an institution, (2) the number of Formal Complaints which resulted in a finding

that power-based violence violations occurred, (3) the number of Formal Complaints in which the finding of power-based violations resulted in discipline or corrective action, (4) the type of discipline or corrective action taken, and

(5) the amount of time it took to resolve each Formal Complaint (see 2<sup>nd</sup> form)

<sup>17</sup> In accordance with Act 472, the Chancellor's report shall include information about retaliation which include the number of reports of retaliation, and any findings of any investigations or reports of retaliation.





**Draft Form B3 – System Data Report  
2021-2022 Academic Year, Fall Semester**

<b>R.S.</b>	<b>Total</b>
<b>17:3399.13</b>	<b>1</b>
a. Number of Responsible Employees	00
b. Number of Confidential Advisors	00
<b>Annual Training</b> <i>(please include number and percentage)</i>	
a. Completion rate of Responsible Employees	0 (0%)
b. Completion rate of Confidential Advisors	0 (0%)
<b>Responsible Employee Reporting</b>	
a. Number of employees who made false reports	
i. Number of employees terminated	
b. Number of employees who failed to report ii. Number of employees terminated	
<b>Power-Based Violence Reports</b>	
a. Formal Complaints received	00
b. Formal Complaints resulting in occurrence of power-based violence	00
c. Formal Complaints resulting in discipline or corrective action	00
Type of discipline or corrective action taken	
i. For example: Suspension or Expulsion	00
	00
<b>Retaliation Reports</b>	
a. Reports of retaliation received	00
b. Investigations	00
c. Findings	00
i. Retaliation occurred ii. Retaliation did not occur	00



### **C. DATA PUBLICATION FORMS**

1. Power-Based Violence Climate Survey Data Form
2. Campus Security Policy and Campus Crime Statistics (Form C1)
3. Campus Sex Crime Data Report (Form C2)

**Draft Form C1 – Crime Statistics Report 2021-  
2022 Academic Year, Fall Semester**

Offense	Location	October 2021	November 2021	December 2021	January 2022	February 2022	March 2022	
	Example Voyeurism (La. R.S. 14:283.1)	On Campus						
		Student Housing						
		Non-Campus						
		Public Property						
	Arrests							

**Draft Form C2 – Sex Crime Statistics Report 2021-  
2022 Academic Year, Fall Semester**

Offense	Location	October 2021	November 2021	December 2021	January 2022	February 2022	March 2022	
	Example Voyeurism (La. R.S. 14:283.1)	On Campus						
		Student Housing						
		Non-Campus						
		Public Property						
	Arrests							

#### **D. STATEMENT OF THE RIGHTS OF THE PARTIES**

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or discrimination made in good faith to LCTCS or its colleges' officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by LCTCS or its college officials.
- The right to have LCTCS or its colleges' policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by LCTCS or its college officials from reporting sexual misconduct or discrimination to both on-campus and off-campus authorities.
- The right to be informed by LCTCS or its college officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by LCTCS or its college authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by LCTCS or its college law enforcement and/or other LCTCS college officials.
- The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; legal, student financial aid, visa, and immigration assistance; or other services, both on campus and in the community.
- The right to a LCTCS or its college-implemented no-contact order or a no-trespass order against a non-affiliated third party when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct that presents a danger to the welfare of the party or others.
- The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:
  - Relocating an on-campus student's housing to a different on-campus location
  - Assistance from LCTCS or its college staff in completing the relocation

- ○ Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
  - ○ Transportation accommodations
  - Visa/immigration assistance
  - Arranging to dissolve a housing contract and a pro-rated refund
  - Exam, paper, and/or assignment rescheduling or adjustment
  - Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
  - ○ Transferring class sections
  - Temporary withdrawal/leave of absence (may be retroactive)
  - ○ Campus safety escorts
  - ○ Alternative course completion options.
- The right to have the LCTCS or its colleges maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair the LCTCS or its colleges' ability to provide the supportive measures.
- The right to receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible.
- The right to ask the Investigator(s) and Decision-maker(s) to identify and question relevant witnesses, including expert witnesses.
- The right to provide the Investigator(s)/Decision-maker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Chair, may be asked of any party or witness.
- The right not to have irrelevant prior sexual history or character admitted as evidence.
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of the investigation report, including all factual, policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the hearing, and the right to have at least ten (10) business days to review the report prior to the hearing.
- The right to respond to the investigation report, including comments providing any additional relevant evidence after the opportunity to review the investigation report, and to have that response on the record.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Decision-maker(s) who have received relevant annual training.
- The right to a Hearing Panel that is not single-sex in its composition, if a panel is used.

- The right to preservation of privacy, to the extent possible and permitted by law.
- The right to meetings, interviews, and/or hearings that are closed to the public.
- The right to petition that any LCTCS or its college representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process.
- The right to the use of the appropriate standard of evidence, preponderance of the evidence, to make a finding after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- The right to have an impact statement considered by the Decision-maker(s) following a determination of responsibility for any allegation, but prior to sanctioning.
- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale therefor (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties.
- The right to be informed in writing of when a decision by the LCTCS or its colleges is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the LCTCS or its colleges.
- The right to a fundamentally fair resolution as defined in these procedures.

**Signature:**   
 Amy Cable / Oct 3, 2024 1:00:04 CDT  
**Email:** amycable@lctcs.edu

**Signature:**   
 Amber Blair / Oct 3, 2024 1:03:35 CDT  
**Email:** amberblair1@lctcs.edu

# Revisions to LCTCS Policy 9.001 - Power-Based Violence\_Sexual Misconduct

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA8bgGylwCGTBgS-M9Is9UDdVh59X5noNF

## "Revisions to LCTCS Policy 9.001 - Power-Based Violence\_Sexual Misconduct" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:49:28 AM CDT- IP address: 107.215.37.246
-  Document emailed to Amy Cable (amycable@lctcs.edu) for signature  
2024-10-03 - 9:50:25 AM CDT
-  Email viewed by Amy Cable (amycable@lctcs.edu)  
2024-10-03 - 10:04:03 AM CDT- IP address: 69.85.225.112
-  Document e-signed by Amy Cable (amycable@lctcs.edu)  
Signature Date: 2024-10-03 - 10:04:36 AM CDT - Time Source: server- IP address: 69.85.225.112
-  Document emailed to Amber Blair (amberblair1@lctcs.edu) for signature  
2024-10-03 - 10:04:37 AM CDT
-  Email viewed by Amber Blair (amberblair1@lctcs.edu)  
2024-10-03 - 10:34:52 AM CDT- IP address: 76.229.144.77
-  Document e-signed by Amber Blair (amberblair1@lctcs.edu)  
Signature Date: 2024-10-03 - 10:35:18 AM CDT - Time Source: server- IP address: 76.229.144.77
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 10:35:20 AM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 10:37:18 AM CDT- IP address: 12.75.115.63
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 10:38:28 AM CDT - Time Source: server- IP address: 12.75.115.63

✔ Agreement completed.

2024-10-03 - 10:38:28 AM CDT



*Changing Lives,  
Creating Futures*

Monty Sullivan  
*System President*

*Officers:*  
Timothy W. Hardy  
*Chair*

Stephen C. Smith  
*First Vice Chair*

Stephen Toups  
*Second Vice Chair*

*Members:*  
Ellis Bourque, III  
Cynthia Butler-McIntyre  
Archie Hall  
Sabrina Hogan  
Joseph Hollins  
Patrick T. Johnson  
Jennifer Lee  
Erika McConduit  
Chad Moody  
Willie L. Mount  
Paul Price, Jr.  
Stanton W. Salathe

*Student Members:*  
Abbigale Ardoin  
Christopher Elie

Louisiana  
Community  
& Technical  
College System

265 South Foster Drive  
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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Dr. Amy Cable <sup>AC</sup>  
Chief Student Affairs Officer

**FROM:** Dr. Amber Blair <sup>AB</sup>  
Executive Director of Student Compliance, Equity & Governance

**DATE:** September 26, 2024

**SUBJECT:** Review and Advisement: Revisions to LCTCS Policy #2.018 – Campus Free Expression

### FOR BOARD REVIEW AND ADVISEMENT

**Recommendation:** Staff recommends that the Board accept for review and advisement proposed revisions to LCTCS Policy #2.018- Campus Free Expression.

**Background:** Revisions to LCTCS Policy #2.018 are necessary for alignment with revisions as approved in Act 584 during the 2024 Regular Session of the Louisiana Legislature.

**Fiscal Impact:** N/A

**History of Prior Actions:** The policy was originally adopted on November 14, 2018, and last revised on April 12, 2023. The CSAO/CAO functional group approved policy revisions during their regular meeting on August 22, 2024. The PACC approved policy revisions during their regular meeting on September 25, 2024.

**Benefits to the System:** This revision will align with requirements in state law.

**Approved for Distribution to the Board**  
**Dr. Monty Sullivan**

**Date**

**LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM**  
**Policy # 2.018**

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**Title: SPEECH AND FIRST**  
**AMENDMENT PROTECTED EXPRESSIVE**  
**ACTIVITIES ON CAMPUSES~~CAMPUS-FREE~~**  
**EXPRESSION**

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Authority: Board Action

Original Adoption: 11/14/2018

Effective Date: 04/12/2023

Last Revision: ~~04/12/2023~~

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The Louisiana Community & Technical College System (LCTCS) deems the free and open inquiry into all matters fundamental to the mission of higher education and is committed to the preservation of the lawful, free expression of ideas at all of its member institutions, subject only to reasonable time, place, and manner restrictions. All postsecondary institutions under the management of the LCTCS Board of Supervisors shall allow and protect non-commercial expressive activities by any person lawfully present on campus property in accordance with all applicable laws and this Policy.

Protests and demonstrations that infringe upon the constitutional rights of others to engage in or listen to expressive activity by creating a substantial and material disruption to the functioning of the institution or to someone's expressive activity in any location reserved for that expressive activity shall not be permitted. No conduct shall be deemed a material and substantial disruption that is protected under the First Amendment to the United States Constitution or Article I, Section 7 of the Constitution of Louisiana. Protected conduct includes but is not limited to lawful protests and counter-protests in the outdoor areas of campus generally accessible to members of the public except during times when these areas have been reserved in advance for other events or minor, brief, or fleeting nonviolent disruptions of events that are isolated and short in duration.

In accordance with ~~Part XIV of Chapter 26 of Title 17 of the Louisiana Revised Statutes of 1950, and La. R.S. 17:3399.31(1), (2), and (5), 3399.32(A), 3399.33, the heading and introductory paragraph of R.S. 17:3399.34, and 3399.38, and to enact R.S. 17:3399.34(4), (5), and (6), 3399.39, 3399.40, and 3399.41~~ Act 666 of the 2018 Regular Session and Act 727 of the 2022 Regular Legislative Session of the Louisiana Legislature, codified at R.S. 17:3399.31 through 3399.37 ("Louisiana Campus Free Expression Law"), LCTCS hereby adopts this policy on free speech and First Amendment protected expressive activities on the campuses of public postsecondary education institutions ~~Campus Free Expression~~ ("Policy"). This Policy applies to all postsecondary education institutions under the management of the LCTCS Board of Supervisors. For the purposes of this

Policy, the definition of key terms and other mandatory provisions shall remain consistent with those in Act 666 of 2018 and Act 727 of 2022, and Act 584 of 2024 codified at R.S. 17:3399:31 through 3399.4137. LCTCS will amend this Policy to reflect any subsequent changes to these statutes. In cases of any inconsistency, the statutory provisions shall supersede any such inconsistent provision in this Policy. The statutory provisions and this Policy shall supersede any inconsistent provision in an institution's policy.

All institutions subject to this Policy shall adopt an institutional policy in accordance with all applicable laws and this Policy. Each institution's policy must comply with applicable laws and regulations, and must be amended to reflect any subsequent changes to laws and regulations or this Policy. The institutional policy of each member institution shall be forwarded to the LCTCS and the Louisiana Board of Regents (BoR).

### Definitions

1. "Free speech and First Amendment expressive protected expressive activities" include but are not limited to any lawful verbal or written means by which individuals or groups communicate ideas to one another, as provided by the First Amendment of the Constitution of the United States of America and by Article I, Section 7 of the Constitution of Louisiana, including all forms of peaceful assembly, lawful protest, speech, distribution of literature, carrying signs, and circulating petitions. This "Free speech and First Amendment protected expressive activities" expressly excludes all of the following:

(a) Commercial activities where in which individuals or groups are being compensated or attempting to advertise, market, or accrue financial gain to any individual, corporation, business, or organization.

(b) Activities in which an individual or group is knowingly being monetarily funded or organized by any individual, corporation, business, or organization that has been designated as a foreign terrorist organization or foreign adversary by the United States Department of State, pursuant to 8 U.S.C. 1189 or 15 CFR 7.4.

~~4. (c) Any criminal activity which is prohibited under Title 14 of the Louisiana Revised Statutes of 1950 or any other provision of state law with criminal penalties. "Expressive activities" include but are not limited to any lawful verbal or written means by which individuals or groups communicate ideas to one another, as provided by the First Amendment of the Constitution of the United States of America and by the Constitution of Louisiana, including all forms of peaceful assembly, protest, speech, distribution of literature, carrying signs, and circulating petitions. This expressly excludes commercial activities where individuals or groups are being compensated or attempting to advertise, market, or accrue financial gain to any individual, corporation, business, or organization.~~

2. "Material and substantial disruption" means when a person, with the intent and knowledge of doing so, significantly hinders expressive activity free speech and First Amendment protected expressive activities, prevents the communication of the message, or

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prevents the transaction of the business of a lawful meeting, gathering, or procession by either of the following:

(a) Engaging in fighting assault, battery, attempted battery, violence, or similar unlawful behavior in violation of Title 14 of the Louisiana Revised Statutes of 1950 or any other provision of state law with criminal penalties.

2. (b) Physically blocking or using threats of violence to prevent any person from attending, listening to, viewing, or otherwise participating in an expressive activity a free speech and First Amendment protected expressive activity. "Material and substantial disruption" means when a person, with the intent and knowledge of doing so, significantly hinders expressive activity, prevents the communication of the message, or prevents the transaction of the business of a lawful meeting, gathering, or procession by either of the following:

- a. Engaging in fighting, violence, or similar unlawful behavior.
- a. Physically blocking or using threats of violence to prevent any person from attending, listening to, viewing, or otherwise participating in an expressive activity.

b.—

3. "Outdoor areas" are outside areas generally accessible to the majority of students, administrators, faculty, and staff, such as grassy areas, walkways, or other similar common areas, and do not include areas where access is restricted.

4. "Student" means any person who is enrolled on a full-time or part-time basis in a public postsecondary education institution.

4.

5. "Student-on-student discriminatory harassment" means unwelcome conduct that targets its a victim on the basis of a class protected under federal, state, or local law in violation of this Part and that is so severe, pervasive, and objectively offensive and so undermines and detracts from the victim's educational experience that the victim is effectively denied equal access to an institution's resources and opportunities. "Student-on-student discriminatory harassment" means unwelcome conduct that targets its victim on the basis of a class protected under federal, state, or local law and that is so severe, pervasive, and objectively offensive and so undermines and detracts from the victim's educational experience that the victim is effectively denied equal access to an institution's resources and opportunities.

6. "Student organization" means an officially recognized group at a public postsecondary education institution, or a group seeking official recognition, comprised of admitted enrolled students.

**§3399.32. Expressive Free speech and First Amendment protected expressive activities; public postsecondary education institutions; protected**

A. Expressive Free speech and First Amendment protected expressive activities at public postsecondary education institutions by students, administrators, faculty members, staff members, and invited guests are protected, pursuant to the First Amendment of the Constitution of the United States of America and Article I, Section 7 of the Constitution of Louisiana.

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**§3399.33. Freedom of association; religious liberty; faith-based student organizations; political or ideological belief-based organizations.**

A. No public postsecondary education institution shall deny a political or ideological belief-based organization or a religious or faith-based student organization any benefit or privilege available to any other student organization, or otherwise discriminate against a political or ideological belief-based organization or a faith-based organization, based on the expression political, ideological, or religious beliefs of the organization, including any requirement that the.

B. No public postsecondary education institution shall engage in discrimination on the basis of political, ideological, or religious beliefs against any organization or the organization's leaders or members of the organization in a manner that does any of the following:

(1) Affirm and adhere to Restricts the organization's sincerely held religious beliefs or the political or ideological beliefs of the organization.

(2) Comply Restricts compliance with the organization's standards of conduct with respect to free speech and First Amendment protected expressive activities.

(3) Further Restricts the organization's mission or purpose, as defined by the organization with respect to free speech and First Amendment protected expressive activities.

(4) Requires the organization to accept elected officers, choose leaders, or accept members who are not members of the same religion or the same political party or who do not share the same ideological beliefs if to do so would violate the organization's standards of conduct.

**§3399.34. Institutional policies on free expression speech and First Amendment protected expressive activities** Each public postsecondary education institution shall develop policies, regulations, and expectations of students regarding free expression and association speech and First Amendment protected expressive activities on campus that are consistent with this Part and the policies of its management board. The policies shall outline the rights of students, administrators, faculty, and staff.

**Institutional Policies**

Each institution's policy must contain, at a minimum, the following:

1. A statement that the institution shall strive to ensure the fullest degree of intellectual freedom and free expression, allowing for all forms of peaceful assembly, protest, speech, distribution of literature, carrying signs, and circulating petitions which are protected by the First Amendment of the Constitution of the United States of America and Article I, Section 7, of the Constitution of Louisiana. Neither the First Amendment of the Constitution of the United States of America nor Article I, Section 7, of the Constitution of Louisiana protects

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harassment or threats or expressions directed to provoke and likely to produce imminent lawless actions.

2. A statement that it is not the proper role of an institution to shield individuals from speech protected by the First Amendment of the Constitution of the United States of America and Article I, Section 7 of the Constitution of Louisiana, and other applicable laws, including, without limitation, ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. No institution shall deny a belief-based student organization any benefit or privilege available to any other student organization, or otherwise discriminate against a belief-based organization, based on the expression of the organization, including any requirement that the leaders or members of the organization:
  - a. Affirm and adhere to the organization's sincerely held beliefs;
  - b. Comply with the organization's standards of conduct;
  - c. Further the organization's mission or purpose, as defined by the organization.
3. A provision that students and faculty have the freedom to discuss any topic that presents itself, as provided under the First Amendment of the Constitution of the United States of America and Article I, Section 7 of the Constitution of Louisiana and other applicable laws within the limits on time, place, and manner of expression.

4. Include a statement that each institution shall strive to ensure the fullest degree of protection for each student's political views and freedom of association.

5. Include a statement that every professor or instructor at the institution shall be prohibited from imposing the professor's political views on students in violation of R.S. 17:3399.39.

4.6. Any limitations on time, place, and manner shall be those that are necessary to achieve a significant institutional interest only, and that provide ample alternative means of expression. College policies should clearly define any time, place, and manner restrictions.

5.7. A provision that students and faculty may assemble and engage in spontaneous and contemporaneous expressive activity as long as such activity is not unlawful and does not materially and substantially disrupt the functioning of the institution, subject to any required permit procedures.

6.8. A provision that any person lawfully present on a campus may protest or demonstrate there, subject to any required permit procedures.

7.9. A provision that the public areas of campuses of each institution are traditional public forums that are open on the same terms to any speaker. College policies should define what constitutes a public area on their campuses.

8.10. A provision that the institution shall prohibit student-on-student discriminatory harassment.

An institution is prohibited from sanctioning/disciplining a student's expression as a student-on-student discriminatory harassment unless the expression meets the definition above.

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9.11. A provision that institutions can still prohibit/limit/restrict unprotected expression such as true threats or expressions directed to provoke and likely produce imminent lawless actions.

10.12. A provision that institutions are not prevented from responding, through non-punitive actions, to student expression that does not meet the definition of student-on-student discriminatory harassment.

11.13. A provision that the institution will uphold other policies prohibiting stalking or other criminal activity.

12.14. Instructions on whether or not a permit is required. Institutions may require a permit from an individual or groups as a condition of being granted the exclusive control of a location for an expressive activity at a reserved time.

a. **Published permit processes:**

- i. must not be overly burdensome;
- ii. must be evaluated solely based on published content-neutral and view point neutral criteria;
- iii. should provide a written reason for permit denial within two (2) business days and allow the applicant to appeal;
- iv. should indicate if there is a required security fee associated. An institution shall not charge a security fee based on the content of the expression of the student or student organization/invited guest or anticipated reaction to the content. The determination of whether or not to charge a security fee must be solely based on content-neutral and viewpoint-neutral criteria such as the time/location/anticipated size of the event and whether or not alcohol will be served. The criteria the institution will use to assess the need for a security fee will be published.

13.15. Information regarding the procedures whereby a person aggrieved by a violation of the institutional policy on free expression may seek relief.

**Conflict with Other Laws**

A. The provisions of this Part shall supersede and control to the extent of any conflict with any other provision of law and shall govern a public postsecondary education institution's obligation to address all forms of discriminatory harassment perpetrated by one student on another, including sexual harassment.

B. Nothing in this Section shall be construed to limit or deny any protections or remedies available to a student pursuant to any other provision of law.

**§3399.39. Right to individual dignity: each student's right to be free from discrimination on the basis of political ideas, affiliations, or ideology**

A. Article I, Section 3 of the Constitution of Louisiana guarantees that each person, including a college or university student, has the right to "individual dignity" and further

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provides that protections are guaranteed against discrimination based upon the student's "political ideas or affiliations".

- B. A public postsecondary education management board shall make reasonable efforts to protect students from discrimination on the basis of political ideas, affiliations, or ideology.
- C. No professor or instructor who teaches a class to students at an institution of higher education shall impose the professor's or instructor's political views onto students and, therefore, shall be prohibited from doing any of the following:

- (1) Requiring a student to attend a political protest or engage in any other political activity outside the classroom that aligns with the political views of the professor or instructor.
- (2) Requiring a student to participate in a certain political activity outside the classroom as a condition of obtaining the letter grade to which the student would otherwise be entitled based upon the student's actual academic performance in the class.

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**§3399.40. Due process requirements; right to an attorney** A public postsecondary education management board shall be prohibited from denying any student the right to have an attorney present at any disciplinary hearings to which the student is a party if the student desires to engage an attorney at the student's expense.

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**§3399.41. Remedies**

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A. The attorney general may obtain injunctive relief, protective order, writ of mandamus, or declaratory relief to prevent any violation of this Part. Should the attorney general prevail, the court shall award reasonable attorney fees and costs.

B. A student who is harmed in violation of this Part shall have a cause 16 of action for remedies as provided for in this Subsection and may obtain appropriate relief, including but not limited to any of the following:

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(1) Injunctive relief, protective order, writ of mandamus or a prohibition, or declaratory relief to prevent any violation of this Part. The court may waive the requirement that the student petitioner post bond to obtain injunctive relief for good cause shown.

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(2) Actual damages.

(3) Recovery of reasonable attorney fees and costs.

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**Publication and Dissemination**

College policies on campus free expression should be made public in the institution's handbook, on its website, and through student orientation programs. They should be incorporated in the materials, programs, and procedures provided to all employees and students.

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**Reporting Requirements**

Each college shall submit a report on the implementation of the new free expression policy to the LCTCS on an annual basis by August 1. Annual reports should include any barriers to or incidents against free expression that occurred at the institution during the previous year. The report shall detail the barrier or incident as well as actions taken in response to the barrier or incident. If an

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institution is sued for an alleged violation of a right guaranteed by the First Amendment of the Constitution of the United States of America, the institution shall submit to the LCTCS a supplementary report with a copy of the complaint within 30 days of receipt of the complaint. The LCTCS will submit all reports related to campus free expression to the Governor and the Legislature on behalf of its member institutions.

#### **Compliance**

Failure to comply with any applicable laws and regulations, including those listed above, shall constitute a failure to comply with this Policy. Each member institution shall make all due diligence efforts to comply with applicable laws and regulations, including those listed above. While the provisions of the laws listed above are mandatory components of the institutional policy, institutions may supplement the provisions of this Policy as necessary, but any such supplemental provision shall comply with the laws and this Policy. This policy and the provisions therein shall supersede and control to the extent of any conflict with any other provision of law and shall govern the LCTCS's obligation to address all forms of discriminatory harassment perpetrated by one student on another, including sexual harassment.

# LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

## Policy # 2.018

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### **Title: FREE SPEECH AND FIRST AMENDMENT PROTECTED EXPRESSIVE ACTIVITIES ON CAMPUSES**

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Authority: Board Action

Original Adoption: 11/14/2018

Effective Date: 04/12/2023

Last Revision: TBD

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Free speech and First Amendment protected expressive activities at public postsecondary education institutions by students, administrators, faculty members, staff members, and invited guests are protected, pursuant to the First Amendment of the Constitution of the United States of America and Article I, Section 7 of the Constitution of Louisiana.

The Louisiana Community & Technical College System (LCTCS) deems the free and open inquiry into all matters fundamental to the mission of higher education and is committed to the preservation of the lawful, free expression of ideas at all of its member institutions, subject only to reasonable time, place, and manner restrictions. All postsecondary institutions under the management of the LCTCS Board of Supervisors shall allow and protect non-commercial expressive activities by any person lawfully present on campus property in accordance with all applicable laws and this Policy.

Protests and demonstrations that infringe upon the constitutional rights of others to engage in or listen to expressive activity by creating a substantial and material disruption to the functioning of the institution or to someone's expressive activity in any location reserved for that expressive activity shall not be permitted. No conduct shall be deemed a material and substantial disruption that is protected under the First Amendment to the United States Constitution or Article I, Section 7 of the Constitution of Louisiana. Protected conduct includes but is not limited to lawful protests and counter-protests in the outdoor areas of campus generally accessible to members of the public except during times when these areas have been reserved in advance for other events or minor, brief, or fleeting nonviolent disruptions of events that are isolated and short in duration.

In accordance with Part XIV of Chapter 26 of Title 17 of the Louisiana Revised Statutes of 1950, and R.S. 17:3399.31(1), (2), and (5), 3399.32(A), 3399.33, the heading and introductory paragraph of R.S. 17:3399.34, and 3399.38 and to enact R.S. 17:3399.34(4), (5), and (6), 3399.39, 3399.40, and 3399.41LCTCS hereby adopts this policy on free speech and First Amendment protected expressive activities on the campuses of public postsecondary education institutions ("Policy"). This

Policy applies to all postsecondary education institutions under the management of the LCTCS Board of Supervisors. For the purposes of this Policy, the definition of key terms and other mandatory provisions shall remain consistent with those in Act 666 of 2018 and Act 727 of 2022, and Act 584 of 2024 codified at R.S. 17:3399:31 through 3399.41. LCTCS will amend this Policy to reflect any subsequent changes to these statutes. In cases of any inconsistency, the statutory provisions shall supersede any such inconsistent provision in this Policy. The statutory provisions and this Policy shall supersede any inconsistent provision in an institution's policy.

Each public postsecondary education institution shall develop policies, regulations, and expectations of students regarding free speech and First Amendment protected expressive activities on campus that are consistent with this Part and the policies of its management board. The policies shall outline the rights of students, administrators, faculty, and staff.

All institutions subject to this Policy shall adopt an institutional policy in accordance with all applicable laws and this Policy. Each institution's policy must comply with applicable laws and regulations and must be amended to reflect any subsequent changes to laws and regulations or this Policy. The institutional policy of each member institution shall be forwarded to the LCTCS and the Louisiana Board of Regents (BoR).

### **Definitions**

1. **"Free speech and First Amendment Expressive protected expressive activities"** include but are not limited to any lawful verbal or written means by which individuals or groups communicate ideas to one another, as provided by the First Amendment of the Constitution of the United States of America and by Article I, Section 7 of the Constitution of Louisiana, including all forms of peaceful assembly, lawful protest, speech, distribution of literature, carrying signs, and circulating petitions. This "Free speech and First Amendment protected expressive activities" expressly excludes all of the following:
  - (a) Commercial activities where in which individuals or groups are being compensated or attempting to advertise, market, or accrue financial gain to any individual, corporation, business, or organization.
  - (b) Activities in which an individual or group is knowingly being monetarily funded or organized by any individual, corporation, business, or organization that has been designated as a foreign terrorist organization or foreign adversary by the United States Department of State, pursuant to 8 U.S.C. 1189 or 15 CFR 7.4.
  - (c) Any criminal activity which is prohibited under Title 14 of the Louisiana Revised Statutes of 1950 or any other provision of state law with criminal penalties.
  
2. **"Material and substantial disruption"** means when a person, with the intent and knowledge of doing so, significantly hinders expressive activity free speech and First Amendment protected expressive activities, prevents the communication of the message, or prevents the transaction of the business of a lawful meeting, gathering, or procession by either of the following:

- (a) Engaging in fighting assault, battery, attempted battery, violence, or similar unlawful behavior in violation of Title 14 of the Louisiana Revised Statutes of 1950 or any other provision of state law with criminal penalties.
  - (b) Physically blocking or using threats of violence to prevent any person from attending, listening to, viewing, or otherwise participating in an expressive activity a free speech and First Amendment protected expressive activity.
- 3. **"Outdoor areas"** are outside areas generally accessible to the majority of students, administrators, faculty, and staff, such as grassy areas, walkways, or other similar common areas, and do not include areas where access is restricted.
  - 4. **"Student"** means any person who is enrolled on a full-time or part-time basis in a public postsecondary education institution.
  - 5. **"Student-on-student discriminatory harassment"** means unwelcome conduct that targets a victim on the basis of a class protected under federal, state, or local law in violation of this Part and that is so severe, pervasive, and objectively offensive and so undermines and detracts from the victim's educational experience that the victim is effectively denied equal access to an institution's resources and opportunities.
  - 6. **"Student organization"** means an officially recognized group at a public postsecondary education institution, or a group seeking official recognition, comprised of admitted enrolled students.

### **Institutional Policies**

Each institution's policy must contain, at a minimum, the following:

- 1. A statement that the institution shall strive to ensure the fullest degree of intellectual freedom and free expression, allowing for all forms of peaceful assembly, protest, speech, distribution of literature, carrying signs, and circulating petitions which are protected by the First Amendment of the Constitution of the United States of America and Article I, Section 7, of the Constitution of Louisiana. Neither the First Amendment of the Constitution of the United States of America nor Article I, Section 7, of the Constitution of Louisiana protects harassment or threats or expressions directed to provoke and likely to produce imminent lawless actions.
- 2. A statement that it is not the proper role of an institution to shield individuals from speech protected by the First Amendment of the Constitution of the United States of America and Article I, Section 7 of the Constitution of Louisiana, and other applicable laws, including, without limitation, ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. No institution shall deny a belief-based student organization any benefit or privilege available to any other student organization, or otherwise discriminate against a belief-based organization, based on the expression of the organization, including any requirement that the leaders or members of the organization:
  - a. Affirm and adhere to the organization's sincerely held beliefs;

- b. Comply with the organization's standards of conduct;
  - c. Further the organization's mission or purpose, as defined by the organization.
3. A provision that students and faculty have the freedom to discuss any topic that presents itself, as provided under the First Amendment of the Constitution of the United States of America and Article I, Section 7 of the Constitution of Louisiana and other applicable laws within the limits on time, place, and manner of expression.
4. Include a statement that each institution shall strive to ensure the fullest degree of protection for each student's political views and freedom of association.
5. Include a statement that every professor or instructor at the institution shall be prohibited from imposing the professor's political views on students in violation of R.S. 17:3399.39.
6. Any limitations on time, place, and manner shall be those that are necessary to achieve a significant institutional interest only, and that provide ample alternative means of expression. College policies should clearly define any time, place, and manner restrictions.
7. A provision that students and faculty may assemble and engage in spontaneous and contemporaneous expressive activity as long as such activity is not unlawful and does not materially and substantially disrupt the functioning of the institution, subject to any required permit procedures.
8. A provision that any person lawfully present on a campus may protest or demonstrate there, subject to any required permit procedures.
9. A provision that the public areas of campuses of each institution are traditional public forums that are open on the same terms to any speaker. College policies should define what constitutes a public area on their campuses.
10. A provision that the institution shall prohibit student-on-student discriminatory harassment. An institution is prohibited from sanctioning/disciplining a student's expression as a student-on-student discriminatory harassment unless the expression meets the definition above.
11. A provision that institutions can still prohibit/limit/restrict unprotected expression such as true threats or expressions directed to provoke and likely produce imminent lawless actions.
12. A provision that institutions are not prevented from responding, through non-punitive actions, to student expression that does not meet the definition of student-on-student discriminatory harassment.
13. A provision that the institution will uphold other policies prohibiting stalking or other criminal activity.
14. A detailed explanation of the appeal procedure. The appeal procedure should explain how and when an aggrieved person can appeal.

15. Instructions on whether or not a permit is required. Institutions may require a permit from an individual or groups as a condition of being granted the exclusive control of a location for an expressive activity at a reserved time.

**a. Published permit processes:**

- i. must not be overly burdensome;
- ii. must be evaluated solely based on published content-neutral and viewpoint neutral criteria;
- iii. should provide a written reason for permit denial within two (2) business days and allow the applicant to appeal;
- iv. shall include the appeal procedure in the college policy. The appeal procedure should explain how and when an aggrieved person can appeal;
- v. should indicate if there is a required security fee associated. An institution shall not charge a security fee based on the content of the expression of the student or student organization/invited guest or anticipated reaction to the content. The determination of whether or not to charge a security fee must be solely based on content-neutral and viewpoint-neutral criteria such as the time/location/anticipated size of the event and whether or not alcohol will be served. The criteria the institution will use to assess the need for a security fee will be published.

16. Information regarding the procedures whereby a person aggrieved by a violation of the institutional policy on free expression may seek relief.

## **Laws, Regulations, and Related Policies**

### **Conflict with Other Laws**

1. The provisions of this Part shall supersede and control to the extent of any conflict with any other provision of law and shall govern a public postsecondary education institution's obligation to address all forms of discriminatory harassment perpetrated by one student on another, including sexual harassment.
2. Nothing in this Section shall be construed to limit or deny any protections or remedies available to a student pursuant to any other provision of law.

### **§3399.32. Expressive Free speech and First Amendment protected expressive activities; public postsecondary education institutions; protected**

Free speech and First Amendment protected expressive activities at public postsecondary education institutions by students, administrators, faculty members, staff members, and invited guests are protected, pursuant to the First Amendment of the Constitution of the United States of America and Article I, Section 7 of the Constitution of Louisiana.

### **§3399.33. Freedom of association; religious liberty; faith-based student organizations; political or ideological belief-based organizations**

A. No public postsecondary education institution shall deny a political or ideological belief-based organization or a religious or faith-based student organization any benefit or privilege available to any other student organization, or otherwise discriminate against a

political or ideological belief-based organization or a faith-based organization, based on the expression political, ideological, or religious beliefs of the organization.

B. No public postsecondary education institution shall engage in discrimination on the basis of political, ideological, or religious beliefs against any organization or the organization's leaders or members of the organization in a manner that does any of the following:

(1) Restricts the organization's sincerely held religious beliefs or the political or ideological beliefs of the organization.

(2) Restricts compliance with the organization's standards of conduct with respect to free speech and First Amendment protected expressive activities.

(3) Restricts the organization's mission or purpose, as defined by the organization with respect to free speech and First Amendment protected expressive activities.

(4) Requires the organization to accept elected officers, choose leaders, or accept members who are not members of the same religion or the same political party or who do not share the same ideological beliefs if to do so would violate the organization's standards of conduct.

#### **§3399.34. Institutional policies on free speech and First Amendment protected expressive activities**

Each public postsecondary education institution shall develop policies, regulations, and expectations of students regarding free speech and First Amendment protected expressive activities on campus that are consistent with this Part and the policies of its management board. The policies shall outline the rights of students, administrators, faculty, and staff.

#### **§3399.39. Right to individual dignity; each student's right to be free from discrimination on the basis of political ideas, affiliations, or ideology**

A. Article I, Section 3 of the Constitution of Louisiana guarantees that each person, including a college or university student, has the right to "individual dignity" and further provides that protections are guaranteed against discrimination based upon the student's "political ideas or affiliations".

B. A public postsecondary education management board shall make reasonable efforts to protect students from discrimination on the basis of political ideas, affiliations, or ideology.

C. No professor or instructor who teaches a class to students at an institution of higher education shall impose the professor's or instructor's political views onto students and, therefore, shall be prohibited from doing any of the following:

(1) Requiring a student to attend a political protest or engage in any other political activity outside the classroom that aligns with the political views of the professor or instructor.

- (2) Requiring a student to participate in a certain political activity outside the classroom as a condition of obtaining the letter grade to which the student would otherwise be entitled based upon the student's actual academic performance in the class.

#### **§3399.40. Due process requirements; right to an attorney**

A public postsecondary education management board shall be prohibited from denying any student the right to have an attorney present at any disciplinary hearings to which the student is a party if the student desires to engage an attorney at the student's expense.

#### **§3399.41. Remedies**

A. The attorney general may obtain injunctive relief, protective order, writ of mandamus, or declaratory relief to prevent any violation of this Part. Should the attorney general prevail, the court shall award reasonable attorney fees and costs.

B. A student who is harmed in violation of this Part shall have a cause of action for remedies as provided for in this Subsection and may obtain appropriate relief, including but not limited to any of the following:

- (1) Injunctive relief, protective order, writ of mandamus or a prohibition, or declaratory relief to prevent any violation of this Part. The court may waive the requirement that the student petitioner post bond to obtain injunctive relief for good cause shown.

- (2) Actual damages.

- (3) Recovery of reasonable attorney fees and costs.

#### **Publication and Dissemination**

College policies on campus free expression should be made public in the institution's handbook, on its website, and through student orientation programs. They should be incorporated in the materials, programs, and procedures provided to all employees and students.

#### **Reporting Requirements**

Each college shall submit a report on the implementation of the new free expression policy to the LCTCS on an annual basis by August 1. Annual reports should include any barriers to or incidents against free expression that occurred at the institution during the previous year. The report shall detail the barrier or incident as well as actions taken in response to the barrier or incident. If an institution is sued for an alleged violation of a right guaranteed by the First Amendment of the Constitution of the United States of America, the institution shall submit to the LCTCS a supplementary report with a copy of the complaint within 30 days of receipt of the complaint. The LCTCS will submit all reports related to campus free expression to the Governor and the Legislature on behalf of its member institutions.

#### **Compliance**

Failure to comply with any applicable laws and regulations, including those listed above, shall constitute a failure to comply with this Policy. Each member institution shall make all due diligence efforts to comply with applicable laws and regulations, including those listed above. While the

provisions of the laws listed above are mandatory components of the institutional policy, institutions may supplement the provisions of this Policy as necessary, but any such supplemental provision shall comply with the laws and this Policy. This policy and the provisions therein shall supersede and control to the extent of any conflict with any other provision of law and shall govern the LCTCS's obligation to address all forms of discriminatory harassment perpetrated by one student on another, including sexual harassment.

**Signature:**   
Amy Cable (Oct 3, 2024 17:10 CDT)  
**Email:** amycable@lctcs.edu

**Signature:**   
Amber Blair (Oct 3, 2024 17:58 CDT)  
**Email:** amberblair1@lctcs.edu

# Review and Advisement\_Revisions to LCTCS Policy 2.018 – Campus Free Expression

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA840_k7D80MVqnKWsOZPanE_Khj44AIWj

## "Review and Advisement\_Revisions to LCTCS Policy 2.018 – Campus Free Expression" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:46:08 AM CDT- IP address: 107.215.37.246
-  Document emailed to Amy Cable (amycable@lctcs.edu) for signature  
2024-10-03 - 9:46:44 AM CDT
-  Email viewed by Amy Cable (amycable@lctcs.edu)  
2024-10-03 - 5:10:16 PM CDT- IP address: 70.171.89.161
-  Document e-signed by Amy Cable (amycable@lctcs.edu)  
Signature Date: 2024-10-03 - 5:10:34 PM CDT - Time Source: server- IP address: 70.171.89.161
-  Document emailed to Amber Blair (amberblair1@lctcs.edu) for signature  
2024-10-03 - 5:10:35 PM CDT
-  Email viewed by Amber Blair (amberblair1@lctcs.edu)  
2024-10-03 - 5:58:24 PM CDT- IP address: 76.229.144.77
-  Document e-signed by Amber Blair (amberblair1@lctcs.edu)  
Signature Date: 2024-10-03 - 5:58:37 PM CDT - Time Source: server- IP address: 76.229.144.77
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 5:58:39 PM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 6:49:45 PM CDT- IP address: 96.33.131.203
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 6:50:14 PM CDT - Time Source: server- IP address: 96.33.131.203

✔ Agreement completed.

2024-10-03 - 6:50:14 PM CDT



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*System President*

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Chad Moody  
Willie L. Mount  
Paul Price, Jr.  
Stanton W. Salathe

*Student Members:*  
Abbigale Ardoin  
Christopher Elie

Louisiana  
Community  
& Technical  
College System

265 South Foster Drive  
Baton Rouge, LA 70806

Phone: 225-922-2800  
Fax: 225-922-1185

[www.lctcs.edu](http://www.lctcs.edu)

## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Dr. Amy Cable <sup>AC</sup><sub>AC</sub>  
Chief Student Affairs Officer

**FROM:** Dr. Amber Blair <sup>AB</sup><sub>AB</sub>  
Executive Director of Student Compliance, Equity & Governance

**DATE:** September 26, 2024

**SUBJECT:** Review and Advisement: Revisions to LCTCS Policy #2.004- Student Conduct and Appeal Procedures

### FOR BOARD REVIEW AND ADVISEMENT

**Recommendation:** Staff recommends that the Board accept for review and advisement proposed revisions to LCTCS Policy #2.004- Student Conduct and Appeal Procedures.

**Background:** Revisions to LCTCS Policy #2.004 are necessary for alignment with revisions as approved in Act 416 during the 2024 Regular Session of the Louisiana Legislature.

**Fiscal Impact:** N/A

**History of Prior Actions:** The policy was originally adopted on February 14, 2002, and last revised on December 13, 2023. The CSAO/CAO functional group approved policy revisions during their regular meeting on August 22, 2024. The PACC approved policy revisions during their regular meeting on September 25, 2024.

**Benefits to the System:** This revision will align with requirements in state law.

**Approved for Distribution to the Board**  
**Dr. Monty Sullivan**

**Date**

**LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM**  
**Policy # 2.004**

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**Title: STUDENT CONDUCT AND APPEAL PROCEDURES**

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Authority: Board Action	Original Adoption: 02/14/2002
	Effective Date: 12/13/2023
	Last Revision: <del>12/13/2023</del>

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This Policy on student due process and protection, relative to disciplinary proceedings, right to counsel for students and student organizations, and appeals, is promulgated pursuant to Act 464, R.S. 17:3394, of the 2022 Regular Legislative Session of the Louisiana Legislature [and Act 416 of the 2024 Regular Session of the Louisiana Legislature](#). Each college shall establish policies and regulations governing student conduct and due process and publish such policies and regulations on the college's website and in the appropriate college publications, including student handbooks and codes of conduct. These policies and regulations shall:

1. Acknowledge students' rights as well as responsibilities, including the right to private legal action for violation of due process rights;
2. Provide for due process. Due process includes notice of any and all violations of the college's non-academic rules or policies and the disciplinary proceedings or charges that will occur as a result. This notice shall include but need not be limited to each and every section of the college's rules or policies that the student or student organization is alleged to have violated and any evidence the institution used and collected in making the charge. Due process also includes an opportunity to be heard in disciplinary matters, including the right to appeal; and
3. Provide for appeal of the college's decision in disciplinary matters to the Louisiana Community and Technical College System (LCTCS) Office after all due process procedures at the college-level are exhausted, in accordance with the procedures stated below.

**Disciplinary Proceedings**

Any student enrolled at an LCTCS member college who is accused of a violation of the disciplinary or conduct rules that carries a potential penalty of suspension of ten or more days, deferred suspension, or expulsion has the right to be represented, at the student's expense, by an attorney or a non-attorney advocate who may "fully participate" (make opening and closing statements, examine and cross-examine witnesses, and provide the alleged victim or accused with support, guidance, and advice) during any disciplinary proceeding or during any other procedure adopted and used by that college to address an alleged violation of the college's non-academic rules or policies. This right applies to both the student who has been accused of the violation and to the

student who is the alleged victim, if applicable. Prior to scheduling a disciplinary proceeding, the institution shall inform the students in writing of their rights. These rights extend to any student organization officially recognized by an LCTCS member college and the alleged victim, if applicable.

The disciplinary procedures contained in the code of student conduct shall include but need not be limited to the following:

- (1) Afford the accused student or organization the express presumption of innocence and set forth that he or the organization may not be deemed guilty of the violation until he or the organization formally acknowledges responsibility or the conclusion of a hearing where the institution has established proven every element of the alleged violation necessary to constitute guilt by clear and convincing evidence.
- (2) The standard of establishing guilt through clear and convincing evidence shall not alter the burden of proof in hearings held pursuant to Title IX of the Education Amendments of 1972 or R.S. 17:3399.11 et seq.

Disciplinary proceedings shall ensure the following:

- ~~1.~~ ~~The express presumption of innocence of the accused student or student organization;~~
- ~~2.~~ 3. Access to the administrative case file, which shall include all documents and evidence in the college's possession or control relevant to the alleged violation and the college's investigation;
- ~~3.~~ 3. Reasonable continuing access to the administrative file, which will be redacted as required by law, and the ability to make copies of all evidence or documents in the file beginning at least seven business days prior to any disciplinary hearing (or sooner if required by law);
- ~~4.~~ 5. Freedom from conflicts of interest;
- ~~5.~~ 6. No person in the adjudicative process will assume more than one of the following roles:
  - a. Victim counselor and victim advocate,
  - b. Investigator,
  - c. Institutional prosecutor,
  - d. Adjudicator, or
  - e. Appellate adjudicator;
- ~~6.~~ 7. A designee will be assigned in the event any step in the disciplinary proceedings would by order of process lead to a duplicative role. The LCTCS Board Office reserves the right to, on its own initiative, remove a case from the college for adjudication resolution at the System office to avoid duplication of roles.
- ~~7.~~ 8. An opportunity for either party to submit an appeal within ten days after receiving final notice of the college's decision;
- ~~8.~~ 9. Appeals are limited to the basis of new evidence, contradictory evidence, and evidence that the student or student organization was not afforded due process.
- ~~9.~~ 10. The right for attorney and non-attorney advocacy mentioned above extends to the appeal process;

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- ~~10.2.~~ 11. In the reversal of the decision or a lessening of the sanction, the college shall reimburse the student for any tuition and fees paid for the period of suspension, including a deferred suspension, or expulsion which had not been previously refunded, if applicable;
- ~~11.3.~~ 12. Equitable treatment of the accused alleged victims, including simultaneous notifications throughout the disciplinary process.

### Standard of Evidence

"Clear and convincing evidence" is an intermediate standard between preponderance of the evidence and proof beyond a reasonable doubt. To prove a fact by clear and convincing evidence means to demonstrate that the existence of that fact is much more probable than its non-existence.

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### **Interim Measures**

Colleges have the ability to take reasonable interim measures necessary to ensure the physical safety of members of the campus community during a timely investigation and adjudication of a student disciplinary issue. Reasonable interim measures shall require the following:

1. Within seventy-two hours of the alleged violation being deemed an immediate threat, written notice of the interim measure that explains the college's reasons for enacting the measures;
2. Within seven business days of the written notice unless otherwise waived by the accused student, an interim measure hearing to determine whether there is substantial evidence that the student poses a risk to the physical safety of a member of the campus community and that the interim measure is appropriate to mitigate that risk. At the hearing, both the accused student and the alleged victim shall have the right to be represented as described above. An accused student's waiver of the right to an interim measure hearing shall not constitute an admission of guilt or a waiver of any additional rights;
3. Colleges should develop a process for addressing coursework completed during an interim suspension or involuntary removal;
4. Colleges should provide notice that the completed coursework may be denied or revoked pending the outcome of the hearing.

### **Student Leaders**

All LCTCS institutions are committed to upholding and instilling in all students the highest standards of academic, personal, professional, and social integrity. However, student leaders, by virtue of their post, are considered to be role models within the college community and must therefore at all times exhibit behavior, on and off campus, that aligns with the college's mission and its student code of conduct. For purposes of this policy, student leaders include: student athletes, student government officials, student organization leaders, honor society leaders, and other official student leadership roles recognized by the college.

If a student leader is charged with a felony offense or serious misdemeanor, the student leader may be removed from his/her leadership position until final legal disposition of the matter. While charges do not constitute guilt, a student leader being charged could affect the college's reputation and/or the learning environment. Student leaders have a responsibility to self-report any felony or serious misdemeanor charges, within 48 hours, to their staff advisor, who will then inform college leadership. This policy will be enacted when a student self-reports or when college leadership becomes aware of the charges.

The decision to remove a student leader from his/her leadership position will be made by the college Chancellor, in consultation with the college's Chief Student and/or Academic Affairs Officer. The following factors will be considered when deciding whether or not to remove a student leader from his/her position following a felony offense or serious misdemeanor charge:

1. The impact having the student leader remain in his/her position may have on the college community as a whole;
2. Whether or not the felony or serious misdemeanor offense involved any other members of the LCTCS college community or property of an LCTCS college; and
3. The individual student leader's personal ability to fulfill in his/her leadership responsibilities while under investigation.

Once final legal disposition of the matter occurs, the college Chancellor, in consultation with the college's Chief Student and/or Academic Affairs Officer, may lift, modify, leave in place, extend, or make permanent the student's removal from the leadership position.

Student leaders must be made aware of and acknowledge this policy upon their ascension to a leadership position.

### Student Athletes

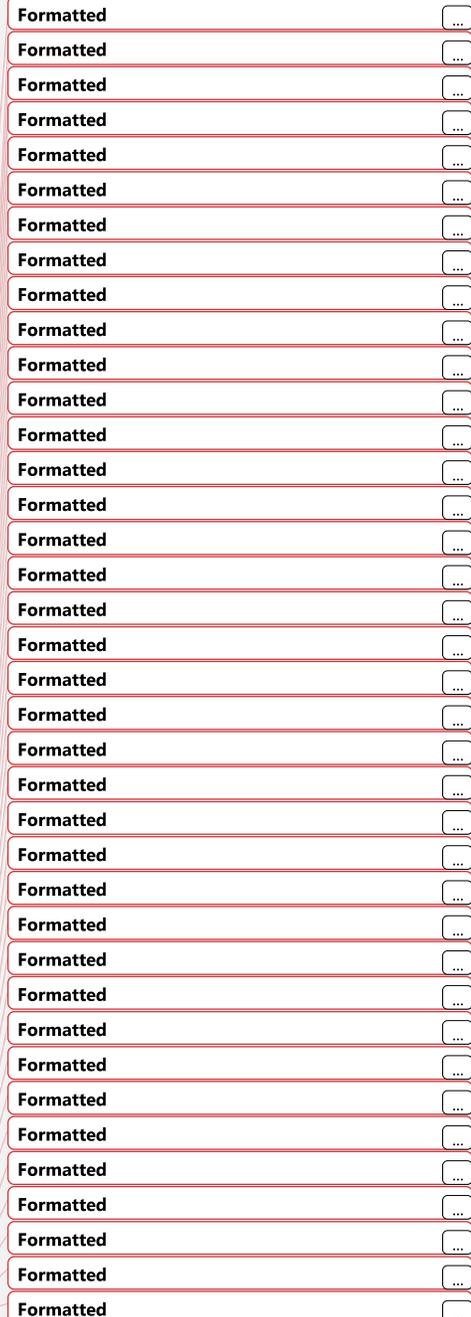
The student athlete is not only representing the community and the college but ultimately themselves. Department of Athletics encourage each student athlete to act as a responsible adult in their pursuit of becoming a successful college graduate.

Student athletes are subject to additional NJCAA, pertinent Regional, College, Department of Athletics and team policies during their tenure as a student athlete with the LCTCS. Student athletes are responsible to acquaint themselves with the rules and regulations of each unit and when concerns or questions arise to take the initiative and get answers.

The Department of Athletics within each college, if applicable, will provide Student Athlete Orientation during the fall of each academic year to familiarize student athletes with policies and procedures.

#### Obligations as a Student athlete at any LCTCS Member College include:

- Display good sportsmanship on and off the playing field;
- Follow all College, Region, and NJCAA guidelines and regulations;
- Protect your health and obey team rules and policies;
- Inform instructors of expected absences due to athletic competition;
- Attend study hall, as required;



- Maintain requirements for academic eligibility and progress toward a degree;
- Respect the rights of other community members;
- Obey all laws;
- Participate in civic and community building activities;

**Student Athlete Code of Conduct**

Every student athlete has the responsibility to demonstrate professional, mature behavior while on campus and within the College community. Participation in athletics is a privilege. With this privilege comes the responsibility to maintain characters, integrity, and honor. Colleges and their respective Department of Athletics will uphold and maintain high standards regarding student behaviors.

**Sportsmanship**

- Respect for fellow participants, coaches, officials, and spectators is required.
- Violent behavior is prohibited and shall result in contest ejections and/or suspensions, pursuant to the level of offense.

**Violent Unsportsmanlike Behavior**

- There shall be contest suspension(s) for violent unsportsmanlike behavior.
- The number of contest suspensions will depend on the nature of the behavior, pursuant to NJCAA, College, and/or team rules and regulations.
- There shall be penalties for failure to comply with required ejections or suspensions.

**Non-Violent Conduct Violations**

- This includes taunting or abusive language directed at players, coaches, referees, game management personnel and/or spectators and the following:
  - Use of tobacco or alcohol during official events;
  - Profanity;
  - Vulgar gestures
  - Escalation of situations
  - Entering the spectator areas to engage in verbal or physical conflict

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**Consequences for non-violent conduct violations may include:**

- Verbal and written warning and participation in educational sessions;
- Suspension from the team;
- Loss of eligibility and dismissal from the team;
- Loss of athletically related scholarship aid;
- Dismissal from the college;
- Game suspension(s).

**Prior Criminal History**

An LCTCS member college Department of Athletics maintains the right to deny prospective or current student athletes the privilege of participating with an athletic team due to prior criminal history.

**Off-Campus Activities**

Student athletes are expected to adhere to all community and state laws. Any student athlete arrested for felonies and crimes of moral turpitude may be suspended from the team pending resolution of the criminal matter. If a student athlete is arrested, the Director of Athletics and head coach will consider the nature of the offense, the available evidence pertaining to the alleged offense, the impact on other players and students, and the impact on the athletics program. Violations of the Student Athlete Code of Conduct include, but are not limited to, harassment/stalking, hazing, lewd/obscene behavior, possession of illegal drugs and/or alcohol (including related paraphernalia), assault, fighting, theft/burglary, gambling/bribery, or any other conduct. All athletes also must comply with the college Code of Student Conduct, which can be found on the LCTCS member college’s website.

**Procedures for an Appeal to the LCTCS Office**

A student, or the parent/legal guardian of a minor student, may appeal to the LCTCS Office on the grounds that the college’s published procedures do not provide due process or that such procedures were carried out in an unfair or impartial manner. The appeal must be made, in writing, within 30 business days of the college’s final disposition on the matter.

Formal requests for appeals should be emailed to the Louisiana Community and Technical College System Office at [students@lctcs.edu](mailto:students@lctcs.edu) or mailed to 265 S. Foster Road, Baton Rouge, LA. 70806, ATTN: Student Governance, and should contain the following information:

1. Name of individual submitting the appeal as it appears in the college’s records;
2. Student ID number of the individual submitting the appeal;
3. Mailing address of the individual submitting the appeal;

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4. Phone number of the individual submitting the appeal;
5. Email address of the individual submitting the appeal;
6. Dates of attendance at the college;
7. The individual's affiliation with the college (current student, former student, parent or legal guardian of current or former student, if complainant is an un-emancipated minor)
8. A description of the nature of and reason for the appeal; and
9. Any supporting documentation

Once a formal request for appeal is received, System Office staff will:

1. Review the submitted materials and contact the individual who submitted the appeal for any additional information or clarifications needed.
2. Send a copy of the request for appeal to the college and request that a formal response and any relevant supporting documentation from the college be submitted to System Office staff within 10 business days.

Once all documents are received, System Office staff will:

1. Review the documents submitted to ensure that the college's published procedures provide due process and were carried out in a fair and impartial manner.
2. In the event that System Office staff cannot determine whether the college's published procedures provide due process or whether or not they were carried out in a fair and impartial manner based on the documents submitted, System Office staff may engage in any fact-finding reasonably required by the circumstances. This may include a request for either party to participate in a telephone conference meeting so that the facts can be clearly set forth.

Once the review process and any reasonably required fact-finding has concluded, System Office staff will notify, in writing, both the college and the individual who filed the appeal of the System Office staff's determination. This determination will represent the final disposition on the appeal. Every effort will be made to resolve all appeals within 30 business days of the formal request for appeal.

**LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM**  
**Policy # 2.004**

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**Title: STUDENT CONDUCT AND APPEAL PROCEDURES**

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Authority: Board Action	Original Adoption: 02/14/2002
	Effective Date: 12/13/2023
	Last Revision: TBD

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This Policy on student due process and protection, relative to disciplinary proceedings, right to counsel for students and student organizations, and appeals, is promulgated pursuant to Act 464, R.S. 17:3394, of the 2022 Regular Legislative Session of the Louisiana Legislature and Act 416 of the 2024 Regular Session of the Louisiana Legislature. Each college shall establish policies and regulations governing student conduct and due process and publish such policies and regulations on the college’s website and in the appropriate college publications, including student handbooks and codes of conduct. These policies and regulations shall:

1. Acknowledge students’ rights as well as responsibilities, including the right to private legal action for violation of due process rights;
2. Provide for due process. Due process includes notice of any and all violations of the college’s non-academic rules or policies and the disciplinary proceedings or charges that will occur as a result. This notice shall include but need not be limited to each and every section of the college's rules or policies that the student or student organization is alleged to have violated and any evidence the institution used and collected in making the charge. Due process also includes an opportunity to be heard in disciplinary matters, including the right to appeal; and
3. Provide for appeal of the college’s decision in disciplinary matters to the Louisiana Community and Technical College System (LCTCS) Office after all due process procedures at the college-level are exhausted, in accordance with the procedures stated below.

**Disciplinary Proceedings**

Any student enrolled at an LCTCS member college who is accused of a violation of the disciplinary or conduct rules that carries a potential penalty of suspension of ten or more days, deferred suspension, or expulsion has the right to be represented, at the student's expense, by an attorney or a non-attorney advocate who may “fully participate” (make opening and closing statements, examine and cross-examine witnesses, and provide the alleged victim or accused with support, guidance, and advice) during any disciplinary proceeding or during any other procedure adopted and used by that college to address an alleged violation of the college's non-academic rules or policies. This right applies to both the student who has been accused of the violation and to the student who is the alleged victim, if applicable. Prior to scheduling a disciplinary proceeding, the

institution shall inform the students in writing of their rights. These rights extend to any student organization officially recognized by an LCTCS member college and the alleged victim, if applicable.

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- (1) Afford the accused student or organization the express presumption of innocence and set forth that he or the organization may not be deemed guilty of the violation until he or the organization formally acknowledges responsibility or the conclusion of a hearing where the institution has established proven every element of the alleged violation necessary to constitute guilt by clear and convincing evidence.
- (2) The standard of establishing guilt through clear and convincing evidence shall not alter the burden of proof in hearings held pursuant to Title IX of the Education Amendments of 1972 or R.S. 17:3399.11 et seq.
- (3) Access to the administrative case file, which shall include all documents and evidence in the college's possession or control relevant to the alleged violation and the college's investigation;3.. Reasonable continuing access to the administrative file, which will be redacted as required by law, and the ability to make copies of all evidence or documents in the file beginning at least seven business days prior to any disciplinary hearing (or sooner if required by law);
- (4) Freedom from conflicts of interest;
- (5) No person in the adjudicative process will assume more than one of the following roles:
  - a. Victim counselor and victim advocate,
  - b. Investigator,
  - c. Institutional prosecutor,
  - d. Adjudicator, or
  - e. Appellate adjudicator;
- (6) A designee will be assigned in the event any step in the disciplinary proceedings would by order of process lead to a duplicative role. The LCTCS Board Office reserves the right to, on its own initiative, remove a case from the college for adjudication resolution at the System office to avoid duplication of roles.
- (7) An opportunity for either party to submit an appeal within ten days after receiving final notice of the college's decision;
- (8) Appeals are limited to the basis of new evidence, contradictory evidence, and evidence that the student or student organization was not afforded due process.
- (9) The right for attorney and non-attorney advocacy mentioned above extends to the appeal process;
- (10) In the reversal of the decision or a lessening of the sanction, the college shall reimburse the student for any tuition and fees paid for the period of suspension, including a deferred suspension, or expulsion which had not been previously refunded, if applicable;
- (11) Equitable treatment of the accused alleged victims, including simultaneous notifications throughout the disciplinary process.

## **Standard of Evidence**

**"Clear and convincing evidence"** is an intermediate standard between preponderance of the evidence and proof beyond a reasonable doubt. To prove a fact by clear and convincing evidence means to demonstrate that the existence of that fact is much more probably than its non-existence.

## **Interim Measures**

Colleges have the ability to take reasonable interim measures necessary to ensure the physical safety of members of the campus community during a timely investigation and adjudication of a student disciplinary issue. Reasonable interim measures shall require the following:

1. Within seventy-two hours of the alleged violation being deemed an immediate threat, written notice of the interim measure that explains the college's reasons for enacting the measures;
2. Within seven business days of the written notice unless otherwise waived by the accused student, an interim measure hearing to determine whether there is substantial evidence that the student poses a risk to the physical safety of a member of the campus community and that the interim measure is appropriate to mitigate that risk. At the hearing, both the accused student and the alleged victim shall have the right to be represented as described above. An accused student's waiver of the right to an interim measure hearing shall not constitute an admission of guilt or a waiver of any additional rights;
3. Colleges should develop a process for addressing coursework completed during an interim suspension or involuntary removal;
4. Colleges should provide notice that the completed coursework may be denied or revoked pending the outcome of the hearing.

## **Student Leaders**

All LCTCS institutions are committed to upholding and instilling in all students the highest standards of academic, personal, professional, and social integrity. However, student leaders, by virtue of their post, are considered to be role models within the college community and must therefore at all times exhibit behavior, on and off campus, that aligns with the college's mission and its student code of conduct. For purposes of this policy, student leaders include: student athletes, student government officials, student organization leaders, honor society leaders, and other official student leadership roles recognized by the college.

If a student leader is charged with a felony offense or serious misdemeanor, the student leader may be removed from his/her leadership position until final legal disposition of the matter. While charges do not constitute guilt, a student leader being charged could affect the college's reputation and/or the learning environment. Student leaders have a responsibility to self-report any felony or serious misdemeanor charges, within 48 hours, to their staff advisor, who will then inform college leadership. This policy will be enacted when a student self-reports or when college leadership becomes aware of the charges.

The decision to remove a student leader from his/her leadership position will be made by the college Chancellor, in consultation with the college's Chief Student and/or Academic Affairs Officer. The following factors will be considered when deciding whether or not to remove a student leader from his/her position following a felony offense or serious misdemeanor charge:

1. The impact having the student leader remain in his/her position may have on the college community as a whole;
2. Whether or not the felony or serious misdemeanor offense involved any other members of the LCTCS college community or property of an LCTCS college; and
3. The individual student leader's personal ability to fulfill in his/her leadership responsibilities while under investigation.

Once final legal disposition of the matter occurs, the college Chancellor, in consultation with the college's Chief Student and/or Academic Affairs Officer, may lift, modify, leave in place, extend, or make permanent the student's removal from the leadership position.

Student leaders must be made aware of and acknowledge this policy upon their ascension to a leadership position.

### **Student Athletes**

The student athlete is not only representing the community and the college but ultimately themselves. Department of Athletics encourage each student athlete to act as a responsible adult in their pursuit of becoming a successful college graduate.

Student athletes are subject to additional NJCAA, pertinent Regional, College, Department of Athletics and team policies during their tenure as a student athlete with the LCTCS. Student athletes are responsible to acquaint themselves with the rules and regulations of each unit and when concerns or questions arise to take the initiative and get answers.

The Department of Athletics within each college, if applicable, will provide Student Athlete Orientation during the fall of each academic year to familiarize student athletes with policies and procedures.

#### **Obligations as a Student athlete at any LCTCS Member College include:**

- Display good sportsmanship on and off the playing field;
- Follow all College, Region, and NJCAA guidelines and regulations;
- Protect your health and obey team rules and policies;
- Inform instructors of expected absences due to athletic competition;
- Attend study hall, as required;
- Maintain requirements for academic eligibility and progress toward a degree;
- Respect the rights of other community members;
- Obey all laws;
- Participate in civic and community building activities;

## **Student Athlete Code of Conduct**

Every student athlete has the responsibility to demonstrate professional, mature behavior while on campus and within the College community. Participation in athletics is a privilege. With this privilege comes the responsibility to maintain characters, integrity, and honor. Colleges and their respective Department of Athletics will uphold and maintain high standards regarding student behaviors.

### **Sportsmanship**

- Respect for fellow participants, coaches, officials, and spectators is required.
- Violent behavior is prohibited and shall result in contest ejections and/or suspensions, pursuant to the level of offense.

### **Violent Unsportsmanlike Behavior**

- There shall be contest suspension(s) for violent unsportsmanlike behavior.
- The number of contest suspensions will depend on the nature of the behavior, pursuant to NJCAA, College, and/or team rules and regulations.
- There shall be penalties for failure to comply with required ejections or suspensions.

### **Non-Violent Conduct Violations**

- This includes taunting or abusive language directed at players, coaches, referees, game management personnel and/or spectators and the following:
  - Use of tobacco or alcohol during official events;
  - Profanity;
  - Vulgar gestures
  - Escalation of situations
  - Entering the spectator areas to engage in verbal or physical conflict

### **Consequences for non-violent conduct violations may include:**

- Verbal and written warning and participation in educational sessions;
- Suspension from the team;
- Loss of eligibility and dismissal from the team;
- Loss of athletically related scholarship aid;
- Dismissal from the college;
- Game suspension(s).

## **Prior Criminal History**

An LCTCS member college Department of Athletics maintains the right to deny prospective or current student athletes the privilege of participating with an athletic team due to prior criminal history.

## **Off-Campus Activities**

Student athletes are expected to adhere to all community and state laws. Any student athlete arrested for felonies and crimes of moral turpitude may be suspended from the team pending resolution of the criminal matter. If a student athlete is arrested, the Director of Athletics and head coach will consider the nature of the offense, the available evidence pertaining to the alleged offense, the impact on other players and students, and the impact on the athletics program. Violations of the Student Athlete Code of Conduct include, but are not limited to, harassment/stalking, hazing, lewd/obscene behavior, possession of illegal drugs and/or alcohol (including related paraphernalia), assault, fighting, theft/burglary, gambling/bribery, or any other conduct. All athletes also must comply with the college Code of Student Conduct, which can be found on the LCTCS member college's website.

## **Procedures for an Appeal to the LCTCS Office**

A student, or the parent/legal guardian of a minor student, may appeal to the LCTCS Office on the grounds that the college's published procedures do not provide due process or that such procedures were carried out in an unfair or impartial manner. The appeal must be made, in writing, within 30 business days of the college's final disposition on the matter.

Formal requests for appeals should be emailed to the Louisiana Community and Technical College System Office at [students@lctcs.edu](mailto:students@lctcs.edu) or mailed to 265 S. Foster Road, Baton Rouge, LA. 70806, ATTN: Student Governance, and should contain the following information:

1. Name of individual submitting the appeal as it appears in the college's records;
2. Student ID number of the individual submitting the appeal;
3. Mailing address of the individual submitting the appeal;
4. Phone number of the individual submitting the appeal;
5. Email address of the individual submitting the appeal;
6. Dates of attendance at the college;
7. The individual's affiliation with the college (current student, former student, parent or legal guardian of current or former student, if complainant is an un-emancipated minor)
8. A description of the nature of and reason for the appeal; and
9. Any supporting documentation

Once a formal request for appeal is received, System Office staff will:

1. Review the submitted materials and contact the individual who submitted the appeal for any additional information or clarifications needed.
2. Send a copy of the request for appeal to the college and request that a formal response and any relevant supporting documentation from the college be submitted to System Office staff within 10 business days.

Once all documents are received, System Office staff will:

1. Review the documents submitted to ensure that the college's published procedures provide due process and were carried out in a fair and impartial manner.
2. In the event that System Office staff cannot determine whether the college's published procedures provide due process or whether or not they were carried out in a fair and impartial manner based on the documents submitted, System Office staff may engage in any fact-finding reasonably required by the circumstances. This may include a request for either party to participate in a telephone conference meeting so that the facts can be clearly set forth.

Once the review process and any reasonably required fact-finding has concluded, System Office staff will notify, in writing, both the college and the individual who filed the appeal of the System Office staff's determination. This determination will represent the final disposition on the appeal. Every effort will be made to resolve all appeals within 30 business days of the formal request for appeal.

**Signature:**   
Amy Cable (Oct 3, 2024 17:10 CDT)

**Email:** amycable@lctcs.edu

**Signature:**   
Amber Blair (Oct 3, 2024 17:58 CDT)

**Email:** amberblair1@lctcs.edu

# Review and Advisement\_Revisions to LCTCS Policy 2.004- Student Conduct and Appeal Procedures

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAWTmY95PBGLFH6mN4Wdd7HL36IH7R6bLy

## "Review and Advisement\_Revisions to LCTCS Policy 2.004- Student Conduct and Appeal Procedures" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:44:27 AM CDT- IP address: 107.215.37.246
-  Document emailed to Amy Cable (amycable@lctcs.edu) for signature  
2024-10-03 - 9:45:00 AM CDT
-  Email viewed by Amy Cable (amycable@lctcs.edu)  
2024-10-03 - 5:10:39 PM CDT- IP address: 70.171.89.161
-  Document e-signed by Amy Cable (amycable@lctcs.edu)  
Signature Date: 2024-10-03 - 5:10:54 PM CDT - Time Source: server- IP address: 70.171.89.161
-  Document emailed to Amber Blair (amberblair1@lctcs.edu) for signature  
2024-10-03 - 5:10:55 PM CDT
-  Email viewed by Amber Blair (amberblair1@lctcs.edu)  
2024-10-03 - 5:57:59 PM CDT- IP address: 76.229.144.77
-  Document e-signed by Amber Blair (amberblair1@lctcs.edu)  
Signature Date: 2024-10-03 - 5:58:18 PM CDT - Time Source: server- IP address: 76.229.144.77
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 5:58:20 PM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 6:50:38 PM CDT- IP address: 96.33.131.203

 Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)

Signature Date: 2024-10-03 - 6:51:18 PM CDT - Time Source: server- IP address: 96.33.131.203

 Agreement completed.

2024-10-03 - 6:51:18 PM CDT



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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Joseph F. Marin   
Vice President of Operations

**FROM:** Anthony Brown  
Chief Facilities Management Officer

**DATE:** September 18, 2024

**SUBJECT:** Capital Outlay Requests for FY 2025-2026

### FOR BOARD ACTION

**Recommendation:** Staff recommends that the Board approve the 2025-2026 Capital Outlay list of recommended projects and authorize the President to make any technical corrections to the request that may be necessary before final submission to the Board of Regents.

**Background:** This list reflects the capital construction needs of each of the LCTCS member colleges. The FY 2025-2026 LCTCS Capital Outlay recommended projects are prioritized in groups as follows:

- **Emergency Projects** are projects that are essential to correct conditions that seem to be hazardous to the safety of life or property or to satisfy state or federally mandated codes.
- **Continuing Projects** are projects that have received previous funding or are in progress and require additional funding for continuation or completion.
- **New Projects** are those projects that have not been introduced for funding consideration or have been submitted but have not received any funding.

Previously the LCTCS has submitted a capital outlay request for funds for deferred maintenance and major repairs at the member colleges as an emergency project. Act 751, passed during the most recent legislative session, provides funding for the deferred maintenance and major repairs needs at the LCTCS member colleges. The fund provides a mechanism for all institutions to address deferred maintenance needs, including the complete renovation of facilities, repair and replacement of utilities, drainage, roadways and streets, site infrastructure, demolition of facilities, and any other improvements that eliminate maintenance challenges that have been deferred. Total funding for all Higher Education institutions is \$2 billion dollars; the LCTCS allocation is \$243 million.

**Fiscal Impact:** The attached capital outlay request includes projects valued at more than \$393 million for planning, acquisitions, construction, equipment, and renovations at the various LCTCS campuses over the next five years.

**History of Prior Actions:** The board received the Preliminary Capital Outlay Request for review and advisement at the August 14, 2024 meeting where the Northshore Technical Community College Hammond Campus project was recommended as the #9 system project, but now has been moved as the top priority given recent interest by local and state leaders.

**Benefits to the System:** The capital outlay submission process provides an opportunity to request funding to construct new facilities, make additions, renovate, refurbish, restore, and enhance the facilities of the LCTCS.



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**Approved for Distribution to the Board**  
**Dr. Monty Sullivan**

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**Date**

LCTCS Capital Outlay 2025-2026

Project Type (E, C, N, SG)	Institution	Project Request Title	FY 2025-26 (Year 1)	FY 2026-27 (Year 2)	FY 2027-28 (Year 3)	FY 2028-29 (Year 4)	FY 2029-30 (Year 5)	Total

LCTCS Capital Outlay 2025-2026

1	1	C	Northshore Technical Community College, Hammond	<b>Campus Construction:</b> Construction of an 85,000 sq. ft. campus with all required equipment, classrooms, labs, parking, as well as land to replace the current Hammond campus.	\$5,000,000	\$35,000,000	\$675,000			\$40,675,000
2	2	C	Northshore Technical Community College, Sullivan Campus	<b>Diesel Automotive Building:</b> Construction of a 30,000 square foot facility to house the diesel automotive program and office space for instructors.	\$9,140,000					\$9,140,000
1	3	C	Baton Rouge Community College, Main - Mid-City	<b>Campus Construction:</b> Construction of a 86,000 sf Allied Health facility with all required equipment. Also includes an expansion of the main campus.	\$18,000,000	\$30,000,000	\$5,000,000			\$53,000,000
1	4	C	Louisiana Delta Community College, Bastrop Campus	<b>Campus Construction:</b> Construction of a 30,000 square foot facility primarily for Allied Health Programs with all required equipment and training aids. The building will consist of classrooms, labs, conference rooms, Student Activity areas and food service areas.	\$1,500,000	\$13,000,000	\$2,000,000			\$16,500,000
1	5	C	Central Louisiana Technical Community College, Rod Brady Campus (Jena, LA)	<b>Campus Construction, Renovations, and Repairs:</b> Construction of a 20,000 square foot facility and provide major renovations and repairs to buildings at Rod Brady (Jena, La.)	\$1,000,000	\$9,000,000	\$5,000,000			\$15,000,000
2	6	C	Louisiana Delta Community College, Farmerville Campus	<b>Campus Construction:</b> Construction of a 30,000 square foot facility primarily for forestry and watercraft programs with all required equipment and training aids. The building will consist of classrooms, labs, conference rooms, Student Activity areas and food service areas.	\$2,000,000	\$15,500,000				\$17,500,000
1	7	C	River Parishes Community College	<b>Campus Construction:</b> Construction of a 75,000 SF facility to house the Energy Partners for Innovation and Collaboration Consortium, a second Process Equipment Trainer, childhood development center, classroom and lab space, along with an event space.	\$2,000,000	\$15,000,000	\$12,000,000	\$6,000,000		\$35,000,000
1	8	C	SOWELA Technical Community College	<b>Resurface Campus Parking:</b> Redesign and resurface an approximate 800,000 square feet staff/student parking lot and incorporate life safety lighting and a critically needed hurricane/storm drainage system.	\$5,000,000					\$5,000,000
2	9	C	Baton Rouge Community College, New Roads Campus	<b>Campus Construction:</b> Provide 15,000 sq. ft. of additional space to expand the welding program and HVAC training.	\$3,000,000	\$9,000,000				\$12,000,000
3	10	C	Northshore Technical Community College, Livingston Campus	<b>Campus Development-</b> Addition of a 60,000SF facility and all of the parking and other support areas to develop this campus	\$3,000,000	\$25,000,000				\$28,000,000
1	11	C	Fletcher Technical Community College	<b>Campus Construction:</b> Construction of a 50,000 sq. ft building to house a Precision Agriculture program with required equipment.	\$11,000,000	\$9,300,000				\$20,300,000

**LCTCS Capital Outlay 2025-2026**

1	12	N	LCTCS	<b>Small Capital Projects for LCTCS:</b> Various projects at the Tech College & Community College campuses.	\$5,000,000	\$5,000,000	\$	2,500,000	\$	2,500,000	\$17,500,000
1	13	N	Delgado Community College, City Park Campus	<b>Acquisition of Equipment :</b> Acquisition of equipment for the new Culinary and Workforce Building to expand growth in those programs..		\$2,500,000					\$2,500,000
1	14	N	South Louisiana Community College, New Iberia Campus	<b>Campus Renovation and Repairs:</b> Advanced Manufacturing conversion infrastructure and equipment to better serve students through intake areas, classroom upgrades, and workforce development based lab space for 4 and 5 star certifications. <b>Campus Expansion - Aviation Maintenance:</b> expand the hanger/classroom training areas. Total of 30,000 sq. ft. to include aviation airframe maintenance, reciprocation/powerplant systems, turbine power plant, and a concrete pad for airplane transport training.	\$4,000,000	\$16,250,000					\$20,250,000
2	15	N	Central Louisiana Technical Community College, Ward H, Nash, Avoyelles Campus	<b>Campus Renovation/New Construction:</b> Building renovations, including yet not limited to roof, HVAC, parking lot & drainage, electrical, major renovations, and repairs to all buildings. Construction of a 34,000+ square foot facility at the Ward H, Nash-Avoyelles (Cottonport, La.)	\$1,000,000	\$14,000,000					\$15,000,000
2	16	N	SOWELA Technical Community College	<b>Renovation of the Mechanical Technology Building/Hanger:</b> This facility will be renovated/retrofitted to provide space for construction, Petro-chemical, LNG, and Pipeline/fitting skills training programs.	\$1,000,000	\$6,000,000					\$7,000,000
3	17	N	Baton Rouge Community College, Mid-City Campus	<b>Relocation of Community College Drive.</b> Reroute Community College Drive around the perimeter of the campus and address parking and drainage.	\$8,750,000						\$8,750,000

LCTCS Capital Outlay 2025-2026

3	18	N	Central Louisiana Technical Community College, Alexandria Campus	<b>Expansion of Alexandria Campus:</b> To renovate bank building of appx. 1,870 sf for additional office space and the expansion of 7,190 sf of the Murray building for additional classroom and office space. Parking lot where applicable in light of possible new building. <b>Campus Upgrades:</b> Construction of 30,000 SF Allied Health facility with all required equipment. Repairs and upgrades to campus facilities to include roof repairs, ADA compliance and other life safety items. Construction of an Amphitheater	\$1,000,000	\$3,000,000				\$4,000,000
1	19	N	Nunez Community College		\$2,000,000.00	\$21,000,000.00	\$2,000,000.00			\$25,000,000
4	20	N	Baton Rouge Community College, Ardendale Campus	<b>Glycol Unit Construction:</b> Construct a new glycol unit at the Ardendale site to expand the P-tech program		\$5,000,000				\$5,000,000
2	21	N	South Louisiana Community College, Acadian Campus	<b>Campus Renovation and Repairs:</b> Fiber Optics/Broadband expansion along with a retrofit the existing building and infrastructure to better serve students through intake areas, classroom upgrades, a new roof, resurfaced parking lot and a concrete apron for the CDL truck driver's training program.	\$1,500,000	\$4,000,000				\$5,500,000
3	22	N	South Louisiana Community College, T. H. Harris Campus	<b>Campus Renovations and Construction:</b> Renovations to the original 32 year old facility to add ADA elevators, restore the culinary program, and add a new 11,000 sq., area with classrooms, practical labs, and resource center for growth and implementation of an early college academy.	\$2,000,000	\$10,500,000				\$12,500,000
3	23	N	SOWELA Technical Community College, Lake Charles	<b>Gulf Coast Institute for Energy Exploration and Production:</b> An additional 35K SF of space that will house a simulated operating petro-chemical/LNG plant that will allow students and current petro-chemical/LNG employees to train/work in a scale model plant environment.	\$650,000	\$8,350,000				\$9,000,000
4	24	N	South Louisiana Community College, Lafayette Campus	<b>Building Renovation and Repairs:</b> Renovate the existing 130,677 sq. ft. Ardoin building, including allied health labs low maintenance flooring and new doors.	\$2,000,000	\$8,500,000				\$10,500,000
5	25	N	Baton Rouge Community College, New Roads Campus	<b>Campus Construction:</b> Parking lot upgrades. 61,000 sf parking with security lighting and ADA access, and maintenance building finishes and general renovation.			\$5,845,000			\$5,845,000

LCTCS Capital Outlay 2025-2026

5	26	N	South Louisiana Community College, C. B. Coreil Campus	<b>Campus Expansion:</b> 7,000 sq. ft. replacement of 2 portable buildings to include Allied Health and Adult Basic Education					\$2,800,000	\$2,800,000	
6	27	N	South Louisiana Community College, Lafayette Campus	<b>Campus Expansion:</b> Workforce Development Building; 9,000-9,500 sq. ft. building	\$1,000,000	\$2,500,000				\$3,500,000	
1	28	N	Bossier Parish Community College, Natchitoches Campus	<b>Acquisition of Property:</b> Acquisition of property adjacent to the Natchitoches Campus. This acquisition will support the College's strategic goal to expand CDL and HEO programs	\$2,000,000					\$2,000,000	
2	30	N	Delgado Community College, All Campuses	<b>Campus Renovation and Repairs:</b> Delgado Campus Image Branding and Building Exterior Repair					\$10,250,000	\$10,250,000	
2	31	N	Nunez Community College	<b>Campus Construction:</b> Aerospace phase II renovation, updating exterior appearance, parking lot repairs and repavement.	\$1,000,000	\$4,000,000				\$5,000,000	
3	32	N	Nunez Community College	<b>Campus Repair and Renovation:</b> Physical Activity Center, repairs and updates to facilities.	\$500,000					\$500,000	
2	33	N	Fletcher Technical Community College, Dickson Road	<b>Maritime Training Facility:</b> Maritime/Petroleum Workforce Training Academy: Construction of a 125,000 sf facility to serve as a multi-college endeavor to train workers in the Maritime/Petroleum Industry.				\$1,000,000	\$7,000,000	\$1,334,817	
					<b>\$89,040,000</b>	<b>\$236,400,000</b>	<b>\$35,345,000</b>	<b>\$15,500,000</b>	<b>\$16,884,817</b>	<b>\$9,334,817</b>	<b>\$393,169,817</b>

**Signature:**   
 Joseph J. Marin (Oct 13, 2024 09:25 CDT)  
**Email:** jmarin@lctcs.edu

# FY 25-26 Capital Outlay Requests

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAuRFnUm97ha3HiGvY5TBwEciO9gOiHdOr

## "FY 25-26 Capital Outlay Requests" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:16:52 AM CDT- IP address: 107.215.37.246
-  Document emailed to Joseph Marin (jmarin@lctcs.edu) for signature  
2024-10-03 - 9:17:20 AM CDT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)  
2024-10-03 - 9:24:58 AM CDT- IP address: 174.75.117.55
-  Document e-signed by Joseph Marin (jmarin@lctcs.edu)  
Signature Date: 2024-10-03 - 9:25:23 AM CDT - Time Source: server- IP address: 174.75.117.55
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2024-10-03 - 9:25:25 AM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 9:31:22 AM CDT- IP address: 12.75.115.63
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 9:32:00 AM CDT - Time Source: server- IP address: 12.75.115.63
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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Joseph F. Marin   
Vice President of Operations

**FROM:** Anthony Brown  
Chief Facilities Management Officer

**DATE:** September 19, 2024

**SUBJECT:** Authorizing Naming Rights for Northshore Technical Community College

### **FOR BOARD ACTION**

**Recommendation:** Staff recommends that the Board authorize Northshore Technical Community College (NTCC) to name the Journeyman Industrial Building, which was remodeled to house the YouthBuild Bogalusa Program in Bogalusa, LA, for Dr. Danielle Keys, the Director of YouthBuild Bogalusa, in accordance with LCTCS Board Policy #4.003, Naming of LCTCS Facilities. The naming request complies with the system naming policy in honoring an individual that has rendered distinguished service warranting recognition of their exceptional contributions to the college.

**Background:** NTCC requests Board approval to name the remodeled Journeyman Industrial Building at the NTCC Sullivan campus the “Dr. Danielle Keys Center for YouthBuild Bogalusa.” Dr. Jim Carlson, NTCC Chancellor, stated that, “On Tuesday, April 2, 2024, Northshore Technical Community College lost one of its transformational leaders, Dr. Danielle Jenene Keys. The sudden loss of Danielle has left a void at NTCC that will never be filled. Although she is no longer with us, she will forever be remembered for all that she has done for NTCC and the YouthBuild Bogalusa program,” and, “Dr. Keys is worthy of this recognition as a method to honor her memory of supporting and uplifting students from challenging backgrounds, and by striving to make the world a better place through the great work of YouthBuild Bogalusa.”

Dr. Keys was named the Director of the YouthBuild Bogalusa Program in 2009, after serving as a counselor for YouthBuild since 2008. Under Dr. Keys’ direction, YouthBuild Bogalusa has flourished, becoming a beacon of hope and opportunity for countless young people. Danielle led an amazing team at YouthBuild Bogalusa that not only taught the students valuable skills and knowledge, but also instilled in them the confidence and resilience to overcome obstacles and pursue their dreams.

Dr. Keys had an unwavering commitment to empower young people, especially those who faced barriers and challenges in their lives. She believed in the potential of every individual, no matter their circumstances, and she dedicated herself to providing them with the tools, guidance, and support they needed to succeed in our society.

Beyond her professional achievements at NTCC, Danielle was well known for her kindness, compassion, and generosity. In addition, she also served the people of her beloved community as a Bogalusa City Councilwomen in a way that made everyone feel valued and supported

**Fiscal Impact:** The fiscal impact is limited to the cost of signage, which will be borne by the college and/or the NCEF Foundation.

**History of Prior Actions:** The Board has approved similar naming rights for a number of colleges.

**Benefits to the System:** With the Board's approval, Dr. Danielle Keys' legacy will live on in the "Dr. Danielle Keys Center for YouthBuild Bogalusa."



\_\_\_\_\_  
**Approved for Recommendation to the Board**  
**Dr. Monty Sullivan**

\_\_\_\_\_  
**Date**

**Signature:**   
Joseph J. Marin (Oct 3, 2024 09:23 CDT)

**Email:** jmarin@lctcs.edu

# Authorizing Naming Rights for Northshore Technical Community College

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAqOtaLEGQhHSs-bpxvwEHhTtYmzHkQstw

## "Authorizing Naming Rights for Northshore Technical Community College" History

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2024-10-03 - 8:55:36 AM CDT- IP address: 107.215.37.246
-  Document emailed to Joseph Marin (jmarin@lctcs.edu) for signature  
2024-10-03 - 8:56:07 AM CDT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)  
2024-10-03 - 9:23:00 AM CDT- IP address: 174.75.117.55
-  Document e-signed by Joseph Marin (jmarin@lctcs.edu)  
Signature Date: 2024-10-03 - 9:23:18 AM CDT - Time Source: server- IP address: 174.75.117.55
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
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# LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**Changing Lives,  
Creating Futures**

Monty Sullivan  
*System President*

Officers:  
Timothy W. Hardy  
*Chair*

Stephen C. Smith  
*First Vice Chair*

Stephen Toups  
*Second Vice Chair*

Members:  
Ellis Bourque, III  
Cynthia Butler-McIntyre

Archie Hall

Sabrina Hogan

Joseph Hollins

Patrick T. Johnson

Jennifer Lee

Erika McConduit

Chad Moody

Willie L. Mount

Paul Price, Jr.

Stanton W. Salathe

Student Members:

Abbigale Ardoin

Christopher Elie

Louisiana  
Community  
& Technical  
College System

265 South Foster Drive  
Baton Rouge, LA 70806

Phone: 225-922-2800  
Fax: 225-922-1185

[www.lctcs.edu](http://www.lctcs.edu)

**TO:** Dr. Monty Sullivan  
President

**THROUGH:** Joseph F. Marin   
Vice President of Operations

**FROM:** Joel Watkins   
Director of Budget and Planning

**DATE:** September 16, 2024

**SUBJECT:** FY 2024-25 Operating Budget for LCTCS Entities

## FOR BOARD ACTION

**Recommendation:** Staff recommends that the Board approve the formal FY 2024-25 operating budgets of the LCTCS Colleges and the Board office.

**Background:** The Board approved the FY 2024-25 operating budgets allocations of the LCTCS Colleges and the Board office at the August 2024 meeting with the formal operating budgets of colleges to be submitted at the subsequent meeting in October. The budgets contain the actual revenues and expenditures for the prior fiscal year from the year-end financial close ending August 15<sup>th</sup> and as such the formal operating budgets are now provided for your review. Below is the summary totals of the FY 2024-25 operating budgets for LCTCS:

### REVENUES BY SOURCE:

<i>State General Fund Direct</i>	<i>\$155,291,612</i>
<i>Statutory Dedications</i>	<i>\$16,030,143</i>
<b>TOTAL STATE FUNDS</b>	<b>\$171,321,755</b>
<b>SELF GENERATED FUNDS</b>	<b>\$169,815,083</b>
<b>TOTAL REVENUES</b>	<b>\$341,136,838</b>

### EXPENDITURES BY OBJECT:

Salaries	\$181,066,034
Other Compensation	\$2,626,373
Related Benefits	\$74,458,553
<b>TOTAL PERSONAL SERVICES</b>	<b>\$258,150,960</b>
Travel	\$1,183,608
Operating Services	\$36,064,477
Supplies	\$4,784,548
<b>TOTAL OPERATING EXPENSES</b>	<b>\$42,032,633</b>
Professional Services	\$5,401,642
Other Charges	\$18,345,801
Interagency Transfers	\$8,619,875
<b>TOTAL OTHER CHARGES</b>	<b>\$38,372,421</b>
General Acquisitions	\$2,250,141
Library Acquisitions	\$205,683
Major Repairs	\$125,000
<b>TOTAL ACQ. &amp; MAJ. REPAIRS</b>	<b>\$2,580,824</b>
Unallotted	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$341,136,838</b>

### EXPENDITURES BY FUNCTION:

Instruction	\$139,504,004
Public Service	\$262,039
Academic Support	\$45,323,899
Student Services	\$29,857,126
Institutional Services	\$72,646,646
Scholarships/Fellowships	\$393,058
Plant Operations/Maintenance	\$39,702,514
<b>TOTAL E&amp;G EXPENDITURES</b>	<b>\$327,689,285</b>
Transfers out of agency	\$12,498,064
Athletics	\$616,718
Other	\$332,771
<b>TOTAL EXPENDITURES</b>	<b>\$341,136,838</b>

**Budget Considerations:**

Appropriated state funds for FY 2024-2025 are \$24M less than the appropriated funds for FY 2023-2024. All but \$2M of that reduction is due to the removal of one-time funding that was added in FY24.

State General Fund (SGF) decreased by \$9.2M: the \$5M that was placed in the Board Office's FY24 budget from the Department of Corrections for inmate training was removed, \$2.1M in line-item amendments to the colleges for FY24 were also removed, \$2.5M was removed for mandated costs as a result of savings from a reduction in retirement rate contributions, and an increase of \$0.3M to help offset the mandated cost changes.

Statutory Dedications decreased by \$15M due to the removal of federal monies in the Workforce Training Rapid Response Fund for healthcare that have been exhausted.



\_\_\_\_\_  
**Approved for Recommendation to the Board**  
**Dr. Monty Sullivan**

\_\_\_\_\_  
**Date**

**Signature:**   
Joseph J. Marin (Oct 3, 2024 10:07 CDT)

**Email:** jmarin@lctcs.edu

**Signature:** 

**Email:** jwatkins@lctcs.edu

# FY 2024-25 Operating Budget for LCTCS Entities

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7J88hYBuqej0ROg0ztLRpm5NKDqjPz3o

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Louisiana
Community
& Technical
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265 South Foster Drive
Baton Rouge, LA 70806

Phone: 225-922-2800
Fax: 225-922-1185

www.lctcs.edu

TO: Dr. Monty Sullivan
LCTCS President
FROM: Ericka Poole
Coordinator of Board Services

DATE: September 24, 2024

SUBJECT: Revisions to Bylaws of the Board of Supervisors of the Louisiana
Community and Technical College System

FOR BOARD ACTION

Recommendation: Staff recommends that the Board approve the revisions to the Bylaws
of the Board of Supervisors of the Louisiana Community and Technical College System.

Background: Revisions were made to the Bylaws consistent to changes in Louisiana
Revised Statutes 42:4 and 42:19(A)(b)(ii)(cc). Other amendments were either grammatical
in nature or designed to enhance the Board's flexibility and ability to execute its duties.

Fiscal Impact: N/A

History of Prior Actions: The Board approved amendments to the initially adopted
bylaws from November 10, 1999 per board action on May 8, 2002, June 14, 2006,
November 8, 2006, April 11, 2007, May 13, 2009, June 8, 2011, June 13, 2018, June
12, 2019, December 11, 2019, and January 12, 2022.

Benefits to the System: A current and relevant set of bylaws that is consistent with state
law aids the Board in carrying out the mission of the Louisiana Community and Technical
College System.

Handwritten signature of Monty Sullivan

Approved for Recommendation to the Board
Dr. Monty Sullivan

Date



BYLAWS of the  
**BOARD of SUPERVISORS**  
of the  
**LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM**

*The mission of the Board of Supervisors for the Louisiana Community and Technical College System shall be to direct, control, supervise, assist and manage the institutions of this System in providing quality education and workforce training to the people of the state.*

*These Bylaws set forth the respective rights, duties and responsibilities of the Board, a body corporate, the various administrative officers and the faculty; fixing responsibility and describing lines of authority.*

**ARTICLE I**

Name, Membership, Offices, Meetings, Compensation, Removal, and Self-Evaluation

Section 1. Name

The name of this organization shall be the Louisiana Community and Technical College System.

Section 2. Membership

- A. Board membership, method of appointment and terms of service of members shall be as provided in the constitution and by law. (La. Const., Article VIII, Section 7.1B.) and L.R.S. 17:3217.1.) The Board shall be composed of 15 members appointed by the Governor with consent of the Senate. At least one and not more than two members shall be appointed from each congressional district with the remaining member appointed from the state at large. These members shall serve overlapping six-year terms after the initial appointments. These members' terms begin July 1 in the year in which appointed to the Board.

- B. There shall be two student members on the Board who shall serve for a term of one year. One student member shall be selected by and from a council composed of the student body presidents of the Board's community colleges and technical community colleges, and one student member shall be selected by and from the membership of a council composed of the student body presidents of the Board's technical college campuses. Each student shall be a full-time student at the time of appointment and shall be ineligible to succeed him/herself, all as provided by law. The student members' terms shall begin on June 1 of each year and shall terminate on May 31st of the following year. ~~Student members are officially sworn in and take their seats as members of the Board at the June meeting of the Board of Supervisors.~~

### Section 3. Authority of Board

The corporate authority, internal and otherwise, vested in the Board of Supervisors of the Louisiana Community and Technical College System to supervise and manage the systems under its jurisdiction, extends to all the colleges, branches, centers of learning or extensions of the system now existing or hereafter established.

### Section 4. Offices

The principal office of the Board of Supervisors of the Louisiana Community and Technical College System, a body corporate, shall be the City of Baton Rouge, East Baton Rouge Parish, Louisiana.

### Section 5. Meetings

- A. Regular Meetings. ~~The Board shall convene at least six regular meetings in each calendar year. The Board shall adopt and publish, in accordance with R.S. 42:19(A) and (B), an annual schedule of meetings specifying the dates, times, and locations of each meeting. The Supervisors shall meet on the second Wednesday of each month or at other times as set by the Board, or upon call of the Chairman/Chair. However, the Board, may, by majority vote at any regular meeting, alter the annual schedule and/or location of any future meeting.~~
- B. Special and Emergency Meetings. Special meetings may be called at any time by the Chair of the Board, ~~upon~~ upon the written requests of at least five (5) members of the Board. The President of the System is empowered to act in the Board's behalf in extraordinary circumstances in the interim between meetings, whose action shall be placed on the Board agenda for ratification. Business transacted at a special meeting shall be confined to the purposes stated in the call for the meeting. ~~The Board shall adopt and publish, in accordance with R.S. 42:7A(1)(a) and (B), an annual schedule of meetings specifying the location of each~~

~~meeting. However, the Board, may, by majority vote at any regular meeting, alter the annual schedule and/or location of any future meeting.~~

- C. Notice of Meetings. As required by law, the Board shall give written public notice of its regular meeting schedule at the beginning of each calendar year. The Board shall also give written public notice of any regular, special or rescheduled meeting no later than twenty-four hours before the meeting. Such notice shall include the agenda, date, time and place of such meetings. As provided by law, upon unanimous approval ~~of two-thirds~~ of the members present at a meeting, the Board may take up a matter not on the agenda.
- D. Location of Meetings. The Board of Supervisors may hold meetings at any location in the state. Meetings shall be held at such places, times and dates as determined by the Board. Official announcements of such business meetings will be posted and conducted in compliance with the Open Meetings Law.

#### Section 6. Personal Attendance of Members at Meetings

Board members shall personally attend all meetings unless prevented from doing so by disability or other causes beyond their control. Failure or refusal to attend at least 75 percent of the regularly scheduled meetings, without such cause, during a fiscal year shall be cause for removal from the Board, pursuant to Section 17 of this article. Nonmembers may not attend meetings of the Board as a substitute for any Board member.

#### Section 7. Voting and Presentation of Motions by Members

Only members of the Board shall be entitled to present or second motions or vote on matters of concern to the Board. In accordance with state law, proxy and telephone votes are prohibited.

#### Section 8. Committees, Meetings

- A. Committees shall meet at the direction of the Chair or upon call of the Committee chair, in consultation with the Board Chair.
- B. Executive Committee: The Executive committee shall consist of five (5) members with the ChairmanChair, Vice-ChairmanChair, and Second Vice-ChairmanChair of the Board serving in those same capacities on the Committee. The other members of the committee ~~shall may~~ be appointed by the ChairmanChair from among committee chairs. The Executive Committee shall consider matters referred to it by the Board, shall execute orders and resolutions assigned to it by the Board, and shall take immediate action if an emergency requiring such action arises between Board meetings as proposed by the System President. All acts of the Executive Committee, except those matters in which the Board shall have delegated full

authority to the committee to act for it, shall be submitted to the Board for ratification or rejection at its next meeting.

C. All standing committees shall consist of no less than ~~five~~three voting members. Unless and until otherwise decided by the vote of a majority of the membership of the Board, the standing committees of the Board shall be the following:

1. Academic, Instruction, Workforce Training and Student Affairs. Matters concerning academic, instructional, workforce training organization, curricula, other matters, faculty, scholarship and student affairs and other related matters shall be referred to this Committee. This Committee shall consist of at least three members.
2. Finance. Matters relating to financial and budgetary operations shall be referred to this Committee. This Committee shall consist of at least three members.
3. Audit Subcommittee. All matters relating to internal and external audit functions. This Subcommittee shall consist of at least five members.
4. Facilities and Property. Facilities and property issues shall be referred to this Committee. This Committee shall consist of at least three members.
5. Legislative, Public Policy and Information. All matters relating to coordinating, developing, and promoting unified communications and messages on significant policy matters; reviewing legislative issues and governmental initiatives; and interfacing with foundations and affiliated ~~organizations.~~ This organizations. This Committee shall consist of at least three members.
6. Personnel. Personnel and employment issues shall be referred to this Committee. This Committee shall consist of at least five members.
7. Grievance Subcommittee. Referral of matters related grievances brought to the Board by personnel or students of the institutions under its jurisdiction, in accordance with established policies and procedures. This Committee shall be a subcommittee of the Personnel Committee and shall consist of at least five members. The Chair of the Personnel Committee shall be Chair of the Grievance Subcommittee.
8. Governance. All matters related to the governance of the Board, including but not limited to providing limited guidance on the fulfillment of obligations by board members, the amending of board by-laws and the referral of election and nominating matters shall be referred to this Committee. The roll, scope, and mission of this committee will be reviewed continually and kept on file in the Board office. This committee shall consist of at least ~~five~~three members.
9. Information Technology. All matters relating to major information technology upgrades, information or cyber security, data privacy, and evaluating and

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recommending policies and procedures concerning information technology and resources. This committee shall consist of three members. This committee shall consist of at least three members.

8.

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#### Section 9. Board Action

- A. The business of the Board is generally conducted through referral to standing, special and *ad hoc* committees. Staff analyses, staffing and assistance to the Board or its committees, is provided by Board staff. Generally, the Board will consider agenda items and other recommendations as submitted by Board committees.
- B. As required by law, all votes made by members of a public body shall be viva voce and shall be recorded in the minutes, the official written proceedings, which shall be a public document.
- C. Emergencies. In cases of extraordinary circumstances requiring immediate action, the System President, in consultation with the Board officers shall act in the Board's behalf and the item shall be placed on the agenda for the next regular Board meeting for ratification at that meeting.
- D. Appointment and Term. Members of all standing Committees, which shall each have a Chair and Vice Chair, shall be appointed by the Board Chair. The term of committee appointees shall ~~run concurrently with that of the Board Chair for one year. A member of the Board shall be eligible to chair any specific Committee for no more than two consecutive terms.~~ In filling vacancies for unexpired terms for Committee Chair, a chair who has served more than half a term is considered to have served a full term.
- ~~A Committee Chair at any Committee meeting may appoint any Board member in attendance to Committee membership on the Committee meeting then being held~~During any committee meeting, the Committee Chair has the authority to designate any present Board member as a member of the applicable standing committee.
  - Vacancies occurring among appointed members of any Committee shall be filled by the Board Chair for the remainder of the term.
- E. Representatives on standing committees of the Board of Regents. In accordance with the provisions of L.R.S. 17:3399.5, representatives from the Board of Supervisors to serve on ~~the Board of Regents' Academic and Student Affairs committee, Facilities and Property committee, Finance committee and Legislative committee selected standing committees of the Regents~~ shall be the 1<sup>st</sup> Vice Chair with the 2<sup>nd</sup> Vice Chair as the alternate.

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~~Board of Regents' Committee~~ ————— ~~Board of Supervisors' Representative~~

<del>Academic and Student Affairs</del>	<del>Chair or designee of the Academic, Learning, Workforce Training and Student Affairs Committee; alternate, Vice Chair or designee</del>
<del>Facilities and Property</del>	<del>Chair or designee of the Facilities and Property Committee; alternate, Vice Chair or designee</del>
<del>Finance</del>	<del>Chair or designee of the Finance Committee; alternate, Vice Chair or designee</del>
<del>Legislation</del>	<del>Chair or designee of the Legislation Committee; alternate, Vice Chair or designee</del>

F. Representatives from the LCTCS Board serving on the Board of Regents' committees should be sent in writing to the Board of Regents. If a member designated as the LCTCS representative to a Regents' committee, cannot attend, s/he should notify the Administrative Secretary to the Board as soon as possible in order for her to arrange for a substitute. ~~Representatives presently serving as LCTCS representatives on the Regents' committees at the time of adoption of these bylaws shall continue to serve until June 2000.~~

Section 10. Quorum

At all meetings of the Board, nine of the members appointed shall constitute a quorum for the transaction of business. The action of a majority of the members of the Board present at any meeting shall be the action of the Board, but in any event, the law states that favorable passage of a simple measure requires at least nine "yea" votes.

Section 11. Rules of Order

Except as provided within these bylaws, meetings shall be conducted in accordance with *Robert's Rules of Order*.

Section 12. Public Nature of Meetings, Notices of Meetings and Executive Sessions

All meetings of the Board and its Committees shall be open to the public in accordance with R. S. 42:4.1-13, and notice of all meetings shall be governed by the Open Meetings Law. The Board may go into executive session for the purposes provided in R. S. 42:6.

Section 13. Order of Business

A. The order of business for meetings of the Board shall ~~be: consist of, at a minimum: call to order, roll call, public comment, correction and/or approval of the previous Board meeting minutes, recommendations from standing committees, other business, and adjournment.~~

- ~~1. Call to Order.~~
- ~~2. Roll Call.~~
- ~~3. Correction and approval of the previous Board meeting minutes and all Special and Emergency Meetings minutes held subsequently thereto.~~
- ~~4. Reports and Recommendations of Standing Committees.~~
- ~~5. Reports and Recommendations of Special, Emergency and Ad hoc Committees.~~
- ~~6. Reports and Recommendations of the President of the System.~~
- ~~7. Resolutions for Board Action.~~
- ~~8. Other Business.~~
- ~~9. Adjournment.~~

#### Section 14. Minutes

- A. Written minutes of all meetings of the Board will be taken. Copies of said minutes shall be ~~mailed-distributed~~ to each member of the Board prior to the next regularly scheduled meeting of the Board. The minutes shall be considered “draft” until officially approved by the Board at its next regular meeting. Upon request by any member, the vote and remarks of a member shall be recorded.
- B. Minutes of Board or Committee meetings shall record official action on motions or resolutions and may include a summary or report of the action and pertinent discussions. In all cases where the action of the Board is not unanimous, the yeas, nays and abstentions of the individual members shall be recorded.

#### Section 15. Agenda

Prior to each regular meeting, the System President through the Administrative Secretary to the Board shall prepare and forward to each member a tentative agenda for the meeting, ensuring sufficient time for the members to study the information before the next meeting. This agenda, as approved or amended at each meeting, shall govern the order of business for the meeting. The System President, with approval of the Chair, shall place on the agenda any item requested by a Board member when submitted prior to the deadline for agenda submission. Any item not previously on the published agenda may be added to the agenda and acted upon with the approval of two-thirds of the members present, as required by law.

#### Section 16. Compensation

Each member of the Board is entitled by law to receive \$50.00 for each day of attendance at Board meetings, meetings of Committees on which the member serves, or while conducting duties assigned by the Board, plus travel and other expenses incurred in the performance of official duties. Reimbursement of travel and expenses shall be in accordance with state rules and regulations.

#### Section 17. Removal from the Board

Members of the Board serve as Public Officials of the State of Louisiana and, as such, are members of the unclassified state service. (Louisiana Constitution, Article X, Section 2). In accordance with state law, board members shall be liable to removal from office, by impeachment, for malfeasance or gross misconduct. Board members subject to a charge for removal shall be provided due process as provided in the Louisiana Constitution, Article X, Section 24.

#### Section 18. Board Self-Evaluation

An annual Board self-evaluation will allow for the Board to review its mission on a regular basis, resulting in more effective management of Board responsibilities. The evaluation shall be based upon goals, priorities and strategic initiatives agreed upon by the Board and the LCTCS President. The procedures associated with this evaluation shall be reviewed and agreed upon by the officers of the Board, the Board's Personnel Committee and the LCTCS President.

The purpose of this evaluation is to: (1) give Board members an opportunity to evaluate how effective the full Board functions in fulfilling its duties; and (2) give Board members the opportunity to assess their own performance.

## ARTICLE II

### Officers and Their Duties

#### Section 1. Officers

A. ~~1.A.~~ Chair, First Vice Chair and Second Vice Chair.

1. ~~Chair:~~ The Governor may appoint the Chair from among the membership of the Board. The Chair shall serve at the pleasure of the Governor. In the absence of gubernatorial appointment of Board Chair, the Board shall elect its chair from among its membership in accordance with La. R.S. 42:4 and shall follow the election procedures and term limits of La. R.S. 17:1873(A).

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2. ~~2.~~ First Vice Chair, Second Vice Chair, and Chair (if no gubernatorial appointment): The Board shall elect from its membership a ~~Chair~~, First Vice Chair and ~~Second, Second~~ Vice Chair, and any other officers it may deem necessary and appropriate to effectively and efficiently conduct its business in accordance with R. S. 17:1873A. Elections for office-officers will be held ~~in June of each year prior to July 1~~ to correlate with the terms of office. Each officer shall serve for a term of one year or until his successor is duly elected, qualified and inducted into office, and each officer shall not succeed him/herself more than one time. No members shall hold more than one of these offices concurrently. No member can be elected to an office unless s/he has served for one calendar year. In the event that no gubernatorial appointment is not made, the rules outlined in this subsection will be in effect for the Chair position.

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- B. The Chair shall preside over all meetings of the Board, and shall appoint the members of all standing, special and *ad hoc* committees, subject to the approval of the full Board. The Chair shall be an ex-officio member of all Committees with the authority to vote upon such Committee matters. The Chair of the Board, upon its authority and in its name, may execute all notes, bonds, deeds, contracts and other documents requiring the seal, in accordance with R. S. 17:3351 *et seq.* In the absence of the Chair, those duties shall be performed by the Vice Chairs.
- C. The Vice Chairs, in the absence of the Chair, shall perform those duties normally reserved to the Chair. The Vice Chairs, shall perform the duties and have the powers of the Chair during the absence or disability of the Chair, in accordance with R. S. 17:1873 B.
- D. Other Officers. The Board may elect such other officers as it may deem necessary during regularly scheduled subsequent meetings. The term of office for each officer shall be for one year, or until a successor is duly elected, qualified and inducted into office.

#### Section 2. Board Policies

- A. The Administrative Secretary to the Board shall maintain a Policy Manual, which shall contain all policies adopted by the Board.
- B. Changes in Board Policy. To allow time for study by members of the Board, drafts of proposed new policies or changes in Board policy shall be distributed to each member of the Board at the regular meeting immediately preceding the regular meeting at which the action is to be taken. Before formal action can be taken, the proposal for change must have been under Board consideration for a minimum of one month prior to adoption. Excluding abstentions, upon unanimous approval of the members present at a meeting, the Board may take formal action on a policy without meeting the one-month minimum review period.
- C. The purpose for this procedure is twofold: (1) The LCTCS Board of Supervisors is a constitutional body charged with significant responsibilities focused upon the development of a strong system of postsecondary institutions consisting hereto of either newly-created institutions or institutions historically managed by other governing bodies. (2) This procedure also will allow the Board and its staff time to study the impact of the proposed change and to provide time for any public response to the proposed policy or policy change.
- D. The proposed policy or policy change, with amendments, shall be considered for adoption at the next regularly scheduled meeting of the Board. The decision to place the policy change under consideration by the Board shall be determined by majority vote. Copies of drafts or proposed new policies or changes in Board policy shall be ~~mailed-distributed~~ to those members not in attendance.

### Section 3. Vacancies

- A. Vacancies in the office~~s~~ of the Board shall be filled by the Chair as soon as practicable.
- B. A vacancy occurring prior to the expiration of an appointed member's term shall be filled for the remainder of the unexpired term by appointment by the governor, with consent of the Senate. Any other vacancy shall be filled as mandated by the constitution and as provided by law.

### ARTICLE III

- A. General Duties. The Board shall establish and maintain the highest level of instruction, workforce training and service in each institution under its control.
- B. General Administrative Policy. The Board shall determine broad administrative and educational policies for the conduct of all Board, System and institutional affairs and shall provide for the execution of its policies by the System President and by the institutional chancellors.

C. Other Powers, Duties and Functions. In supervising and managing the institutions under its administration, the Board shall have authority to:

1. Sue and be sued, including the right to recover all debts owed to the Board or to any institution under its management, and to retain legal counsel.
2. Actively seek and accept donations, bequests, or other forms of financial assistance for educational purposes from any public or private person or agency and to comply with rules and regulations governing grants from the federal government or any other person or agency not in contravention of the Constitution and laws of Louisiana.
3. Receive and expend or allocate for expenditure to the institutions under its jurisdiction all monies appropriated or otherwise made available for purposes of the Board and/or the institutions under its jurisdiction.
4. Borrow money and issue notes, bond or certificates of indebtedness for the same and pledge fees, rents and revenues to guarantee payment thereof, in accordance with the law and with approval of the State Bond Commission.
5. Determine the fees which shall be paid by students and maintain in the System office, as a public record available on request, a current schedule of such charges.
6. Purchase land and purchase or construct buildings necessary for the use of its institutions, in accordance with applicable state laws.
7. Purchase equipment and properly maintain and make improvements to facilities necessary for the use of its institutions in accordance with applicable laws.
8. Lease land or other property belonging to it or to any of the institutions within the System, in accordance with state laws.
- ~~9.~~ 9. Sell or exchange land or other property not needed for institutional purposes, in accordance with state law.
10. Employ and approve employment, fix or approve salaries, fix or approve the duties and functions of personnel for the System office and for its institutions, maintain in the System office a current list of approved salaries.
11. Accept and approve curricula and programs of study. The Board approves credit and non-credit program offerings.

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12. Adopt, amend or repeal rules and regulations necessary or proper for the business of the Board and for the governance of the institutions under its jurisdiction.
  13. Adopt, amend or repeal rules and regulations for the governance and discipline of students.
  14. Affiliate with any institution giving any special course of instruction upon such terms as the Board deems appropriate, which terms may include the retention by such institution of the control of property, faculty and staff.
  15. Award certificates, confer degrees and issue diplomas certifying the same, as well as adopt, amend or repeal rules and regulations pertaining to the conferring of degrees.
  16. Enter into contracts and agreements with other public agencies with respect to cooperative enterprises and undertakings relating to or associated with its institutions' purposes and programs.
  17. Perform such other functions as are necessary or incidental to the supervision and management of its institutions.
  18. Elect the head of institutions as prescribed by law.
  19. Employ such technical and professional assistance as needed.
  20. Assign, designate or determine the name of, or rename, any institution or building under the jurisdiction of the Board, subject to law.
  21. Review and approve any action the Board deems necessary at the institutional level.
  22. Perform other duties and actions as prescribed by law and/or deemed necessary for the efficient operation of the System.
- D. Admissions. Admission to the institutions under this Board will be open and accessible to all citizens without regard to age, race, gender, physical condition, religion, or ethnic background. LCTCS institutions admit students for academic and workforce programs.
- E. Finance. All institutions under the governance of the LCTCS Board of Supervisors **shall** adopt an accounting system that follows generally accepted principles of institutional accounting as they appear in the *College and University Business Administration* publication of the National Association of College and University Business Officers (NACUBO.) The chief business officer is responsible for preparing financial reports for appropriate

institutional officials, board officers and outside agencies. Periodic written reports to the chief executive officer of the institution are imperative.

## ARTICLE IV

### Section 1. Responsibilities, Duties, and Rights of Principal Administrative Officers of the LCTCS

Officers of the System shall be the President and such other officers as the Board deems appropriate for the administration of the System. The Board of Supervisors shall establish procedures for selection and appointment of major administrative officers within the System. The President works at the pleasure of the Board. Other major administrative staff shall work at the pleasure of the President.

- A. President. A System President shall be appointed by the Board who shall be the chief executive officer, and shall serve as Secretary to the Board and the standing and special committees of the Louisiana Community and Technical College System. His/her salary shall be fixed by the Board and recorded in the proceedings of the Board.
- B. Administrative Secretary. The Administrative Secretary to the Board shall be appointed by the Board upon recommendation of the President and serves at the pleasure of the President. The Administrative Secretary shall not be a member of the Board. The Administrative Secretary shall have custody, under the supervision and control of the Secretary, of the records of the Board. The Administrative Secretary shall cause to be filed, indexed and preserved the minutes, papers and documents pertaining to the business affairs and proceedings of the Board and its Committees.
- C. In addition to the President, and the Administrative Secretary to the Board, the LCTCS Board, upon recommendation of the President, may appoint other such Board officers and staff, as it deems necessary for the effective and efficient conduct of its business.

### Section 2. Duties of the President

- A. The President is the Chief Executive Officer of the Louisiana Community and Technical College System and shall exercise overall supervision and direction of the System. The President shall be the custodian of the seal of the ~~S~~system and all records of the ~~B~~board. The President shall serve at the pleasure of the Board and shall not be a member of the Board. The President shall be responsible for the day-to-day operations of the System and for implementing policies of the Board. Subject to the control and supervision of the Board, the President shall be responsible to the Board for the conduct of the affairs of the System, and shall execute and enforce all decisions, orders, rules and regulations of the Board. ~~The President shall be the custodian of the seal of the System and all records of the Board.~~—The

Board may assign and delegate to the President such other responsibilities, powers and duties it may deem proper and appropriate, such as the appointment of an interim chancellor (or equivalent) when vacated and when there is no Board meeting scheduled in the near future. At the next Board meeting, the Board may take action regarding the appointment of any interim (or equivalent) position(s).

- B. The President shall make all nominations for appointments, suspensions and dismissals of all administrative officers holding positions at the pleasure of the Board, after consultation with the appropriate administrators and staff. Upon recommendation of the Chancellors of each ~~campus college and the CEO for the technical division~~, the President shall have the authority to make all other appointments, promotions, transfers, suspensions and dismissals of academic and unclassified employees, subject to approval of the Board. Provided that, except for the Chancellors ~~and, with respect to the Technical Division, the position of Regional Director~~, the President, or the President's designated agent, is authorized as appointing authority to make and approve personnel actions relating to classified and unclassified personnel in positions exempt from the classified service pursuant to Rule No. 4.1(c) and (d) of the State of Louisiana Department of Civil Service, including disciplinary actions required to be expressed in writing.
- C. The President defines the mission of each ~~campus college~~ in the System and allocates functions and programs to each. S/He establishes administrative policies and procedures and implements educational policies. S/He coordinates the activities among and between the various campuses of the System and prepares and presents consolidated budgets, both capital and operating, on behalf of the System. In the interim between meetings, in case of emergencies requiring immediate attention, the System President shall act on the Board's behalf, placing the item on the agenda for ratification by the Board at the next regular Board meeting.

### Section 3. Duties of the Administrative Secretary to the Board

- A. The Administrative Secretary to the Board shall schedule and arrange for meetings, make travel and hotel arrangements for the Board members as needed, and furnish meeting notices and materials, as needed, to members in advance of such meetings. The Administrative Secretary shall provide that an accurate record be kept of the proceedings of the meetings of the Board. The Administrative Secretary to the Board shall have custody, under supervision and control of the Secretary, of the records of the Board. The Administrative Secretary to the Board may certify to be true and correct copies of all minutes, papers and other documents of the Board or its Committees. The Administrative Secretary shall cause to be filed, indexed and preserved, the minutes, papers and documents pertaining to the business affairs and proceedings of the Board and of its committees, all in accordance with R. S. 17: 1873 C.

- B. The Assistant Administrative Secretary may certify to be true and correct copies of all minutes, papers and other documents of the Board or its Committees. The Assistant Administrative Secretary is appointed by the Board, upon recommendation of the President. The Assistant Administrative Secretary serves as ~~Executive Secretary~~executive level support to the President.
- C. System Staff Officers shall include a chief academic officer and a chief business officer, and such other officers, all of whom shall work at the pleasure of the President, as deemed necessary for the efficient operation of the System, to be appointed by the President with approval of the Board. The System Staff Officers shall perform the duties outlined in writing by the President and approved by the Board.
- D. Chancellors for each community college, and technical community college, ~~and the CEO for the technical division (which consists of the Louisiana Technical College campuses)~~, shall be appointed by the Board upon recommendation of the President, and hold office at the pleasure of the Board. S/He is responsible to the Board, through the President, for the effective execution of all state laws, all resolutions, policies, rules and regulations adopted by the Board for the administration and operation of the System and the governance of all its campuses. The Chancellor/CEO shall administer the college for which he is appointed and shall exercise complete executive authority, subject to the direction and control of the President and the Board. The Chancellor's/CEO's discretionary power shall be broad enough to allow him/her to meet his/her extensive responsibilities. In performance of his/her duties and responsibilities, the Chancellors/CEOs shall have direct access to the President. S/He shall be the official conduit of communication between the President and all personnel ~~on~~at his/her ~~campus~~college. The Chancellor/CEO shall be responsible to the President for the budgets of his/her ~~campus~~college. This shall include the functions of review and recommendation on the budgets of all divisions of the ~~campus~~college and preparation of a consolidated budget, as well as execution of the budget as approved by the President and the Board.

## ARTICLE V

### Appearance before the Board

Members of the public who wish to address the Board must complete an "Opportunity for Public Comment" form either beforehand by completing the online form or by submitting the comment form to the Administrative Secretary before the meeting begins.

~~Comment" form~~The eard-public comment form should shall include yourthe name of the person who requests to testify and the specific agenda item on which you the person wishes to speak. Members of the public who wish to testify shall limit public comments to those items included on the published agenda.

The designated Chair of the Committee or Board shall ensure that public remarks are confined to topics listed on the agenda. Furthermore, the Committee or Board shall restrict or omit

~~discussions pertaining to specific personnel matters or pending litigation. The Board will limit, or exclude, testimony on matters related to individual personnel issues or litigation.~~

~~Any individual interested in addressing the Board must register in writing with the Administrative Assistant to the Board. This may be done in advance as well as up to at least one hour prior to the meeting (on the day of the meeting, registration will take place at the meeting site). Registration must be handled through the "Opportunity for Public Comment" form.~~

If the matter is related to matters before the Board, the Chair, at his or her discretion, may approve the request and allot a reasonable time for presentation. At any meeting, the Chair, without opposition, or the Board, by majority vote, may recognize unscheduled appearances before the Board by individuals or groups. The Chair shall limit presentations as necessary to maintain the timely conduct of business by the Board.

## ARTICLE VI

### Section 1. Academic Freedom

The LCTCS System is committed to the principles of academic freedom, which acknowledges the right of a teacher to explore fully within the field of assignment and to give in the classroom and elsewhere such exposition of the subject as the teacher believes to be the truth. This includes the right of the academic staff member to exercise in speaking, writing and action outside the System the ordinary rights of a citizen, but it does not decrease the responsibility borne by that academic staff member to the System, the state and the nation. When not officially designated to represent the LCTCS, the staff member must indicate clearly that s/he is speaking as an individual citizen. Implicit among numerous responsibilities that must be assumed by those enjoying these privileges of academic freedom shall be that of refraining from insisting upon the adoption by students or others of any particular point of view as authoritative in controversial issues.

## ARTICLE VII

### Section 1. Executive Staff/Faculty

- A. Institutional Grievance Procedures. Each institution under the control of the Board of Supervisors of the Louisiana Community and Technical College System shall develop and promulgate an internal grievance procedure for all employees not in the classified civil service. This procedure shall be approved by the Board. An employee must exhaust all administrative procedures at the institutional level before an appeal can be made to the Board.
- B. Board Review. The Board will review the administrative proceedings from an institution and determine whether or not the evidence warrants a hearing. Should the Board decide the evidence does not warrant a hearing, the grievant shall be notified that the hearing has been denied and the decision of the institution affirmed.
- C. Granting of Hearing. The Board may grant the grievant a hearing and provide a fixed time for each party to present his/her case. All arguments shall be confined to the record of the administrative proceedings from the institution. However, after review of the administrative proceedings from the institution, the Board may allow additional evidence to be presented. The Board will notify both parties of the type of additional evidence it seeks and the procedure to be used in its presentation.
- D. Board Policy on Grievance. The Board recognizes the necessity and desirability of providing employees with a method and forum in which to resolve, in an orderly fashion, problems in the work place/workplace. However, by adoption of this policy, it is not the intention of the Board to confer upon the community and technical college employees any additional rights of substantive or procedural due process other than that mandated by law.

## ARTICLE VIII

### Section 1. Transitional Provisions

- A. Adoption of these bylaws shall be considered procedures designed to assist the Board of Supervisors of the Louisiana Community and Technical College System with the orderly operation of business. The adoption of these bylaws, and any amendments hereto shall go into effect upon a two-thirds vote of the Board.
- B. The Board shall elect a Chair from among its members at its inaugural meeting in January 1999 and appoint a President, who shall be the Board's Chief Executive Officer, as soon as practical.

- C. The Board has adopted the policies in effect on the effective date of transfer (July 1, 1999) of the various institutions from the Board of Elementary and Secondary Education, the University of Louisiana System and the Management Council for Baton Rouge Community College. Additionally, the Board has provided for the development of new and additional policies as may be necessary for the orderly transaction of business and the changing roles of the institutions transferred to the Board of Supervisors of the Louisiana Community and Technical College System on July 1, 1999. These melded policies shall go into effect on July 1, 1999, after final adoption by the Board at the June 29, 1999, Board meeting.

#### Section 2. Method of Amending

These bylaws may be amended at any regular meeting of the Board by a two-thirds vote of the members present, a quorum being present, provided the amendment was submitted in writing at the previous regular meeting of the Board.

#### Section 3. Effective Date

These bylaws and amendments shall go into effect at midnight, November 10, 1999, amendments to go into effect.

### ARTICLE IX

#### Section 1. Policies of Non-Discriminatory Action

- A. Except for those requirements delineated in *U. S. versus State of Louisiana*, Civil Action No. 80-330, Section A, the Board of Supervisors of the Louisiana Community and Technical College System is an equal opportunity employer operating in compliance with both the Equal Employment Opportunity and the Americans with Disabilities Acts.
- B. The Board shall establish nonracial criteria for the employment, promotion, dismissals and/or demotions of all personnel, all as required by law.

Initially Adopted: November 10, 1999

Revised:

Per approved action at May 8, 2002 Board meeting

Per approved Board action on June 14, 2006

Per approved Board action on November 8, 2006

Per approved Board action on April 11, 2007

Per approved Board action on May 13, 2009

Per approved Board action on June 8, 2011

Per approved Board action on June 13, 2018  
Per approved Board action on June 12, 2019  
Per approved Board action on December 11, 2019  
Per approved Board action on January 12, 2022



BYLAWS of the  
**BOARD of SUPERVISORS**  
of the  
**LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM**

*The mission of the Board of Supervisors for the Louisiana Community and Technical College System shall be to direct, control, supervise, assist and manage the institutions of this System in providing quality education and workforce training to the people of the state.*

*These Bylaws set forth the respective rights, duties and responsibilities of the Board, a body corporate, the various administrative officers and the faculty; fixing responsibility and describing lines of authority.*

**ARTICLE I**

Name, Membership, Offices, Meetings, Compensation, Removal, and Self-Evaluation

Section 1. Name

The name of this organization shall be the Louisiana Community and Technical College System.

Section 2. Membership

A. Board membership, method of appointment and terms of service of members shall be as provided in the constitution and by law. (La. Const., Article VIII, Section 7.1B.) and L.R.S. 17:3217.1.) The Board shall be composed of 15 members appointed by the Governor with consent of the Senate. At least one and not more than two members shall be appointed from each congressional district with the remaining member appointed from the state at large. These members shall serve overlapping six-year terms after the initial appointments. These members' terms begin July 1 in the year in which appointed to the Board.

- B. There shall be two student members on the Board who shall serve for a term of one year. One student member shall be selected by and from a council composed of the student body presidents of the Board's community colleges and technical community colleges, and one student member shall be selected by and from the membership of a council composed of the student body presidents of the Board's technical college campuses. Each student shall be a full-time student at the time of appointment and shall be ineligible to succeed him/herself, all as provided by law. The student members' terms shall begin on June 1 of each year and shall terminate on May 31st of the following year.

### Section 3. Authority of Board

The corporate authority, internal and otherwise, vested in the Board of Supervisors of the Louisiana Community and Technical College System to supervise and manage the systems under its jurisdiction, extends to all the colleges, branches, centers of learning or extensions of the system now existing or hereafter established.

### Section 4. Offices

The principal office of the Board of Supervisors of the Louisiana Community and Technical College System, a body corporate, shall be the City of Baton Rouge, East Baton Rouge Parish, Louisiana.

### Section 5. Meetings

- A. Regular Meetings. The Board shall convene at least six regular meetings in each calendar year. The Board shall adopt and publish, in accordance with R.S. 42:19(A) and (B), an annual schedule of meetings specifying the dates, times, and locations of each meeting. Chair However, the Board, may, by majority vote at any regular meeting, alter the annual schedule and/or location of any future meeting.
- B. Special and Emergency Meetings. Special meetings may be called at any time by the Chair of the Board or on the written requests of at least five (5) members of the Board. The President of the System is empowered to act in the Board's behalf in extraordinary circumstances in the interim between meetings, whose action shall be placed on the Board agenda for ratification. Business transacted at a special meeting shall be confined to the purposes stated in the call for the meeting.
- C. Notice of Meetings. As required by law, the Board shall give written public notice of its regular meeting schedule at the beginning of each calendar year. The Board shall also give written public notice of any regular, special or rescheduled meeting no later than twenty-four hours before the meeting. Such notice shall include the agenda, date, time and place of such meetings. As provided by law, upon unanimous approval of the members present at a meeting, the Board may take up a matter not on the agenda.

D. Location of Meetings. The Board of Supervisors may hold meetings at any location in the state. Meetings shall be held at such places, times and dates as determined by the Board. Official announcements of such business meetings will be posted and conducted in compliance with the Open Meetings Law.

#### Section 6. Personal Attendance of Members at Meetings

Board members shall personally attend all meetings unless prevented from doing so by disability or other causes beyond their control. Failure or refusal to attend at least 75 percent of the regularly scheduled meetings, without such cause, during a fiscal year shall be cause for removal from the Board, pursuant to Section 17 of this article. Nonmembers may not attend meetings of the Board as a substitute for any Board member.

#### Section 7. Voting and Presentation of Motions by Members

Only members of the Board shall be entitled to present or second motions or vote on matters of concern to the Board. In accordance with state law, proxy and telephone votes are prohibited.

#### Section 8. Committees, Meetings

A. Committees shall meet at the direction of the Chair or upon call of the Committee chair, in consultation with the Board Chair.

B. Executive Committee: The Executive committee shall consist of five (5) members with the Chair, Vice-Chair, and Second Vice-Chair of the Board serving in those same capacities on the Committee. The other members of the committee may be appointed by the Chair from among committee chairs. The Executive Committee shall consider matters referred to it by the Board, shall execute orders and resolutions assigned to it by the Board, and shall take immediate action if an emergency requiring such action arises between Board meetings as proposed by the System President. All acts of the Executive Committee, except those matters in which the Board shall have delegated full authority to the committee to act for it, shall be submitted to the Board for ratification or rejection at its next meeting.

C. All standing committees shall consist of no less than three voting members. Unless and until otherwise decided by the vote of a majority of the membership of the Board, the standing committees of the Board shall be the following:

1. Academic, Instruction, Workforce Training and Student Affairs. Matters concerning academic, instructional, workforce training organization, curricula, other matters, faculty, scholarship and student affairs and other related matters shall be referred to this Committee. This Committee shall consist of at least three members.

2. Finance. Matters relating to financial and budgetary operations shall be referred to this Committee. This Committee shall consist of at least three members.
3. Audit Subcommittee. All matters relating to internal and external audit functions. This Subcommittee shall consist of at least five members.
4. Facilities and Property. Facilities and property issues shall be referred to this Committee. This Committee shall consist of at least three members.
5. Legislative, Public Policy and Information. All matters relating to coordinating, developing, and promoting unified communications and messages on significant policy matters; reviewing legislative issues and governmental initiatives; and interfacing with foundations and affiliated organizations. This Committee shall consist of at least three members.
6. Personnel. Personnel and employment issues shall be referred to this Committee. This Committee shall consist of at least five members.
7. Grievance Subcommittee. Referral of matters related grievances brought to the Board by personnel or students of the institutions under its jurisdiction, in accordance with established policies and procedures. This Committee shall be a subcommittee of the Personnel Committee and shall consist of at least five members. The Chair of the Personnel Committee shall be Chair of the Grievance Subcommittee.
8. Governance. All matters related to the governance of the Board, including but not limited to providing limited guidance on the fulfillment of obligations by board members, the amending of board by-laws and the referral of election and nominating matters shall be referred to this Committee. The roll, scope, and mission of this committee will be reviewed continually and kept on file in the Board office. This committee shall consist of at least three members.
9. Information Technology. All matters relating to major information technology upgrades, information or cyber security, data privacy, and evaluating and recommending policies and procedures concerning information technology and resources. This committee shall consist of three members. This committee shall consist of at least three members.

#### Section 9. Board Action

- A. The business of the Board is generally conducted through referral to standing, special and *ad hoc* committees. Staff analyses, staffing and assistance to the Board or its committees, is provided by Board staff. Generally, the Board will consider agenda items and other recommendations as submitted by Board committees.

- B. As required by law, all votes made by members of a public body shall be viva voce and shall be recorded in the minutes, the official written proceedings, which shall be a public document.
- C. Emergencies. In cases of extraordinary circumstances requiring immediate action, the System President, in consultation with the Board officers shall act in the Board's behalf and the item shall be placed on the agenda for the next regular Board meeting for ratification at that meeting.
- D. Appointment and Term. Members of all standing Committees, which shall each have a Chair and Vice Chair, shall be appointed by the Board Chair. The term of committee appointees shall be for one year. In filling vacancies for unexpired terms for Committee Chair, a chair who has served more than half a term is considered to have served a full term.
1. During any committee meeting, the Committee Chair has the authority to designate any present Board member as a member of the applicable standing committee.
  2. Vacancies occurring among appointed members of any Committee shall be filled by the Board Chair for the remainder of the term.
- E. Representatives on standing committees of the Board of Regents. In accordance with the provisions of L.R.S. 17:3399.5, representatives from the Board of Supervisors to serve on the Board of Regents' Academic and Student Affairs committee, Facilities and Property committee, Finance committee and Legislative committee shall be the 1<sup>st</sup> Vice Chair with the 2<sup>nd</sup> Vice Chair as the alternate.
- F. Representatives from the LCTCS Board serving on the Board of Regents' committees should be sent in writing to the Board of Regents. If a member designated as the LCTCS representative to a Regents' committee, cannot attend, s/he should notify the Administrative Secretary to the Board as soon as possible in order for her to arrange for a substitute.

#### Section 10. Quorum

At all meetings of the Board, nine of the members appointed shall constitute a quorum for the transaction of business. The action of a majority of the members of the Board present at any meeting shall be the action of the Board, but in any event, the law states that favorable passage of a simple measure requires at least nine "yea" votes.

#### Section 11. Rules of Order

Except as provided within these bylaws, meetings shall be conducted in accordance with *Robert's Rules of Order*.

#### Section 12. Public Nature of Meetings, Notices of Meetings and Executive Sessions

All meetings of the Board and its Committees shall be open to the public in accordance with R. S. 42:4.1-13, and notice of all meetings shall be governed by the Open Meetings Law. The Board may go into executive session for the purposes provided in R. S. 42:6.

#### Section 13. Order of Business

A. The order of business for meetings of the Board shall consist of, at a minimum: call to order, roll call, public comment, correction and/or approval of the previous Board meeting minutes, recommendations from standing committees, other business, and adjournment.

#### Section 14. Minutes

- A. Written minutes of all meetings of the Board will be taken. Copies of said minutes shall be distributed to each member of the Board prior to the next regularly scheduled meeting of the Board. The minutes shall be considered “draft” until officially approved by the Board at its next regular meeting. Upon request by any member, the vote and remarks of a member shall be recorded.
- B. Minutes of Board or Committee meetings shall record official action on motions or resolutions and may include a summary or report of the action and pertinent discussions. In all cases where the action of the Board is not unanimous, the yeas, nays and abstentions of the individual members shall be recorded.

#### Section 15. Agenda

Prior to each regular meeting, the System President through the Administrative Secretary to the Board shall prepare and forward to each member a tentative agenda for the meeting, ensuring sufficient time for the members to study the information before the next meeting. This agenda, as approved or amended at each meeting, shall govern the order of business for the meeting. The System President, with approval of the Chair, shall place on the agenda any item requested by a Board member when submitted prior to the deadline for agenda submission. Any item not

previously on the published agenda may be added to the agenda and acted upon with the approval of two-thirds of the members present, as required by law.

#### Section 16. Compensation

Each member of the Board is entitled by law to receive \$50.00 for each day of attendance at Board meetings, meetings of Committees on which the member serves, or while conducting duties assigned by the Board, plus travel and other expenses incurred in the performance of official duties. Reimbursement of travel and expenses shall be in accordance with state rules and regulations.

#### Section 17. Removal from the Board

Members of the Board serve as Public Officials of the State of Louisiana and, as such, are members of the unclassified state service. (Louisiana Constitution, Article X, Section 2). In accordance with state law, board members shall be liable to removal from office, by impeachment, for malfeasance or gross misconduct. Board members subject to a charge for removal shall be provided due process as provided in the Louisiana Constitution, Article X, Section 24.

#### Section 18. Board Self-Evaluation

An annual Board self-evaluation will allow for the Board to review its mission on a regular basis, resulting in more effective management of Board responsibilities. The evaluation shall be based upon goals, priorities and strategic initiatives agreed upon by the Board and the LCTCS President. The procedures associated with this evaluation shall be reviewed and agreed upon by the officers of the Board, the Board's Personnel Committee and the LCTCS President.

The purpose of this evaluation is to: (1) give Board members an opportunity to evaluate how effective the full Board functions in fulfilling its duties; and (2) give Board members the opportunity to assess their own performance.

## ARTICLE II

### Officers and Their Duties

#### Section 1. Officers

- A. Chair, First Vice Chair and Second Vice Chair.
1. **Chair:** The Governor may appoint the Chair from among the membership of the Board. The Chair shall serve at the pleasure of the Governor. In the absence of gubernatorial appointment of Board Chair, the Board shall elect its chair from among its membership in accordance with La. R.S. 42:4 and shall follow the election procedures and term limits of La. R.S. 17:1873(A).
  2. **First Vice Chair, Second Vice Chair, and Chair (if no gubernatorial appointment):** The Board shall elect from its membership a, First Vice Chair, Second Vice Chair, and any other officers it may deem necessary and appropriate to effectively and efficiently conduct its business in accordance with R. S. 17:1873A. Elections for officers will be held prior to July 1 to correlate with the terms of office. Each officer shall serve for a term of one year or until his successor is duly elected, qualified and inducted into office, and each officer shall not succeed him/herself more than one time. No members shall hold more than one of these offices concurrently. No member can be elected to an office unless s/he has served for one calendar year. In the event of no gubernatorial appointment, the rules outlined in this subsection will be in effect for the Chair position.
- B. The Chair shall preside over all meetings of the Board, and shall appoint the members of all standing, special and *ad hoc* committees, subject to the approval of the full Board. The Chair shall be an ex-officio member of all Committees with the authority to vote upon such Committee matters. The Chair of the Board, upon its authority and in its name, may execute all notes, bonds, deeds, contracts and other documents requiring the seal, in accordance with R. S. 17:3351 *et seq.* In the absence of the Chair, those duties shall be performed by the Vice Chairs.
- C. The Vice Chairs, in the absence of the Chair, shall perform those duties normally reserved to the Chair. The Vice Chairs, shall perform the duties and have the powers of the Chair during the absence or disability of the Chair, in accordance with R. S. 17:1873 B.
- D. Other Officers. The Board may elect such other officers as it may deem necessary during regularly scheduled subsequent meetings. The term of office for each officer shall be for one year, or until a successor is duly elected, qualified and inducted into office.

#### Section 2. Board Policies

- A. The Administrative Secretary to the Board shall maintain a Policy Manual, which shall contain all policies adopted by the Board.

- B. Changes in Board Policy. To allow time for study by members of the Board, drafts of proposed new policies or changes in Board policy shall be distributed to each member of the Board at the regular meeting immediately preceding the regular meeting at which the action is to be taken. Before formal action can be taken, the proposal for change must have been under Board consideration for a minimum of one month prior to adoption. Excluding abstentions, upon unanimous approval of the members present at a meeting, the Board may take formal action on a policy without meeting the one-month minimum review period.
- C. The purpose for this procedure is twofold: (1) The LCTCS Board of Supervisors is a constitutional body charged with significant responsibilities focused upon the development of a strong system of postsecondary institutions consisting hereto of either newly-created institutions or institutions historically managed by other governing bodies. (2) This procedure also will allow the Board and its staff time to study the impact of the proposed change and to provide time for any public response to the proposed policy or policy change.
- D. The proposed policy or policy change, with amendments, shall be considered for adoption at the next regularly scheduled meeting of the Board. The decision to place the policy change under consideration by the Board shall be determined by majority vote. Copies of drafts or proposed new policies or changes in Board policy shall be distributed to those members not in attendance.

### Section 3. Vacancies

- A. Vacancies in the officers of the Board shall be filled by the Chair as soon as practicable.
- B. A vacancy occurring prior to the expiration of an appointed member's term shall be filled for the remainder of the unexpired term by appointment by the governor, with consent of the Senate. Any other vacancy shall be filled as mandated by the constitution and as provided by law.

## ARTICLE III

- A. General Duties. The Board shall establish and maintain the highest level of instruction, workforce training and service in each institution under its control.
- B. General Administrative Policy. The Board shall determine broad administrative and educational policies for the conduct of all Board, System and institutional affairs and shall provide for the execution of its policies by the System President and by the institutional chancellors.
- C. Other Powers, Duties and Functions. In supervising and managing the institutions under its administration, the Board shall have authority to:

1. Sue and be sued, including the right to recover all debts owed to the Board or to any institution under its management, and to retain legal counsel.
2. Actively seek and accept donations, bequests, or other forms of financial assistance for educational purposes from any public or private person or agency and to comply with rules and regulations governing grants from the federal government or any other person or agency not in contravention of the Constitution and laws of Louisiana.
3. Receive and expend or allocate for expenditure to the institutions under its jurisdiction all monies appropriated or otherwise made available for purposes of the Board and/or the institutions under its jurisdiction.
4. Borrow money and issue notes, bond or certificates of indebtedness for the same and pledge fees, rents and revenues to guarantee payment thereof, in accordance with the law and with approval of the State Bond Commission.
5. Determine the fees which shall be paid by students and maintain in the System office, as a public record available on request, a current schedule of such charges.
6. Purchase land and purchase or construct buildings necessary for the use of its institutions, in accordance with applicable state laws.
7. Purchase equipment and properly maintain and make improvements to facilities necessary for the use of its institutions in accordance with applicable laws.
8. Lease land or other property belonging to it or to any of the institutions within the System, in accordance with state laws.
9. Sell or exchange land or other property not needed for institutional purposes, in accordance with state law.
10. Employ and approve employment, fix or approve salaries, fix or approve the duties and functions of personnel for the System office and for its institutions, maintain in the System office a current list of approved salaries.
11. Accept and approve curricula and programs of study. The Board approves credit and non-credit program offerings.
12. Adopt, amend or repeal rules and regulations necessary or proper for the business of the Board and for the governance of the institutions under its jurisdiction.

13. Adopt, amend or repeal rules and regulations for the governance and discipline of students.
  14. Affiliate with any institution giving any special course of instruction upon such terms as the Board deems appropriate, which terms may include the retention by such institution of the control of property, faculty and staff.
  15. Award certificates, confer degrees and issue diplomas certifying the same, as well as adopt, amend or repeal rules and regulations pertaining to the conferring of degrees.
  16. Enter into contracts and agreements with other public agencies with respect to cooperative enterprises and undertakings relating to or associated with its institutions' purposes and programs.
  17. Perform such other functions as are necessary or incidental to the supervision and management of its institutions.
  18. Elect the head of institutions as prescribed by law.
  19. Employ such technical and professional assistance as needed.
  20. Assign, designate or determine the name of, or rename, any institution or building under the jurisdiction of the Board, subject to law.
  21. Review and approve any action the Board deems necessary at the institutional level.
  22. Perform other duties and actions as prescribed by law and/or deemed necessary for the efficient operation of the System.
- D. Admissions. Admission to the institutions under this Board will be open and accessible to all citizens without regard to age, race, gender, physical condition, religion, or ethnic background. LCTCS institutions admit students for academic and workforce programs.
- E. Finance. All institutions under the governance of the LCTCS Board of Supervisors **shall** adopt an accounting system that follows generally accepted principles of institutional accounting as they appear in the *College and University Business Administration* publication of the National Association of College and University Business Officers (NACUBO.) The chief business officer is responsible for preparing financial reports for appropriate institutional officials, board officers and outside agencies. Periodic written reports to the chief executive officer of the institution are imperative.

#### ARTICLE IV

Section 1. Responsibilities, Duties, and Rights of Principal  
Administrative Officers of the LCTCS

Officers of the System shall be the President and such other officers as the Board deems appropriate for the administration of the System. The Board of Supervisors shall establish procedures for selection and appointment of major administrative officers within the System. The President works at the pleasure of the Board. Other major administrative staff shall work at the pleasure of the President.

- A. President. A System President shall be appointed by the Board who shall be the chief executive officer, and shall serve as Secretary to the Board and the standing and special committees of the Louisiana Community and Technical College System. His/her salary shall be fixed by the Board and recorded in the proceedings of the Board.
- B. Administrative Secretary. The Administrative Secretary to the Board shall be appointed by the Board upon recommendation of the President and serves at the pleasure of the President. The Administrative Secretary shall not be a member of the Board. The Administrative Secretary shall have custody, under the supervision and control of the Secretary, of the records of the Board. The Administrative Secretary shall cause to be filed, indexed and preserved the minutes, papers and documents pertaining to the business affairs and proceedings of the Board and its Committees.
- C. In addition to the President, and the Administrative Secretary to the Board, the LCTCS Board, upon recommendation of the President, may appoint other such Board officers and staff, as it deems necessary for the effective and efficient conduct of its business.

Section 2. Duties of the President

- A. The President is the Chief Executive Officer of the Louisiana Community and Technical College System and shall exercise overall supervision and direction of the System. The President shall be the custodian of the seal of the System and all records of the Board. The President shall serve at the pleasure of the Board and shall not be a member of the Board. The President shall be responsible for the day-to-day operations of the System and for implementing policies of the Board. Subject to the control and supervision of the Board, the President shall be responsible to the Board for the conduct of the affairs of the System, and shall execute and enforce all decisions, orders, rules and regulations of the Board. The Board may assign and delegate to the President such other responsibilities, powers and duties it may deem proper and appropriate, such as the appointment of an interim chancellor (or equivalent) when vacated and when there is no Board meeting scheduled in the near future. At the next Board meeting, the Board may take action regarding the appointment of any interim (or equivalent) position(s).

- B. The President shall make all nominations for appointments, suspensions and dismissals of all administrative officers holding positions at the pleasure of the Board, after consultation with the appropriate administrators and staff. Upon recommendation of the Chancellors of each college, the President shall have the authority to make all other appointments, promotions, transfers, suspensions and dismissals of academic and unclassified employees, subject to approval of the Board. Provided that, except for the Chancellors the President, or the President's designated agent, is authorized as appointing authority to make and approve personnel actions relating to classified and unclassified personnel in positions exempt from the classified service pursuant to Rule No. 4.1(c) and (d) of the State of Louisiana Department of Civil Service, including disciplinary actions required to be expressed in writing.
- C. The President defines the mission of each college in the System and allocates functions and programs to each. S/He establishes administrative policies and procedures and implements educational policies. S/He coordinates the activities among and between the various campuses of the System and prepares and presents consolidated budgets, both capital and operating, on behalf of the System. In the interim between meetings, in case of emergencies requiring immediate attention, the System President shall act on the Board's behalf, placing the item on the agenda for ratification by the Board at the next regular Board meeting.

### Section 3. Duties of the Administrative Secretary to the Board

- A. The Administrative Secretary to the Board shall schedule and arrange for meetings, make travel and hotel arrangements for the Board members as needed, and furnish meeting notices and materials, as needed, to members in advance of such meetings. The Administrative Secretary shall provide that an accurate record be kept of the proceedings of the meetings of the Board. The Administrative Secretary to the Board shall have custody, under supervision and control of the Secretary, of the records of the Board. The Administrative Secretary to the Board may certify to be true and correct copies of all minutes, papers and other documents of the Board or its Committees. The Administrative Secretary shall cause to be filed, indexed and preserved, the minutes, papers and documents pertaining to the business affairs and proceedings of the Board and of its committees, all in accordance with R. S. 17: 1873 C.
- B. The Assistant Administrative Secretary may certify to be true and correct copies of all minutes, papers and other documents of the Board or its Committees. The Assistant Administrative Secretary is appointed by the Board, upon recommendation of the President. The Assistant Administrative Secretary serves as executive level support to the President.
- C. System Staff Officers shall include a chief academic officer and a chief business officer, and such other officers, all of whom shall work at the pleasure of the President, as deemed necessary for the efficient operation of the System, to be appointed by the President with approval of the Board. The System Staff Officers shall perform the duties outlined in writing by the President and approved by the Board.

D. Chancellors for each community college and technical community college shall be appointed by the Board upon recommendation of the President, and hold office at the pleasure of the Board. S/He is responsible to the Board, through the President, for the effective execution of all state laws, all resolutions, policies, rules and regulations adopted by the Board for the administration and operation of the System and the governance of all its campuses. The Chancellor/CEO shall administer the college for which he is appointed and shall exercise complete executive authority, subject to the direction and control of the President and the Board. The Chancellor's/CEO's discretionary power shall be broad enough to allow him/her to meet his/her extensive responsibilities. In performance of his/her duties and responsibilities, the Chancellors/CEOs shall have direct access to the President. S/He shall be the official conduit of communication between the President and all personnel at his/her college. The Chancellor/CEO shall be responsible to the President for the budgets of his/her college. This shall include the functions of review and recommendation on the budgets of all divisions of the college and preparation of a consolidated budget, as well as execution of the budget as approved by the President and the Board.

## ARTICLE V

### Appearance before the Board

Members of the public who wish to address the Board must complete an "Opportunity for Public Comment" form either beforehand by completing the online form or by submitting the comment form to the Administrative Secretary before the meeting begins.

The public comment form shall include the name of the person who requests to testify and the specific agenda item on which the person wishes to speak. Members of the public who wish to testify shall limit public comments to those items included on the published agenda.

The designated Chair of the Committee or Board shall ensure that public remarks are confined to topics listed on the agenda. Furthermore, the Committee or Board shall restrict or omit discussions pertaining to specific personnel matters or pending litigation.

If the matter is related to matters before the Board, the Chair, at his or her discretion, may approve the request and allot a reasonable time for presentation. At any meeting, the Chair, without opposition, or the Board, by majority vote, may recognize unscheduled appearances before the Board by individuals or groups. The Chair shall limit presentations as necessary to maintain the timely conduct of business by the Board.

## ARTICLE VI

### Section 1. Academic Freedom

The LCTCS System is committed to the principles of academic freedom, which acknowledges the right of a teacher to explore fully within the field of assignment and to give in the classroom and elsewhere such exposition of the subject as the teacher believes to be the truth. This includes the right of the academic staff member to exercise in speaking, writing and action outside the

System the ordinary rights of a citizen, but it does not decrease the responsibility borne by that academic staff member to the System, the state and the nation. When not officially designated to represent the LCTCS, the staff member must indicate clearly that s/he is speaking as an individual citizen. Implicit among numerous responsibilities that must be assumed by those enjoying these privileges of academic freedom shall be that of refraining from insisting upon the adoption by students or others of any particular point of view as authoritative in controversial issues.

## ARTICLE VII

### Section 1. Executive Staff/Faculty

- A. Institutional Grievance Procedures. Each institution under the control of the Board of Supervisors of the Louisiana Community and Technical College System shall develop and promulgate an internal grievance procedure for all employees not in the classified civil service. This procedure shall be approved by the Board. An employee must exhaust all administrative procedures at the institutional level before an appeal can be made to the Board.
- B. Board Review. The Board will review the administrative proceedings from an institution and determine whether or not the evidence warrants a hearing. Should the Board decide the evidence does not warrant a hearing, the grievant shall be notified that the hearing has been denied and the decision of the institution affirmed.
- C. Granting of Hearing. The Board may grant the grievant a hearing and provide a fixed time for each party to present his/her case. All arguments shall be confined to the record of the administrative proceedings from the institution. However, after review of the administrative proceedings from the institution, the Board may allow additional evidence to be presented. The Board will notify both parties of the type of additional evidence it seeks and the procedure to be used in its presentation.
- D. Board Policy on Grievance. The Board recognizes the necessity and desirability of providing employees with a method and forum in which to resolve, in an orderly fashion, problems in the workplace. However, by adoption of this policy, it is not the intention of the Board to confer upon the community and technical college employees any additional rights of substantive or procedural due process other than that mandated by law.

## ARTICLE VIII

### Section 1. Transitional Provisions

- A. Adoption of these bylaws shall be considered procedures designed to assist the Board of Supervisors of the Louisiana Community and Technical College System with the orderly operation of business. The adoption of these bylaws, and any amendments hereto shall go into effect upon a two-thirds vote of the Board.
- B. The Board shall elect a Chair from among its members at its inaugural meeting in January 1999 and appoint a President, who shall be the Board's Chief Executive Officer, as soon as practical.
- C. The Board has adopted the policies in effect on the effective date of transfer (July 1, 1999) of the various institutions from the Board of Elementary and Secondary Education, the

University of Louisiana System and the Management Council for Baton Rouge Community College. Additionally, the Board has provided for the development of new and additional policies as may be necessary for the orderly transaction of business and the changing roles of the institutions transferred to the Board of Supervisors of the Louisiana Community and Technical College System on July 1, 1999. These melded policies shall go into effect on July 1, 1999, after final adoption by the Board at the June 29, 1999, Board meeting.

## Section 2. Method of Amending

These bylaws may be amended at any regular meeting of the Board by a two-thirds vote of the members present, a quorum being present, provided the amendment was submitted in writing at the previous regular meeting of the Board.

## Section 3. Effective Date

These bylaws and amendments shall go into effect at midnight, November 10, 1999, amendments to go into effect.

# ARTICLE IX

## Section 1. Policies of Non-Discriminatory Action

- A. Except for those requirements delineated in *U. S. versus State of Louisiana*, Civil Action No. 80-330, Section A, the Board of Supervisors of the Louisiana Community and Technical College System is an equal opportunity employer operating in compliance with both the Equal Employment Opportunity and the Americans with Disabilities Acts.
- B. The Board shall establish nonracial criteria for the employment, promotion, dismissals and/or demotions of all personnel, all as required by law.

Initially Adopted: November 10, 1999

Revised:

Per approved action at May 8, 2002 Board meeting

Per approved Board action on June 14, 2006

Per approved Board action on November 8, 2006

Per approved Board action on April 11, 2007

Per approved Board action on May 13, 2009

Per approved Board action on June 8, 2011

Per approved Board action on June 13, 2018

Per approved Board action on June 12, 2019

Per approved Board action on December 11, 2019

Per approved Board action on January 12, 2022

**Signature:** *Ericka Poole*

**Email:** erickapoole@lctcs.edu

# Revisions to Bylaws of the Board of Supervisors of the Louisiana Community and Technical College System

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAojGj3wfm2cDTAotPp4t3b0bPRxURgryz

## "Revisions to Bylaws of the Board of Supervisors of the Louisiana Community and Technical College System" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:47:31 AM CDT- IP address: 107.215.37.246
-  Document e-signed by Ericka Poole (erickapoole@lctcs.edu)  
Signature Date: 2024-10-03 - 9:48:38 AM CDT - Time Source: server- IP address: 107.215.37.246
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 9:48:39 AM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 9:49:37 AM CDT- IP address: 12.75.115.63
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
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-  Agreement completed.  
2024-10-03 - 9:49:57 AM CDT



*Changing Lives,  
Creating Futures*

Monty Sullivan  
*System President*

*Officers:*  
Timothy W. Hardy  
*Chair*

Stephen C. Smith  
*First Vice Chair*

Stephen Toups  
*Second Vice Chair*

*Members:*  
Ellis Bourque, III  
Cynthia Butler-McIntyre  
Archie Hall  
Sabrina Hogan  
Joseph Hollins  
Patrick T. Johnson  
Jennifer Lee  
Erika McConduit  
Chad Moody  
Willie L. Mount  
Paul Price, Jr.  
Stanton W. Salathe

*Student Members:*  
Abbigale Ardoin  
Christopher Elie

Louisiana  
Community  
& Technical  
College System

265 South Foster Drive  
Baton Rouge, LA 70806

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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Toby Comeaux <sup>TRC</sup><sub>TRC</sub>  
Vice President of Administration

**FROM:** Gena Doucet <sup>GFD</sup><sub>GFD</sub>  
Chief Human Resources and Development Officer

**DATE:** October 9, 2024

**SUBJECT:** Review and Advisement: Revisions to LCTCS Policy #6.015 -  
Grievance - For All Employees

### FOR REVIEW AND ADVISEMENT

**Recommendation:** Staff recommends that the Board accept for review and advisement the revisions to the attached LCTCS Policy #6.015 - Grievance - For All Employees.

**Background:** After careful review and the practical use of LCTCS Policy #6.015 - Grievance - For All Employees, the policy was revised to better reflect the current issues and processes. The previous policy did not provide detailed guidance and resulted in confusion in the attempt to use the policy. This revised policy clearly defines what is a grievance, what is not a grievance, and the process for which each grievance should be vetted through including timelines.

**History of Prior Actions:** This policy was previously written and approved in October of 2001.

**Benefits to System:** Clarifying what is a grievance and what is not grievance. Also, setting solid business practices in handling grievances.

Approved for Distribution to the Board  
Dr. Monty Sullivan

Date

LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM  
Policy # 6.015

**Title: EMPLOYEE GRIEVANCE —FOR ALL EMPLOYEE POLICY**

Authority: Board Action

Original Adoption: 10/10/2001

Effective Date of Current Policy: 10/10/2001

Last Revision: Initial

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~~**PURPOSE/NOTE:** Please refer to Policy II.3.020–LTC Tenure Rights/Removal Policy for employees of the LTC: (who were engaged in the performance of the postsecondary vocational technical school functions of the State Board of Elementary and Secondary Education “BESE” and the State Department of Education, prior to July 1, 1999, and who acquired tenure status, prior to July 1, 1999.)~~

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To establish a process for the resolution of grievances for employees.

~~It is the policy of the Louisiana Community and Technical College System to develop and maintain a satisfied and efficient work force.~~

**POLICY**

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An employee who ~~is seeking~~ a solution concerning ~~disagreements/issues~~ arising from working ~~relationships,~~ working conditions, employment practices, ~~or or differences in~~ interpretation of policy ~~and/or procedure may file a~~ grievance. Employees ~~is are~~ encouraged to discuss their ~~concerns matter~~ with their immediate supervisor ~~and/or~~ department head before filing a grievance. Most ~~concerns/issues~~ can be resolved informally ~~at the supervisory level~~ without the need for a formal grievance.

~~Performance evaluations are not grievable under this formal grievance policy. LCTCS believes that e~~Employee grievances should be resolved at the lowest possible administrative level. ~~and an e~~Employees must exhaust all administrative procedures at the ~~college institution~~ level before ~~filing an~~ appeal ~~can be made to~~ the LCTCS President. ~~Only those g~~Grievances that are related to the LCTCS President or that the LCTCS President cannot resolve ~~shall may~~ be sent to the LCTCS Board of Supervisors.

**ISSUES WHICH ARE NOT GRIEVABLE**

The following actions are not grievable under this policy:

1. Termination, non-renewal of contract or appointment, or layoff
2. Actions within the exclusive jurisdiction of the state Civil Service Commission such as actions which impact pay, or pay issues, suspension with or without pay, reduction in pay, denial of merit increase, demotion, or position classification. Such matters shall follow any applicant Civil Service rules.
3. Disciplinary action taken in accordance with established procedures
4. Verbal warnings, letters of instruction, job-related assessments, and other similar non-disciplinary actions
5. Performance evaluations

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6. Non-selection for a position

7. The contents of the hiring agreement, or employment contract

8. The denial of a telework or domicile change request

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**GRIEVANCE PROCESS**

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DEPARTMENTAL LEVEL

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Step 1: The employee must present the written grievance to their department head within five (5) working days of the date of the alleged grievable act. Any complaint alleging discrimination shall follow LCTCS Policy #6.011 Prohibition and Prevention of Discrimination, Harassment, and Retaliation.

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Step 2: The department head may meet with the employee and shall respond in writing within five (5) working days after receipt of the grievance unless additional time is required to respond to the grievance.

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HUMAN RESOURCE LEVEL

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Step 1: If the employee is not satisfied with the decision at departmental level of the grievance process, the employee may appeal in writing to the appropriate Office of Human Resources (e.g., college HR or LCTCS HR for LCTCS staff). The written appeal needs to be submitted within five (5) working days after the receipt of the response from the department head. The appeal must state why the employee disagrees with or rejects the departmental decision. HR shall provide the department head with a copy of this appeal.

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Step 2: An HR representative will contact the employee as soon as possible, but no later than seven (7) working days after receipt of the appeal. HR may meet with the employee and/or the department head.

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Step 3: The HR representative will notify the employee and the department head of the decision in writing within five (5) working days following the meeting with the employee and/or department head.

CHANCELLOR LEVEL

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Step 1: If the employee is not satisfied with the decision at HR level of the grievance process, the employee may appeal in writing to the Office of the Chancellor within five (5) working days after receipt of the HR decision. The appeal must include the reasons why the employee disagrees with the HR level decision.

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Step 2: After reviewing the grievance file, the college Chancellor or their designee, within ten (10) working days after receipt of the appeal, will make a decision about the appeal. Written notice of the decision will be given to the employee, the department head, and HR.

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LCTCS PRESIDENT LEVEL

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Step 1: If the employee is not satisfied with the decision at Chancellor level of the grievance process, the employee may appeal in writing to the Office of the LCTCS President within five (5) working days after receipt of the Chancellor decision. The appeal must include the reasons why the employee disagrees with the Chancellor-level decision.

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Step 2: After reviewing the grievance file, the LCTCS President or their designee, within ten (10) working days after receipt of the appeal, will make a decision about the appeal. Written notice of the decision will be given to the employee, the department head, college HR, and the Chancellor. The LCTCS President's decision shall be final.

**FORM**

Copies of the official form are available from the Office of HR or via the HR website. The form shall be used by all employees filing a grievance pursuant to this policy.

**TIME LIMITS**

Time limits set in this policy must be followed. Failure to adhere to the time limits will result in the employee waiving all rights under the grievance procedure for the issue(s) raised in the grievance. Failure of the department head, the college HR, and the Chancellor to adhere to the time limits or provide notice in writing of additional time needed to respond to the employee will authorize the employee to move to the next step of the grievance process. However, the time limits described in this policy may be suspended, extended, or altered by the LCTCS President or their designee.

**RETALIATION**

No employee may take reprisal action against an employee who uses the grievance procedure or participates in any way (e.g., witness) in the grievance process. Any employee violating this prohibition against retaliation is subject to disciplinary action up to and including termination. Additionally, no LCTCS official may use their position to attempt to improperly influence the grievance process.

**SUMMARY DISPOSITION OF A GRIEVANCE**

A grievance which does not present a grievable issue or which is subject to summary disposition pursuant to Civil Service guidelines or which is untimely may be summarily dismissed. A request for summary dismissal must be approved by the LCTCS President, the college Chancellor, or their designee. All parties to the grievance will be notified in writing.

The appointing authority may dismiss the grievance on any of the following grounds:

1. The action is appealable to the Director of Civil Service or the to the Civil Service Commission
2. The grievant does not work for the college
3. The person against whom the grievance is filed does not work for the college
4. The grievance has not been made in the required manner or within the prescribed period
5. A decision on the grievance would be ineffective or moot
6. The remedy requested cannot be granted
7. The appointing authority has determined that the grievance to be frivolous. (i.e. A claim that lacks any arguable basis either in law or in fact.)
8. The grievance is being used to impede the efficient operation of the college
9. The grievant refuses to participate in the grievance process
10. The grievance has been previously heard and decided

When an employee feels he/she has been treated unjustly, the employee has the right to utilize the grievance policy without fear of retaliation, discrimination, or reprisal because of the action. The decision to utilize the grievance policy shall be the employee's decision. It is understood that a grievance will be kept confidential except to the extent necessary to investigate and resolve the grievance.

When an employee feels that a condition of employment or application of a policy is unjust or inequitable, he/she is encouraged to first seek assistance from his/her immediate supervisor, who should attempt to solve the problem. The supervisor is responsible for handling the complaint and striving to arrive at a prompt, equitable solution.

Occasionally, an employee's complaint involves his/her supervisor, or the employee does not feel the matter has been resolved by the supervisor. In such an instance, the employee should feel free to file a formal grievance. The employee may appeal a complaint through to the college Chancellor. In the event that the complaint is appealed

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~~beyond the Chancellor level, the LCTCS President will respond to the appeal through a procedure established by the system President.~~

~~When an employee feels he/she is being discriminated against because of race, color, sex, ethnic origin, religion, age, veteran status, or disability and is not able to discuss this issue with his/her supervisor, the employee should refer to the LCTCS policy on harassment.~~

~~Only those grievances that are not eligible for appeal to the Director of Civil Service or the Civil Service Commission shall be processed through the LCTCS grievance policy.~~

~~Under certain circumstances, Civil Service classified employees should use the Civil Service procedure for appeals and hearings rather than the LCTCS system grievance policy. Examples of the types of actions over which the Civil Service Commission assumes responsibility are disciplinary actions which impact pay, such as:~~

- ~~• Removal of a permanent employee for cause~~
- ~~• Suspension with or without pay as a disciplinary action~~
- ~~• Reduction in pay~~
- ~~• Prohibited political activity~~
- ~~• Classification and Pay~~

~~Upon completion of the grievance process, all records are maintained by Human Resources for a period of three (3) years.~~

**COLLEGE POLICY**

~~Each institution/college is responsible for establishing grievance processes operating procedures for assuring in compliance with the LCTCS grievance policy,<sup>15</sup> and to have these procedures approved by legal counsel, the President and on file with the system office.~~

*NOTE: Please refer to Policy 6.021 LTC - Tenure Rights/Removal Policy for employees of the LTC who were engaged in the performance of the postsecondary vocational-technical school functions of the State Board of Elementary and Secondary Education "BESE" and the State Department of Education, prior to July 1, 1999, and who acquired tenure status, prior to July 1, 1999.*

Signature: Toby R Comeaux  
Toby R Comeaux (Oct 3, 2024 10:14 CDT)

Email: tobycomeaux@lctcs.edu

Signature: Gena Doucet  
Gena Doucet (Oct 3, 2024 14:05 CDT)

Email: genadoucet@lctcs.edu

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# Review and Advisement - Revisions to Policy 6.015 Employee Grievance

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAvaaLu1TvMCo39Y0Y38hktYJicBCZhmHI

## "Review and Advisement - Revisions to Policy 6.015 Employee Grievance" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:43:01 AM CDT- IP address: 107.215.37.246
-  Document emailed to tobycomeaux@lctcs.edu for signature  
2024-10-03 - 9:43:36 AM CDT
-  Email viewed by tobycomeaux@lctcs.edu  
2024-10-03 - 10:13:40 AM CDT- IP address: 12.75.114.6
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2024-10-03 - 10:14:35 AM CDT- IP address: 104.28.32.105
-  Document e-signed by Toby R Comeaux (tobycomeaux@lctcs.edu)  
Signature Date: 2024-10-03 - 10:14:37 AM CDT - Time Source: server- IP address: 104.28.32.105
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2024-10-03 - 10:14:42 AM CDT
-  Email viewed by Gena Doucet (genadoucet@lctcs.edu)  
2024-10-03 - 2:05:19 PM CDT- IP address: 104.47.58.126
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Signature Date: 2024-10-03 - 2:05:55 PM CDT - Time Source: server- IP address: 70.241.195.224
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2024-10-03 - 2:05:57 PM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 2:13:38 PM CDT- IP address: 12.75.115.63

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LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

Changing Lives,
Creating Futures

Monty Sullivan
System President

Officers:
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Chair

Stephen C. Smith
First Vice Chair

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Louisiana
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Phone: 225-922-2800
Fax: 225-922-1185

www.lctcs.edu

TO: Dr. Monty Sullivan
LCTCS President

THROUGH: Joseph F. Marin
Vice President of Operations

FROM: Gena Doucet
Chief Human Resources and Development Officer

DATE: October 9, 2024

SUBJECT: Revisions to LCTCS Policy #6.501 - Faculty Workload

FOR BOARD ACTION

Recommendation: Staff recommends that the Board approve the attached LCTCS Policy #6.501 - Faculty Workload.

Background: There were confusing references within the policy that was previously submitted and approved by the Board at the May 10, 2023 board meeting. The first was a reference to the LCTCS leave policy as the standard for hours worked within a workweek. The policy is not the established authority for hours worked in a workweek. The second was a reference to the Affordable Care Act (ACA) as the reason for not allowing part-time faculty to work over 29 hours in a workweek. The Affordable Care Act (ACA) is applied to all employees that work over 29 hours in a workweek regardless of their employment or contract status. These references caused much confusion in applying the workload policy and as such have been deleted from the policy presented today for approval.

History of Prior Actions: The policy was previously written and revised by the academic officers but is being brought back to the Board after having been reviewed and updated by LCTCS Human Resources staff.

Benefits to System: Clarifying the required workload for faculty throughout the system while also removing items that did not pertain to this policy.

Handwritten signature of Monty Sullivan

Approved for Distribution to the Board
Dr. Monty Sullivan

Date

# LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

## Policy # 6.501

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### Title: FACULTY WORKLOAD

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Authority: Board Action	Original Adoption: 05/10/2023
	Effective Date: 07/01/2023
	Last Revision: 05/10/2023

---

It is the intent of the Louisiana Community and Technical College ~~System (LCTCS)~~ Board of Supervisors to establish a fair and equitable workload policy to be administered at the college level. All colleges within the LCTCS shall establish faculty workload policies and procedures that are in alignment with the ~~LCTCS is-system~~ policy. Each college shall develop, approve, and maintain a detailed job description for each classification of faculty member employed at the institution.

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#### Definition of Faculty

For the purposes of this policy, the definition of faculty shall be those full and part-time faculty who teach in for-credit programs. The primary focus of faculty shall be in alignment with a detailed job description for each classification.

#### Faculty Workload

Faculty workload shall be assigned in an equitable manner across the ~~twelve~~ colleges of the LCTCS. The core components of faculty workload include but are not limited to instruction, lesson planning, grading, student advising, service on institutional committees, providing service to students, department, division, and the college, professional development, student recruitment, accreditation activities, developing innovative approaches to learning, and attending commencement exercises. Faculty member responsibilities and workload are defined by the faculty contract and position description, and are planned and discussed in the annual performance, planning, and review process. Workload allocations may vary among faculty members and divisions given the requirements of specific programs, disciplines, and locations. As per La. R.S. 17:3311 full-time workweeks are not less than forty (40) hours per week or pay periods are not less than eighty (80) hours per pay period. ~~LCTCS Policy #6.003, all colleges within the LCTCS shall ensure that the full time faculty workload equates to a minimum of 40 hours per week.~~

#### Teaching Load

The teaching load is the portion of a faculty member's total workload directly associated with the delivery of instruction during a semester or academic term, an academic year, or a contractual period. Faculty teaching loads during the academic year may include but are not limited to, such combinations of on- and off-campus, day, evening, dual enrollment, online, and weekend classes as the needs of the college require.

The normal teaching load for full-time faculty members is fifteen (15) credit hours per semester or

equivalent for the fall and spring semesters of the academic year with a teaching load of up to ten (10) credit hours per summer semester for 12-month faculty members.

Colleges may utilize release time from teaching load to compensate faculty members for work assigned that is not instructional. The maximum number of instructional ~~contact~~ ~~contact~~ hours per week for full-time teaching faculty shall be determined by policy as approved by the ~~college~~ ~~e~~Chancellor but may not exceed thirty (30) ~~contact~~ ~~hours~~.

For faculty whose courses involve laboratory and clinical responsibilities with extensive ~~contact~~ ~~contact~~ hours or who teach courses with low enrollments, a teaching load equivalent may be calculated based on ~~the~~ ~~the~~ college policy.

Faculty may be asked to assume overload assignments for additional compensation at rates approved by the ~~college~~ ~~e~~Chancellor. Overload assignments may include credit or non-credit instruction. A faculty member may decline an overload assignment without prejudice to ~~their~~ ~~his/her~~ record with LCTCS.

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The workload for part-time faculty shall not exceed 29 ~~work~~ hours per week; ~~this cap is based on the requirements of the Affordable Care Act and represents 72.5% of a full-time faculty workload. On a fiscal year basis, this equates to a teaching assignment of 28 credit hours or fewer, including fall, spring, and summer terms.~~ Decisions about workload allocation will be reached based on discussion between the faculty member and the Dean or other appropriate academic officer through the planning process, with final approval given by the ~~C~~chief ~~a~~Academic ~~O~~fficer ~~or~~ ~~equivalent~~.

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### **Overload Assignments for Full-time Faculty**

Overload assignments for faculty in the LCTCS will be restricted to those that are clearly above and beyond the duties and responsibilities expected of a full-time faculty member. It is the ~~e~~Chief ~~a~~Academic ~~O~~fficer's ~~or~~ ~~equivalent~~ responsibility to evaluate the budgetary impact of a proposed overload and to determine, after due consultation with the faculty member, the division dean, or other appropriate administrative officer, whether an instructional assignment is clearly above and beyond the duties and responsibilities expected of a full-time faculty member.

Faculty members who have been released from one or more courses to take on other duties may be paid overload for an additional instructional assignment if that assignment is clearly above and beyond the duties required of full-time faculty.

Teaching assignments should not exceed 21 credit hours or equivalent per semester. In extenuating circumstances, the ~~C~~chief ~~A~~academic ~~O~~fficer ~~or~~ ~~equivalent~~ may approve an assignment in excess of the 21-credit hour limit for a full-time faculty member.

# LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

## Policy # 6.501

---

### Title: **FACULTY WORKLOAD**

---

Authority: Board Action

Original Adoption: 05/10/2023

Effective Date: 07/01/2023

Last Revision: 05/10/2023

---

It is the intent of the Louisiana Community and Technical College System (LCTCS) Board of Supervisors to establish a fair and equitable workload policy to be administered at the college level. All colleges within the LCTCS shall establish faculty workload policies and procedures that are in alignment with the LCTCS policy. Each college shall develop, approve, and maintain a detailed job description for each classification of faculty member employed at the institution.

#### **Definition of Faculty**

For the purposes of this policy, the definition of faculty shall be those full and part-time faculty who teach in for-credit programs. The primary focus of faculty shall be in alignment with a detailed job description for each classification.

#### **Faculty Workload**

Faculty workload shall be assigned in an equitable manner across the colleges of the LCTCS. The core components of faculty workload include but are not limited to instruction, lesson planning, grading, student advising, service on institutional committees, providing service to students, department, division, and the college, professional development, student recruitment, accreditation activities, developing innovative approaches to learning, and attending commencement exercises. Faculty member responsibilities and workload are defined by the faculty contract and position description, and are planned and discussed in the annual performance, planning, and review process. Workload allocations may vary among faculty members and divisions given the requirements of specific programs, disciplines, and locations. As per La. R.S. 17:3311 full-time workweeks are not less than forty (40) hours per week or pay periods are not less than eighty (80) hours per pay period.

#### **Teaching Load**

The teaching load is the portion of a faculty member's total workload directly associated with the delivery of instruction during a semester or academic term, an academic year, or a contractual period. Faculty teaching loads during the academic year may include but are not limited to, such combinations of on- and off-campus, day, evening, dual enrollment, online, and weekend classes as the needs of the college require.

The normal teaching load for full-time faculty members is fifteen (15) credit hours per semester or equivalent for the fall and spring semesters of the academic year with a teaching load of up to ten (10) credit hours per summer semester for 12-month faculty members.

Colleges may utilize release time from teaching load to compensate faculty members for work assigned that is not instructional. The maximum number of instructional contact hours per week for full-time teaching faculty shall be determined by policy as approved by the Chancellor but may not exceed thirty (30) contact hours.

For faculty whose courses involve laboratory and clinical responsibilities with extensive contact hours or who teach courses with low enrollments, a teaching load equivalent may be calculated based on the college policy.

Faculty may be asked to assume overload assignments for additional compensation at rates approved by the Chancellor. Overload assignments may include credit or non-credit instruction. A faculty member may decline an overload assignment without prejudice to their record with LCTCS.

The workload for part-time faculty shall not exceed 29 work hours per week. Decisions about workload allocation will be reached based on discussion between the faculty member and the Dean or other appropriate academic officer through the planning process, with final approval given by the Chief Academic Officer or equivalent.

### **Overload Assignments for Full-time Faculty**

Overload assignments for faculty in the LCTCS will be restricted to those that are clearly above and beyond the duties and responsibilities expected of a full-time faculty member. It is the Chief Academic Officer's or equivalent responsibility to evaluate the budgetary impact of a proposed overload and to determine, after due consultation with the faculty member, the division dean, or other appropriate administrative officer, whether an instructional assignment is clearly above and beyond the duties and responsibilities expected of a full-time faculty member.

Faculty members who have been released from one or more courses to take on other duties may be paid overload for an additional instructional assignment if that assignment is clearly above and beyond the duties required of full-time faculty.

Teaching assignments should not exceed 21 credit hours or equivalent per semester. In extenuating circumstances, the Chief Academic Officer or equivalent may approve an assignment in excess of the 21-credit hour limit for a full-time faculty member.

Signature:   
Joseph J. Marin (Oct 3, 2024 09:24 CDT)  
Email: jmarin@lctcs.edu

Signature:   
Gena Doucet (Oct 3, 2024 14:04 CDT)  
Email: genadoucet@lctcs.edu

# Revisions to Policy 6.501 Faculty Workload Policy

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA2KEy3IZFN_YKXZwcqXtsHmUWvmBO2Mef

## "Revisions to Policy 6.501 Faculty Workload Policy" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:08:05 AM CDT- IP address: 107.215.37.246
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2024-10-03 - 9:08:44 AM CDT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)  
2024-10-03 - 9:23:55 AM CDT- IP address: 174.75.117.55
-  Document e-signed by Joseph Marin (jmarin@lctcs.edu)  
Signature Date: 2024-10-03 - 9:24:15 AM CDT - Time Source: server- IP address: 174.75.117.55
-  Document emailed to Gena Doucet (genadoucet@lctcs.edu) for signature  
2024-10-03 - 9:24:17 AM CDT
-  Email viewed by Gena Doucet (genadoucet@lctcs.edu)  
2024-10-03 - 2:03:49 PM CDT- IP address: 104.47.55.126
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Signature Date: 2024-10-03 - 2:04:25 PM CDT - Time Source: server- IP address: 70.241.195.224
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2024-10-03 - 2:04:27 PM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 2:13:07 PM CDT- IP address: 12.75.115.63
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 2:13:28 PM CDT - Time Source: server- IP address: 12.75.115.63

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LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

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System President

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Louisiana
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Baton Rouge, LA 70806

Phone: 225-922-2800

Fax: 225-922-1185

www.lctcs.edu

TO: Dr. Monty Sullivan
LCTCS President
FROM: Ericka Poole
Coordinator of Board Services
DATE: September 23, 2024
SUBJECT: Board Self-Evaluation in Accordance with Section 18 of the Bylaws and SACSCOC Standard 4.2 g

FOR BOARD ACTION

Recommendation: Staff recommends the Board acknowledges the review and approval of the attached summary of results for the Board of Supervisor's 2024 Board Self-Evaluation.

Background: At the May 2018 Board meeting, the Board of Supervisors approved the amendment to the Board By-Laws regarding the annual participation in a self-evaluation, Section I 8. Board Self-Evaluation. The purpose of the evaluation is to: (1) give Board members an opportunity to evaluate how effective the full Board functions in fulfilling its duties; (2) give Board members the opportunity to assess their own performance. The results of the survey are reviewed throughout the year to make improvements to the effectiveness of the Board.

To adhere to the approved by-laws and remain in compliance with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Standard 4.2.g, Board of Supervisors members were given the opportunity to rate their performance based on a five-point scale; (1) Minimal achievement, (2) Below Average Achievement, (3) Average Achievement, (4) Above Average Achievement, and (5) Exceptional Achievement. The results of the board self-evaluation were positive and provided evidence of an overwhelmingly dedicated- high functioning board. The high average scores on the survey questions demonstrate (1) the Board's effectiveness and (2) their personal commitment to the LCTCS institutions.

Fiscal Impact: N/A

History of Prior Actions: The same self-evaluation occurred last year.

Benefits to the System: An annual Board Self-Evaluation will allow for the Board to review its mission on a regular basis, resulting in more effective management.

Handwritten signature of Monty Sullivan

Approved for Recommendation to the Board
Dr. Monty Sullivan

Date

# Louisiana Community and Technical College System

## Board of Supervisors

### 2024 Board Self Evaluation Results

The purpose of this evaluation was to: (1) give Board members an opportunity to evaluate how effective the full Board functions in fulfilling its duties; and (2) give Board members the opportunity to assess their own performance. For each question below, they were asked to select the rating that best describes their perception of the full Board and their individual performance. The first section deals with the full Board and the second section deals with the individual Board member. There were ten respondents to the evaluation. The survey used a 1-to-5-point scale.

#### Section 1: Ratings for the BOARD as a whole.

Statement	Average
The Board understands the mission of the Louisiana Community and Technical College System (LCTCS).	4.2
Board members are committed to attending scheduled Board meetings, in accordance with Section 6 of the Bylaws of the LCTCS Board of Supervisors.	3.9
Board members come to meetings informed about the issues to be considered.	3.7
The Board has an effective understanding of its role.	3.9
Members vote according to one's individual conviction, challenge the judgment of others when necessary, yet uphold the final majority decision of the Board.	4.1
Members are effectively involved with the President's evaluation process.	4.1
Members understand the System's budgetary process.	3.6
The Board understands community college legislative issues.	3.6
The Board effectively orients new Board members.	4.0
The Board keeps up-to-date community college information through reading available materials and attending appropriate state and national meetings.	3.8
Members participate in System and college activities.	3.8
Board committees, meeting agenda items, and background information are effective in assisting the Board to do its work.	4.1
The Board holds confidential all matters discussed in closed sessions of the Board.	4.4
The Board has open and honest communication between members and the President.	4.2
The Board works effectively even when there are differences of opinions that arise during debates on issues.	4.1
Members make judgments always on the basis of what is best for the colleges and System and for the advancement of higher education.	4.2
Board meetings are conducted in an orderly, efficient manner and allow for sufficient discussion.	4.3
The Board has clear protocols for communicating with the President and staff.	4.3
The Board and President work cooperatively and effectively.	4.4
The process to elect Board officers is effective.	3.7
Committee assignments for Board members are carried out effectively.	3.7
To the extent possible, Board members support the financial mission of LCTCS by contributing to the LCTCS Foundation annual campaign.	3.7

# Performance Plan and Evaluation - LCTCS Board of Supervisors 2023

1 > 2 > 3 > 4  
 Information > President Evaluation > **Board Evaluation** > Self Evaluation

## Board Evaluation

Please rate the following statements for the BOARD as a whole.

Please rate the following statements for the BOARD as a whole. \*

	(1) Minimal	(2) Below Average	(3) Average	(4) Above Average	(5) Exceptional
The Board understands the mission of the Louisiana Community and Technical College System (LCTCS).	<input type="radio"/>				
Board members are committed to attending scheduled Board meetings, in accordance with Section 6 of the Bylaws of the LCTCS Board of Supervisors. *(see below an excerpt of section 6)	<input type="radio"/>				
Board members come to meetings informed about the issues to be considered.	<input type="radio"/>				
The Board has an effective understanding of its role.	<input type="radio"/>				
Members vote according to one's individual conviction, challenge the judgment of others when necessary, yet uphold the final majority decision of the Board.	<input type="radio"/>				
Members are effectively involved with the President's evaluation process.	<input type="radio"/>				
Members understand the System's budgetary	<input type="radio"/>				

	(1) Minimal	(2) Below Average	(3) Average	(4) Above Average	(5) Exceptional
<b>process.</b>					
<b>The Board understands community college legislative issues.</b>	<input type="radio"/>				
<b>The Board effectively orients new Board members.</b>	<input type="radio"/>				
<b>The Board keeps up-to-date community college information through reading available materials and attending appropriate state and national meetings.</b>	<input type="radio"/>				
<b>Members participate in System and college activities.</b>	<input type="radio"/>				
<b>Board committees, meeting agenda items, and background information are effective in assisting the Board to do its work.</b>	<input type="radio"/>				
<b>The Board holds confidential all matters discussed in closed sessions of the Board.</b>	<input type="radio"/>				
<b>The Board has open and honest communication between members and the President.</b>	<input type="radio"/>				
<b>The Board works effectively even when there are differences of opinions that arise during debates on issues.</b>	<input type="radio"/>				
<b>Members make judgments always on the basis of what is best for the colleges and System and for the advancement of higher education.</b>	<input type="radio"/>				
<b>Board meetings are conducted in an orderly,</b>	<input type="radio"/>				



# Board Self Evaluation Memo and Summary

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAJG6lm8uy9W5qPAL4PpW_3SF39v4sE5_j

## "Board Self Evaluation Memo and Summary" History

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-  Document e-signed by Ericka Poole (erickapoole@lctcs.edu)  
Signature Date: 2024-10-03 - 9:05:57 AM CDT - Time Source: server- IP address: 107.215.37.246
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 9:05:59 AM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 9:08:25 AM CDT- IP address: 12.75.115.63
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 9:08:58 AM CDT - Time Source: server- IP address: 12.75.115.63
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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**FROM:** Joseph F. Marin   
Vice President of Operations

**DATE:** September 19, 2024

**SUBJECT:** Alternative Financing Projects

### FOR BOARD INFORMATION

**Recommendation:** N/A

**Background:** Attached is a status report on LCTCS Alternative Financing Projects.

**Fiscal Impact:** N/A

**History of Prior Actions:** N/A

**Benefits to the System:** N/A



\_\_\_\_\_  
**Approved for Distribution to the Board**  
**Dr. Monty Sullivan, President**

\_\_\_\_\_  
**Date**

**ACT 391 PROJECTS**

COLLEGE	CAMPUS	LOCATION	DELIVERY METHOD	BOND PROCEEDS	CONSTRUCTION AMOUNT	BUILDING SIZE	ARCHITECT	GENERAL CONTRACTOR	STATUS
Baton Rouge Community College	Westside Campus	59125 Bayou Road Plaquemine LA 70764	Design Bid Build	\$ 3,450,000.00	\$ 3,822,297.00	New Buildings – 21,895 sq. ft.	Coleman Partners Architects, LLC	Stuart & Company General Contractors, LLC	100% Complete, Occupied January 4, 2013
Central Louisiana Technical Community College	Shelby Jackson Campus	2100 E.E. Wallace Boulevard Ferriday, LA 71334	Design Bid Build	\$ 5,175,000.00	\$ 4,392,476.00	Additions & Renovations – 39,492 sq. ft.	Architecture +	Lincoln Builders of Baton Rouge, Inc.	100% Complete, Occupied March 25, 2012
Central Louisiana Technical Community College		304 South Jones Street Winnfield, Louisiana 71483	Design Build	\$ 11,500,000.00	\$ 10,796,236.00	New Building – 53,448 sq. ft.	Yeager Watson & Associates, Inc.	Walker Construction Company, Inc.	100% Complete, Occupied May 18, 2012
Delgado Community College	Sidney Collier Campus	3727 Louisa Street New Orleans, LA 70126	Design Build	\$ 13,685,000.00	\$ 13,298,141.00	New Building – 39,075 sq. ft.	Grace & Hebert Architects	Guy Hopkins Construction	100% Complete, Occupied July 19, 2013
Delgado Community College	Delgado (Isaac) Hall Mechanical System Upgrades	615 City Park Avenue New Orleans, LA 70119	Design Bid Build	\$ 904,820.00	\$ 800,853.00	Mechanical System Upgrades – 30,000 sq. ft.	Moses Engineering LLC	Mechanical Construction Co., LLC	100% Complete, November 18, 2013
Delgado Community College	Learning Resource Center	615 City Park Avenue New Orleans, LA 70119	Design Bid Build	\$ 4,731,290.00	\$ 4,035,304.00	New Building – 14,438 sq. ft.	Mathis Bruere Architects	GM&R Construction Co., Inc.	100% Complete, Occupied June 21, 2014
Delgado Community College	Maritime Training Facility	13200 Old Gently Road New Orleans, LA 70129	Design Bid Build	\$ 7,388,750.00	\$ 6,089,698.00	New Building – 19,280 sq. ft.	Sizeler Thompson Brown Architects	The Lemoine Company	100% Complete, Occupied March 2016
Delgado Community College	Student Services Building Renovation	615 City Park Avenue New Orleans, LA 70119	Design Bid Build	\$ 3,011,103.00	\$ 2,373,730.00	Renovation – 30,450 sq. ft.	Holly & Smith Architects	Tillage Construction, LLC	100% Complete, Occupied July 14, 2014
LE Fletcher Technical Community College	Main Campus	1407 Highway 311 Schriever, LA 70395	Design Build	\$ 24,495,000.00	\$ 20,421,238.00	New Building – 39,075 sq. ft.	Duplantis Design Group	Thompson Construction	100% Complete, Occupied July 7, 2012
NUNEZ Community College	Arts & Sciences Renovation	3710 Paris Road Chalmette, LA 70043	Design Bid Build	\$ 111,765.00	\$ 87,000.00	Project included door repairs, new window blinds, and lighting	Lachin Oubre & Associates	Tuna Construction, LLC	100% Complete, Occupied March 18, 2013

**ACT 391 PROJECTS**

COLLEGE	CAMPUS	LOCATION	DELIVERY METHOD	BOND PROCEEDS	CONSTRUCTION AMOUNT	BUILDING SIZE	ARCHITECT	GENERAL CONTRACTOR	STATUS
NUNEZ Community College	Allied Health Restoration	3711 Paris Road Chalmette, LA 70043	Design Bid Build	\$ 813,466.00	TBD	Restore existing Building	Multiple	Multiple Landis Construction Co., LLC	Project nearing completion. 100% Complete, Occupied February 23, 2015
NUNEZ Community College	Physical Activities Center	3712 Paris Road Chalmette, LA 70043	Design Bid Build	\$ 847,809.00	\$ 723,306.00	Renovations – 2,300 sq. ft.	Lachin Oubre & Associates		
NUNEZ Community College <sup>1</sup>	Shop Building B	3713 Paris Road Chalmette, LA 70043	Design Bid Build	\$ 1,117,521.00	Notice to Proceed Jan. 9, 2017	Renovations using FEMA and Act 391 funds, managed by FP&C	Lachin Oubre & Associates	Hernandez Consulting	Phases I and II complete. Reviewing punchlist.
NUNEZ Community College <sup>2</sup>	Classroom Building A	3714 Paris Road Chalmette, LA 70043	Design Bid Build	\$1,128,922	Notice to Proceed Jan. 3, 2017	24,750 SF Renovations using FEMA and Act 391 funds, managed by FP&C	Lachin Oubre & Associates	Centric Gulf Coast, Inc.	Building is substantially complete and occupied.
NUNEZ Community College <sup>3</sup>	Stewart Building	3715 Paris Road Chalmette, LA 70043	Design Bid Build	\$1,974,451	\$ 6,450,039.00	New Building – 27,811 sq. ft.	Tripoli Peer Architects	GM&R Construction Co., Inc.	100% Complete, Occupied April 30, 2015
Northshore Technical Community College	Florida Parishes Campus	137 College Street Greensburg, LA 70441	Design Build	\$ 9,200,000.00	\$ 8,600,344.00	New Buildings – 47,080 sq. ft.	Grace & Hebert Architects	Guy Hopkins Construction	100% Complete, Occupied June 18, 2012
Northwest Louisiana Technical College	Main Campus	9500 Industrial Drive Minden, LA 71055	Design Build	\$ 16,100,000.00	\$ 14,680,354.00	New Building – 81,191 sq. ft.	Yeager Watson & Associates, Inc.	Walker Construction Company, Inc.	100% Complete, Occupied April 16, 2013
River Parishes Community College	Main Campus	925 West Eden borne Parkway Gonzales, LA 70707	Design Build	\$ 19,550,000.00	\$ 18,402,294.00	New Building – 83,000 sq. ft.	Grace & Hebert Architects	Guy Hopkins Construction	100% Complete, Occupied July 14, 2014
South Central Louisiana Technical College	Young Memorial Campus	900 Young Road Morgan City, LA	Design Bid Build	\$ 5,980,000.00	\$ 4,226,897.00	New Building Addition and Renovation – 75,572 sq. ft.	Carl P. Blum AIA Architect	Aegis Construction, Inc.	100% Complete, Occupied August 20, 2012
South Louisiana Community College	Gulf Area Campus	1301 Clover St. Abbeville, LA 70511	Design Bid Build	\$ 6,900,000.00	\$ 5,672,457.00	Renovations – 66,103 sq. ft.	Crone Lemaire Group	The Lemoine Company	100% Complete, Occupied January 6, 2012

**ACT 391 PROJECTS**

COLLEGE	CAMPUS	LOCATION	DELIVERY METHOD	BOND PROCEEDS	CONSTRUCTION AMOUNT	BUILDING SIZE	ARCHITECT	GENERAL CONTRACTOR	STATUS
South Louisiana Community College	Evangeline Campus	600 S Martin Luther King Jr. Dr St. Martinville, LA 70582	Design Bid Build	\$ 9,200,000.00	\$ 7,700,000.00	New Building – 30,000 sq. ft.	Architects Southwest	Lincoln Builders of Baton Rouge, Inc.	100% Complete, Occupied June 2016
SOWELA Technical Community College <sup>4</sup>	Arts & Sciences Building	3820 Sen J. Bennett Johnston Ave. Lake Charles, LA 70615	Design Build	\$ 14,950,000.00	\$ 8,998,177.00	New Building – 45,752 sq. ft.	Champeaux Evans Hotard Architects	Alfred Palma, LLC	100% Complete, Occupied March 2, 2012
LCTCS <sup>5</sup>	Student Information System/Disaster Command Center	265 South Foster Drive Baton Rouge, LA 70806 (on BRCC campus next to LCTCS System office)	Design Bid Build	\$ 10,000,000	\$ 5,027,400.00	New Building – 16,642 sq. ft.	Remson Haley Herpin Architects	Cangelosi Ward General Contractors, LLC	100% Complete, Occupied June 2016
<b>TOTAL ACT 391</b>				<b>\$ 172,214,897.00</b>	<b>\$ 146,598,241.00</b>				

<sup>1</sup> \$1,091,911.49 Funds in MOU to FP&C, paired with FEMA funds  
<sup>2</sup> \$1,004,280.31 Funds in MOU to FP&C, paired with FEMA funds  
<sup>3</sup> \$1,918,862 in MOU to FP&C, paired with FEMA funds  
<sup>4</sup> \$2,097,457 in MOU to FP&C for Nursing project  
<sup>5</sup> \$531,600 75% of HMGF reimbursement for generator



**ACT 360**

**PHASE I - BONDS SOLD DECEMBER 2014**

COLLEGE	CAMPUS	DELIVERY METHOD	BOND PROCEEDS	12% MATCH	TOTAL PROJECT FUNDS	BUILDING SIZE	STATUS
Baton Rouge Community College	Smiley Heights Campus, Baton Rouge	Design Bid Build	\$ 10,200,000.00	\$ 1,390,909.00	\$ 11,590,909.00	New Building – 25,000 sq. ft.	100% Complete
Baton Rouge Community College	Central Campus	Building Acquisition	\$ 8,100,000.00	\$ 1,121,160.00	\$ 9,221,160.00	Renovation - 19,000 sq. ft.	100% Complete
Bossier Parish Community College	Bossier City Campus	Design Build	\$ 18,500,000.00	\$ 2,522,727.00	\$ 21,022,727.00	New Building – 80,000 sq. ft.	100% Complete
Central Louisiana Technical Community College	Alexandria Campus	Design Bid Build	\$ 19,000,000.00	\$ 2,590,909.00	\$ 21,590,909.00	New Building – 73,000 sq. ft.	100% Complete
Delgado Community College	River City Campus, Avondale	Design Build	\$ 24,000,000.00	\$ 3,272,726.00	\$ 27,272,726.00	New Building – 74,638 sq. ft.	100% Complete
Louisiana Delta Community College	Jonesboro Campus	Design Bid Build	\$ 2,700,000.00	\$ 368,181.00	\$ 3,068,181.00	Renovations – 21,000 sq. ft.	100% Complete
Louisiana Delta Community College	Winnsboro Campus	Design Bid Build	\$ 4,590,000.00	\$ 625,000.00	\$ 5,215,000.00	Renovations – 35,000 sq. ft.	100% Complete
Northshore Technical Community College	St. Tammany Campus, Lacombe	Design Build	\$ 9,000,000.00	\$ 1,868,000.00	\$ 10,868,000.00	New Building – 33,000 sq. ft.	100% Complete
Northwest Louisiana Technical College	Minden Campus	Design Bid Build	\$ 2,250,000.00	\$ 550,000.00	\$ 2,800,000.00	Addition – 8,000 sq. ft.	100% Complete
River Parishes Community College	Main Campus, Gonzales	Design Build	\$ 8,100,000.00	\$ 1,133,072.00	\$ 9,233,072.00	New Building – 40,000 sq. ft.	100% Complete
South Central Louisiana Technical College	Reserve	Design Bid Build	\$ 7,600,500.00	\$ 1,183,750.00	\$ 8,784,250.00	New Building – 26,000 sq. ft.	100% Complete
South Central Louisiana Technical College	Young Memorial Campus, Morgan City	Design Bid Build	\$ 3,330,000.00	\$ 713,000.00	\$ 4,043,000.00	New Building – 10,000 sq. ft.	100% Complete
South Louisiana Community College	Lafayette Campus	Design Build	\$ 15,000,000.00	\$ 2,045,454.00	\$ 17,045,454.00	New Building – 65,000 sq. ft.	100% Complete
SOWELA Technical Community College	Main Campus, Lake Charles	Design Bid Build	\$ 7,200,000.00	\$ 981,818.00	\$ 8,181,818.00	New Building – 23,000 sq. ft.	100% Complete

**TOTAL PHASE I**      \$ 139,570,500.00    \$ 20,366,706.00    \$ 159,937,206.00

**ACT 360**

**PHASE II - BONDS SOLD OCTOBER 2017**

COLLEGE	CAMPUS	DELIVERY METHOD	BOND PROCEEDS	PRIVATE MATCH	TOTAL PROJECT FUNDS	BUILDING SIZE	STATUS
Baton Rouge Community College	Acadian Campus, Baton Rouge	Design/Bid/Build	\$ 6,930,000.00	\$ 944,999.00	\$ 7,874,999.00	130,000 SF renovation	100% Complete
Louisiana Delta Community College	Technology Center, Main Campus, Monroe	Design/Bid/Build	\$ 7,200,000.00	\$ 1,000,000.00	\$ 8,200,000.00	22,000 SF	100% Complete
Louisiana Delta Community College	Advanced Workforce Training Campus, Tallulah	Design/Bid/Build	\$ 2,500,000.00	\$ 346,651.00	\$ 2,846,651.00	42,479 SF	100% Complete
Northshore Technical Community College	Livingston Parish, Walker	Design/Bid/Build	\$ 5,130,000.00	\$ 700,000.00	\$ 5,830,000.00	14,000 SF	100% Complete
<b>TOTAL PHASE II</b>			<b>\$ 21,760,000.00</b>	<b>\$ 2,991,650.00</b>	<b>\$ 24,751,650.00</b>		

**ACT 360**

**PHASE III - BONDS SOLD DECEMBER 2018**

COLLEGE	CAMPUS	DELIVERY METHOD	BOND PROCEEDS	12% MATCH	TOTAL PROJECT FUNDS	BUILDING SIZE	STATUS
Delgado Community College	Nursing and Allied Health Campus	Design/Bid/Build	\$ 34,000,000.00	\$ 4,636,363.00	\$ 38,636,363.00	120,000 SF	100% Complete
Delgado Community College	Center for Hospitality and Culinary Arts	Design/Bid/Build	\$ 9,000,000.00	\$ 1,227,272.00	\$ 10,227,272.00	~ 40,000 SF	Design Team delivered updated design development drawings on 9/18/24.
Delgado Community College	Advanced Technology Center, Westbank	Design/Bid/Build	\$ 12,000,000.00	\$ 1,636,363.00	\$ 13,636,363.00	~ 36,600 SF	100%. Complete
Louisiana Delta Community College	Nursing, Welding and Workforce Training Campus, Ruston	Design/Bid/Build	\$ 8,100,000.00	\$ 1,104,545.00	\$ 9,204,545.00	36,000 SF	100%. Complete
SOWELA Technical Community College	Culinary, Gaming and Hospitality Building	Design/Bid/Build	\$ 9,000,000.00	\$ 1,227,272.00	\$ 10,227,272.00	28,000 SF	100%. Complete
<b>TOTAL PHASE III</b>			<b>\$ 72,100,000.00</b>	<b>\$ 9,831,815.00</b>	<b>\$ 81,931,815.00</b>		

**ACT 360**

**PHASE IV - BONDS SOLD DECEMBER 2019**

COLLEGE	CAMPUS	DELIVERY METHOD	BOND PROCEEDS	12% MATCH	TOTAL PROJECT FUNDS	BUILDING SIZE	STATUS
Delgado Community College	Advanced Workforce Training Center, New Orleans	Design/Bid/Build	\$ 7,200,000.00	\$ 981,818.00	\$ 8,181,818.00	~18,000 sf	Design Team delivered updated design development drawings on 9/18/24.
Fletcher Technical Community College	New Workforce Training Building	Design/Bid/Build	\$ 4,500,000.00	\$ 613,636.00	\$ 5,113,636.00	~25,271 sf	100% Complete
Nunez Community College	Student Testing and Career Counseling Center	Design/Bid/Build	\$ 6,480,000.00	\$ 883,636.00	\$ 7,363,636.00	~18,163 sf	100% Complete
<b>TOTAL PHASE III</b>			<b>\$ 18,180,000.00</b>	<b>\$ 2,479,090.00</b>	<b>\$ 20,659,090.00</b>		

<b>TOTAL PHASE I</b>	<b>\$ 139,570,500.00</b>	<b>\$ 20,366,706.00</b>	<b>\$ 159,937,206.00</b>
<b>TOTAL PHASE II</b>	<b>\$ 21,760,000.00</b>	<b>\$ 2,991,650.00</b>	<b>\$ 24,751,650.00</b>
<b>TOTAL PHASE III</b>	<b>\$ 72,100,000.00</b>	<b>\$ 9,831,815.00</b>	<b>\$ 81,931,815.00</b>
<b>TOTAL PHASE IV</b>	<b>\$ 18,180,000.00</b>	<b>\$ 2,479,090.00</b>	<b>\$ 20,659,090.00</b>
<b>TOTAL ACT 360</b>	<b>\$ 251,610,500.00</b>	<b>\$ 35,669,261.00</b>	<b>\$ 287,279,761.00</b>

**Signature:**   
Joseph J. Marin (Oct 3, 2024 09:22 CDT)

**Email:** jmarin@lctcs.edu

# Alternative Financing Projects

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAABzBdcGtLS6xsOrjJxTeOk2-xSN_IBGT8

## "Alternative Financing Projects" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 8:54:40 AM CDT- IP address: 107.215.37.246
-  Document emailed to Joseph Marin (jmarin@lctcs.edu) for signature  
2024-10-03 - 8:55:03 AM CDT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)  
2024-10-03 - 9:22:26 AM CDT- IP address: 174.75.117.55
-  Document e-signed by Joseph Marin (jmarin@lctcs.edu)  
Signature Date: 2024-10-03 - 9:22:52 AM CDT - Time Source: server- IP address: 174.75.117.55
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 9:22:53 AM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 9:24:15 AM CDT- IP address: 12.75.115.63
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 9:24:46 AM CDT - Time Source: server- IP address: 12.75.115.63
-  Agreement completed.  
2024-10-03 - 9:24:46 AM CDT



**LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM**

*Changing Lives,  
Creating Futures*

Monty Sullivan  
*System President*

**Officers:**  
Timothy W. Hardy  
*Chair*

Stephen C. Smith  
*First Vice Chair*

Stephen Touns  
*Second Vice Chair*

**Members:**  
Ellis Bourque, III  
Cynthia Butler-McIntyre

Archie Hall  
Sabrina Hogan  
Joseph Hollins  
Patrick T. Johnson  
Jennifer Lee  
Erika McConduit  
Chad Moody  
Willie L. Mount  
Paul Price, Jr.  
Stanton W. Salathe

**Student Members:**  
Abbigale Ardoin  
Christopher Elie

Louisiana  
Community  
& Technical  
College System

265 South Foster Drive  
Baton Rouge, LA 70806

Phone: 225-922-2800  
Fax: 225-922-1185

[www.lctcs.edu](http://www.lctcs.edu)

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Joseph F. Marin   
Vice President of Operations

**FROM:** Donna Perez   
Human Resources Coordinator

**SUBJECT:** Report on General Personnel Actions as Presented on Summary and Detail for Baton Rouge Community College, Bossier Parish Community College, Central La. Technical Community College, Delgado Community College, Fletcher Technical Community College, La. Delta Community College, Northshore Technical Community College, Northwest La. Technical Community College, Nunez Community College, River Parishes Community College, South La. Community College, SOWELA Technical Community College, and Louisiana Community & Technical College System Operations Office

**DATE:** September 16, 2024

**REPORT ON GENERAL PERSONNEL ACTIONS**

**Recommendation:** The staff presents for informational purposes the enclosed personnel actions for the LCTCS colleges and system operations office as referenced above.

**Background:** For the combined Louisiana Community & Technical College System there are: 18 retirements, 43 resignations; 10 terminations; 14 other cessations of employment; 0 leave of absence; 74 new positions; 408 promotions/changes/salary increases, and 61 replacements. Note: This includes LCTC System Office personnel actions for the FastStart division.

Details on these actions are attached.

**Fiscal Impact:** Shown on institutional summary and detail.

**History of Prior Actions:** N/A

**Benefits to System:** N/A



Approved for Distribution to the Board  
Dr. Monty Sullivan, President

Date

**Louisiana Community and Technical College System  
Personnel Summary  
October 2024**

	Cessation of Employment						Request for LTC Tenure Committee Establishment	New Positions	Promotions/ Changes in Classification, Salary, etc.	Replacements Only
	Retirements	Resignations	Terminations	Other	Leave of Absence					
Baton Rouge Community College	4	7	2	1	0	0	10	106	5	
Bossier Parish Community College	3	1	2	2	0	0	17	9	0	
Central La. Technical Community College	0	2	1	0	0	0	2	13	8	
Delgado Community College	4	3	1	3	0	0	11	47	8	
Fletcher Technical Community College	1	0	1	0	0	0	10	61	4	
Louisiana Delta Community College	1	2	0	2	0	0	4	8	9	
Northshore Technical Community College	0	8	1	0	0	0	5	16	3	
Northwest Louisiana Technical Community	0	3	0	1	0	0	1	1	4	
Nunez Community College	0	2	1	0	0	0	2	10	4	
River Parishes Community College	1	3	1	0	0	0	4	5	1	
South Louisiana Community College	1	7	0	4	0	0	7	113	11	
Sowela Technical Community College	1	5	0	1	0	0	1	16	4	
LCTC System Operations	2	0	0	0	0	0	0	3	0	
<b>Total LCTCS</b>	<b>18</b>	<b>43</b>	<b>10</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>74</b>	<b>408</b>	<b>61</b>	



Sep 10, 2024

Summary of Unclassified HIRES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary	Benefits	Total Impact
Unclassified Hire	07/29/2024	Danzell Miller	ASST DIRECTOR, Purchasing	12 Month Regular	BA	\$73,000.00	\$29,200.00	\$102,200.00
New Employee	08/05/2024	Natasha Jones	INSTRUCTOR, Allied Health- Practical Nursing	9 Month Faculty	MS	\$60,000.00	\$24,000.00	\$84,000.00
New Employee	08/05/2024	Samantha Chaisson	INSTRUCTOR, Beh Sci- Social Sci-Geography	9 Month Faculty	MA	\$53,000.00	\$21,200.00	\$74,200.00
Return from Retirement	08/12/2024	David Sylvester	PROFESSOR, Computer Information Technology	9 Month Faculty	M	\$78,576.32	\$31,430.53	\$110,006.85
New Employee	08/12/2024	Dayna Aucoin	INSTRUCTOR, Allied Health- Surgical Technology	10 Month Faculty	BS	\$56,778.15	\$22,711.26	\$79,489.41
Unclassified Hire	08/12/2024	Joseph Wojciechowski	COORDINATOR, Athletics	12 Month Regular	BA	\$23,400.00	\$9,360.00	\$32,760.00
New Employee	08/12/2024	Rebecca Wesley	INSTRUCTOR, Allied Health- Veterinary Technician	10 Month Faculty	AASC	\$56,778.15	\$22,711.26	\$79,489.41
State Agency Transfer Hire In	08/19/2024	Natasha Guilbeau	COUNSELOR, Financial Aid (include Vet Affairs)	12 Month Regular	B	\$47,000.00	\$18,800.00	\$65,800.00
New Employee	08/19/2024	Natasha Guilbeau	COUNSELOR, Financial Aid (include Vet Affairs)	12 Month Regular	B	\$47,000.00	\$18,800.00	\$65,800.00
New Position	08/19/2024	Shea Stephens	INSTRUCTOR, Corp&Community Trng(Continuing Ed)	9 Month Faculty	MA	\$50,000.00	\$20,000.00	\$70,000.00
Replacement	07/15/2024	Kenneth Morris	MANAGER, General Operations&Maintenance Exp	12 Month Regular	BA	\$78,000.00	\$31,200.00	\$109,200.00

Replacement	07/22/2024	Jayla Nickens	COORDINATOR, Human Resources	12 Month Regular	BS	\$42,500.00	\$17,000.00	\$59,500.00
Replacement	08/05/2024	Isaiah Mayfield	ASST DIRECTOR, Student Life	12 Month Regular	MA	\$62,500.00	\$25,000.00	\$87,500.00
Replacement	09/02/2024	Axel Vasquez	DIRECTOR, Academic Learning Center-Tutoring	12 Month Regular	MBA	\$64,000.00	\$25,600.00	\$89,600.00
Replacement	09/03/2024	Jaimee Jordan	SPECIALIST, Registrar's Office	12 Month Regular	B	\$45,000.00	\$18,000.00	\$63,000.00

**Summary of Unclassified CHANGES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
			To From		To From		
Status Change	07/12/2024	Caress VanDuzee	MANAGER, Office of Public Relations	12 Month Regular	\$72,500.00	\$0.00	\$0.00
Title Change	07/15/2024	Carmelle Brumfield	MANAGER, Accounting/Finance	12 Month Regular	\$82,500.00	\$4,160.00	\$14,560.00
Adjustment	07/22/2024	Chloe Hidalgo	INSTRUCTOR, Allied Health-Nursing	10 Month Faculty	\$69,000.00	\$13,800.00	\$48,300.00
Adjustment	07/22/2024	Erica Burrell	ASSOCIATE PROFESSOR - DEPARTMENT CHAIR, Beh Sci-Social Sci-Sociology	10 Month Faculty	\$73,695.10	\$71,548.64	\$3,005.04
Adjustment	07/22/2024	Joshua Murphy	INSTRUCTOR, Mechanical-Automotive Tech	10 Month Faculty	\$62,264.97	\$60,451.43	\$2,538.96
Adjustment	07/22/2024	Joy Davis	PROFESSOR-DEPARTMENT CHAIR, Math and Sciences-Biology	10 Month Faculty	\$71,714.96	\$69,626.17	\$2,924.31
Adjustment	07/22/2024	Kristie Harrington	ASSISTANT PROFESSOR - DEPARTMENT CHAIR, Math and Sciences-Mathematics	10 Month Faculty	\$60,500.19	\$58,738.05	\$2,467.00

Adjustment	07/22/2024	Reed Mundy	Advanced INSTRUCTOR, Mechanical-Automotive Tech	INSTRUCTOR, Mechanical-Automotive Tech	10 Month Faculty	\$63,823.98	\$60,451.43	\$1,349.02	\$4,721.57
Adjustment	07/22/2024	Shelisa Theus	ASSISTANT PROFESSOR - DEPARTMENT CHAIR, Beh Sci-Humanities	ASSISTANT PROFESSOR - DEPARTMENT CHAIR, Beh Sci-Humanities	10 Month Faculty	\$67,511.35	\$65,545.00	\$786.54	\$2,752.89
New Position	08/01/2024	Brandy Tyson-Polk	EXEC DIRECTOR, Admin (Dean)/Allied Health	ADMINISTRATOR-PTEC, Precision Trades-Process Technology	12 Month Regular	\$105,000.00	\$72,100.00	\$13,160.00	\$46,060.00
Adjustment	08/05/2024	A Shahjahan	PROFESSOR, Math and Sciences-Biology	PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Adam Ferguson	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Adjustment	08/05/2024	Akosua Gyimah	PROFESSOR, Beh Sci-Humanities	PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$68,860.90	\$66,855.24	\$802.26	\$2,807.92
Adjustment	08/05/2024	Alan Forrester	ASSISTANT PROFESSOR, Beh Sci-History-History	ASSISTANT PROFESSOR, Beh Sci-History-History	9 Month Faculty	\$55,769.57	\$54,145.21	\$649.74	\$2,274.10
Adjustment	08/05/2024	Alexandra Cavazos	ASSISTANT PROFESSOR, Beh Sci-Humanities	ASSISTANT PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$55,769.57	\$54,145.21	\$649.74	\$2,274.10
Adjustment	08/05/2024	Althea Collins	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$58,349.50	\$56,650.00	\$679.80	\$2,379.30
Adjustment	08/05/2024	Ana Boone	PROFESSOR, Lib Arts-Foreign Languages-French	PROFESSOR, Lib Arts-Foreign Languages-French	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Anastasia McPherson	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$55,166.80	\$53,560.00	\$642.72	\$2,249.52
Adjustment	08/05/2024	Ashley Reich	PROFESSOR, Beh Sci-Psychology-Psychology	PROFESSOR, Beh Sci-Psychology-Psychology	9 Month Faculty	\$71,992.10	\$69,895.24	\$838.74	\$2,935.60
Adjustment	08/05/2024	Asia Grace	INSTRUCTOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$55,166.80	\$53,560.00	\$642.72	\$2,249.52

Adjustment	08/05/2024	Asoka Puthumammil-Sekharan	ASSOCIATE PROFESSOR, Math and Sciences-Physics	ASSOCIATE PROFESSOR, Math and Sciences-Physics	9 Month Faculty	\$60,770.19	\$59,000.18	\$708.00	\$2,478.01
Adjustment	08/05/2024	Blair Lousteau	ASSISTANT PROFESSOR, Allied Health-Nursing	ASSISTANT PROFESSOR, Allied Health-Nursing	9 Month Faculty	\$64,184.45	\$62,315.00	\$747.78	\$2,617.23
Adjustment	08/05/2024	Brian Diaz	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Adjustment	08/05/2024	Carol Warner	INSTRUCTOR, Precision Trades-Welding	INSTRUCTOR, Precision Trades-Welding	9 Month Faculty	\$56,038.83	\$54,406.63	\$652.88	\$2,285.08
Adjustment	08/05/2024	Carolyn Smith	PROFESSOR, Lib Arts-Reading	PROFESSOR, Lib Arts-Reading	9 Month Faculty	\$73,054.68	\$70,926.87	\$851.12	\$2,978.93
Adjustment	08/05/2024	Carrie Causey	ASSOCIATE PROFESSOR, Beh Sci-Humanities	ASSOCIATE PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$62,713.40	\$60,886.80	\$730.64	\$2,557.24
Adjustment	08/05/2024	Christina Johnson	ASSISTANT PROFESSOR, Allied Health-Nursing	ASSISTANT PROFESSOR, Allied Health-Nursing	9 Month Faculty	\$67,216.50	\$65,258.74	\$783.10	\$2,740.86
Adjustment	08/05/2024	Christopher Brumfield	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Fine Arts	ASSISTANT PROFESSOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$57,749.31	\$56,067.29	\$672.81	\$2,354.83
Adjustment	08/05/2024	Clarence Nero	PROFESSOR, Beh Sci-Humanities	ASSOCIATE PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$64,393.77	\$60,886.80	\$1,402.79	\$4,909.76
Adjustment	08/05/2024	Claudia Hall	PROFESSOR, Beh Sci-Social Sci-Sociology	PROFESSOR, Beh Sci-Social Sci-Sociology	9 Month Faculty	\$74,279.83	\$72,116.34	\$865.40	\$3,028.89
Adjustment	08/05/2024	Cynthia Giachetti	Associate Professor, Visual/Perf. Arts -Fine Arts	ASSISTANT PROFESSOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$59,164.83	\$57,441.58	\$689.30	\$2,412.55
Adjustment	08/05/2024	Dan Frost	ASSOCIATE PROFESSOR, Beh Sci-History	ASSOCIATE PROFESSOR, Beh Sci-History	9 Month Faculty	\$71,377.96	\$69,298.99	\$831.59	\$2,910.56
Adjustment	08/05/2024	Daniel Simon	ASSOCIATE PROFESSOR, Beh Sci-History	ASSOCIATE PROFESSOR, Beh Sci-History	9 Month Faculty	\$62,713.40	\$60,886.80	\$730.64	\$2,557.24
Adjustment	08/05/2024	Danielle Burns	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Fine Arts	ASSISTANT PROFESSOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$59,164.83	\$57,441.58	\$689.30	\$2,412.55

Adjustment	08/05/2024	Danielle Vignes	PROFESSOR, Comm&Media-Comm/Journalism-Speech	PROFESSOR, Comm&Media-Comm/Journalism-Speech	9 Month Faculty	\$71,399.84	\$69,320.23	\$831.84	\$2,911.45
Adjustment	08/05/2024	Darnella Jackson	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$55,243.95	\$53,634.90	\$643.62	\$2,252.67
Adjustment	08/05/2024	Darren Jones	ASSISTANT PROFESSOR, Beh Sci-Philosophy-Philosophy	ASSISTANT PROFESSOR, Beh Sci-Philosophy-Philosophy	9 Month Faculty	\$55,769.57	\$54,145.21	\$649.74	\$2,274.10
Adjustment	08/05/2024	David Carmouche	INSTRUCTOR, Admin (Dean) Process Technology	INSTRUCTOR, Admin (Dean) Process Technology	9 Month Faculty	\$65,000.00	\$58,000.00	\$2,800.00	\$9,800.00
Adjustment	08/05/2024	David Simon	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,186.34	\$61,345.96	\$736.15	\$2,576.53
Adjustment	08/05/2024	Debra Borskey	PROFESSOR, Computer Information Technology	PROFESSOR, Computer Information Technology	9 Month Faculty	\$78,576.32	\$76,287.69	\$915.45	\$3,204.08
Adjustment	08/05/2024	Della Russell-Walker	ASSOCIATE PROFESSOR, Computer Information Technology	ASSOCIATE PROFESSOR, Computer Information Technology	9 Month Faculty			\$803.83	\$2,813.40
Adjustment	08/05/2024	Denise D'Abundo	ASSISTANT PROFESSOR, Math and Sciences-Biology	ASSISTANT PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$56,244.52	\$54,606.33	\$655.28	\$2,293.47
Adjustment	08/05/2024	Derek Cole	PROFESSOR, Math and Sciences-Biology	PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Divina Miranda	PROFESSOR, Math and Sciences-Chemistry	PROFESSOR, Math and Sciences-Chemistry	9 Month Faculty	\$71,574.03	\$69,489.35	\$833.87	\$2,918.55
Adjustment	08/05/2024	Dynechia Jones	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$56,018.69	\$54,387.08	\$652.64	\$2,284.25
Adjustment	08/05/2024	Elizabeth Jeffery Arceneaux	ASSISTANT PROFESSOR, Beh Sci-Psychology-Psychology	INSTRUCTOR, Beh Sci-Psychology-Psychology	9 Month Faculty	\$55,017.06	\$53,414.62	\$640.98	\$2,243.42
Adjustment	08/05/2024	Eric Baskin	PROFESSOR, Visual/Perf. Arts -Music	PROFESSOR, Visual/Perf. Arts -Music	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16

Adjustment	08/05/2024	Eric Elliott	ASSISTANT PROFESSOR, Beh Sci-Humanities	ASSISTANT PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$55,769.57	\$54,145.21	\$649.74	\$2,274.10
Adjustment	08/05/2024	Gabriel Aluko	PROFESSOR, Math and Sciences-Biology	PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Gail Suberbielle	PROFESSOR, Beh Sci-Humanities	PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$66,325.58	\$64,393.77	\$772.72	\$2,704.53
Adjustment	08/05/2024	Gery Frie	ASSISTANT PROFESSOR, Construction Trades Adm.	ASSISTANT PROFESSOR, Construction Trades Adm.	9 Month Faculty	\$71,462.00	\$69,380.58	\$832.57	\$2,913.99
Adjustment	08/05/2024	Glenn Adams	ASSOCIATE PROFESSOR, Allied Health-Nursing	ASSOCIATE PROFESSOR, Allied Health-Nursing	9 Month Faculty	\$73,601.25	\$71,457.52	\$857.49	\$3,001.22
Adjustment	08/05/2024	Heather Draxl	ASSISTANT PROFESSOR, Beh Sci-Humanities	ASSISTANT PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$56,432.10	\$54,788.45	\$657.46	\$2,301.11
Adjustment	08/05/2024	Jaimie Stallone	ASSOCIATE PROFESSOR, Beh Sci-Humanities	ASSOCIATE PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$62,713.40	\$60,886.80	\$730.64	\$2,557.24
Adjustment	08/05/2024	James Garton	ASSISTANT PROFESSOR, Math and Sciences-Biology	ASSISTANT PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$56,018.69	\$54,387.08	\$652.64	\$2,284.25
Adjustment	08/05/2024	Jamie Gurt	PROFESSOR, Business-Paralegal Studies	ASSOCIATE PROFESSOR, Business-Paralegal Studies	9 Month Faculty	\$64,393.77	\$61,330.92	\$1,225.14	\$4,287.99
Adjustment	08/05/2024	Jamie Hardie	INSTRUCTOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$57,363.92	\$55,693.13	\$668.32	\$2,339.11
Adjustment	08/05/2024	Joshua Green	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$57,345.88	\$55,675.61	\$668.11	\$2,338.38
Adjustment	08/05/2024	Kanetra Smith	PROFESSOR, Math and Sciences-Mathematics	PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$72,131.45	\$70,030.53	\$840.37	\$2,941.29
Adjustment	08/05/2024	Kathleen Schexnayder	ASSOCIATE PROFESSOR, Beh Sci-Humanities	ASSOCIATE PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$62,713.40	\$60,886.80	\$730.64	\$2,557.24
Adjustment	08/05/2024	Keith Potter	INSTRUCTOR, Construction Trades Adm.	INSTRUCTOR, Construction Trades Adm.	9 Month Faculty	\$56,892.64	\$55,235.57	\$662.83	\$2,319.90

Adjustment	08/05/2024	LaFanya Sanders	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$58,480.27	\$56,776.96	\$681.32	\$2,384.63
Adjustment	08/05/2024	Laketha Ferguson-Jacobs	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Return From Leave	08/05/2024	Latasha Scott	ASSISTANT PROFESSOR, Beh Sci-Social Sci-Criminal Justice	INSTRUCTOR, Beh Sci-Social Sci-Criminal Justice	9 Month Faculty	\$55,017.06	\$53,414.62	\$640.98	\$2,243.42
Adjustment	08/05/2024	LaTonya Tanios	INSTRUCTOR, Personal and Misc-Cosmetology	INSTRUCTOR, Personal and Misc-Cosmetology	9 Month Faculty	\$55,243.95	\$53,634.90	\$643.62	\$2,252.67
Adjustment	08/05/2024	Laurie Potter	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$60,520.00	\$58,757.28	\$705.09	\$2,467.81
Adjustment	08/05/2024	Lise Namikas	PROFESSOR, Beh Sci-History-History	ASSOCIATE PROFESSOR, Beh Sci-History-History	9 Month Faculty	\$66,325.58	\$64,393.77	\$772.72	\$2,704.53
Adjustment	08/05/2024	Lucas Gassen	Associate PROFESSOR, Beh Sci-Humanities	ASSISTANT PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$57,441.58	\$54,145.21	\$1,318.55	\$4,614.92
Adjustment	08/05/2024	Malcolm Mac Hauer	ASSISTANT PROFESSOR, Math and Sciences-Biology	ASSISTANT PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$60,795.31	\$59,024.57	\$708.30	\$2,479.04
Adjustment	08/05/2024	Marcella Hackney	PROFESSOR, Math and Sciences-Biology	PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Michael Aguilard	INSTRUCTOR, Mech-HVAC	INSTRUCTOR, Mech-HVAC	9 Month Faculty	\$56,038.83	\$54,406.63	\$652.88	\$2,285.08
Adjustment	08/05/2024	Michael Buckner	ASSOCIATE PROFESSOR, Business-Economics	ASSOCIATE PROFESSOR, Business-Economics	9 Month Faculty	\$64,379.57	\$62,504.44	\$750.05	\$2,625.18
Adjustment	08/05/2024	Michael Douglas	INSTRUCTOR, Personal and Misc-Culinary Arts	INSTRUCTOR, Personal and Misc-Culinary Arts	9 Month Faculty	\$55,243.95	\$53,634.90	\$643.62	\$2,252.67
Adjustment	08/05/2024	Myungkee Sung	ASSOCIATE PROFESSOR, Math and Sciences-Physics	ASSOCIATE PROFESSOR, Math and Sciences-Physics	9 Month Faculty	\$60,770.19	\$59,000.18	\$708.00	\$2,478.01
Adjustment	08/05/2024	Nan Diefendorf	INSTRUCTOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$60,662.34	\$58,895.48	\$706.74	\$2,473.60

Adjustment	08/05/2024	Natasha Whitton	ASSOCIATE PROFESSOR, Beh Sci-Humanities	ASSOCIATE PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$59,007.26	\$57,288.60	\$687.46	\$2,406.12
Adjustment	08/05/2024	Nikki Honore	INSTRUCTOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$70,000.00	\$35,000.00	\$14,000.00	\$49,000.00
Adjustment	08/05/2024	Nisha Aroskar	PROFESSOR, Business-Economics	PROFESSOR, Business-Economics	9 Month Faculty	\$78,541.75	\$76,254.13	\$915.05	\$3,202.67
Adjustment	08/05/2024	Olga Cynthia Harrison	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Adjustment	08/05/2024	Patrick Kolniak	INSTRUCTOR, Math and Sciences-Chemistry	INSTRUCTOR, Math and Sciences-Chemistry	9 Month Faculty	\$64,700.15	\$62,815.68	\$753.79	\$2,638.26
Adjustment	08/05/2024	Paul Sampson	ASSOCIATE PROFESSOR, Beh Sci-Social Sci-Sociology	ASSOCIATE PROFESSOR, Beh Sci-Social Sci-Sociology	9 Month Faculty	\$61,330.92	\$59,544.58	\$714.54	\$2,500.88
Adjustment	08/05/2024	Penny Decuir	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$55,166.80	\$53,560.00	\$642.72	\$2,249.52
Adjustment	08/05/2024	Rachel Tidwell	ASSISTANT PROFESSOR, Allied Health-Nursing	ASSISTANT PROFESSOR, Allied Health-Nursing	9 Month Faculty	\$71,360.22	\$69,281.77	\$831.38	\$2,909.83
Adjustment	08/05/2024	Richard Sandon	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$54,740.56	\$53,146.17	\$637.76	\$2,232.15
Adjustment	08/05/2024	Roberta Krasner	PROFESSOR, Beh Sci-Social Sci-Political Sci	ASSOCIATE PROFESSOR, Beh Sci-Social Sci-Political Sci	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Adjustment	08/05/2024	Roger Journee'	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Adjustment	08/05/2024	Rosemary Mack	PROFESSOR, Beh Sci-Humanities	PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Russell Nolan	ASSOCIATE PROFESSOR, Math and Sciences-Biology	ASSOCIATE PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Adjustment	08/05/2024	Sandra Guzman	PROFESSOR, Math and Sciences-Biology	PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16

Adjustment	08/05/2024	Scott Dusing	INSTRUCTOR, Construction Trades-Carpentry	INSTRUCTOR, Construction Trades-Carpentry	9 Month Faculty	\$55,243.95	\$53,634.90	\$643.62	\$2,252.67
Adjustment	08/05/2024	Stefan Smith	INSTRUCTOR, Precision Trades-Welding	INSTRUCTOR, Precision Trades-Welding	9 Month Faculty	\$59,164.83	\$57,441.58	\$689.30	\$2,412.55
Adjustment	08/05/2024	Stephen Lentz	ASSISTANT PROFESSOR, Business-Paralegal Studies	ASSISTANT PROFESSOR, Business-Paralegal Studies	9 Month Faculty	\$58,862.75	\$57,148.30	\$685.78	\$2,400.23
Adjustment	08/05/2024	Steven Ernest	ASSOCIATE PROFESSOR, Business-Accounting	ASSOCIATE PROFESSOR, Business-Accounting	9 Month Faculty	\$68,958.37	\$66,949.87	\$803.40	\$2,811.90
Adjustment	08/05/2024	Steven Keeton	ASSOCIATE PROFESSOR, Beh Sci-Humanities	ASSOCIATE PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$62,713.40	\$60,886.80	\$730.64	\$2,557.24
Adjustment	08/05/2024	Sydney Varnado	ASSOCIATE PROFESSOR, Beh Sci-Humanities	ASSOCIATE PROFESSOR, Beh Sci-Humanities	9 Month Faculty	\$62,713.40	\$60,886.80	\$730.64	\$2,557.24
Adjustment	08/05/2024	Terri Thompson	INSTRUCTOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$63,190.00	\$61,349.51	\$736.20	\$2,576.69
Adjustment	08/05/2024	Thomas Domangue	ASSOCIATE PROFESSOR, Beh Sci-Psychology-Psychology	ASSOCIATE PROFESSOR, Beh Sci-Psychology-Psychology	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90
Adjustment	08/05/2024	Tim Laplante	ASSOCIATE PROFESSOR, Business-Business Administration	ASSOCIATE PROFESSOR, Business-Business Administration	9 Month Faculty	\$66,238.15	\$64,308.88	\$771.71	\$2,700.98
Adjustment	08/05/2024	Tony Medlin	PROFESSOR, Visual/Perf. Arts -Theater	PROFESSOR, Visual/Perf. Arts -Theater	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Troy Bryant	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,170.28	\$61,330.37	\$735.96	\$2,575.87
Adjustment	08/05/2024	Valerie Holliday	ASSOCIATE PROFESSOR, Beh Sci-Philosophy-Philosophy	ASSOCIATE PROFESSOR, Beh Sci-Philosophy-Philosophy	9 Month Faculty	\$70,677.48	\$68,618.91	\$823.43	\$2,882.00
Adjustment	08/05/2024	Vickie Flanders	PROFESSOR, Math and Sciences-Mathematics	PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
Adjustment	08/05/2024	Vinetta Boyd Frie	ASSOCIATE PROFESSOR, Student Services	ASSOCIATE PROFESSOR, Student Services	9 Month Faculty	\$63,170.85	\$61,330.92	\$735.97	\$2,575.90

Adjustment	08/05/2024	William Forrest	PROFESSOR, Math and Sciences-Mathematics	PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$70,926.87	\$68,861.04	\$826.33	\$2,892.16
New Position	08/12/2024	Laura Hart	INSTRUCTOR, Allied Health-Nursing	ADJUNCT FACULTY, Allied Health-Nursing	9 Month Faculty	\$60,000.00	\$9,000.00	\$20,400.00	\$71,400.00
Return From Leave	09/02/2024	Latreka Emery	COORDINATOR, Campus Police Admin Office	COORDINATOR, Campus Police Admin Office	12 Month Regular	\$42,483.79	\$42,483.79	\$0.00	\$0.00

### Summary of Unclassified SEPARATIONS

#### OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Discharge	07/18/2024	Shenique Holliday	CONSULTANT, Human Resources	12 Month Regular	(\$50,000.00)	(\$20,000.00)	(\$70,000.00)
Resignation	07/25/2024	Teriyon Maurice	SPECIALIST, Student Services - General Expense	12 Month Regular	(\$43,260.00)	(\$17,304.00)	(\$60,564.00)
Retirement	07/30/2024	Phyllis Leblanc	ASSOCIATE PROFESSOR, Allied Health-Nursing	9 Month Faculty	(\$80,556.17)	(\$32,222.47)	(\$112,778.64)
Retirement	07/31/2024	Maria Godfrey	ASSISTANT PROFESSOR, Allied Health-Nursing	9 Month Faculty	(\$71,227.83)	(\$28,491.13)	(\$99,718.96)
Resignation	08/02/2024	DeKisha Anderson	MANAGER, Institutional Effectiveness	12 Month Regular	(\$65,000.00)	(\$26,000.00)	(\$91,000.00)
Resignation	08/09/2024	Robyn Scalzo	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	(\$61,330.92)	(\$24,532.37)	(\$85,863.29)
Terminated - Ineligible/Rehire	08/14/2024	Melanie Williams	ADMINISTRATOR, VC for Technical Education	12 Month Regular	(\$58,515.54)	(\$23,406.22)	(\$81,921.76)
Resignation	08/17/2024	Dondre Dobbins	ADVISOR, Advising & Retention	12 Month Regular	(\$46,000.00)	(\$18,400.00)	(\$64,400.00)
Retirement	08/18/2024	Benjamin Stove	ADMINISTRATOR, Admin (Dean) Process Technology	12 Month Regular	(\$114,736.34)	(\$45,894.54)	(\$160,630.88)
Retirement	08/18/2024	Hilary Stephenson	DIRECTOR, Purchasing	12 Month Regular	(\$89,610.00)	(\$35,844.00)	(\$125,454.00)

Emp Class/Record Change	08/19/2012	Janet Daniel	PROFESSOR, Business-Economics	9 Month Faculty	(\$76,254.13)	(\$30,501.65)	(\$106,755.78)
Resignation	08/28/2024	Caress VanDuzee	MANAGER, Office of Public Relations	12 Month Regular	(\$72,500.00)	(\$29,000.00)	(\$101,500.00)
Resignation	09/01/2024	Ashley Tate	SPECIALIST, Registrar's Office	12 Month Regular	(\$39,964.00)	(\$15,985.60)	(\$55,949.60)
Resignation	09/03/2024	Devonte Bryant	ADMINISTRATOR, Inst'l Advancement (Foundation)	12 Month Regular	(\$81,800.00)	(\$32,720.00)	(\$114,520.00)



Sep 3, 2024

Summary of Unclassified HIRE

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary	Benefits	Total Impact
Emergency Interim Appointment	08/12/2024	Andrew Mercer	INSTRUCTOR, Arts, Humanities & Social Sciences	9 Month Faculty	MED- Education	\$40,000.00	\$16,000.00	\$56,000.00
Unclassified Hire - Competitive Hire	08/12/2024	Cha'Ree Brown	INSTRUCTOR, Cosmetology, Business & Information Technology	9 Month Faculty	IBC	\$40,000.00	\$16,000.00	\$56,000.00
Unclassified Hire - Competitive Hire	08/21/2024	Minnie Hester	INSTRUCTOR, Diagnostic Med. Sonography, Nursing & Allied Health	12 Month Faculty	BS- Radiologic Technology	\$75,000.00	\$30,000.00	\$105,000.00
Unclassified Hire - Competitive Hire	07/29/2024	Kathleen Vercher	ASSOC VICE-CHANCELLOR, Enrollment Management	12 Month Regular	MBA	\$116,480.00	\$46,592.00	\$163,072.00
Unclassified Hire - Competitive Hire	07/31/2024	Justin Tison	DIRECTOR, College Transition Programs	12 Month Regular	MED	\$78,000.00	\$31,200.00	\$109,200.00
Unclassified Hire - Competitive Hire	08/05/2024	Donna Hendrix	PROJECT DIRECTOR, Science, Technology, Engineering & Mathematics	12 Month Regular	PhD	\$65,000.00	\$26,000.00	\$91,000.00
Unclassified Hire - Competitive Hire	08/05/2024	Page Porter	INSTRUCTOR, Practical Nursing, Nursing & Allied Health	9 Month Faculty	ASN	\$45,000.00	\$18,000.00	\$63,000.00
Unclassified Hire - Competitive Hire	08/12/2024	Latonya Smith	INSTRUCTOR, Cosmetology, Business & Information Technology	9 Month Faculty	IBC	\$40,000.00	\$16,000.00	\$56,000.00
Emergency Interim Appointment	08/12/2024	Morgan Brown	Part-time INSTRUCTOR, Occup Therapy Asst, Nursing & Allied Health	9 Month Faculty	AGS	\$20,000.00	\$8,000.00	\$28,000.00
Unclassified Hire - Competitive Hire	08/12/2024	Stacy Ebarb	INSTRUCTOR, Practical Nursing, Nursing & Allied Health	9 Month Faculty	BSN	\$45,000.00	\$18,000.00	\$63,000.00
Unclassified Hire - Competitive Hire	8/19/2024	Monica Lawrence	DIRECTOR, Grants, Institutional Advancement	12 Month Regular	MA	\$90,000.00	\$36,000.00	\$126,000.00

Unclassified Hire - Competitive Emergency Interim Appointment	9/3/2024	Kevin Thomas	TELE/COMP SUPPORT TECHNICIAN, Computer	12 Month Regular	AS	\$53,660.00	\$21,464.00	\$75,124.00
Unclassified Hire - Competitive Hire	9/3/2024	Nicollette Blenker	ASST COACH-Softball/HEAD COACH Women's CC, Athletics	12 Month Regular	AS	\$38,900.00	\$15,560.00	\$54,460.00
Unclassified Hire - Competitive Hire	9/9/2024	Vaquetta Hudson	STUDENT SUCCESS COORDINATOR - TANF, Student Success & Retention	12 Month Regular	BA	\$50,059.00	\$20,024.00	\$70,083.00
Unclassified Hire - Competitive Hire	9/16/2024	Stephanie Williams	STAFF ACCOUNTANT, Finance	12 Month Regular	MBA	\$60,500.00	\$24,200.00	\$84,700.00
Unclassified Hire - Competitive Hire	9/16/2024	Rachel Brown	INSTRUCTOR / LIBRARIAN, Electronic Resources, Learning Commons	12 Month Faculty	MLS	\$54,225.00	\$21,690.00	\$75,915.00
Unclassified Hire - Competitive Hire	9/23/2024	Valerie Perez	COMPTROLLER, Finance	12 Month Regular	BS	\$95,372.00	\$37,349.00	\$132,721.00

### Summary of Unclassified CHANGES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Promotion	08/12/2024	Amy Cannon	ASSISTANT PROFESSOR, Nursing & Allied Health	INSTRUCTOR, Nursing & Allied Health	9 Month Faculty	\$66,491.00	\$65,291.00	\$480.00	\$1,680.00
Promotion	08/12/2024	Elisabeth Cason	PROFESSOR, Business & Informational Technology	ASSOCIATE PROFESSOR, Business & Informational Technology	9 Month Faculty	\$55,000.00	\$52,000.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Erica Mullins	ASSOCIATE MASTER INSTRUCTOR, Medical Assistant Prg, Nursing & Allied Health	ASSISTANT MASTER INST, Medical Assistant Prg, Nursing & Allied Health	9 Month Faculty	\$67,021.00	\$65,021.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Natalie Hendrix	ASSOCIATE PROFESSOR, Sciences, Technology, Engineering & Math	ASSISTANT PROFESSOR, Sciences, Technology, Engineering & Math	9 Month Faculty	\$48,800.00	\$46,800.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Sheryl Nelson	ASSOCIATE PROFESSOR, Nursing & Allied Health	ASSISTANT PROFESSOR, Nursing & Allied Health	9 Month Faculty	\$73,123.00	\$71,123.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Terrie Bergeron	PROFESSOR, Nursing & Allied Health	ASSOCIATE PROFESSOR, Nursing & Allied Health	9 Month Faculty	\$76,485.00	\$73,485.00	\$1,200.00	\$4,200.00

Promotion	08/19/2024	Monica Lawrence	DIRECTOR, Grants, Institutional Advancement	DIRECTOR, Grants, Institutional Advancement	12 Month Regular	\$90,000.00	\$71,386.00	\$7,445.60	\$26,059.60
Promotion	08/26/2024	Stormy Epps	ACCOUNT ASSISTANT, Finance	PROGRAM SUPPORT COORDINATOR, Business & Information Technology	12 Month Regular	\$42,126.00	\$41,831.00	\$118.00	\$413.00
Promotion	08/26/2024	Natalie Smith	STAFF ACCOUNTANT, Finance	ACCOUNTING ASSISTANT, Business & Information Technology	12 Month Regular	\$60,500.00	\$44,487.00	\$6,405.00	\$22,418.00

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Discharge	07/17/2024	Heather McDuffie	PROGRAM COORDINATOR, Admissions	12 Month Regular	(\$50,685.00)	(\$20,274.00)	(\$70,959.00)
Emergency Interim Appointment	8/20/2024	Minnie Hester	INSTRUCTOR, Diagnostic Med, Sonography, Nursing & Allied Health	12 Month Faculty	(\$75,000.00)	(\$30,000.00)	(\$105,000.00)
Emergency Interim Appointment	8/30/2024	Nicollette Blenker	ATHLETIC COORDINATOR, Athletics	12 Month Regular	(\$39,800.00)	(\$15,920.00)	(\$55,720.00)
Retirement	9/27/2024	Vicki Dennis	DEAN, Arts, Humanities & Social Sciences	12 Month Regular	(\$98,408.00)	(\$39,363.00)	(\$137,771.00)
Retirement	10/3/2024	Deborah Woods	PROGRAM SUPPORT COORDINATOR, Workforce Solutions	12 Month Regular	(\$46,005.00)	(\$18,402.00)	(\$64,407.00)
Retirement	08/04/2024	Roishene Johnson	PROFESSOR, Science, Technology, Engineering & Mathematics	9 Month Faculty	(\$63,683.00)	(\$25,473.20)	(\$89,156.20)
Discharge	08/05/2024	Raenah Schneider	COORDINATOR, Arts, Humanities and Social Sciences	12 Month Regular	(\$41,392.00)	(\$16,556.80)	(\$57,948.80)
Resignation	8/11/2024	Douglas Moran	INSTRUCTOR, Science, Tech, Engineering & Math	9 Month Faculty	(\$41,600.00)	(\$16,640.00)	(\$58,240.00)



Sep 12, 2024

**Summary of Unclassified HIRES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary		Benefits	Total Impact
						To	From		
Replacement	08/05/2024	Cynthia Credit	INSTRUCTOR, Allied Health-Pharmacy Technician	9 Month Faculty	ASN	\$48,000.00	\$19,200.00	\$67,200.00	
Unclassified Hire	08/05/2024	Dana Vaughn	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	MSN	\$48,000.00	\$19,200.00	\$67,200.00	
Replacement	08/05/2024	Jarrad Pearrie	INSTRUCTOR, Allied Health-Pharmacy Technician	9 Month Faculty	BS	\$46,000.00	\$18,400.00	\$64,400.00	
Replacement	08/05/2024	Regena Porter	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	ASN	\$48,000.00	\$19,200.00	\$67,200.00	
Replacement	08/05/2024	Shana Dupree	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	BSN	\$48,000.00	\$19,200.00	\$67,200.00	
Replacement	08/05/2024	Charla Dixon	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	ASN	\$50,000.00	\$20,000.00	\$70,000.00	
Replacement	08/05/2024	Michelle Collins	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	BSN	\$48,000.00	\$19,200.00	\$67,200.00	
Replacement	08/05/2024	Roketha Beard	COORDINATOR, Financial Aid (include Vet Affairs)	12 Month Regular	AAT	\$35,000.00	\$14,000.00	\$49,000.00	
Replacement	08/19/2024	Jarrett Gibson	INSTRUCTOR, Adult Basic Education	12 Month Faculty	BS	\$45,000.00	\$18,000.00	\$63,000.00	
Unclassified Hire	08/19/2024	Shannon Senviel	COORDINATOR, Grants	12 Month Regular	BA	\$45,000.00	\$18,000.00	\$63,000.00	

**Summary of Unclassified CHANGES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Increase	8/5/2024	Brandi King	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Sarah Dyer	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Randy Goodwin	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Melissa White	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$46,000.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Pamela Williams	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Tenna Bynog	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Tracy Frank	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Charlene Anderson	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
Increase	8/5/2024	Julia Fife	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00

Increase	8/5/2024	Melinda Patt	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$45,398.06	\$1,040.78	\$3,642.72
Increase	8/5/2024	Marissa Coco	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$46,575.00	\$570.00	\$1,995.00
Increase	8/5/2024	Hollie Jeansonne	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$48,000.00	\$44,100.00	\$1,560.00	\$5,460.00
New Position	09/09/2024	Katelyn Hicks	ACCOUNTANT, Accounting/Finance	COORDINATOR, Bursar's Office	12 Month Regular	\$47,000.00	\$40,000.00	\$2,800.00	\$9,800.00

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Resignation	08/04/2024	April Cavin	INSTRUCTOR, Allied H-Patient Care Technician	9 Month Faculty	(\$44,220.00)	(\$17,688.00)	(\$61,908.00)
Resignation	08/18/2024	Rachel Smith	COORDINATOR Student Lif, Student Services	12 Month Regular	(\$30,000.00)	(\$12,000.00)	(\$42,000.00)
Non-Disciplinary	09/12/2024	Melissa O'Malley	COORDINATOR HR, Human Resources	12 Month Regular	(\$35,000.00)	(\$14,000.00)	(\$49,000.00)



Sep 10, 2024

Summary of Unclassified HIRES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary	Benefits	Total Impact
Unclassified Hire	08/05/2024	Chevelle Durocher	INSTRUCTOR, Allied Health- Emergency Medical Tech	9 Month Faculty	EMT certificate	\$45,900.00	\$18,360.00	\$64,260.00
Unclassified Rehire	08/12/2024	Amanda Weinberger	INSTRUCTOR, Allied Health- Nursing	9 Month Faculty	MSN- Nursing	\$64,500.00	\$25,800.00	\$90,300.00
Unclassified Rehire	08/12/2024	David Burks	INSTRUCTOR, Computer- Information Technology	9 Month Faculty	MS- Computer Information Systems	\$49,800.00	\$19,920.00	\$69,720.00
Unclassified Hire	08/12/2024	Kierra Cooks	INSTRUCTOR, Allied Health- Practical Nursing	9 Month Faculty	BS- Nursing	\$56,500.00	\$22,600.00	\$79,100.00
Unclassified Hire	08/12/2024	Kristy Carlisle	INSTRUCTOR, Allied Health- Health Info Tech	9 Month Faculty	MBA- Business Administration	\$52,500.00	\$21,000.00	\$73,500.00
Unclassified Hire	08/12/2024	Lakesha Favis	INSTRUCTOR, Allied Health- Nursing	9 Month Faculty	BSN - Nursing	\$63,500.00	\$25,400.00	\$88,900.00
Unclassified Hire	08/12/2024	Melissa Miner	INSTRUCTOR, Allied Health- Nursing	9 Month Faculty	MSN- Nursing	\$64,500.00	\$25,800.00	\$90,300.00
Unclassified Hire	08/12/2024	Stephanie Hansell	INSTRUCTOR, Allied Health- Nursing	9 Month Faculty	AS	\$66,500.00	\$26,600.00	\$93,100.00
Unclassified Rehire	08/12/2024	Willa Thompson	INSTRUCTOR, Allied Health- Nursing	9 Month Faculty	Doc-Nursing Practice	\$66,500.00	\$26,600.00	\$93,100.00
Unclassified Hire	09/02/2024	Darlene Ledet	SPECIALIST, Human Resources	12 Month Regular	MBA - Business Mgmt, HR	\$60,701.60	\$24,280.64	\$84,982.24
Emergency Interim Appointment	09/02/2024	Ronald Ballay	SPECIALIST-INTERIM, Grant - General	12 Month Regular	B- Accounting, B-Finance (ACT)	\$46,033.00	\$18,413.20	\$64,446.20
Replacement	07/29/2024	Lisa Hollis	ADVISOR, Academic Advising	12 Month Regular	MA-English	\$39,127.90	\$15,651.16	\$54,779.06

Replacement	08/12/2024	Devin Vernor	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	MS- Nursing	\$64,500.00	\$25,800.00	\$90,300.00
Replacement	08/12/2024	Francisca Asamo-Bonsu	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	DNP	\$66,900.00	\$26,760.00	\$93,660.00
Replacement	08/12/2024	Gregory Bazin	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	BS	\$51,300.00	\$20,520.00	\$71,820.00
Replacement	08/12/2024	Meshoca Williams	INSTRUCTOR, Grant - General	9 Month Faculty	BS-Nursing	\$56,500.00	\$22,600.00	\$79,100.00
Replacement	08/12/2024	Michael Anding	INSTRUCTOR, Mechanical-Motor Vehicle	9 Month Faculty	AAS	\$47,000.00	\$18,800.00	\$65,800.00
Replacement	09/02/2024	Deshon Robertson	SUPERVISOR, Financial Aid (include Vet Affairs)	12 Month Regular	MS	\$60,033.00	\$24,013.20	\$84,046.20
Replacement	09/02/2024	Trina Parker	SPECIALIST, Registrar's Office	12 Month Regular	Master of Education-Educational Leadership	\$45,805.60	\$18,322.24	\$64,127.84

### Summary of Unclassified CHANGES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary To	Salary From	Benefits	Total Impact
Promotion	07/22/2024	Khalid Gross	DIRECTOR, Workforce Development	12 Month Regular	\$90,437.70	\$81,747.23	\$3,476.19	\$12,166.66
Promotion	07/29/2024	Reginald Marshall	ASST VICE-PRESIDENT, IT Adm. Office	12 Month Regular	\$147,623.00	\$76,285.50	\$28,535.00	\$99,872.50
Advanced Degree Increase	08/05/2024	Angela Wilson	ASSOCIATE PROFESSOR, Personal and Misc-Culinary Arts	9 Month Faculty	\$60,300.00	\$59,300.00	\$400.00	\$1,400.00
Promotion	08/05/2024	Ann Burghardt-Dieck	PROFESSOR, Allied Health-Nursing	9 Month Faculty	\$78,800.00	\$73,800.00	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Annie Mader	PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$63,300.00	\$58,300.00	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Audra Rouse	PROFESSOR, Liberal Arts-English	9 Month Faculty	\$65,500.00	\$60,500.00	\$2,000.00	\$7,000.00

Promotion	08/05/2024	Caitlin Cooper	ASSOCIATE PROFESSOR, Academic Learning Resource-Library	ASSISTANT PROFESSOR, Academic Learning Resource-Library	12 Month Faculty	\$75,833.00	\$72,833.00	\$1,200.00	\$4,200.00
Promotion	08/05/2024	Daiphu Trang	PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$63,300.00	\$58,300.00	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Jimmy Stevens	ASSOCIATE PROFESSOR, Allied H-Emergency Medical Tech	ASSISTANT PROFESSOR, Allied H-Emergency Medical Tech	9 Month Faculty	\$59,500.00	\$56,500.00	\$1,200.00	\$4,200.00
Promotion	08/05/2024	Joseph Howard	PROFESSOR, Liberal Arts-English-English	ASSOCIATE PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$64,500.00	\$59,500.00	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Linda Kieffer	PROFESSOR, Beh Sci-Psychology-Psychology	PROFESSOR, Beh Sci-Psychology-Psychology	9 Month Faculty	\$77,788.29	\$74,788.29	\$1,200.00	\$4,200.00
Promotion	08/05/2024	Lydia Schowalter	PROFESSOR, Beh Sci-Ed-Care&Dev Children	ASSOCIATE PROFESSOR, Beh Sci-Ed-Care&Dev Children	9 Month Faculty	\$65,500.00	\$60,500.00	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Mary Dawes	PROFESSOR, Visual/Perf. Arts - Fine Arts	PROFESSOR, Visual/Perf. Arts - Fine Arts	9 Month Faculty	\$66,300.00	\$63,300.00	\$1,200.00	\$4,200.00
Promotion	08/05/2024	Monica Mankin	PROFESSOR, Liberal Arts-English-English	ASSOCIATE PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$62,300.00	\$57,300.00	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Robin Matthew	PROFESSOR, Allied Health-Occup Therapy Asst	ASSOCIATE PROFESSOR, Allied Health-Occup Therapy Asst	9 Month Faculty	\$62,000.00	\$57,300.00	\$1,880.00	\$6,580.00
Promotion	08/05/2024	Robin Wegener	PROFESSOR, Allied H-Radiation Therapy Tech	PROFESSOR, Allied H-Radiation Therapy Tech	9 Month Faculty	\$67,500.00	\$64,500.00	\$1,200.00	\$4,200.00
Promotion	08/05/2024	Shannon Perkins	PROFESSOR, Allied Health-Nursing	ASSOCIATE PROFESSOR, Allied Health-Nursing	9 Month Faculty	\$78,800.00	\$73,800.00	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Silton Devillier	PROFESSOR, Mechanical-Motor Vehicle	ASSOCIATE PROFESSOR, Mechanical-Motor Vehicle	9 Month Faculty	\$68,137.44	\$63,137.44	\$2,000.00	\$7,000.00
Promotion	08/05/2024	Tara Lafrance	PROFESSOR, Math&Sciences-Math Deval Ed	ASSOCIATE PROFESSOR, Math&Sciences-Math Deval Ed	9 Month Faculty	\$64,500.00	\$59,500.00	\$2,000.00	\$7,000.00
Promotion	08/12/2024	Ann Cespedes	ASSISTANT PROFESSOR, Math and Sciences-Biology	INSTRUCTOR, Math and Sciences-Biology	9 Month Faculty	\$54,900.00	\$52,900.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Ayana Barbarin	ASSISTANT PROFESSOR, Math and Sciences-Biology	INSTRUCTOR, Math and Sciences-Biology	9 Month Faculty	\$54,900.00	\$52,900.00	\$800.00	\$2,800.00

Promotion	08/12/2024	Charlene Shunick	ASSOCIATE PROFESSOR, Math and Sciences-Biology	ASSISTANT PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$56,500.00	\$53,500.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Charles Summitt	ASSOCIATE PROFESSOR, Business-Business Administration	ASSISTANT PROFESSOR, Business-Business Administration	9 Month Faculty	\$58,300.00	\$55,300.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Corey Pellerin	ASSOCIATE PROFESSOR, Liberal Arts-English-English	ASSISTANT PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$56,500.00	\$53,500.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Deidre Cloud	ASSISTANT PROFESSOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$69,000.00	\$67,000.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Elga Dextre Pimentel	ASSISTANT PROFESSOR, Prec Trds-Drafting & Design Tech	INSTRUCTOR, Prec Trds-Drafting & Design Tech	9 Month Faculty	\$52,900.00	\$50,900.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Elizabeth Serpas	ASSISTANT PROFESSOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$69,000.00	\$67,000.00	\$800.00	\$2,800.00
Promotion	08/12/2024	James Means	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Theater Arts	ASSISTANT PROFESSOR, Visual/Perf. Arts -Theater Arts	9 Month Faculty	\$56,500.00	\$53,500.00	\$1,200.00	\$4,200.00
Promotion in Rank	08/12/2024	Jennifer Fernandez	DEAN, Admin Dean (Nursing)	DEAN, Admin Dean (Nursing)	12 Month Regular	\$113,000.00	\$110,000.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Jennifer Lang	PROFESSOR, Beh Sci-History-History	PROFESSOR, Beh Sci-History-History	9 Month Faculty	\$66,800.00	\$63,300.00	\$1,400.00	\$4,900.00
Promotion	08/12/2024	John Arbour	ASSISTANT PROFESSOR, Business-Business Administration	INSTRUCTOR, Business-Business Administration	9 Month Faculty	\$54,300.00	\$52,300.00	\$800.00	\$2,800.00
Promotion	08/12/2024	John Denstorff	ASSISTANT PROFESSOR, Beh Sci-History-History	INSTRUCTOR, Beh Sci-History-History	9 Month Faculty	\$52,500.00	\$50,500.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Lilian Gamble	PROFESSOR, Liberal Arts-English-English	PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$67,500.00	\$64,500.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Lisa Melson	PROFESSOR, Beh Sci-Ed-Care&Dev Children	PROFESSOR, Beh Sci-Ed-Care&Dev Children	9 Month Faculty	\$67,500.00	\$64,500.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Michael Santos	PROFESSOR, Visual/Perf. Arts -Theater Arts	PROFESSOR, Visual/Perf. Arts -Theater Arts	9 Month Faculty	\$67,500.00	\$64,500.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Maira Rheams	PROFESSOR, Beh Sci-Ed-Care&Dev Children	ASSOCIATE PROFESSOR, Beh Sci-Ed-Care&Dev Children	9 Month Faculty	\$65,500.00	\$60,500.00	\$2,000.00	\$7,000.00
Promotion	08/12/2024	Robert Warren	PROFESSOR, Business-Business Administration	ASSOCIATE PROFESSOR, Business-Business Administration	9 Month Faculty	\$64,500.00	\$59,500.00	\$2,000.00	\$7,000.00

Promotion	08/12/2024	Sara Daigle	ASSISTANT PROFESSOR, Math and Sciences-Biology	INSTRUCTOR, Math and Sciences-Biology	9 Month Faculty	\$52,900.00	\$50,900.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Shanna Clevenger	PROFESSOR, Academic Learning Resource-Library	PROFESSOR, Academic Learning Resource-Library	12 Month Faculty	\$82,233.00	\$79,233.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Sheila McDermott	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Music	ASSISTANT PROFESSOR, Visual/Perf. Arts -Music	9 Month Faculty	\$59,500.00	\$56,500.00	\$1,200.00	\$4,200.00
Promotion	08/12/2024	Stephen Andrus	ASSISTANT PROFESSOR, Business-Business Administration	INSTRUCTOR, Business-Business Administration	9 Month Faculty	\$54,900.00	\$52,900.00	\$800.00	\$2,800.00
Promotion	08/12/2024	Terri Diaz	ASSOCIATE PROFESSOR, Allied H-Emergency Medical Tech	ASSISTANT PROFESSOR, Allied H-Emergency Medical Tech	9 Month Faculty	\$58,300.00	\$55,300.00	\$1,200.00	\$4,200.00
End of Emergency Interim Assignment	8/12/2024	Traci Smothers	EXEC STAFF MEMBER Chanc/RegDirector/Pres Office Adm.	ASST VICE-PRESIDENT-INTERIM, Chanc/RegDirector/Pres Office Adm.	12 Month Regular	\$109,601.72	\$119,602.00	(\$4,000.12)	(\$14,000.40)
End of Emergency Interim Assignment	8/12/2024	Malene Arnaud	Professor, Math and Science-Biology	EXEC STAFF MEMBER-INTERIM, Chanc/RegDirector/Pres Office Adm.	9 Month Faculty	\$66,500.00	\$97,000.00	(\$12,200.00)	(\$42,700.00)
Promotion in Rank	08/12/2024	Tracy Harris	ASSISTANT DEAN, Allied Health-Nursing	ASSISTANT DEAN, Allied Health-Nursing	12 Month Regular	\$90,168.00	\$88,168.00	\$800.00	\$2,800.00
Advanced Degree Increase	09/02/2024	Danielle Beamon	COORDINATOR, Adult Basic Education	COORDINATOR, Adult Basic Education	12 Month Regular	\$55,247.60	\$54,247.60	\$400.00	\$1,400.00
Advanced Degree Increase	09/02/2024	Tracy Harris	ASSISTANT DEAN, Allied Health-Nursing	ASSISTANT DEAN, Allied Health-Nursing	12 Month Regular	\$91,168.00	\$90,168.00	\$400.00	\$1,400.00

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment		Salary	Benefits	Total
				Type	Impact			
Retirement	07/29/2024	David Sanders	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty		(\$56,500.00)	(\$22,600.00)	(\$79,100.00)
Retirement	07/31/2024	Veronica Jean	PROFESSOR, Allied Health-Nursing	9 Month Faculty		(\$86,826.42)	(\$34,730.57)	(\$121,556.99)

Retirement	08/02/2024	Miriam Juno	INSTRUCTOR, Allied H- Emergency Medical Tech	9 Month Faculty	(\$52,000.00)	(\$20,800.00)	(\$72,800.00)
Resignation	08/02/2024	Robin Johnstone	INSTRUCTOR, Liberal Arts- English-English	9 Month Faculty	(\$50,900.00)	(\$20,360.00)	(\$71,260.00)
Resignation	08/04/2024	Catherine Gloston- Perrilloux	COORDINATOR, Adult Basic Education	12 Month Regular	(\$52,988.50)	(\$21,195.40)	(\$74,183.90)
Resignation	08/09/2024	Sarah Hunter	ASSOCIATE PROFESSOR, Math and Sciences-Biology	9 Month Faculty	(\$56,500.00)	(\$22,600.00)	(\$79,100.00)
Transfer Out Within System	08/11/2024	Patrick Conroy	ASSOCIATE PROFESSOR, Business-Business Administration	9 Month Faculty	(\$61,500.00)	(\$24,600.00)	(\$86,100.00)
Transfer Out System	08/12/2024	Cheree Wiggins	ASSISTANT PROFESSOR, Allied Health-Nursing	9 Month Faculty	(\$75,000.00)	(\$30,000.00)	(\$105,000.00)
Retirement	08/12/2024	Theresa Marchese	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	(\$59,500.00)	(\$23,800.00)	(\$83,300.00)
Transfer Out System	08/18/2024	Kimberly Beechler	SPECIALIST, Admin Dean (Nursing)	12 Month Regular	(\$57,503.60)	(\$23,001.44)	(\$80,505.04)
Elimination of Position	08/31/2024	Connor Godchaux	COORDINATOR, Workforce Development	12 Month Regular	(\$55,155.70)	(\$22,062.28)	(\$77,217.98)



Sep 9, 2024

Summary of Unclassified HIRES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary	Benefits	Total Impact
Unclassified Hire	07/22/2024	Alexander Clement	INSTRUMENTATION TECHNOLOGY INSTRSTRUCTOR, Industrial Trades-Instrumentation	12 Month Faculty	CTS- Electrician	\$67,948.99	\$27,179.60	\$95,128.59
State Agency Transfer Hire In	07/22/2024	Sarah Lindley	DEAN'S COORDINATOR E&T, Admin (Dean) Technical Division	12 Month Regular	BS- Family/Consumer Sci (ACT)	\$40,000.00	\$16,000.00	\$56,000.00
Unclassified Hire	08/05/2024	Leslie Pelotto	DIRECTOR OF TEACHING EXCELLENCE, VC for Academic Affairs Adm	12 Month Regular	MED - Master of Ed - Ed Leadership	\$71,085.00	\$28,434.00	\$99,519.00
Unclassified Hire	08/07/2024	Candice Voisin	RN INSTRUTOR, Allied Health-Nursing	9 Month Faculty	BSN- Nursing	\$57,332.00	\$22,932.80	\$80,264.80
Unclassified Hire	08/07/2024	Celeste Smith	RN INSTRUTOR, Allied Health-Nursing	9 Month Faculty	MSN - Nursing	\$57,332.00	\$22,932.80	\$80,264.80
Unclassified Hire	08/07/2024	Kimberly Hebert	LPN INSTRUTOR, Allied Health-Nursing	9 Month Faculty	BSN- Nursing	\$50,961.00	\$20,384.40	\$71,345.40
Unclassified Hire	08/12/2024	Heidi Senette	SURGICAL SUPPORT SERVICES INSTRUTOR, Allied Health-Surgical Technology	9 Month Faculty	AAT- Surgical Technology	\$50,111.65	\$20,044.66	\$70,156.31
Unclassified Hire	08/13/2024	Brandy Sullivan	BIOLOGY INSTRUTOR, Math and Sciences-Biology	9 Month Faculty	MD - Doctor of Medicine	\$53,814.93	\$21,525.97	\$75,340.90
Unclassified Hire	08/19/2024	Meagan Kelley	GRANT WRITER, Inst'l Advancement (Foundation)	12 Month Regular	MS - Leadership & Human Resource Dev	\$54,402.00	\$21,760.80	\$76,162.80
Unclassified Rehire	09/03/2024	Jason Altham	AUTOMOTIVE TECHNOLOGY INSTRUTOR, Mechanical-Automotive Tech	12 Month Faculty	AAT - Automotive Technology	\$67,948.00	\$27,179.20	\$95,127.20
Replacement	08/05/2024	Gabrielle White	ACADEMIC PLANNING & COMPLETION COORDINATOR, Registrar's Office	12 Month Regular	BS - Environmental Science	\$45,842.00	\$18,336.80	\$64,178.80

Replacement	08/07/2024	Heather Howard	CLINICAL LAB SCIENCE CLINICAL COORDINATOR/INSTRUCTOR, Allied Health Laboratory Tech	9 Month Faculty	BS- Clinical Laboratory Science	\$50,961.00	\$20,384.40	\$71,345.40
Replacement	08/07/2024	Shelly Lee	BIOLOGY INSTRUCTOR, Math and Sciences-Biology	9 Month Faculty	MPT - Master of Physical Therapy	\$55,038.00	\$22,015.20	\$77,053.20
Replacement	08/07/2024	Tammy Armond	WORKREADY U ADULT EDUCATION INSTRUCTOR, Adult Basic Education	9 Month Faculty	BS, BSIS- Interdisciplinary Studies(ACT)	\$40,000.00	\$16,000.00	\$56,000.00

**Summary of Unclassified CHANGES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	From	Appointment Type	Salary To	Salary From	Benefits	Total Impact
New Position	07/15/2024	Courtney Chaisson	COORDINATOR, Testing and Assessment	LEARNING SPECIALIST- ENGLISH, Academic Learning Center-Tutoring	12 Month Regular	\$45,390.00	\$27,144.00	\$7,298.40	\$25,544.40
Title Change	08/05/2024	Grant Pellegrin	COORDINATOR OF BUSINESS & INDUSTRY PARTNERSHIPS AN, Grants	CAREER SERVICES PROJECT MANAGER - H2 WORKFORCE, Grants	12 Month Regular	\$60,000.00	\$60,000.00	\$0.00	\$0.00
Promotion	08/05/2024	Jamie Chauvin	WORKREADY U PROGRAM DIRECTOR, Adult Basic Education	INTERIM WORKREADY U PROGRAM DIRECTOR, Adult Basic Education	12 Month Faculty	\$67,948.00	\$55,500.00	\$4,979.20	\$17,427.20
Promotion	08/05/2024	Lindsay Henderson	ASSOCIATE DEAN OF ALLIED HEALTH, Admin Dean (Nursing)	INSTRUCTOR, Allied Health-Surgical Technology	12 Month Regular	\$69,518.00	\$43,788.37	\$10,291.85	\$36,021.48
Equity in Range Pay Increase	08/07/2024	Alexis Knight	REGISTRAR, Registrar's Office	REGISTRAR, Registrar's Office	12 Month Regular	\$86,274.00	\$84,074.00	\$880.00	\$3,080.00
Equity in Range Pay Increase	08/07/2024	Alisha Aucoin	CARDIOPULMONARY ASSISTANT PROFESSOR/PROGRAM DIRECTOR, Allied H-Respiratory Care Tech	CARDIOPULMONARY INSTRUCTOR/PROGRAM DIRECTOR, Allied H-Respiratory Care Tech	9 Month Faculty	\$56,205.00	\$50,961.00	\$2,097.60	\$7,341.60
Equity in Range Pay Increase	08/07/2024	Allison Adams	SIMULATION LAB ASSOCIATE PROFESSOR, Allied Health-Nursing	SIMUL LAB ASSOC PROFESS, Allied Health-Nursing	9 Month Faculty	\$71,357.00	\$68,757.00	\$1,040.00	\$3,640.00
Equity in Range Pay Increase	08/07/2024	Alyson Blythe	ENGLISH ASSISTANT PROFESSOR, Liberal Arts-English	ASSISTANT PROFESSOR, Liberal Arts-English	9 Month Faculty	\$58,605.00	\$54,805.00	\$1,520.00	\$5,320.00
Equity in Range Pay Increase	08/07/2024	Amy Lane	MATH ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$57,605.00	\$54,805.00	\$1,120.00	\$3,920.00

Equity in Range Pay Increase	08/07/2024	Ana Nanney	VC FOR ENROLLMENT & STUDENT DEVELOPMENT, VC for Student Affairs (Adm)	VC FOR ENROLLMENT & STUDENT DEVELOPMENT, VC for Student Affairs (Adm)	12 Month Regular	\$118,842.00	\$116,642.00	\$880.00	\$3,080.00
Equity in Range Pay Increase	08/07/2024	Andrea Randolph	ENROLLMENT SPECIALIST, Recruiting and Enrollment Services	ENROLLMENT SPECIALIST, Recruiting and Enrollment Services	12 Month Regular	\$52,704.00	\$51,504.00	\$480.00	\$1,680.00
Equity in Range Pay Increase	08/07/2024	Bonnie Le	MUSIC ASSOCIATE PROFESSOR, Visual/Perf. Arts -Music	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Music	9 Month Faculty	\$64,317.00	\$61,117.00	\$1,280.00	\$4,480.00
Equity in Range Pay Increase	08/07/2024	Brandy Sevin	BUSINESS ASSISTANT PROFESSOR, Business-Business Administration	INSTRUCTOR, Business-Business Administration	9 Month Faculty	\$55,805.00	\$50,961.00	\$1,937.60	\$6,781.60
Equity in Range Pay Increase	08/07/2024	Briana Juneau	DIRECTOR OF ENROLLMENT, ADVISING, & RETENTION, Recruiting and Enrollment Services	DIRECTOR OF ENROLLMENT, ADVISING, & RETENTION, Recruiting and Enrollment Services	12 Month Regular	\$72,901.00	\$71,701.00	\$480.00	\$1,680.00
Equity in Range Pay Increase	08/07/2024	Carrie Cortez	VICE-CHANCELLOR FOR ACADEMIC AFFAIRS & WORKFORCE I, VC for Academic Affairs Adm	VICE-CHANCELLOR FOR ACADEMIC AFFAIRS & WORKFORCE I, VC for Academic Affairs Adm	12 Month Regular	\$145,142.00	\$141,942.00	\$1,280.00	\$4,480.00
Equity in Range Pay Increase	08/07/2024	Catherine Barber	PERKINS REGIONAL DIRECTOR, Accounting/Finance	PERKINS REGIONAL DIRECTOR, Accounting/Finance	12 Month Regular	\$78,109.70	\$73,909.70	\$1,680.00	\$5,880.00
Equity in Range Pay Increase	08/07/2024	Charles Fontana	HISTORY INSTRUCTOR, Beh Sci-History-History	INSTRUCTOR, Beh Sci-History-History	9 Month Faculty	\$52,161.00	\$50,961.00	\$480.00	\$1,680.00
Equity in Range Pay Increase	08/07/2024	Chera Woods	ACCOUNTING ASSISTANT, Accounting/Finance	ACCOUNTING ASSISTANT, Accounting/Finance	12 Month Regular	\$48,000.00	\$44,000.00	\$1,600.00	\$5,600.00
Equity in Range Pay Increase	08/07/2024	Cory Blanchard	ART ASSISTANT PROFESSOR, Visual/Perf. Arts -Fine Arts	INSTRUCTOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$56,605.00	\$50,961.00	\$2,257.60	\$7,901.60
Equity in Range Pay Increase	08/07/2024	Crystal Gienger	SPECIAL ASSISTANT TO THE CHANCELLOR/TITLE IX COORD, Chanc/RegDirector/Pres Office Adm.	SPECIAL ASSISTANT TO THE CHANCELLOR/TITLE IX COORD, Chanc/RegDirector/Pres Office Adm.	12 Month Regular	\$68,265.00	\$66,865.00	\$560.00	\$1,960.00
Equity in Range Pay Increase	08/07/2024	Crystal Wendell	EXECUTIVE ASSISTANT, Workforce Development	EXECUTIVE ASSISTANT, Workforce Development	12 Month Regular	\$53,619.00	\$52,619.00	\$400.00	\$1,400.00
Equity in Range Pay Increase	08/07/2024	Danielle Vauclin	DEAN, Admin Dean (Nursing)	DEAN, Admin Dean (Nursing)	12 Month Regular	\$108,163.00	\$106,763.00	\$560.00	\$1,960.00
Equity in Range Pay Increase	08/07/2024	Dean Pitre	DRAFTING INSTRUCTOR, Prec Trds-Drafting & Design Tech	INSTRUCTOR, Prec Trds-Drafting & Design Tech	9 Month Faculty	\$55,361.00	\$50,961.00	\$1,760.00	\$6,160.00
Equity in Range Pay Increase	08/07/2024	Erica Burns	BIOLOGY PROFESSOR, Math and Sciences-Biology	PROFESSOR, Math and Sciences-Biology	9 Month Faculty	\$69,518.00	\$68,518.00	\$400.00	\$1,400.00
Equity in Range Pay Increase	08/07/2024	Frannie Guillot	ASSISTANT DIRECTOR OF TALENT, Human Resources	ASSISTANT DIRECTOR OF TALENT, Human Resources	12 Month Regular	\$94,400.00	\$91,000.00	\$1,360.00	\$4,760.00

Equity in Range Pay Increase	08/07/2024	Gina Marcel	EXECUTIVE DIRECTOR OF TALENT, Human Resources	EXECUTIVE DIRECTOR OF TALENT, Human Resources	12 Month Regular	\$122,200.00	\$120,000.00	\$880.00	\$3,080.00
Equity in Range Pay Increase	08/07/2024	Ginny Chaisson	ENGLISH INSTRUCTOR, Liberal Arts-English-English	LECTURER, Liberal Arts-English-English	9 Month Faculty	\$52,161.00	\$43,027.00	\$3,653.60	\$12,787.60
Equity in Range Pay Increase	08/07/2024	Greg Doiron	ASSISTANT MASTER INSTRUCTOR, Transp-Commercial Truck Driving	ASSISTANT MASTER INSTRUCTOR, Transp-Commercial Truck Driving	12 Month Faculty	\$76,474.00	\$73,164.00	\$1,324.00	\$4,634.00
Equity in Range Pay Increase	08/07/2024	Greg Gaspard	TECHNICIAN, IT Adm. Office	TECHNICIAN, IT Adm. Office	12 Month Regular	\$60,719.00	\$58,319.00	\$960.00	\$3,360.00
Equity in Range Pay Increase	08/07/2024	Hannah Thomas	MATH ASSISTANT PROFESSOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$54,805.00	\$50,961.00	\$1,537.60	\$5,381.60
Equity in Range Pay Increase	08/07/2024	Janet Michot	ASST DIR OF ACCT & BUSI, Accounting/Finance	ASST DIR OF ACCT & BUSI, Accounting/Finance	12 Month Regular	\$91,191.00	\$87,391.00	\$1,520.00	\$5,320.00
Equity in Range Pay Increase	08/07/2024	Jennifer Auffenberg	MATH ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$61,117.00	\$54,805.00	\$2,524.80	\$8,836.80
Equity in Range Pay Increase	08/07/2024	Jodi Duet	ASSOCIATE VICE CHANCELLOR FOR ACADEMICS & EFFECTIV, VC for Academic Affairs Adm	ASSOCIATE VICE CHANCELLOR FOR ACADEMICS & EFFECTIV, VC for Academic Affairs Adm	12 Month Regular	\$111,409.00	\$108,209.00	\$1,280.00	\$4,480.00
Equity in Range Pay Increase	08/07/2024	John Rogers	ENGLISH INSTRUCTOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$52,761.00	\$50,961.00	\$720.00	\$2,520.00
Equity in Range Pay Increase	08/07/2024	Jonathan Greer	ELECTRICAL ASSISTANT MASTER INSTRUCTOR, Construction Trades-Electrician	INSTRUCTOR, Construction Trades-Electrician	9 Month Faculty	\$54,805.00	\$50,961.00	\$1,537.60	\$5,381.60
Equity in Range Pay Increase	08/07/2024	Katie Nolan	IT MANAGER, IT Adm. Office	IT MANAGER, IT Adm. Office	12 Month Regular	\$72,400.00	\$70,000.00	\$960.00	\$3,360.00
Equity in Range Pay Increase	08/07/2024	Keith Prejean	ELECTRICIAN ASSISTANT MASTER INSTRUCTOR, Construction Trades-Electrician	ASST MASTER INSTRUCTOR, Construction Trades-Electrician	9 Month Faculty	\$61,687.77	\$56,687.77	\$2,000.00	\$7,000.00
Equity in Range Pay Increase	08/07/2024	Kelly Clement	ASSISTANT PROFESSOR, Criminal Justice	INSTRUCTOR, Criminal Justice	9 Month Faculty	\$55,805.00	\$50,961.00	\$1,937.60	\$6,781.60
Equity in Range Pay Increase	08/07/2024	Kelly LaRussa	ENGLISH ASSISTANT PROFESSOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$56,405.00	\$50,961.00	\$2,177.60	\$7,621.60
Equity in Range Pay Increase	08/07/2024	Lauren Sanders	ENROLLMENT SPECIALIST, Recruiting and Enrollment Services	ENROLLMENT SPECIALIST, Recruiting and Enrollment Services	12 Month Regular	\$52,704.00	\$51,504.00	\$480.00	\$1,680.00
Equity in Range Pay Increase	08/07/2024	Lindsay Henderson	ASSOCIATE DEAN OF ALLIED HEALTH, Admin Dean (Nursing)	ASSOCIATE DEAN OF ALLIED HEALTH, Admin Dean (Nursing)	12 Month Regular	\$72,918.00	\$69,518.00	\$1,360.00	\$4,760.00

Equity in Range Pay Increase	08/07/2024	Lindsey Henry	PN INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$52,161.00	\$50,961.00	\$480.00	\$1,680.00
Equity in Range Pay Increase	08/07/2024	Lynette Callahan	INSTRUCTOR CIS, Business-Business Administration	INSTRUCTOR CIS, Business-Business Administration	9 Month Faculty	\$52,961.00	\$50,961.00	\$800.00	\$2,800.00
Equity in Range Pay Increase	08/07/2024	Mark McLean	VICE CHANCELLOR FOR FINANCE, ADMINISTRATION & STRA, VC/VP of Business&Administration	VICE CHANCELLOR FOR FINANCE, ADMINISTRATION & STRA, VC/VP of Business&Administration	12 Month Regular	\$156,299.80	\$155,299.80	\$400.00	\$1,400.00
Equity in Range Pay Increase	08/07/2024	Martha Bardwell	PROPERTY & COMPLIANCE SPECIALIST, Accounting/Finance	PROPERTY & COMPLIANCE SPECIALIST, Accounting/Finance	12 Month Regular	\$53,249.81	\$49,849.81	\$1,360.00	\$4,760.00
Equity in Range Pay Increase	08/07/2024	Mary Briscoe	CHEMISTRY ASSOCIATE PROFESSOR, Math and Sciences-Chemistry	ASSISTANT PROFESSOR, Math and Sciences-Chemistry	9 Month Faculty	\$61,117.00	\$54,805.00	\$2,524.80	\$8,836.80
Equity in Range Pay Increase	08/07/2024	Melissa Frenz	RN INSTRUCTOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$58,532.00	\$57,332.00	\$480.00	\$1,680.00
Equity in Range Pay Increase	08/07/2024	Nancy Clement	DEAN OF TECHNICAL EDUCA, Admin (Dean) Technical Division	DEAN OF TECHNICAL EDUCA, Admin (Dean) Technical Division	12 Month Regular	\$108,138.00	\$106,138.00	\$800.00	\$2,800.00
Equity in Range Pay Increase	08/07/2024	Nicollette Bergeron	ASST TO REGISTRAR, Registrar's Office	ASST TO REGISTRAR, Registrar's Office	12 Month Regular	\$60,007.00	\$58,807.00	\$480.00	\$1,680.00
Equity in Range Pay Increase	08/07/2024	Olivia Walker	RN ASSISTANT PROFESSOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$63,256.00	\$57,332.00	\$2,369.60	\$8,293.60
Equity in Range Pay Increase	08/07/2024	Stacey Guidry	PSYCHOLOGY ASSISTANT PROFESSOR, Beh Sci-Psychology-Psychology	ASSISTANT PROFESSOR, Beh Sci-Psychology-Psychology	9 Month Faculty	\$56,805.00	\$54,805.00	\$800.00	\$2,800.00
Equity in Range Pay Increase	08/07/2024	Stacey Luna	PN INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$52,361.00	\$50,961.00	\$560.00	\$1,960.00
Equity in Range Pay Increase	08/07/2024	Stacy Prejean	MATH ASSISTANT PROFESSOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$58,605.00	\$50,961.00	\$3,057.60	\$10,701.60
Equity in Range Pay Increase	08/07/2024	Susan Guerrero	DEAN OF BUSI, EDUC, ART, Admin (Dean) Arts and Humanities	DEAN OF BUSI, EDUC, ART, Admin (Dean) Arts and Humanities	12 Month Regular	\$111,206.00	\$106,806.00	\$1,760.00	\$6,160.00
Equity in Range Pay Increase	08/07/2024	Terri Ferreira	SURGICAL SUPPORT SERVICES INSTRUCTOR/PROGRAM DIREC, Allied Health-Surgical Technology	INSTRUCTOR, Allied Health-Surgical Technology	9 Month Faculty	\$53,961.00	\$50,961.00	\$1,200.00	\$4,200.00
Equity in Range Pay Increase	08/07/2024	Terry Authement	MATH ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$58,605.00	\$54,805.00	\$1,520.00	\$5,320.00
Equity in Range Pay Increase	08/07/2024	Tony Callais	MASTER WELDING INSTRUCTOR, Precision Trades-Welding	MASTER INSTRUCTOR, Precision Trades-Welding	12 Month Faculty	\$96,189.51	\$68,647.13	\$11,016.95	\$38,559.33

Equity in Range Pay Increase	08/07/2024	Tracy Carmichael	ASSOCIATE VICE CHANCELLOR FOR FINANCE & ADMINISTRATION, Accounting/Finance	ASSOCIATE VICE CHANCELLOR FOR FINANCE & ADMINISTRATION, Accounting/Finance	12 Month Regular	\$115,033.00	\$112,033.00	\$1,200.00	\$4,200.00
Equity in Range Pay Increase	08/07/2024	Trey Clark	DIRECTOR OF ENROLLMENT, ADMISSIONS, & FINANCIAL AID, Recruiting and Enrollment Services	DIRECTOR OF ENROLLMENT, ADMISSIONS, & FINANCIAL AID, Recruiting and Enrollment Services	12 Month Regular	\$74,887.00	\$73,887.00	\$400.00	\$1,400.00
Equity in Range Pay Increase	08/07/2024	Tuyet Nhu Vo	MATH INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$53,561.00	\$50,961.00	\$1,040.00	\$3,640.00
Title Change/Promotion	09/02/2024	Trevor Vicks	STEM CENTER PROGRAM SPECIALIST, Coastal Restoration	STEM CENTER PROGRAM COORDINATOR, Coastal Restoration	12 Month Regular	\$48,770.00	\$44,000.00	\$1,908.00	\$6,678.00

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Non-Disciplinary	08/02/2024	Maya Kennedy-Sanchez	ENROLLMENT SERVICES DATA COORDINATOR, Recruiting and Enrollment Services	12 Month Regular	(\$45,842.00)	(\$18,336.80)	(\$64,178.80)
Retirement	08/05/2024	Clint Domangue	INSTRUCTOR, Prec Trds-Industrial Machine Shop	9 Month Faculty	(\$50,961.00)	(\$20,384.40)	(\$71,345.40)



**Summary of Unclassified HIRES**

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary	Benefits	Total Impact
State Agency Transfer Hire In	08/05/2024	Kimberly Theodos	COLLEGE DEAN OF ALLIED HEALTH, Admin (Dean) Allied Health	12 Month Faculty	JD	\$100,000.00	\$40,000.00	\$140,000.00
State Agency Transfer Hire In	08/12/2024	Alicia Rogers	INSTRUCTOR, Developmental Technical Education	9 Month Faculty	BS	\$49,328.00	\$19,731.20	\$69,059.20
Unclassified Rehire	08/12/2024	Dequest Cain-Bass	ASSISTANT PROFESSOR ASN, Allied H-Registered Nurse Program	9 Month Faculty	MSN	\$54,900.00	\$21,960.00	\$76,860.00
Replacement	08/05/2024	Jonathan Norman	ENROLLMENT AND COMMUNICATION COORDINATOR, Recruiting and Enrollment Services	12 Month Regular	B, BA-Communications	\$40,000.00	\$16,000.00	\$56,000.00
Replacement	08/12/2024	Casey Hickman	INSTRUCTOR, Mechanical-Automotive Tech	9 Month Faculty	DIPL	\$49,328.00	\$19,731.20	\$69,059.20
Replacement	08/12/2024	Emily Arledge	MEDICAL ASSISTANT INSTRUCTOR, Allied Health-Medical Assistant	9 Month Faculty	TD- Practical Nursing	\$49,328.00	\$19,731.20	\$69,059.20
Replacement	08/12/2024	Kymyatta Gardner	COORDINATOR FOR STUDENT LOANS, Student Services	12 Month Regular	MA- Criminal Justice	\$42,750.00	\$17,100.00	\$59,850.00
Replacement	08/12/2024	Latrissa McNeal	ASSISTANT PROFESSOR ASN, Allied H-Registered Nurse Program	9 Month Faculty	BSN	\$54,900.00	\$21,960.00	\$76,860.00
Replacement	08/12/2024	Lori Smith	INSTRUCTOR PN, Allied Health-Practical Nursing	9 Month Faculty	AS	\$49,328.00	\$19,731.20	\$69,059.20
Replacement	08/12/2024	Mary Bolding	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	BSN	\$49,328.00	\$19,731.20	\$69,059.20
Replacement	08/12/2024	Randy Blakely	INSTRUCTOR WELDING, Precision Trades-Welding	9 Month Faculty	HS DIPL	\$49,328.00	\$19,731.20	\$69,059.20
New Hire	08/12/2024	Rani Dever	INSTRUCTOR WELDING, Precision Trades-Welding	9 Month Faculty	TD	\$49,328.00	\$19,731.20	\$69,059.20
Replacement	08/15/2024	Angelia Graves	INSTRUCTOR, Allied H-Patient Care Technician	9 Month Faculty	TD	\$48,505.87	\$19,402.35	\$67,908.22

**Summary of Unclassified CHANGES**

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Promotion	08/05/2024	Clinton Creech	ASSISTANT PROFESSOR, Math and Sciences-Science	INSTRUCTOR, Math and Sciences-Biology	12 Month Faculty	\$70,720.00	\$65,770.67	\$1,979.73	\$6,929.06
Promotion	08/05/2024	Pamela Holland	SAFETY AND PROPERTY CONTROL MANAGER, Safety/Risk Management	STUDENT, Student Worker Pool	12 Month Regular	\$48,000.00	\$8,840.00	\$15,664.00	\$54,824.00
Promotion	08/12/2024	Harold Eggert	ASSISTANT PROFESSOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$53,040.00	\$38,500.00	\$5,816.00	\$20,356.00
Promotion	08/12/2024	Sandee Clawson	ASSISTANT PROFESSOR, Beh Sci-Ed-Care&Dev Children	INSTRUCTOR, Beh Sci-Ed-Care&Dev Children	9 Month Faculty	\$53,040.00	\$17,000.00	\$14,416.00	\$50,456.00
Promotion	08/12/2024	Tamara Young	ASSISTANT PROFESSOR, Math and Sciences-Biology	INSTRUCTOR, Math and Sciences-Biology	9 Month Faculty	\$53,040.00	\$43,092.04	\$3,979.18	\$13,927.14
Promotion	08/19/2024	Janet Cavender	MANAGER GENERAL AND PERKINS GRANTS, Office of Grants Development	WF TRAVEL COORDINATOR, Workforce Development	12 Month Regular	\$50,000.00	\$42,000.00	\$3,200.00	\$11,200.00
Promotion	08/26/2024	Andrea Eppinette	ASST DIRECTOR INSTITUTIONAL EFFECTIVENESS/ACCREDIT, Institutional Research	ANALYST, Adult Basic Education	12 Month Regular	\$58,000.00	\$48,000.00	\$4,000.00	\$14,000.00
Promotion	09/09/2024	A'Drian Jordan	IET COORDINATOR, Adult Basic Education	SPECIALIST JAG, Adult Basic Education	12 Month Regular	\$45,000.00	\$43,000.00	\$800.00	\$2,800.00

**Summary of Unclassified SEPARATIONS**

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Resignation	07/21/2024	Lindsey Redd	MANAGER GENERAL AND PERKINS GRANTS, Workforce Development	12 Month Regular	(\$60,000.00)	(\$24,000.00)	(\$84,000.00)
Transfer Out System	08/02/2024	Emy Traylor	TEACH PROFESSIONAL, Adult Basic Education	12 Month Regular	(\$43,000.00)	(\$17,200.00)	(\$60,200.00)
Transfer Out System	08/02/2024	Stephanie Pierce	ASST DIRECTOR INSTITUTIONAL RESEARCH ASSESSMT, Institutional Research	12 Month Regular	(\$55,000.00)	(\$22,000.00)	(\$77,000.00)
Retirement	08/15/2024	David Johnson	TEACH PROFESSIONAL, Adult Basic Education	12 Month Regular	(\$45,000.00)	(\$18,000.00)	(\$63,000.00)
Resignation	08/21/2024	Steffany Windham	ASSISTANT PROFESSOR/ASN PROG DIRECTOR, Allied H-Registered Nurse Program	12 Month Faculty	(\$75,000.00)	(\$30,000.00)	(\$105,000.00)

**Summary of Unclassified HIRES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary		Benefits	Total Impact
						To	From		
Initial Hire	07/29/2024	Brandyn Baham	Student Success Coach/SSC, Student Services	12 Month Regular	Masters	\$53,000.00	\$21,200.00	\$74,200.00	
Initial Hire	08/12/2024	Heather Cook	INSTRUCTOR, Math and Sciences-Biology	9 Month Faculty	Masters	\$49,284.48	\$19,713.79	\$68,998.27	
Initial Hire	08/12/2024	Riley Wascom	INSTRUCTOR, Precision Trades-Welding	9 Month Faculty	technical diploma	\$42,674.96	\$17,069.98	\$59,744.94	
Initial Hire	08/16/2024	Paula Dugas	INSTRUCTOR, Allied H-Patient Care Technician	9 Month Faculty	Bachelors	\$45,765.53	\$18,306.21	\$64,071.74	
Initial Hire	08/19/2024	Jennifer Sylvest	INSTRUCTOR, EMT/Basic	9 Month Faculty	High School Diploma	\$32,513.54	\$13,005.42	\$45,518.96	
Replacement	08/12/2024	Dorothy Scholl	INSTRUCTOR, Math and Sciences-Biology	9 Month Faculty	Doctorate	\$49,841.48	\$19,936.59	\$69,778.07	
Replacement	08/12/2024	Ricky Savoy	INSTRUCTOR, Precision Trades-Welding	9 Month Faculty	High School Diploma	\$46,500.48	\$18,600.19	\$65,100.67	
Replacement	09/03/2024	Shelly Kattengell	ADMIN ASSOCIATE, Allied Health-Practical Nursing	12 Month Regular	Associates	\$58,947.20	\$23,578.88	\$82,526.08	

**Summary of Unclassified CHANGES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Job Reclassification	08/05/2024	Bridget LaBorde	Exec Dir Workforce Training & Development, Workforce Development	B&I SOLUTIONS DIR, Workforce Development	12 Month Regular	\$81,256.00	\$78,255.45	\$1,200.22	\$4,200.77
New Position	08/05/2024	Deborah Jenkins	ASSISTANT PROFESSOR, Allied H-Registered Nurse Program	ADJUNCT FACULTY, Allied Health-Practical Nursing	9 Month Faculty	\$60,174.00	\$46,800.00	\$5,349.60	\$18,723.60
New Position	08/05/2024	Justin Jenkins	INSTRUCTOR, Precision Trades-Welding	INSTRUCTOR, Precision Trades-Welding	9 Month Faculty	\$46,565.66	\$46,565.66	\$0.00	\$0.00
New Position	08/05/2024	Teresa Sharpe	College & Career Pathways Coord, Adult Basic Education	ADJUNCT FACULTY, Adult Basic Education	12 Month Regular	\$52,886.00	\$23,920.00	\$11,586.40	\$40,552.40
New Position	08/12/2024	Cassie Carter	INSTRUCTOR, Allied H-Registered Nurse Program	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$54,457.75	\$48,495.35	\$2,384.96	\$8,347.36
New Position	08/12/2024	Constance Thompson-Fly	INSTRUCTOR, Allied H-Registered Nurse Program	ADJUNCT FACULTY, Allied H-Registered Nurse Program	9 Month Faculty	\$58,674.00	\$93,600.00	(\$13,970.40)	(\$48,896.40)
New Position	08/12/2024	Gabrielle Mansfield	INSTRUCTOR, Allied Health-Medical Assistant	ADJUNCT FACULTY, Allied Health-Medical Assistant	9 Month Faculty	\$51,667.80	\$62,400.00	(\$4,292.88)	(\$15,025.08)
New Position	08/12/2024	Jasmine Harris	INSTRUCTOR, Allied Health-Medical Assistant		9 Month Faculty	\$39,556.00			
New Position	08/12/2024	Jodie Guitreau	INSTRUCTOR, Allied Health-Practical Nursing	ADJUNCT FACULTY, Allied Health-Practical Nursing	9 Month Faculty	\$52,754.80	\$83,200.00	(\$12,178.08)	(\$42,623.28)
New Position	08/12/2024	Katie Monteleone	INSTRUCTOR, Allied H-Registered Nurse Program	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$50,002.00	\$46,180.00	\$1,528.80	\$5,350.80
New Position	08/12/2024	Kim Brannagan	INSTRUCTOR, Allied H-Registered Nurse Program	ADJUNCT FACULTY, Allied H-Registered Nurse Program	9 Month Faculty	\$59,231.00	\$74,880.00	(\$6,259.60)	(\$21,908.60)
New Position	08/12/2024	Sarah Mozingo	INSTRUCTOR, Beh Sci-Psychology-Psychology	ADJUNCT FACULTY, Beh Sci-Psychology-Psychology	9 Month Faculty	\$42,533.00	\$2,100.00	\$16,173.20	\$56,606.20

Title Change	08/16/2024	Michael Singley	ASSISTANT MASTER INSTRUCTOR, Mechanical-Diesel Powered Equipment	ASSISTANT PROFESSOR, Mechanical-Diesel Powered Equipment	9 Month Faculty	\$62,712.00	\$62,712.00	\$0.00	\$0.00
Job Re Classified	09/02/2024	Frank Fudesco	DEAN OF STUDENTS, Student Services	DEAN OF STUDENT AFFAIRS, Student Services	12 Month Regular	\$92,579.00	\$94,671.00	(\$836.80)	(\$2,928.80)
New Position	09/02/2024	Megan Fabian	Veterans Services & Financial Aid Counselor, Student Services	COUNSELOR, Student Services	12 Month Regular	\$51,187.00	\$42,910.00	\$3,310.80	\$11,587.80
Job Re Classified	09/02/2024	Sarah Pinion	Vice Provost of Enrollment & Student Services, Registrar's Office	DEAN Of Enrollment Management/Registrar, Registrar's Office	12 Month Regular	\$104,107.00	\$94,108.00	\$3,999.60	\$13,998.60

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Resignation	07/25/2024	Mickel Briscoe	INSTRUCTOR, Precision Trades- Welding	9 Month Faculty	(\$47,890.80)	(\$19,156.32)	(\$67,047.12)
Elimination of Position	07/31/2024	Marina Stevens	INSTRUCTOR, Prec Trds-Drafting & Design Tech	9 Month Faculty	(\$49,396.43)	(\$19,758.57)	(\$69,155.00)
Resignation	08/01/2024	Elizabeth Gardner	ENROLLMENT SPECIALIST/Recruitment Officer, Student Services	12 Month Regular	(\$56,676.00)	(\$22,670.40)	(\$79,346.40)
Resignation	08/04/2024	Adronisha Frazier	ASST PROF/DEPT CHAIR, Math and Sciences-Biology	9 Month Faculty	(\$49,952.56)	(\$19,981.02)	(\$69,933.58)
Resignation	08/04/2024	Dorothy Rayborn	INSTRUCTOR, EMT/Basic	9 Month Faculty	(\$34,778.62)	(\$13,911.45)	(\$48,690.07)
Resignation	08/04/2024	Tequila Cuillier	INSTRUCTOR, Allied H-Registered Nurse Program	9 Month Faculty	(\$58,674.00)	(\$23,469.60)	(\$82,143.60)
Resignation	08/04/2024	Tulonna Matranga	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	(\$47,493.35)	(\$18,997.34)	(\$66,490.69)
Resignation	08/05/2024	Emilie Vanderhoff	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	(\$49,766.85)	(\$19,906.74)	(\$69,673.59)
Resignation	08/26/2024	Renee Ridgley	COORDINATOR, Academic Administration	12 Month Regular	(\$50,744.77)	(\$20,297.91)	(\$71,042.68)



LOUISIANA TECHNICAL COMMUNITY COLLEGE

Sep 10, 2024

Summary of Unclassified HIRES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary	Benefits	Total Impact
Unclassified Hire	08/05/2024	Rochelle Blackwell	INSTRUCTOR, Allied H-Patient Care Technician	9 Month Faculty	TD- Practical Nursing	\$36,159.00	\$14,463.60	\$50,622.60
Replacement	07/29/2024	Joseph Bradley	INSTRUCTOR, Precision Trades-Welding	12 Month Faculty	TD- Welding	\$46,868.00	\$18,747.20	\$65,615.20
Replacement	07/30/2024	Demingo Harris	STUDENT SUCCESS COORDINATOR, Student Services	12 Month Regular	Associate of Applied Science	\$31,200.00	\$12,480.00	\$43,680.00
Replacement	08/05/2024	Pavala Hudson	INSTRUCTOR, Allied Health-Practical Nursing	12 Month Faculty	MSN	\$67,500.00	\$27,000.00	\$94,500.00
Replacement	08/20/2024	Kayla Osbon	WRU ASSISTANT DIRECTOR, Adult Basic Education	12 Month Regular	Associate of Applied Science	\$52,000.00	\$20,800.00	\$72,800.00

Summary of Unclassified CHANGES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Equity in Range Pay Increase	07/22/2024	Kelly Guillory	COORDINATOR, Accounting/Finance	COORDINATOR, Accounting/Finance	12 Month Regular	\$57,582.88	\$52,577.24	\$2,002.26	\$7,007.90

Summary of Unclassified SEPARATIONS

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Resignation	07/31/2024	Johnathan Pagel	INSTRUCTOR, Prec Trds-Industrial Maint Tech	12 Month Faculty	(\$49,846.13)	(\$19,938.45)	(\$69,784.58)
Resignation	08/04/2024	Lawrence Richardson	INSTRUCTOR, Personal and Misc-Barber/Styling	12 Month Faculty	(\$54,604.30)	(\$21,841.72)	(\$76,446.02)
Non-Renewal of Faculty Contract	08/04/2024	Rodney Doyle	INSTRUCTOR, Precision Trades-Welding	12 Month Faculty	(\$48,743.75)	(\$19,497.50)	(\$68,241.25)
Resignation	09/08/2024	Jason Kendall	FAC PLAN CONT CHF, Plant Opr&Maint-Plant Maint	12 Month Regular	(\$66,300.00)	(\$26,520.00)	(\$92,820.00)

Sep 16, 2024

**Summary of Unclassified HIRES**

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary		Benefits	Total Impact
						To	From		
Initial Hire	08/12/2024	Janelle Dejan	INSTRUCTOR, Construction Trades-Electrician	9 Month Faculty	LA State Licensing Board - Electrical Work (Statewide)	\$51,185.00		\$20,474.00	\$71,659.00
Initial Hire	08/12/2024	Martin Davis	INSTRUCTOR/PROGRAM CHAIR, Business and Technology-General	9 Month Faculty	MA-Organizational Management	\$55,165.00		\$22,066.00	\$77,231.00
Replacement	07/22/2024	Mary Robin	ADM ASSISTANT, Chanc/RegDirector/Pres Office Adm.	12 Month Regular	AAS - Care/Dev of Young Children	\$47,447.57		\$18,979.03	\$66,426.60
Replacement	08/12/2024	Amanda Bauer	COORDINATOR, Allied Health Adm	12 Month Regular	AAS - Health Services Office Management	\$37,668.80		\$15,067.52	\$52,736.32
Replacement	08/12/2024	Jaime Hendrickson	INSTRUCTOR, Allied H-Emergency Medical Tech	9 Month Faculty	MPH	\$49,000.00		\$19,600.00	\$68,600.00
Replacement	08/12/2024	Patrick Conroy	PROFESSOR/PROGRAM CHAIR, Business-Paralegal Studies	9 Month Faculty	JD	\$63,645.00		\$25,458.00	\$89,103.00

**Summary of Unclassified CHANGES**

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Position Status Change	08/05/2024	Brandy Freire	INSTRUCTOR/PROGRAM CHAIR, Allied Health-Nursing LPN	INSTRUCTOR, Allied Health-Nursing LPN	12 Month Faculty	\$69,799.99	\$44,560.00	\$10,096.00	\$35,335.99
Increase	08/05/2024	Charles Miller	ASSISTANT PROFESSOR, Beh Sci-Social Sci-Sociology	ASSISTANT PROFESSOR, Quality Enhancement Plan (QEP)	9 Month Faculty	\$55,165.00	\$54,165.00	\$400.00	\$1,400.00
Position Status Change	08/05/2024	Kaitlyn Tplement	INSTRUCTOR, Allied Health-Nursing LPN	ADJUNCT FACULTY, Business and Management Adm.	12 Month Faculty	\$65,333.33	\$47,000.00	\$7,333.33	\$25,666.66
Position Status Change	08/05/2024	Melanie Schmill	INSTRUCTOR, Allied Health-Nursing LPN (12 month)	INSTRUCTOR, Allied Health-Nursing LPN (9 month)	12 Month Faculty	\$68,000.00	\$51,000.00	\$6,800.00	\$23,800.00
Contract Revised Increase	08/05/2024	Paul Campbell	INSTRUCTOR, Allied Health-Nursing Assistant	INSTRUCTOR, Allied Health-Nursing LPN	9 Month Faculty	\$48,350.00	\$47,000.00	\$540.00	\$1,890.00
Position Status Change	08/05/2024	Roshundra Brumfield	INSTRUCTOR, Allied Health-Nursing LPN (12 month)	INSTRUCTOR, Allied Health-Nursing LPN (9 month)	12 Month Faculty	\$67,133.33	\$50,350.00	\$6,713.33	\$23,496.66
Promotion	08/12/2024	Brittney Zaffuto	Program Chair/Instructor, Allied Health-Nursing LPN	Program Chair/Instructor, Allied Health-Nursing LPN	12 Month Faculty	\$73,800.00	\$69,800.00	\$1,600.00	\$5,600.00
Position Status Change	08/12/2024	Melissa Elsensohn	INSTRUCTOR, Allied Health-Nursing LPN (12 month)	INSTRUCTOR, Allied Health-Nursing LPN (9 month)	12 Month Faculty	\$65,333.33	\$49,000.00	\$6,533.33	\$22,866.66
New Position	08/12/2024	Randy Hartzog	INSTRUCTOR, Mech-HVAC	DIRECTOR, Facilities Adm (Project Mgt, etc.)	9 Month Faculty	\$51,165.00	\$73,500.00	(\$8,934.00)	(\$31,269.00)
Promotion	08/12/2024	Reggie Poche	ASST VICE-PRESIDENT, Admin (Dean) Academic Affairs	DEAN, Business and Management Adm.	12 Month Regular	\$101,327.57	\$84,439.64	\$6,755.17	\$23,643.10

**Summary of Unclassified SEPARATIONS**

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Non-Renewal of Faculty Contract	08/05/2024	Nadia Avila	INSTRUCTOR, Allied Health-Phlebotomy	9 Month Faculty	(\$23,250.00)	(\$9,300.00)	(\$32,550.00)
Resignation	08/22/2024	Desiree Copping	COORDINATOR, Accounting/Finance	12 Month Regular	(\$45,800.15)	(\$18,320.06)	(\$64,120.21)



Sep 6, 2024

Summary of Unclassified HIRES

SEPTEMBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary		Benefits	Total Impact
						To	From		
Unclassified Rehire	08/12/2024	Duane Digiroldano	INSTRUCTOR, Elect-Industrial Inst Tech	9 Month Faculty	HS	\$53,000.00		\$21,200.00	\$74,200.00
Unclassified Hire	08/12/2024	Elisa Laphand	INSTRUCTOR, Precision Trades-Process Technology	9 Month Faculty	AAS	\$53,500.00		\$21,400.00	\$74,900.00
Unclassified Hire	08/12/2024	Kimberly Palmer	INSTRUCTOR, Precision Trades-Process Technology	9 Month Faculty	MNS	\$55,750.00		\$22,300.00	\$78,050.00
Unclassified Hire	08/12/2024	Serena Arandia	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	MA- English	\$45,500.00		\$18,200.00	\$63,700.00
Replacement	08/12/2024	Autumn Miller	CHEMISTRY/PHYSICAL SCIENCE INSTRUCTOR, Math and Sciences-Physical Science	9 Month Faculty	MS- Chemistry	\$49,225.00		\$19,690.00	\$68,915.00

Summary of Unclassified CHANGES

SEPTEMBER 2024

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Equity in Range Pay Increase	07/01/2024	Gretchen Schmidt	DEAN OF HEALTH SCIENCES, Admin (Dean) Allied Health	DEAN OF HEALTH SCIENCES, Admin (Dean) Allied Health	12 Month Regular	\$98,000.00	\$90,000.00	\$3,200.00	\$11,200.00
New Position	08/12/2024	Tim Landry	INSTRUCTOR, Beh Sci-History-History	ADJUNCT FACULTY, Beh Sci-History-History	9 Month Faculty	\$47,250.00	\$2,400.00	\$17,940.00	\$62,790.00
Additional Duty Increase	08/19/2024	Eddie Williams	COORDINATOR, VC for Student Affairs (Adm)	COORDINATOR, VC for Student Affairs (Adm)	12 Month Regular	\$55,000.00	\$49,612.50	\$2,155.00	\$7,542.50
Title Change	08/19/2024	Erin Blake	AVC STUDENT AFFAIRS, Admin (Dean) Arts and Humanities	AVC OF ENROLLMENT MANAGEMENT AND DEAN OF ACADEMIC , Admin (Dean) Arts and Humanities	12 Month Regular	\$103,450.00	\$103,450.00	\$0.00	\$0.00
Title Change	08/19/2024	Paul Donaldson	VICE-CHANCELLOR OF ACADEMIC AFFAIRS & STUDENT SUCC, VC for Academic Affairs Adm	VICE-CHANCELLOR OF ACADEMIC AFFAIRS & INSTITUTIONA, VC for Academic Affairs Adm	12 Month Regular	\$135,000.00	\$135,000.00	\$0.00	\$0.00

Summary of Unclassified SEPARATIONS

SEPTEMBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Retirement	07/22/2024	Lois Fouse	PROFESSOR, Elect-Industrial Inst Tech	9 Month Faculty	(\$74,088.00)	(\$29,635.20)	(\$103,723.20)
Resignation	08/05/2024	Juanita Floyd Crochet	INSTRUCTOR, Allied Health-Medical Assistant	9 Month Faculty	(\$52,272.50)	(\$20,909.00)	(\$73,181.50)
Resignation	08/05/2024	Stephen Costin	ASSISTANT PROFESSOR, Math and Sciences-Physical Science	9 Month Faculty	(\$65,945.25)	(\$26,378.10)	(\$92,323.35)
Discharge	08/13/2024	Kayla Anderson	TEST CENTER SPECIALIST, Testing and Assessment	12 Month Regular	(\$37,600.00)	(\$15,040.00)	(\$52,640.00)
Resignation	08/18/2024	Steven Marshall	WELDING INSTRUCTOR, Precision Trades-Welding	9 Month Faculty	(\$52,500.00)	(\$21,000.00)	(\$73,500.00)

Sep 12, 2024



Summary of Unclassified HIRES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment Type	Credentials/ Degree Held	Salary	Benefits	Total Impact
Unclassified Hire	07/22/2024	Keia Johnson	EOC PROGRAM MANAGER, Recruiting and Enrollment Services	12 Month Regular	BS	\$54,250.86	\$21,700.34	\$75,951.20
Unclassified Hire	08/05/2024	Sabrina Cormier	ACADEMIC AFFAIRS EXECUTIVE COORDINATOR, Admin (Dean) Teaching and Learning	12 Month Regular	BS	\$47,875.86	\$19,150.34	\$67,026.20
Unclassified Hire	08/13/2024	Alyssa Wheatley	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	MA	\$41,486.54	\$16,594.62	\$58,081.16
Emergency Interim Appointment	08/13/2024	Jonathan Willett	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	MA	\$41,109.44	\$16,443.78	\$57,553.22
Unclassified Hire	08/13/2024	Rachel Granier	INSTRUCTOR, Beh Sci-Teacher Education	9 Month Faculty	PHD- Education	\$41,038.03	\$16,415.21	\$57,453.24
Unclassified Hire	08/19/2024	Ernest Benjamin	SPECIALIST, Academic Computing Services	12 Month Regular	BS	\$44,418.29	\$17,767.32	\$62,185.61
Unclassified Hire	09/03/2024	Jason Kimble	INSTRUCTOR, Construction Trades-Electrician	12 Month Faculty	High School Diploma	\$50,036.67	\$20,014.67	\$70,051.34
Replacement	07/22/2024	Tameka Tanner-Brown	ACCOUNTING SERVICES COORDINATOR, Accounting/Finance	12 Month Regular	BS	\$44,586.00	\$17,834.40	\$62,420.40
Replacement	07/30/2024	Dale Quesnel	INSTRUCTOR, Allied Health Registered Nurse Program	10 Month Faculty	BS	\$66,000.00	\$26,400.00	\$92,400.00
Replacement	07/30/2024	Mona McCall	INSTRUCTOR, Allied Health Registered Nurse Program	10 Month Faculty	BS	\$66,000.00	\$26,400.00	\$92,400.00

Replacement	08/05/2024	Deborah Tabchouri	REGISTRATION & 12 Month Regular CURRICULUM COORD INTERIM, Registrar's Office	BS- Electrical Engineering	\$47,124.14	\$18,849.66	\$65,973.80
Replacement	08/05/2024	Kylie Guidry	EDUCATION OUTREACH SPECIALIST, Recruiting and Enrollment Services	AGS	\$41,127.86	\$16,451.14	\$57,579.00
Replacement	08/13/2024	Courtney Lege	INSTRUCTOR, Allied Health- Practical Nursing	BS	\$52,000.00	\$20,800.00	\$72,800.00
Replacement	08/13/2024	Michael Buhl	INSTRUCTOR, Beh Sci-Social Services	DOP	\$47,716.88	\$19,086.75	\$66,803.63
Replacement	08/13/2024	Ronda Faciane	INSTRUCTOR, Business and Management Adm.	MS	\$46,746.03	\$18,698.41	\$65,444.44
Replacement	08/21/2024	Randrea Comeaux	INSTRUCTOR INTERIM, Allied Health-Practical Nursing	BS	\$65,000.00	\$26,000.00	\$91,000.00
Replacement	09/02/2024	Kendra Neal	MANAGER, Student Programs & Resources	MBA	\$51,767.00	\$20,706.80	\$72,473.80
Replacement	09/03/2024	Robbie Roberts	INSTRUCTOR, Allied H- Registered Nurse Program	MS	\$57,750.00	\$23,100.00	\$80,850.00

**Summary of Unclassified CHANGES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department		Appointment Type		Salary		Benefits	Total Impact
			To	From	Type	To	From			
New Position	07/08/2024	Celine Alis	DIGITAL MARKETING STRATEGIST, Office of Public Relations	ASSOCIATE DIRECTOR OF COMM & MARKETING, Office of Public Relations	12 Month Regular	12 Month Regular	\$54,951.62	\$54,951.62	\$0.00	\$0.00
New Position	07/22/2024	Rachel Babin	ASSOCIATE REGISTRAR, Registrar's Office	SENIOR RECORDS SPECIALIST, Registrar's Office	12 Month Regular	12 Month Regular	\$60,314.80	\$44,757.64	\$6,222.86	\$21,780.02
Merit	07/30/2024	Aaron Bird	INSTRUCTOR, Industrial Trades-Technology	INSTRUCTOR, Industrial Trades-Technology	10 Month Faculty	10 Month Faculty	\$46,240.16	\$45,333.49	\$362.67	\$1,269.34

Merit	07/30/2024	Athanasios Markou	INSTRUCTOR, Computer Applications	INSTRUCTOR, Computer Applications	10 Month Faculty	\$74,165.19	\$72,710.97	\$581.69	\$2,035.91
Merit	07/30/2024	Bertha Humphries	PROFESSOR, Visual/Perf. Arts - Fine Arts	PROFESSOR, Visual/Perf. Arts - Fine Arts	10 Month Faculty	\$57,748.77	\$56,340.26	\$563.40	\$1,971.91
Merit	07/30/2024	Christy St Andre-Lemelle	ASSISTANT PROFESSOR, Allied H-Registered Nurse Program	ASSISTANT PROFESSOR, Allied H-Registered Nurse Program	10 Month Faculty	\$72,463.61	\$70,696.20	\$706.96	\$2,474.37
Merit	07/30/2024	Deavon Peterson	INSTRUCTOR, Allied H-Registered Nurse Program	INSTRUCTOR, Allied H-Registered Nurse Program	10 Month Faculty	\$69,003.00	\$67,320.00	\$673.20	\$2,356.20
Merit	07/30/2024	Delana Prudhomme	PROFESSOR, Beh Sci-Social Services	PROFESSOR, Beh Sci-Social Services	10 Month Faculty	\$60,357.70	\$58,885.56	\$588.86	\$2,061.00
Merit	07/30/2024	Katherine Marsh	ASSISTANT PROFESSOR, Liberal Arts-English-English	ASSISTANT PROFESSOR, Liberal Arts-English-English	10 Month Faculty	\$48,888.96	\$47,723.65	\$466.12	\$1,631.43
Title Change	07/30/2024	Katherine Marsh	ASSISTANT PROFESSOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	10 Month Faculty	\$47,723.65	\$46,612.54	\$444.44	\$1,555.55
Merit	07/30/2024	Lori Berard	INSTRUCTOR, Prec Trds-Drafting & Design Tech	INSTRUCTOR, Prec Trds-Drafting & Design Tech	10 Month Faculty	\$43,602.37	\$42,538.89	\$425.39	\$1,488.87
Position Status Change	07/30/2024	Lori Berard	INSTRUCTOR, Prec Trds-Drafting & Design Tech	INSTRUCTOR, Prec Trds-Drafting & Design Tech	10 Month Faculty	\$42,538.89	\$38,285.00	\$1,701.56	\$5,955.45
Merit	07/30/2024	Marcel St.Pierre	INSTRUCTOR, Comm&Media-Graphic Com/Desktop Pub	INSTRUCTOR, Comm&Media-Graphic Com/Desktop Pub	10 Month Faculty	\$44,720.09	\$43,629.36	\$436.29	\$1,527.02
Merit	07/30/2024	Michael O'Pry	INSTRUCTOR, Prec Trds-Civil Engineering Tech	INSTRUCTOR, Prec Trds-Civil Engineering Tech	10 Month Faculty	\$47,109.97	\$45,960.95	\$459.61	\$1,608.63

Merit	07/30/2024	Monica David	ASST INSTRUCTOR, Allied Health-Medical Assistant	ASST INSTRUCTOR, Allied Health-Medical Assistant	10 Month Faculty	\$57,178.38	\$55,512.99	\$666.16	\$2,331.55
Merit	07/30/2024	Nancy Kinchen	PROFESSOR, Business and Management Adm.	PROFESSOR, Business and Management Adm.	10 Month Faculty	\$68,049.71	\$66,389.96	\$663.90	\$2,323.65
Merit	07/30/2024	Paige McGee	ASSOCIATE PROFESSOR, Beh Sci-Social Services	ASSOCIATE PROFESSOR, Beh Sci-Social Services	10 Month Faculty	\$53,453.66	\$52,190.56	\$505.24	\$1,768.34
Title Change	07/30/2024	Paige McGee	ASSOCIATE PROFESSOR, Beh Sci-Social Services	ASSISTANT PROFESSOR, Beh Sci-Social Services	10 Month Faculty	\$52,190.56	\$50,523.89	\$666.67	\$2,333.34
Merit	07/30/2024	Rebecca Eckhoff	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	10 Month Faculty	\$57,602.61	\$55,924.86	\$671.10	\$2,348.85
Merit	07/30/2024	Rebecca Galloway	ASSISTANT PROFESSOR, Developmental Technical Education	ASSISTANT PROFESSOR, Developmental Technical Education	10 Month Faculty	\$59,862.19	\$58,402.14	\$584.02	\$2,044.07
Merit	07/30/2024	Richard Smith	INSTRUCTOR, Math and Sciences-Natural Sciences	INSTRUCTOR, Math and Sciences-Natural Sciences	10 Month Faculty	\$49,284.22	\$48,082.17	\$480.82	\$1,682.87
Merit	07/30/2024	Shayna Hypolite	INSTRUCTOR, Allied H-Registered Nurse Program	INSTRUCTOR, Allied H-Registered Nurse Program	10 Month Faculty	\$67,320.00	\$66,000.00	\$528.00	\$1,848.00
Merit	07/30/2024	Tina Burkhalter	ASSISTANT PROFESSOR, Comm&Media-Graphic Com/Desktop Pub	ASSISTANT PROFESSOR, Comm&Media-Graphic Com/Desktop Pub	10 Month Faculty	\$47,341.87	\$46,187.19	\$461.87	\$1,616.55

Merit	08/13/2024	Adam Maillet	INSTRUCTOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$39,951.17	\$38,787.54	\$465.45	\$1,629.08
Merit	08/13/2024	Aimee Rust	ASSISTANT PROFESSOR, Liberal Arts-English-English	ASSISTANT PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$46,146.06	\$45,044.94	\$440.45	\$1,541.57
Title Change	08/13/2024	Aimee Rust	ASSISTANT PROFESSOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$45,044.94	\$44,044.94	\$400.00	\$1,400.00
Merit	08/13/2024	Alice Jones	ASSISTANT PROFESSOR, Liberal Arts-English-English	ASSISTANT PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$45,251.43	\$44,172.13	\$431.72	\$1,511.02
Title Change	08/13/2024	Alice Jones	ASSISTANT PROFESSOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$44,172.13	\$43,172.13	\$400.00	\$1,400.00
Merit	08/13/2024	Alin Basgul Yigiter	INSTRUCTOR, Math and Sciences-Natural Sciences	INSTRUCTOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$46,795.83	\$45,432.84	\$545.20	\$1,908.19
Merit	08/13/2024	Alyssa Wheatley	INSTRUCTOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$41,931.18	\$41,486.54	\$177.86	\$622.50
Merit	08/13/2024	Amanda Price	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$54,632.50	\$53,300.00	\$533.00	\$1,865.50
Merit	08/13/2024	Angela Evans	ASSISTANT PROFESSOR, Allied Health-Practical Nursing	ASSISTANT PROFESSOR, Allied Health-Practical Nursing	9 Month Faculty	\$57,050.21	\$55,388.55	\$664.66	\$2,326.32
Merit	08/13/2024	Angelique Case	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$55,727.76	\$54,368.55	\$543.68	\$1,902.89

Merit	08/13/2024	Anne Pesacreta	ASSISTANT PROFESSOR, Math and Sciences-Natural Sciences	ASSISTANT PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$43,181.95	\$42,128.73	\$421.29	\$1,474.51
Merit	08/13/2024	Ariel Dauzart	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$47,919.13	\$46,786.96	\$452.87	\$1,585.04
Title Change	08/13/2024	Ariel Dauzart	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	ASSISTANT PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$46,786.96	\$45,286.96	\$600.00	\$2,100.00
Merit	08/13/2024	Ayda Basgul Martin	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$48,494.69	\$47,082.22	\$564.99	\$1,977.46
Merit	08/13/2024	Bhrea Vavasseur	ASSISTANT PROFESSOR, Beh Sci-Social Services	ASSISTANT PROFESSOR, Beh Sci-Social Services	9 Month Faculty	\$45,792.98	\$43,334.61	\$983.35	\$3,441.72
Title Change	08/13/2024	Bhrea Vavasseur	ASSISTANT PROFESSOR, Beh Sci-Social Services	INSTRUCTOR, Beh Sci-Social Services	9 Month Faculty	\$43,334.61	\$42,334.61	\$400.00	\$1,400.00
Merit	08/13/2024	Brady Baker	INSTRUCTOR, Math and Sciences-Natural Sciences	INSTRUCTOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$40,628.98	\$39,638.03	\$396.38	\$1,387.33
Merit	08/13/2024	Brandon Payne	INSTRUCTOR, Math and Sciences-Natural Sciences	INSTRUCTOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$45,924.61	\$44,804.50	\$448.04	\$1,568.15

Merit	08/13/2024	Brent Bollich	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$56,453.80	\$55,076.88	\$550.77	\$1,927.69
Merit	08/13/2024	Brian Steffen	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$52,071.78	\$50,801.74	\$508.02	\$1,778.06
Merit	08/13/2024	Brittany Bonnette	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$43,878.78	\$43,018.41	\$344.15	\$1,204.52
Merit	08/13/2024	BronwynRose Frederick	INSTRUCTOR, Beh Sci-Social Services	INSTRUCTOR, Beh Sci-Social Services	9 Month Faculty	\$39,352.09	\$38,580.48	\$308.64	\$1,080.25
Merit	08/13/2024	Buddy Harper	INSTRUCTOR, Comm&Media-Graphic Com/Desktop Pub	INSTRUCTOR, Comm&Media-Graphic Com/Desktop Pub	9 Month Faculty	\$42,459.88	\$41,424.27	\$414.24	\$1,449.85
Merit	08/13/2024	Carla Kimmel	INSTRUCTOR, Allied H-Medical Laboratory Tech	INSTRUCTOR, Allied H-Medical Laboratory Tech	9 Month Faculty	\$44,268.56	\$43,188.84	\$431.89	\$1,511.61
Merit	08/13/2024	Carolyn Cluse	ASST INSTRUCTOR, Allied Health-Practical Nursing	ASST INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$56,499.61	\$54,868.55	\$652.42	\$2,283.48
Title Change	08/13/2024	Carolyn Cluse	ASST INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$54,868.55	\$54,368.55	\$200.00	\$700.00
Position Status Change	08/13/2024	Chris Hoag	INSTRUCTOR, Prec Trds-Drafting & Design Tech	INSTRUCTOR, Prec Trds-Drafting & Design Tech	9 Month Faculty	\$49,186.40	\$54,651.55	(\$2,186.06)	(\$7,651.21)

Merit	08/13/2024	Chris Hoag	INSTRUCTOR, Prec Trds-Drafting & Design Tech	INSTRUCTOR, Prec Trds-Drafting & Design Tech	9 Month Faculty	\$50,661.99	\$49,186.40	\$590.24	\$2,065.83
Merit	08/13/2024	Christopher Manuel	ASSOCIATE PROFESSOR, Liberal Arts-English-English	ASSOCIATE PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$51,614.30	\$50,355.41	\$503.56	\$1,762.45
Merit	08/13/2024	Christy Langlinais	ASST INSTRUCTOR, Allied Health-Medical Assistant	ASST INSTRUCTOR, Allied Health-Medical Assistant	9 Month Faculty	\$50,628.41	\$49,393.57	\$493.94	\$1,728.78
Merit	08/13/2024	Constance McCarty	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$47,410.22	\$46,253.87	\$462.54	\$1,618.89
Merit	08/13/2024	Corey Hotard	INSTRUCTOR, Beh Sci-Social Services	INSTRUCTOR, Beh Sci-Social Services	9 Month Faculty	\$46,571.70	\$45,435.80	\$454.36	\$1,590.26
Merit	08/13/2024	Danah Simon	INSTRUCTOR, Business and Management Adm.	INSTRUCTOR, Business and Management Adm.	9 Month Faculty	\$41,616.00	\$40,800.00	\$326.40	\$1,142.40
Merit	08/13/2024	Daniel Smith	ASSISTANT PROFESSOR, Liberal Arts-English-English	ASSISTANT PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$49,998.03	\$49,017.68	\$392.14	\$1,372.49
Merit	08/13/2024	Darren Cueva	INSTRUCTOR, Comm&Media-Graphic Com/Desktop Pub	INSTRUCTOR, Comm&Media-Graphic Com/Desktop Pub	9 Month Faculty	\$39,951.17	\$38,787.54	\$465.45	\$1,629.08
Merit	08/13/2024	Dawna Duplechain	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$52,275.00	\$51,000.00	\$510.00	\$1,785.00
Merit	08/13/2024	Debra Harrington	ASST INSTRUCTOR, Allied Health-Practical Nursing	ASST INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$56,499.61	\$54,868.55	\$652.42	\$2,283.48

Title Change	08/13/2024	Debra Harrington	ASST INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$54,868.55	\$54,368.55	\$200.00	\$700.00
Merit	08/13/2024	Delana Fontenot	INSTRUCTOR, Allied Health-Medical Assistant	INSTRUCTOR, Allied Health-Medical Assistant	9 Month Faculty	\$44,119.67	\$43,043.58	\$430.44	\$1,506.53
Merit	08/13/2024	Demise Daigle	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Fine Arts	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$47,935.96	\$46,766.79	\$467.67	\$1,636.84
Merit	08/13/2024	Desha Lee	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$55,455.92	\$54,368.55	\$434.95	\$1,522.32
Merit	08/13/2024	Dustin Milam	INSTRUCTOR, Industrial Trades-Technology	INSTRUCTOR, Industrial Trades-Technology	9 Month Faculty	\$40,628.98	\$39,638.03	\$396.38	\$1,387.33
Merit	08/13/2024	Emmanuel Ofori-Dadzie	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$50,025.86	\$48,805.72	\$488.06	\$1,708.20
Merit	08/13/2024	Eric Sharp	ASSISTANT PROFESSOR, Comm&Media-Graphic Com/Desktop Pub	ASSISTANT PROFESSOR, Comm&Media-Graphic Com/Desktop Pub	9 Month Faculty	\$49,967.35	\$48,748.63	\$487.49	\$1,706.21
Merit	08/13/2024	Erin Breaux	PROFESSOR, Liberal Arts-English-English	PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$52,993.30	\$51,449.81	\$617.40	\$2,160.89
Merit	08/13/2024	Erin Pritchard	ASSISTANT PROFESSOR, Math and Sciences-Natural Sciences	ASSISTANT PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$45,296.93	\$44,192.13	\$441.92	\$1,546.72

Merit	08/13/2024	Hannah Taylor	ASSISTANT PROFESSOR, Comm&Media-Graphic Com/Desktop Pub	ASSISTANT PROFESSOR, Comm&Media-Graphic Com/Desktop Pub	9 Month Faculty	\$42,845.00	\$41,800.00	\$418.00	\$1,463.00
Merit	08/13/2024	Jacob D'Avy	INSTRUCTOR, Elect-Industrial Elect Tech	INSTRUCTOR, Elect-Industrial Elect Tech	9 Month Faculty	\$41,923.60	\$41,101.57	\$328.81	\$1,150.84
Merit	08/13/2024	Jacqueline Jones	PROFESSOR, Developmental Technical Education	PROFESSOR, Developmental Technical Education	9 Month Faculty	\$62,303.72	\$60,784.12	\$607.84	\$2,127.44
Merit	08/13/2024	James Eckhoff	ASSISTANT PROFESSOR, Beh Sci-Social Services	ASSISTANT PROFESSOR, Beh Sci-Social Services	9 Month Faculty	\$45,899.86	\$44,804.74	\$438.05	\$1,533.17
Title Change	08/13/2024	James Eckhoff	ASSISTANT PROFESSOR, Beh Sci-Social Services	INSTRUCTOR, Beh Sci-Social Services	9 Month Faculty	\$44,804.74	\$43,804.74	\$400.00	\$1,400.00
Merit	08/13/2024	James Tafoya	INSTRUCTOR, Computer Network Specialist	INSTRUCTOR, Computer Network Specialist	9 Month Faculty	\$39,727.44	\$38,948.47	\$311.59	\$1,090.56
Merit	08/13/2024	Jeanette Simmons	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$53,840.70	\$52,785.00	\$422.28	\$1,477.98
Merit	08/13/2024	Jennifer Rasch	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	ASSOCIATE PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$49,886.45	\$48,433.45	\$581.20	\$2,034.20
Merit	08/13/2024	John Frederick	INSTRUCTOR, Visual/Perf. Arts - Fine Arts	INSTRUCTOR, Visual/Perf. Arts - Fine Arts	9 Month Faculty	\$55,664.73	\$54,573.26	\$436.59	\$1,528.06
Merit	08/13/2024	John Tweedel	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$41,550.80	\$40,736.08	\$325.89	\$1,140.61

Merit	08/13/2024	Joshua Eggenberger	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$46,623.43	\$45,486.27	\$454.86	\$1,592.02
Merit	08/13/2024	Kelly Terrebonne	ASSISTANT PROFESSOR, Business-Office Systems Technology	ASSISTANT PROFESSOR, Business-Office Systems Technology	9 Month Faculty	\$49,958.52	\$48,764.41	\$477.64	\$1,671.75
Title Change	08/13/2024	Kelly Terrebonne	ASSISTANT PROFESSOR, Business-Office Systems Technology	INSTRUCTOR, Business-Office Systems Technology	9 Month Faculty	\$48,764.41	\$47,764.41	\$400.00	\$1,400.00
Merit	08/13/2024	Kenneth Anderson	ASSISTANT PROFESSOR, Liberal Arts-English-English	ASSISTANT PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$44,830.21	\$43,736.79	\$437.37	\$1,530.79
Merit	08/13/2024	Kevin Isbell	INSTRUCTOR, Beh Sci-Social Services	INSTRUCTOR, Beh Sci-Social Services	9 Month Faculty	\$47,972.69	\$46,802.62	\$468.03	\$1,638.10
Merit	08/13/2024	Kevin Melancon	INSTRUCTOR, Elect-Industrial Elect Tech	INSTRUCTOR, Elect-Industrial Elect Tech	9 Month Faculty	\$40,549.72	\$39,560.70	\$395.61	\$1,384.63
Merit	08/13/2024	Killian Anderson	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$41,375.58	\$40,366.42	\$403.66	\$1,412.82
Merit	08/13/2024	Kristen Geoffroy	ASSOCIATE PROFESSOR, Liberal Arts-English-English	ASSOCIATE PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$46,367.71	\$45,236.79	\$452.37	\$1,583.29
Merit	08/13/2024	Kristy Thibodeaux	INSTRUCTOR, Allied Health-Practical Nursing	INSTRUCTOR, Allied Health-Practical Nursing	9 Month Faculty	\$53,840.70	\$52,785.00	\$422.28	\$1,477.98
Merit	08/13/2024	Laura Appleton	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$51,674.56	\$50,414.20	\$504.14	\$1,764.50

Merit	08/13/2024	Mamta Misra	PROFESSOR, Business and Management Adm.	PROFESSOR, Business and Management Adm.	9 Month Faculty	\$58,933.09	\$57,495.70	\$574.96	\$2,012.35
Merit	08/13/2024	Mark LaRue	ASSISTANT PROFESSOR, Liberal Arts-English-English	ASSISTANT PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$59,162.62	\$57,719.63	\$577.20	\$2,020.19
Merit	08/13/2024	Melinda Clardy	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	ASSOCIATE PROFESSOR, Math and Sciences-Mathematics	9 Month Faculty	\$46,593.89	\$45,236.79	\$542.84	\$1,899.94
Merit	08/13/2024	Michael Pontiff	INSTRUCTOR, Elect-Industrial Inst Tech	INSTRUCTOR, Elect-Industrial Inst Tech	9 Month Faculty	\$46,212.91	\$45,085.77	\$450.86	\$1,578.00
Merit	08/13/2024	Michaela Gandy	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$41,820.00	\$40,800.00	\$408.00	\$1,428.00
Merit	08/13/2024	Monica Butler	INSTRUCTOR, Allied Health-Medical Assistant	INSTRUCTOR, Allied Health-Medical Assistant	9 Month Faculty	\$41,427.92	\$40,417.48	\$404.18	\$1,414.62
Merit	08/13/2024	Nahid Sajjadi	ASSISTANT PROFESSOR, Developmental Technical Education	ASSISTANT PROFESSOR, Developmental Technical Education	9 Month Faculty	\$50,206.94	\$48,982.38	\$489.82	\$1,714.38
Merit	08/13/2024	Oana Chivoiu	ASSOCIATE PROFESSOR, Liberal Arts-English-English	ASSOCIATE PROFESSOR, Liberal Arts-English-English	9 Month Faculty	\$52,699.07	\$51,413.73	\$514.14	\$1,799.48
Merit	08/13/2024	Olivia Switzer	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$41,820.00	\$40,800.00	\$408.00	\$1,428.00
Merit	08/13/2024	Patrick Gibbens	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Fine Arts	ASSOCIATE PROFESSOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$50,025.86	\$48,805.72	\$488.06	\$1,708.20

Merit	08/13/2024	Robert Jones	INSTRUCTOR, Visual/Perf. Arts - Fine Arts	INSTRUCTOR, Visual/Perf. Arts - Fine Arts	9 Month Faculty	\$44,297.92	\$43,429.33	\$347.44	\$1,216.03
Merit	08/13/2024	Samantha Richardson	INSTRUCTOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$43,919.82	\$42,640.60	\$511.69	\$1,790.91
Merit	08/13/2024	Samuel McPeck	INSTRUCTOR, Visual/Perf. Arts - Fine Arts	INSTRUCTOR, Visual/Perf. Arts - Fine Arts	9 Month Faculty	\$43,828.77	\$42,759.78	\$427.60	\$1,496.59
Merit	08/13/2024	Sara Albert	PROFESSOR, Math and Sciences-Natural Sciences	PROFESSOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$54,091.82	\$52,772.51	\$527.72	\$1,847.03
Merit	08/13/2024	Sarah Senette	ASSISTANT PROFESSOR, Visual/Perf. Arts -Fine Arts	ASSISTANT PROFESSOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$44,634.65	\$43,334.61	\$520.02	\$1,820.06
Merit	08/13/2024	Scott Courville	ASST INSTRUCTOR, Computer Network Specialist	ASST INSTRUCTOR, Computer Network Specialist	9 Month Faculty	\$42,320.00	\$41,300.00	\$408.00	\$1,428.00
Title Change	08/13/2024	Scott Courville	ASST INSTRUCTOR, Computer Network Specialist	INSTRUCTOR, Computer Network Specialist	9 Month Faculty	\$41,300.00	\$40,800.00	\$200.00	\$700.00
Merit	08/13/2024	Shountilez Williams	INSTRUCTOR, Business and Management Adm.	INSTRUCTOR, Business and Management Adm.	9 Month Faculty	\$49,088.89	\$47,891.60	\$478.92	\$1,676.21
Merit	08/13/2024	Sisay Lemessa	INSTRUCTOR, Business and Management Adm.	INSTRUCTOR, Business and Management Adm.	9 Month Faculty	\$48,960.00	\$48,000.00	\$384.00	\$1,344.00
Merit	08/13/2024	Steven Schwamenfeld	PROFESSOR, Visual/Perf. Arts - Fine Arts	PROFESSOR, Visual/Perf. Arts -Fine Arts	9 Month Faculty	\$58,484.75	\$56,781.31	\$681.38	\$2,384.82
Merit	08/13/2024	Uma Deoras	PROFESSOR, Business and Management Adm.	PROFESSOR, Business and Management Adm.	9 Month Faculty	\$59,144.03	\$57,701.49	\$577.02	\$2,019.56

Merit	08/13/2024	William Appleton	INSTRUCTOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$48,703.60	\$47,748.63	\$381.99	\$1,336.96
Merit	08/13/2024	Yelda Basgul	INSTRUCTOR, Math and Sciences-Natural Sciences	INSTRUCTOR, Math and Sciences-Natural Sciences	9 Month Faculty	\$48,433.68	\$47,022.99	\$564.28	\$1,974.97
New Position	09/02/2024	Terrell Briggs	ASSOCIATE DIRECTOR, Counseling	COORDINATOR, Student Programs & Resources	12 Month Regular	\$47,326.43	\$34,770.20	\$5,022.49	\$17,578.72

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Resignation	07/12/2024	Steven Mathews	VICE-PRESIDENT, Business Office-WD and E	12 Month Regular	(\$131,060.82)	(\$52,424.33)	(\$183,485.15)
Resignation	07/19/2024	Ebony Jacob	SPECIALIST, Recruiting and Enrollment Services	12 Month Regular	(\$42,716.58)	(\$17,086.63)	(\$59,803.21)
Emp Class/Record Change	07/21/2024	Nancy Kinchen	PROFESSOR, Business and Management Adm.	10 Month Faculty	(\$66,389.96)	(\$26,555.98)	(\$92,945.94)
Transfer Out System	07/22/2024	Brandi Flugence	TANF STUDENT SUCCESS NAVIGATOR, Financial Aid (include Vet Affairs)	12 Month Regular	(\$42,198.50)	(\$16,879.40)	(\$59,077.90)
Resignation	07/26/2024	Stacy Jabusch	REGISTRATION & CURRICULUM COORDINATOR, Registrar's Office	12 Month Regular	(\$39,011.02)	(\$15,604.41)	(\$54,615.43)
Transfer Out System	07/31/2024	Kaylla Hebert	FA PROGRAM SPECIALIST, Financial Aid (include Vet Affairs)	12 Month Regular	(\$42,803.36)	(\$17,121.34)	(\$59,924.70)
Resignation	08/02/2024	Sarah Johnson	STUDENT SUCCESS COORDINATOR, Student Services	12 Month Regular	(\$38,278.14)	(\$15,311.26)	(\$53,589.40)

Retirement	08/08/2024	Melissa Landreneau	ASSISTANT PROFESSOR, 9 Month Faculty Business and Management Adm.	(\$55,723.61)	(\$22,289.44)	(\$78,013.05)
Resignation	08/09/2024	Rebecca Albert	COORDINATOR FOR STUDENT ENGAGEMENT, Student Programs & Resources	(\$34,088.43)	(\$13,635.37)	(\$47,723.80)
Resignation	08/14/2024	Julianne Romero	CAREER COACH, Career Placement/Services	(\$39,972.57)	(\$15,989.03)	(\$55,961.60)
Resignation	08/16/2024	Allie May	INSTRUCTOR, Allied Health- Practical Nursing	(\$65,000.00)	(\$26,000.00)	(\$91,000.00)
Elimination of Position	08/30/2024	Tiffany Zachery	ASSISTANT DEAN FOR WORKFORCE PROGRAMS, Admin Dean (Nursing)	(\$78,970.43)	(\$31,588.17)	(\$110,558.60)



Sep 11, 2024

Summary of Unclassified HIRES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department	Appointment		Credentials/ Degree Held	Salary	Benefits	Total
				Type					
Initial Hire	08/05/2024	Kermit Thompson	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty		MSN- Nursing	\$60,565.00	\$24,226.00	\$84,791.00
Replacement	08/05/2024	Tammy Fontenot	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty		MSN- Nursing	\$56,761.00	\$22,704.40	\$79,465.40
Replacement	07/16/2024	Shamika Melanson	COUNSELOR, Financial Aid (include Vet Affairs)	12 Month Regular		APS	\$41,370.00	\$16,548.00	\$57,918.00
Replacement	08/01/2024	Gary Cheek	DEAN, Admin (Dean) Arts and Humanities	12 Month Regular		DOC	\$97,208.00	\$38,883.20	\$136,091.20
Replacement	08/19/2024	Jalisa Lining	SPECIALIST, Admissions and Records	12 Month Regular		ABS	\$36,920.00	\$14,768.00	\$51,688.00

Summary of Unclassified CHANGES

OCTOBER 2024

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
New Position	07/01/2024	Rod Woodard	INSTRUCTOR, Corporate Workforce Solutions	ADJUNCT FACULTY, Precision Trades-Process Technology	12 Month Faculty	\$64,480.00	\$64,480.00	\$0.00	\$0.00
Promotion	07/08/2024	Rachel Miseles	DIRECTOR, Academic Advising and Enrollment Management	DIRECTOR, Academic Advising	12 Month Regular	\$80,547.10	\$70,895.00	\$3,860.84	\$13,512.94
Promotion	07/15/2024	Tao Jin	ASST DIRECTOR, Financial Aid (include Vet Affairs)	SPECIALIST, Admissions and Records	12 Month Regular	\$47,119.00	\$39,040.00	\$3,231.60	\$11,310.60
Additional Duty Increase	07/22/2024	Amy Broussard	MASTER INSTRUCTOR, Allied Health-Surgical Technology	MASTER INSTRUCTOR, Allied Health-Surgical Technology	12 Month Faculty	\$72,544.99	\$72,544.99	\$0.00	\$0.00
Promotion	07/22/2024	Brandi Schulz	SPECIALIST, Institutional Research	COORDINATOR, Human Resources	12 Month Regular	\$65,822.00	\$60,029.78	\$2,316.89	\$8,109.11
Promotion	07/22/2024	Randall Kimbro	INSTRUCTOR, ASST MASTER, Prec Trds-Machine Tool Technology	INSTRUCTOR, Prec Trds-Machine Tool Technology	10 Month Faculty	\$71,600.00	\$64,074.86	\$3,010.06	\$10,535.20
Promotion	08/05/2024	Kathy Lewis-Thomas	ASSISTANT PROFESSOR, Liberal Arts-English-English	INSTRUCTOR, Liberal Arts-English-English	9 Month Faculty	\$54,815.45	\$53,215.45	\$640.00	\$2,240.00
Promotion	08/05/2024	Kristen Ison	ASSISTANT PROFESSOR, VC for Instruction (Adm)	INSTRUCTOR, VC for Instruction (Adm)	9 Month Faculty	\$51,970.43	\$50,370.43	\$640.00	\$2,240.00
Promotion	08/05/2024	Kristi Guillotte	SPECIALIST, Financial Aid (include Vet Affairs)	SPECIALIST, Financial Aid (include Vet Affairs)	12 Month Regular	\$38,792.00	\$32,120.63	\$2,668.55	\$9,339.92
New Position	08/05/2024	Leonard Fodera	ASSISTANT PROFESSOR, Math and Sciences-Biology	ADJUNCT FACULTY, Math and Sciences-Biology	9 Month Faculty	\$52,293.00	\$4,875.00	\$18,967.20	\$66,385.20
Promotion	08/05/2024	Lili Cheng	ASSISTANT PROFESSOR, Math and Sciences-Mathematics	INSTRUCTOR, Math and Sciences-Mathematics	9 Month Faculty	\$49,895.26	\$48,295.26	\$640.00	\$2,240.00
Promotion	08/05/2024	Paige Spencer	ASSOCIATE PROFESSOR, Math and Sciences-Chemistry	ASSISTANT PROFESSOR, Math and Sciences-Chemistry	9 Month Faculty	\$56,555.97	\$54,955.97	\$640.00	\$2,240.00
Advanced Degree Increase	08/05/2024	Patricia Duhon	SUPPORT COORDINATOR, Admin (Dean) Technical Division	SUPPORT COORDINATOR, Admin (Dean) Technical Division	12 Month Regular	\$42,003.35	\$40,403.35	\$640.00	\$2,240.00

New Position	08/05/2024	Stephanie Stanfield	INSTRUCTOR, Personal and Misc-Culinary Arts	INSTRUCTOR, Allied Health-Practical Nursing	12 Month Faculty	\$73,070.47	\$73,070.47	\$0.00	\$0.00
Promotion	08/05/2024	Tyler Johnson	ASSOCIATE PROFESSOR, Beh Sci-History-History	ASSISTANT PROFESSOR, Beh Sci-History-History	9 Month Faculty	\$56,719.02	\$55,119.02	\$640.00	\$2,240.00
Promotion	08/19/2024	Kermit Thompson	ASSISTANT PROFESSOR, Allied Health-Nursing	INSTRUCTOR, Allied Health-Nursing	9 Month Faculty	\$62,165.00	\$60,565.00	\$640.00	\$2,240.00

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Resignation	07/18/2024	Cambridge Matthews	TUTOR, Academic Learning Center-Tutoring	12 Month Regular	(\$20,956.00)	(\$8,382.40)	(\$29,338.40)
Resignation	07/31/2024	Travis Spears	ADVISOR, Academic Advising	12 Month Regular	(\$41,414.00)	(\$16,565.60)	(\$57,979.60)
Retirement	08/03/2024	Jonathan Byrd	ASSOCIATE PROFESSOR, Criminal Justice	9 Month Faculty	(\$54,139.43)	(\$21,655.77)	(\$75,795.20)
Resignation	08/16/2024	Cathy Liles	CONTROLLER, Accounting/Finance	12 Month Regular	(\$98,300.00)	(\$39,320.00)	(\$137,620.00)
Transfer Out System	08/16/2024	Mandie Fontenot	SPECIALIST, Accounting/Finance	12 Month Regular	(\$36,075.00)	(\$14,430.00)	(\$50,505.00)
Resignation	08/16/2024	Zareona Craft	SPECIALIST, Admissions and Records	12 Month Regular	(\$18,709.60)	(\$7,483.84)	(\$26,193.44)
Resignation	09/06/2024	Libbie Williams	SPECIALIST, Admissions and Records	12 Month Regular	(\$36,095.28)	(\$14,438.11)	(\$50,533.39)



**Summary of Unclassified CHANGES**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department		Appointment Type	Salary		Benefits	Total Impact
			To	From		To	From		
Promotion	08/05/2024	Heidi Rowland	ASSISTANT CHIEF HUMAN RESOURCES OFFICER, Human Resources	DIRECTOR-HUMANRESOURCES, Human Resources	12 Month Regular	\$125,745.00	\$114,313.45	\$4,572.62	\$16,004.17
Promotion	08/05/2024	Mallory Davis	BENEFITS ACCOUNT MANAGER, Human Resources	HR ACCOUNT COORDINATOR, Human Resources	12 Month Regular	\$91,520.00	\$83,200.00	\$3,328.00	\$11,648.00
Promotion	09/02/2024	Nicole Braxton	PROGRAM MANAGER OF STUDENT SUPPORT, Recruiting and Enrollment Services	COORDSTUDENTSUPPORT, Recruiting and Enrollment Services	12 Month Regular	\$58,916.00	\$57,200.00	\$686.40	\$2,402.40

**Summary of Unclassified SEPARATIONS**

**OCTOBER 2024**

Action	Date	Employee Name	Position Title & Department	Appointment Type	Salary	Benefits	Total Impact
Retirement	08/18/2024	Mary Ebeling	FS PROJECT MANAGER BUSINESS DEVELOPMENT, Grant - General	12 Month Regular	(\$89,468.87)	(\$35,787.55)	(\$125,256.42)
Retirement	08/23/2024	Charles Freeburgh	FS WORKFORCE INITIATIVES MANAGER, Grant - General	12 Month Regular	(\$114,411.65)	(\$45,764.66)	(\$160,176.31)

**Signature:** Joseph J. Marin  
Joseph Marin (Oct 3, 2024 10:08 CDT)

**Email:** jmarin@lctcs.edu

**Signature:** Donna Perez  
Donna Perez (Oct 3, 2024 10:12 CDT)

**Email:** donnaperez@lctcs.edu

# Report on General Personnel Actions for LCTCS Colleges and System Office

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAApF8UiKEynYOTIYWGY_uC5hYB74td957_

## "Report on General Personnel Actions for LCTCS Colleges and System Office" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:39:43 AM CDT- IP address: 107.215.37.246
-  Document emailed to Joseph Marin (jmarin@lctcs.edu) for signature  
2024-10-03 - 9:40:12 AM CDT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)  
2024-10-03 - 10:08:06 AM CDT- IP address: 174.75.117.55
-  Document e-signed by Joseph Marin (jmarin@lctcs.edu)  
Signature Date: 2024-10-03 - 10:08:24 AM CDT - Time Source: server- IP address: 174.75.117.55
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2024-10-03 - 10:12:00 AM CDT- IP address: 104.47.58.126
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Signature Date: 2024-10-03 - 10:12:37 AM CDT - Time Source: server- IP address: 71.12.232.221
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2024-10-03 - 10:12:39 AM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 10:36:50 AM CDT- IP address: 12.75.115.63
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*System President*

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*First Vice Chair*

Stephen Toups  
*Second Vice Chair*

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Cynthia Butler-McIntyre  
Archie Hall  
Sabrina Hogan  
Joseph Hollins  
Patrick T. Johnson  
Jennifer Lee  
Erika McConduit  
Chad Moody  
Willie L. Mount  
Paul Price, Jr.  
Stanton W. Salathe

**Student Members:**  
Abbigale Ardoin  
Christopher Elie

Louisiana  
Community  
& Technical  
College System

265 South Foster Drive  
Baton Rouge, LA 70806

Phone: 225-922-2800  
Fax: 225-922-1185

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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

**TO:** Dr. Monty Sullivan  
LCTCS President

**THROUGH:** Joseph F. Marin   
Vice President of Operations

**FROM:** Anthony Brown  
Chief Facilities Management Officer

**DATE:** September 19, 2024

**SUBJECT:** Status Report on Capital Projects

### FOR BOARD INFORMATION

**Recommendation:** N/A

**Background:** Attached is a summary of the current capital projects and status update. Projects that were listed on the previous month's report as completed have been removed from the current report. This report was created in response to the board's request for information on the status of capital outlay and FEMA projects after slow progress of repairs resulting from damages caused by Hurricanes Katrina and Rita was reported.

**Fiscal Impact:** N/A

**History of Prior Actions:** N/A

**Benefits to the System:** N/A



**Approved for Distribution to the Board**  
**Dr. Monty Sullivan**

\_\_\_\_\_  
**Date**

## Current Capital Projects/Major Repairs - September 2024

CAPITAL PROJECTS	AMOUNT	STATUS	FUNDING SOURCE
<b>Baton Rouge Community College</b>			
Port Allen-Roof Replacement	\$ 425,000.00	Construction Underway	Capital Outlay
Mid-City-Nursing Allied Health Building	\$ 26,425,000.00	Construction Underway	Capital Outlay
New Roads - New Construction	\$ 6,000,000.00	Designer to be Selected	Capital Outlay
Chiller Replacement-Mid City Campus	\$ 2,800,000.00	Construction Underway	Capital Outlay
Road Relocation-Mid City	\$ 2,345,800.00	Construction Underway	Capital Outlay/Self Generated Funds
<b>Central Louisiana Technical Community College</b>			
Cottonport-HVAC/Window Replacement	\$ 685,000.00	Construction Underway	Capital Outlay
<b>Delgado Community College - City Park Campus</b>			
HVAC Upgrade	\$ 874,652.00	Construction Complete	Capital Outlay
Chiller Replacement-Mid City Campus	\$ 895,000.00	Construction Underway	Capital Outlay
<b>Louisiana Delta Community College</b>			
West Monroe-Parking Lot Repair	\$ 425,000.00	Construction Underway	Capital Outlay
Bastrop - New Campus	\$ 9,750,000.00	Design Underway	Capital Outlay
Winnsboro-Campus Expansion	\$ 4,139,000.00	Construction Underway	Capital Outlay
West Monroe - ADA Restroom Upgrades	\$ 620,000.00	Construction Underway	Capital Outlay
West Monroe-Roof Replacement	\$ 346,500.00	Construction Underway	Capital Outlay
<b>Nunez Community College</b>			
HVAC Upgrades	\$ 378,456.00	Construction Underway	Grant
<b>L. E. Fletcher Technical Community College</b>			
LAMPI Campus - Chiller Replacement	\$ 158,000.00	Obtaining Quotes	Capital Outlay
Schriever Campus - Precision Agriculture, Maritime Building	\$ 18,500,000.00	Design Underway	Capital Outlay
<b>Northshore Technical Community College</b>			
Livingston Campus Expansion	\$ 9,800,000.00	Design Underway	Capital Outlay
Bogalusa- Diesel Mechanics Building	\$ 9,240,000.00	Design Underway	Capital Outlay
<b>Northwest Louisiana Technical College</b>			
Shreveport Roof Replacement Bldg. C & D	\$ 700,949.00	Construction Underway	Capital Outlay
Shreveport-Fire Alarm Upgrade	\$ 206,000.00	Construction Underway	Capital Outlay
Shreveport-Elevator Repair/Update	\$ 184,000.00	Construction Underway Construction contract awarded	Capital Outlay
Mansfield-Nursing Allied Health Facility	\$ 3,750,000.00		Capital Outlay
Shreveport-HVAC Replacement Building A	\$ 680,000.00	Construction Underway	Capital Outlay
Shreveport-HVAC Repairs Building B	\$ 675,000.00	Construction Underway	Capital Outlay
<b>River Parishes Community College</b>			
Reserve HVAC Replacement	\$ 345,000.00	Construction Underway	Capital Outlay
Reserve ADA Upgrades	\$ 425,000.00	Construction Underway	Capital Outlay
<b>SOWELA Technical Community College</b>			
Lake Charles - Hurricane Repairs	\$ 12,500,000.00	Demolition Underway	ORM/FEMA-Insurance Claim
Lake Charles - Parking Lot Repairs	\$ 2,500,000.00	Design Underway	Capital Outlay

**Signature:** *Joseph J. Marin*  
Joseph J. Marin (Oct 3, 2024 10:09 CDT)

**Email:** [jmarin@lctcs.edu](mailto:jmarin@lctcs.edu)

# Status Report on Capital Projects

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAnZmX31M8PJG1KOl_ggWmtVUWqQaWCX63

## "Status Report on Capital Projects" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:51:28 AM CDT- IP address: 107.215.37.246
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2024-10-03 - 9:51:55 AM CDT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)  
2024-10-03 - 10:08:56 AM CDT- IP address: 174.75.117.55
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Signature Date: 2024-10-03 - 10:09:12 AM CDT - Time Source: server- IP address: 174.75.117.55
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## LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

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**TO:** Dr. Monty Sullivan  
President

**FROM:** Joseph F. Marin <sup>JFM</sup>  
Vice President of Operations

**DATE:** September 13, 2024

**SUBJECT:** Report on the Usage of Policies #6.037 - Educational Assistance

### **FOR BOARD INFORMATION**

Per a request made by Supervisor Potts at the June 2016 board meeting, attached is a report from each LCTCS college showing the utilization of Policy #6.037, Educational Assistance. This policy is provided as a benefit to employees and allows for tuition/fee exemptions or tuition reductions during the fall 2023, spring 2024 and summer 2024 semesters.

In October 2020, the LCTCS board approved combining three separate policies regarding educational assistance into one policy, #6.037, Educational Assistance. The combined policy provides all of the same benefits as the prior three policies, with clear explanations of each while eliminating conflicting or confusing language.

\_\_\_\_\_  
**Approved for Distribution to the Board**  
**Dr. Monty Sullivan**

\_\_\_\_\_  
**Date**

**Usage of Educational Assistance Policy #6.037  
for Academic Year 2023-2024**

COLLEGE	Tuition Waiver		Tuition Reduction		Tuition Reimbursement		TOTAL COMBINED	
	# awarded	Amount	# awarded	Amount	# awarded	Amount	# awarded	Amount
<b>BRCC</b>	<b>43</b>	<b>\$ 31,594.86</b>	<b>0</b>	<b>\$ -</b>	<b>0</b>	<b>\$ -</b>	<b>43</b>	<b>\$ 31,594.86</b>
fall23	14	\$ 11,319.22	0	\$ -	0	\$ -	14	\$ 11,319.22
spring24	12	\$ 12,098.45	0	\$ -	0	\$ -	12	\$ 12,098.45
summer24	17	\$ 8,177.19	0	\$ -	0	\$ -	17	\$ 8,177.19
<b>BPCC</b>	<b>14</b>	<b>\$ 8,163.90</b>	<b>23</b>	<b>\$ 22,173.20</b>	<b>0</b>	<b>\$ -</b>	<b>37</b>	<b>\$ 30,337.10</b>
fall23	4	\$ 1,910.70	10	\$ 10,869.08	0	\$ -	14	\$ 12,779.78
spring24	7	\$ 5,002.56	7	\$ 7,899.28	0	\$ -	14	\$ 12,901.84
summer24	3	\$ 1,250.64	6	\$ 3,404.84	0	\$ -	9	\$ 4,655.48
<b>CLTCC</b>	<b>4</b>	<b>\$ 3,214.08</b>	<b>3</b>	<b>\$ 2,912.76</b>	<b>15</b>	<b>\$ 2,625.00</b>	<b>22</b>	<b>\$ 8,751.84</b>
fall23	2	\$ 1,607.04	1	\$ 1,305.72	5	\$ 875.00	8	\$ 3,787.76
spring24	1	\$ 803.52	1	\$ 1,305.72	6	\$ 1,050.00	8	\$ 3,159.24
summer24	1	\$ 803.52	1	\$ 301.32	4	\$ 700.00	6	\$ 1,804.84
<b>DELGADO</b>	<b>11</b>	<b>\$ 6,809.04</b>	<b>67</b>	<b>\$ 58,764.41</b>	<b>0</b>	<b>\$ -</b>	<b>78</b>	<b>\$ 65,573.45</b>
summer23	1	\$ 416.88	1	\$ 911.68	0	\$ -	2	\$ 1,328.56
fall23	4	\$ 2,362.32	25	\$ 24,957.24	0	\$ -	29	\$ 27,319.56
winter23	0	\$ -	1	\$ 341.88	0	\$ -	1	\$ 341.88
spring24	5	\$ 3,196.08	25	\$ 23,208.89	0	\$ -	30	\$ 26,404.97
may24	0	\$ -	0	\$ -	0	\$ -	0	\$ -
summer24	1	\$ 833.76	15	\$ 9,344.72	0	\$ -	16	\$ 10,178.48
<b>FLETCHER</b>	<b>3</b>	<b>\$ 2,223.36</b>	<b>17</b>	<b>\$ 18,287.35</b>	<b>14</b>	<b>\$ 16,616.55</b>	<b>34</b>	<b>\$ 37,127.26</b>
fall23	1	\$ 555.84	6	\$ 8,214.04	7	\$ 7,989.54	14	\$ 16,759.42
spring24	1	\$ 833.76	7	\$ 8,250.16	6	\$ 8,075.01	14	\$ 17,158.93
summer24	1	\$ 833.76	4	\$ 1,823.15	1	\$ 552.00	6	\$ 3,208.91
<b>LDCC</b>	<b>0</b>	<b>\$ -</b>	<b>32</b>	<b>\$ 27,087.28</b>	<b>2</b>	<b>\$ 7,512.00</b>	<b>34</b>	<b>\$ 34,667.28</b>
fall23	0	\$ -	15	\$ 13,350.80	1	\$ 3,756.00	16	\$ 17,138.80
spring24	0	\$ -	7	\$ 7,613.72	1	\$ 3,756.00	8	\$ 11,385.72
summer24	0	\$ -	10	\$ 6,122.76	0	\$ -	10	\$ 6,142.76
<b>NORTHSHORE</b>	<b>3</b>	<b>\$ 1,667.52</b>	<b>19</b>	<b>\$ 19,992.11</b>	<b>1</b>	<b>\$ 500.00</b>	<b>23</b>	<b>\$ 22,159.63</b>
fall23	1	\$ 416.88	7	\$ 8,090.25	0	\$ -	8	\$ 8,507.13
spring24	1	\$ 833.76	8	\$ 9,167.11	0	\$ -	9	\$ 10,000.87
summer24	1	\$ 416.88	4	\$ 2,734.75	1	\$ 500.00	6	\$ 3,651.63
<b>NORTHWEST</b>	<b>2</b>	<b>\$ 1,089.30</b>	<b>0</b>	<b>\$ -</b>	<b>0</b>	<b>\$ -</b>	<b>2</b>	<b>\$ 1,089.30</b>
fall23	2	\$ 1,089.30	0	\$ -	0	\$ -	2	\$ 1,089.30
spring24	0	\$ -	0	\$ -	0	\$ -	0	\$ -
summer24	0	\$ -	0	\$ -	0	\$ -	0	\$ -
<b>NUNEZ</b>	<b>4</b>	<b>\$ 2,223.36</b>	<b>4</b>	<b>\$ 5,399.43</b>	<b>0</b>	<b>\$ -</b>	<b>8</b>	<b>\$ 7,622.79</b>
fall23	1	\$ 416.88	3	\$ 4,145.27	0	\$ -	4	\$ 4,562.15
spring24	2	\$ 1,250.64	1	\$ 1,254.16	0	\$ -	3	\$ 2,504.80
summer24	1	\$ 555.84	0	\$ -	0	\$ -	1	\$ 555.84
<b>RPCC</b>	<b>1</b>	<b>\$ 833.76</b>	<b>11</b>	<b>\$ 15,166.08</b>	<b>24</b>	<b>\$ 78,745.30</b>	<b>36</b>	<b>\$ 94,745.14</b>
fall23	1	\$ 833.76	6	\$ 7,855.08	8	\$ 38,648.79	15	\$ 47,337.63
spring24	0	\$ -	4	\$ 6,969.12	8	\$ 21,759.94	12	\$ 28,729.06
summer24	0	\$ -	1	\$ 341.88	8	\$ 18,336.57	9	\$ 18,678.45
<b>SLCC</b>	<b>34</b>	<b>\$ 19,918.56</b>	<b>47</b>	<b>\$ 52,760.56</b>	<b>0</b>	<b>\$ -</b>	<b>81</b>	<b>\$ 72,679.12</b>
fall23	16	\$ 9,331.36	18	\$ 22,753.04	0	\$ -	34	\$ 32,084.40
spring24	14	\$ 7,885.92	20	\$ 23,169.92	0	\$ -	34	\$ 31,055.84
summer24	4	\$ 2,701.28	9	\$ 6,837.60	0	\$ -	13	\$ 9,538.88
<b>SOWELA</b>	<b>15</b>	<b>\$ 9,588.24</b>	<b>1</b>	<b>\$ 683.76</b>	<b>8</b>	<b>\$ 15,985.86</b>	<b>24</b>	<b>\$ 26,257.86</b>
fall23 *	6	\$ 3,751.92	1	\$ 683.76	5	\$ 9,293.24	12	\$ 13,728.92
spring24	7	\$ 4,585.68	0	\$ -	3	\$ 6,692.62	10	\$ 11,278.30
summer24	2	\$ 1,250.64	0	\$ -	0	\$ -	2	\$ 1,250.64
<b>LCTCS Operations</b>	<b>0</b>	<b>\$ -</b>	<b>0</b>	<b>\$ -</b>	<b>11</b>	<b>\$ 29,312.60</b>	<b>11</b>	<b>\$ 29,312.60</b>
fall23	0	\$ -	0	\$ -	5	\$ 12,743.70	5	\$ 12,743.70
spring24	0	\$ -	0	\$ -	5	\$ 13,168.90	5	\$ 13,168.90
summer24	0	\$ -	0	\$ -	1	\$ 3,400.00	1	\$ 3,400.00
<b>TOTAL</b>	<b>134</b>	<b>\$ 87,325.98</b>	<b>224</b>	<b>\$ 223,226.94</b>	<b>75</b>	<b>\$ 151,297.31</b>	<b>433</b>	<b>\$ 461,850.23</b>

Signature:   
Joseph Marin (Oct 3, 2024 10:08 CDT)

Email: [jmarin@lctcs.edu](mailto:jmarin@lctcs.edu)

# Report on the Usage of Policies 6.037 - Educational Assistance

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA604tzxATi8UuJFzOLHEyHcxUTYF0sxV

## "Report on the Usage of Policies 6.037 - Educational Assistance" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
2024-10-03 - 9:40:51 AM CDT- IP address: 107.215.37.246
-  Document emailed to Joseph Marin (jmarin@lctcs.edu) for signature  
2024-10-03 - 9:41:24 AM CDT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)  
2024-10-03 - 10:08:31 AM CDT- IP address: 174.75.117.55
-  Document e-signed by Joseph Marin (jmarin@lctcs.edu)  
Signature Date: 2024-10-03 - 10:08:48 AM CDT - Time Source: server- IP address: 174.75.117.55
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature  
2024-10-03 - 10:08:49 AM CDT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)  
2024-10-03 - 10:33:48 AM CDT- IP address: 12.75.115.63
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)  
Signature Date: 2024-10-03 - 10:34:46 AM CDT - Time Source: server- IP address: 12.75.115.63
-  Agreement completed.  
2024-10-03 - 10:34:46 AM CDT



**LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM**

***Changing Lives,  
Creating Futures***

Monty Sullivan  
*System President*

**Officers:**  
Timothy W. Hardy  
*Chair*

Stephen C. Smith  
*First Vice Chair*

Stephen Toups  
*Second Vice Chair*

**Members:**  
Ellis Bourque, III  
Cynthia Butler-McIntyre

Archie Hall  
Sabina Hogan  
Joseph Hollins  
Patrick T. Johnson  
Jennifer Lee  
Erika McConduit  
Chad Moody  
Willie L. Mount  
Paul Price, Jr.  
Stanton W. Salathe

**Student Members:**  
Abbigale Ardoin  
Christopher Elie

Louisiana  
Community  
& Technical  
College System

265 South Foster Drive  
Baton Rouge, LA 70806

Phone: 225-922-2800  
Fax: 225-922-1185

[www.lctcs.edu](http://www.lctcs.edu)

**TO:** Dr. Monty Sullivan  
President

**THROUGH:** Joseph F. Marin,   
Vice President of Operations

**FROM:** Joel Watkins,   
Director of Budget and Planning

**DATE:** September 17, 2024

**SUBJECT:** FY 2024-25 Budgeted Waivers and Discounts for LCTCS Entities

**FOR BOARD INFORMATION**

Per LCTCS Policy 5.025, “Annually, with the submission of fiscal year budgets, each college must submit to the LCTCS Board of Supervisors the number of budgeted waivers and discounts by type of waiver for the current fiscal; actual dollars waived and number of waivers and discounts, by type of waiver; and a grand total in waiver dollar values for the most recent fiscal year ending June 30.”

As such, attached are budget forms from all LCTCS colleges on the actual and budgeted state funded information for providing tuition waivers and discounts.



\_\_\_\_\_  
**Approved for Recommendation to the Board  
Dr. Monty Sullivan**

\_\_\_\_\_  
**Date**

Board of Regents  
Form BOR-1

Institution: Bossier Parish Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$16,731,310	\$16,731,310	\$16,472,895	(\$258,415)	(1.54%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$452,608	\$452,608	\$443,139	(\$9,469)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$452,608	\$452,608	\$443,139	(\$9,469)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$17,183,918</b>	<b>\$17,183,918</b>	<b>\$16,916,034</b>	<b>(\$267,884)</b>	<b>(1.56%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$16,956,832</b>	<b>\$18,946,107</b>	<b>\$18,946,107</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$34,140,750</b>	<b>\$36,130,025</b>	<b>\$35,862,141</b>	<b>(\$267,884)</b>	<b>(0.74%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$16,527,255	\$18,264,480	\$16,543,039	(\$1,721,441)	(9.43%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$261,168	\$217,830	\$262,039	\$44,209	20.30%
Academic Support**	\$1,568,313	\$2,871,118	\$2,260,381	(\$610,737)	(21.27%)
Student Services	\$3,236,625	\$3,272,579	\$3,245,794	(\$26,785)	(0.82%)
Institutional Services	\$8,318,287	\$7,538,975	\$9,318,768	\$1,779,794	23.61%
Scholarships/Fellowships	\$0	\$0	\$0	\$0	0.00%
Plant Operations/Maintenance	\$4,229,102	\$3,965,044	\$4,232,120	\$267,076	6.74%
<b>Total E&amp;G Expenditures</b>	<b>\$34,140,750</b>	<b>\$36,130,025</b>	<b>\$35,862,141</b>	<b>(\$267,884)</b>	<b>(0.74%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$0	\$0	\$0	\$0	0.00%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$34,140,750</b>	<b>\$36,130,025</b>	<b>\$35,862,141</b>	<b>(\$267,884)</b>	<b>(0.74%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$15,305,352	\$19,021,153	\$19,082,896	\$61,743	0.32%
Other Compensation	\$3,957,290	\$1,743,999	\$1,743,999	\$0	0.00%
Related Benefits	\$8,022,399	\$8,400,075	\$7,978,362	(\$421,713)	(5.02%)
<b>Total Personal Services</b>	<b>\$27,285,041</b>	<b>\$29,165,227</b>	<b>\$28,805,257</b>	<b>(\$359,970)</b>	<b>(1.23%)</b>
Travel	\$500,274	\$237,170	\$237,170	\$0	0.00%
Operating Services	\$4,455,555	\$3,296,797	\$3,296,798	\$1	0.00%
Supplies	\$212,801	\$518,367	\$518,366	(\$1)	(0.00%)
<b>Total Operating Expenses</b>	<b>\$5,168,630</b>	<b>\$4,052,334</b>	<b>\$4,052,334</b>	<b>(\$0)</b>	<b>(0.00%)</b>
Professional Services	\$508,207	\$823,420	\$823,420	\$0	0.00%
Other Charges	\$95,188	\$696,047	\$696,046	(\$1)	(0.00%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$874,570	\$895,983	\$988,070	\$92,087	10.28%
<b>Total Other Charges</b>	<b>\$1,477,965</b>	<b>\$2,415,450</b>	<b>\$2,507,536</b>	<b>\$92,086</b>	<b>3.81%</b>
General Acquisitions	\$209,114	\$497,014	\$497,014	\$0	0.00%
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$209,114</b>	<b>\$497,014</b>	<b>\$497,014</b>	<b>\$0</b>	<b>0.00%</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$34,140,750</b>	<b>\$36,130,025</b>	<b>\$35,862,141</b>	<b>(\$267,884)</b>	<b>(0.74%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Baton Rouge Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$18,864,120	\$18,864,120	\$18,922,535	\$58,415	0.31%
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$739,750	\$739,750	\$724,274	(\$15,476)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$739,750	\$739,750	\$724,274	(\$15,476)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$19,603,870</b>	<b>\$19,603,870</b>	<b>\$19,646,809</b>	<b>\$42,939</b>	<b>0.22%</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$1,677,961	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$1,677,961</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$26,677,961</b>	<b>\$25,000,000</b>	<b>\$23,500,000</b>	<b>(\$1,500,000)</b>	<b>(6.00%)</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$44,603,870</b>	<b>\$44,603,870</b>	<b>\$43,146,809</b>	<b>(\$1,457,061)</b>	<b>(3.27%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$17,494,788	\$16,409,263	\$15,783,790	(\$625,473)	(3.81%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$4,362,548	\$4,658,302	\$5,331,556	\$673,255	14.45%
Student Services	\$3,944,359	\$4,243,923	\$4,361,677	\$117,754	2.77%
Institutional Services	\$8,371,516	\$8,287,451	\$9,111,698	\$824,247	9.95%
Scholarships/Fellowships	\$152,764	\$70,000	\$10,000	(\$60,000)	(85.71%)
Plant Operations/Maintenance	\$7,555,175	\$8,346,935	\$6,208,884	(\$2,138,051)	(25.61%)
<b>Total E&amp;G Expenditures</b>	<b>\$41,881,150</b>	<b>\$42,015,873</b>	<b>\$40,807,605</b>	<b>(\$1,208,268)</b>	<b>(2.88%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$2,722,720	\$2,587,997	\$2,339,204	(\$248,793)	(9.61%)
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$44,603,870</b>	<b>\$44,603,870</b>	<b>\$43,146,809</b>	<b>(\$1,457,061)</b>	<b>(3.27%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$23,816,061	\$24,823,681	\$24,673,415	(\$150,266)	(0.61%)
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$8,713,153	\$9,613,855	\$10,133,018	\$519,163	5.40%
<b>Total Personal Services</b>	<b>\$32,529,214</b>	<b>\$34,437,536</b>	<b>\$34,806,433</b>	<b>\$368,897</b>	<b>1.07%</b>
Travel	\$217,242	\$40,000	\$0	(\$40,000)	(100.00%)
Operating Services	\$4,996,058	\$4,651,509	\$4,690,388	\$38,880	0.84%
Supplies	\$264,199	\$465,553	\$257,905	(\$207,648)	(44.60%)
<b>Total Operating Expenses</b>	<b>\$5,477,499</b>	<b>\$5,157,061</b>	<b>\$4,948,293</b>	<b>(\$208,768)</b>	<b>(4.05%)</b>
Professional Services	\$1,220,759	\$478,217	\$598,549	\$120,332	25.16%
Other Charges	\$168,274	\$70,000	\$418,230	\$348,230	497.47%
Debt Services	\$300	\$0	\$0	\$0	0.00%
Interagency Transfers	\$2,722,720	\$2,587,997	\$2,339,204	(\$248,793)	(9.61%)
<b>Total Other Charges</b>	<b>\$4,112,052</b>	<b>\$3,136,214</b>	<b>\$3,355,983</b>	<b>\$219,769</b>	<b>7.01%</b>
General Acquisitions	\$2,475,104	\$1,873,058	\$36,100	(\$1,836,958)	(98.07%)
Library Acquisitions	\$10,000	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$2,485,104</b>	<b>\$1,873,058</b>	<b>\$36,100</b>	<b>(\$1,836,958)</b>	<b>(98.07%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$44,603,870</b>	<b>\$44,603,870</b>	<b>\$43,146,809</b>	<b>(\$1,457,061)</b>	<b>(3.27%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Central Louisiana Technical Community Col

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$6,120,025	\$6,120,025	\$5,992,740	(\$127,285)	(2.08%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$205,014	\$205,014	\$200,725	(\$4,289)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$205,014	\$205,014	\$200,725	(\$4,289)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$6,325,039</b>	<b>\$6,325,039</b>	<b>\$6,193,465</b>	<b>(\$131,574)</b>	<b>(2.08%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$3,375,919</b>	<b>\$3,831,000</b>	<b>\$3,831,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$9,700,958</b>	<b>\$10,156,039</b>	<b>\$10,024,465</b>	<b>(\$131,574)</b>	<b>(1.30%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$3,537,229	\$4,020,382	\$3,943,542	(\$76,840)	(1.91%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$883,711	\$1,014,906	\$382,510	(\$632,396)	(62.31%)
Student Services	\$798,872	\$969,286	\$824,421	(\$144,865)	(14.95%)
Institutional Services	\$2,898,683	\$2,488,320	\$3,351,724	\$863,404	34.70%
Scholarships/Fellowships	\$0	\$5,000	\$15,000	\$10,000	200.00%
Plant Operations/Maintenance	\$998,992	\$1,045,761	\$938,076	(\$107,685)	(10.30%)
<b>Total E&amp;G Expenditures</b>	<b>\$9,117,487</b>	<b>\$9,543,655</b>	<b>\$9,455,273</b>	<b>(\$88,382)</b>	<b>(0.93%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$583,471	\$612,384	\$569,192	(\$43,192)	(7.05%)
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$9,700,958</b>	<b>\$10,156,039</b>	<b>\$10,024,465</b>	<b>(\$131,574)</b>	<b>(1.30%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$4,388,369	\$4,867,719	\$4,668,667	(\$199,052)	(4.09%)
Other Compensation	\$583,899	\$737,938	\$708,374	(\$29,564)	(4.01%)
Related Benefits	\$2,224,079	\$2,216,325	\$2,518,146	\$301,821	13.62%
<b>Total Personal Services</b>	<b>\$7,196,347</b>	<b>\$7,821,982</b>	<b>\$7,895,187</b>	<b>\$73,205</b>	<b>0.94%</b>
Travel	\$19,681	\$27,451	\$17,000	(\$10,451)	(38.07%)
Operating Services	\$1,296,807	\$1,189,862	\$1,177,410	(\$12,452)	(1.05%)
Supplies	\$256,692	\$61,604	\$44,660	(\$16,944)	(27.50%)
<b>Total Operating Expenses</b>	<b>\$1,573,180</b>	<b>\$1,278,917</b>	<b>\$1,239,070</b>	<b>(\$39,847)</b>	<b>(3.12%)</b>
Professional Services	\$18,374	\$40,000	\$15,000	(\$25,000)	(62.50%)
Other Charges	\$23,120	\$5,000	\$15,000	\$10,000	200.00%
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$859,708	\$877,640	\$853,073	(\$24,567)	(2.80%)
<b>Total Other Charges</b>	<b>\$901,202</b>	<b>\$922,640</b>	<b>\$883,073</b>	<b>(\$39,567)</b>	<b>(4.29%)</b>
General Acquisitions	\$30,229	\$130,000	\$7,135	(\$122,865)	(94.51%)
Library Acquisitions	\$0	\$2,500	\$0	(\$2,500)	(100.00%)
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$30,229</b>	<b>\$132,500</b>	<b>\$7,135</b>	<b>(\$125,365)</b>	<b>(94.62%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$9,700,958</b>	<b>\$10,156,039</b>	<b>\$10,024,465</b>	<b>(\$131,574)</b>	<b>(1.30%)</b>

\* This column should reflect the last approved BA-7 in FY 2023-2024

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted 2023-2024	Budgeted 2024-2025	Over/(Under) 2023-2024	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$35,596,216	\$35,596,216	\$33,477,288	(\$2,118,928)	(5.95%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$1,550,561	\$1,550,561	\$1,568,217	\$17,656	1.14%
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$1,261,844	\$1,261,844	\$1,235,446	(\$26,398)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutiel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Excellence Fund	\$288,717	\$288,717	\$332,771	\$44,054	15.26%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$37,146,777</b>	<b>\$37,146,777</b>	<b>\$35,045,505</b>	<b>(\$2,101,272)</b>	<b>(5.66%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$40,012,562</b>	<b>\$47,000,000</b>	<b>\$47,000,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$77,159,339</b>	<b>\$84,146,777</b>	<b>\$82,045,505</b>	<b>(\$2,101,272)</b>	<b>(2.50%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$37,538,739	\$38,624,194	\$36,518,476	(\$2,105,718)	(5.45%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$10,513,288	\$11,373,285	\$11,046,599	(\$326,686)	(2.87%)
Student Services	\$4,977,850	\$6,815,530	\$5,558,200	(\$1,257,330)	(18.45%)
Institutional Services	\$10,577,394	\$12,243,911	\$12,718,093	\$474,182	3.87%
Scholarships/Fellowships	\$175,250	\$100,500	\$110,000	\$9,500	9.45%
Plant Operations/Maintenance	\$9,973,577	\$11,555,562	\$12,065,232	\$509,670	4.41%
<b>Total E&amp;G Expenditures</b>	<b>\$73,756,097</b>	<b>\$80,712,983</b>	<b>\$78,016,600</b>	<b>(\$2,696,383)</b>	<b>(3.34%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$2,604,625	\$2,670,077	\$3,186,134	\$516,057	19.33%
Athletics	\$509,900	\$475,000	\$510,000	\$35,000	7.37%
Other	\$288,717	\$288,717	\$332,771	\$44,054	15.26%
<b>Total Expenditures</b>	<b>\$77,159,339</b>	<b>\$84,146,777</b>	<b>\$82,045,505</b>	<b>(\$2,101,272)</b>	<b>(2.50%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$46,060,613	\$49,237,046	\$46,508,208	(\$2,728,838)	(5.54%)
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$18,717,371	\$21,451,141	\$19,009,815	(\$2,441,326)	(11.38%)
<b>Total Personal Services</b>	<b>\$64,777,983</b>	<b>\$70,688,187</b>	<b>\$65,518,023</b>	<b>(\$5,170,164)</b>	<b>(7.31%)</b>
Travel	\$140,896	\$128,576	\$157,000	\$28,424	22.11%
Operating Services	\$5,187,542	\$6,553,796	\$8,317,000	\$1,763,204	26.90%
Supplies	\$1,068,967	\$1,132,200	\$1,424,000	\$291,800	25.77%
<b>Total Operating Expenses</b>	<b>\$6,397,404</b>	<b>\$7,814,572</b>	<b>\$9,898,000</b>	<b>\$2,083,428</b>	<b>26.66%</b>
Professional Services	\$1,408,273	\$1,539,224	\$1,511,976	(\$27,248)	(1.77%)
Other Charges	\$1,018,218	\$889,217	\$1,043,772	\$154,555	17.38%
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$2,723,557	\$2,670,077	\$3,186,134	\$516,057	19.33%
<b>Total Other Charges</b>	<b>\$5,150,047</b>	<b>\$5,098,518</b>	<b>\$5,741,882</b>	<b>\$643,364</b>	<b>12.62%</b>
General Acquisitions	\$617,052	\$245,500	\$562,600	\$317,100	129.16%
Library Acquisitions	\$186,954	\$200,000	\$200,000	\$0	0.00%
Major Repairs	\$29,899	\$100,000	\$125,000	\$25,000	25.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$833,905</b>	<b>\$545,500</b>	<b>\$887,600</b>	<b>\$342,100</b>	<b>62.71%</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$77,159,339</b>	<b>\$84,146,777</b>	<b>\$82,045,505</b>	<b>(\$2,101,272)</b>	<b>(2.50%)</b>

Board of Regents  
Form BOR-1

Institution: L.E. Fletcher Technical Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$5,755,721	\$5,755,721	\$5,616,536	(\$139,185)	(2.42%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$170,436	\$170,436	\$166,870	(\$3,566)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$170,436	\$170,436	\$166,870	(\$3,566)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$5,926,157</b>	<b>\$5,926,157</b>	<b>\$5,783,406</b>	<b>(\$142,751)</b>	<b>(2.41%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$112,085</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$7,091,199</b>	<b>\$7,425,000</b>	<b>\$7,980,000</b>	<b>\$555,000</b>	<b>7.47%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$13,129,441</b>	<b>\$13,351,157</b>	<b>\$13,763,406</b>	<b>\$412,249</b>	<b>3.09%</b>
<b>Expenditures by Function:</b>					
Instruction	\$5,369,917	\$5,971,271	\$5,036,288	(\$934,983)	(15.66%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$1,209,736	\$940,405	\$1,684,754	\$744,349	79.15%
Student Services	\$1,245,204	\$1,339,156	\$1,456,256	\$117,100	8.74%
Institutional Services	\$3,795,394	\$3,574,917	\$3,645,730	\$70,813	1.98%
Scholarships/Fellowships	\$0	\$58,000	\$58,000	\$58,000	0.00%
Plant Operations/Maintenance	\$1,028,581	\$995,619	\$1,408,180	\$412,561	41.44%
<b>Total E&amp;G Expenditures</b>	<b>\$12,648,832</b>	<b>\$12,879,368</b>	<b>\$13,289,208</b>	<b>\$409,840</b>	<b>3.18%</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$480,609	\$471,789	\$474,198	\$2,409	0.51%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$13,129,441</b>	<b>\$13,351,157</b>	<b>\$13,763,406</b>	<b>\$412,249</b>	<b>3.09%</b>
<b>Expenditures by Object:</b>					
Salaries	\$7,540,992	\$7,605,443	\$7,946,350	\$340,907	4.48%
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$2,982,560	\$2,931,060	\$3,194,338	\$263,278	8.98%
<b>Total Personal Services</b>	<b>\$10,523,552</b>	<b>\$10,536,503</b>	<b>\$11,140,688</b>	<b>\$604,185</b>	<b>5.73%</b>
Travel	\$114,427	\$275,681	\$0	(\$275,681)	(100.00%)
Operating Services	\$1,295,261	\$1,341,647	\$1,483,843	\$142,196	10.60%
Supplies	\$128,044	\$162,535	\$158,885	(\$3,650)	(2.25%)
<b>Total Operating Expenses</b>	<b>\$1,537,732</b>	<b>\$1,779,863</b>	<b>\$1,642,728</b>	<b>(\$137,135)</b>	<b>(7.70%)</b>
Professional Services	\$120,548	\$131,588	\$158,342	\$26,754	20.33%
Other Charges	\$249,164	\$116,650	\$60,950	(\$55,700)	(47.75%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$643,844	\$662,724	\$679,698	\$16,974	2.56%
<b>Total Other Charges</b>	<b>\$1,013,555</b>	<b>\$910,962</b>	<b>\$898,990</b>	<b>(\$11,972)</b>	<b>(1.31%)</b>
General Acquisitions	\$37,191	\$91,329	\$81,000	(\$10,329)	(11.31%)
Library Acquisitions	\$17,412	\$32,500	\$0	(\$32,500)	(100.00%)
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$54,602</b>	<b>\$123,829</b>	<b>\$81,000</b>	<b>(\$42,829)</b>	<b>(34.59%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$13,129,441</b>	<b>\$13,351,157</b>	<b>\$13,763,406</b>	<b>\$412,249</b>	<b>3.09%</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Louisiana Delta Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$10,908,242	\$10,908,242	\$10,762,135	(\$146,107)	(1.34%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$398,886	\$398,886	\$390,541	(\$8,345)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$398,886	\$398,886	\$390,541	(\$8,345)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$11,307,128</b>	<b>\$11,307,128</b>	<b>\$11,152,676</b>	<b>(\$154,452)</b>	<b>(1.37%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$730,000</b>	<b>\$0</b>	<b>(\$730,000)</b>	<b>(100.00%)</b>
<b>Self Generated Funds</b>	<b>\$10,116,949</b>	<b>\$10,970,000</b>	<b>\$11,700,000</b>	<b>\$730,000</b>	<b>6.65%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$21,424,077</b>	<b>\$23,007,128</b>	<b>\$22,852,676</b>	<b>(\$154,452)</b>	<b>(0.67%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$9,754,524	\$10,175,841	\$10,066,400	(\$109,441)	(1.08%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$937,275	\$941,252	\$959,665	\$18,413	1.96%
Student Services	\$1,729,744	\$1,711,418	\$1,843,725	\$132,307	7.73%
Institutional Services	\$5,510,222	\$6,365,438	\$6,474,843	\$109,405	1.72%
Scholarships/Fellowships	\$19,672	\$53,997	\$45,000	(\$8,997)	(16.66%)
Plant Operations/Maintenance	\$2,853,300	\$3,122,293	\$2,776,673	(\$345,620)	(11.07%)
<b>Total E&amp;G Expenditures</b>	<b>\$20,804,737</b>	<b>\$22,370,239</b>	<b>\$22,166,306</b>	<b>(\$203,933)</b>	<b>(0.91%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$619,340	\$636,889	\$686,370	\$49,481	7.77%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$21,424,077</b>	<b>\$23,007,128</b>	<b>\$22,852,676</b>	<b>(\$154,452)</b>	<b>(0.67%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$11,425,127	\$11,751,810	\$11,526,348	(\$225,462)	(1.92%)
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$4,926,623	\$5,108,720	\$4,990,581	(\$118,139)	(2.31%)
<b>Total Personal Services</b>	<b>\$16,351,750</b>	<b>\$16,860,530</b>	<b>\$16,516,929</b>	<b>(\$343,601)</b>	<b>(2.04%)</b>
Travel	\$66,929	\$90,427	\$74,050	(\$16,377)	(18.11%)
Operating Services	\$3,197,758	\$3,524,137	\$3,246,498	(\$277,639)	(7.88%)
Supplies	\$293,447	\$292,125	\$302,572	\$10,447	3.58%
<b>Total Operating Expenses</b>	<b>\$3,558,134</b>	<b>\$3,906,689</b>	<b>\$3,623,120</b>	<b>(\$283,569)</b>	<b>(7.26%)</b>
Professional Services	\$98,665	\$276,981	\$270,625	(\$6,356)	(2.29%)
Other Charges	\$369,361	\$1,012,839	\$1,413,632	\$400,793	39.57%
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$619,340	\$636,889	\$686,370	\$49,481	7.77%
<b>Total Other Charges</b>	<b>\$1,087,366</b>	<b>\$1,926,709</b>	<b>\$2,370,627</b>	<b>\$443,918</b>	<b>23.04%</b>
General Acquisitions	\$426,827	\$313,200	\$342,000	\$28,800	9.20%
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$426,827</b>	<b>\$313,200</b>	<b>\$342,000</b>	<b>\$28,800</b>	<b>9.20%</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$21,424,077</b>	<b>\$23,007,128</b>	<b>\$22,852,676</b>	<b>(\$154,452)</b>	<b>(0.67%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Nunez Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$5,599,214	\$5,599,214	\$5,486,522	(\$112,692)	(2.01%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$144,779	\$144,779	\$141,750	(\$3,029)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$144,779	\$144,779	\$141,750	(\$3,029)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$5,743,993</b>	<b>\$5,743,993</b>	<b>\$5,628,272</b>	<b>(\$115,721)</b>	<b>(2.01%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$5,887,284</b>	<b>\$6,200,000</b>	<b>\$6,200,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$11,631,277</b>	<b>\$11,943,993</b>	<b>\$11,828,272</b>	<b>(\$115,721)</b>	<b>(0.97%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$4,364,807	\$4,889,649	\$3,725,247	(\$1,164,402)	(23.81%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$923,692	\$1,086,550	\$1,118,443	\$31,893	2.94%
Student Services	\$1,052,652	\$1,040,690	\$1,078,268	\$37,578	3.61%
Institutional Services	\$3,290,111	\$2,836,038	\$3,851,693	\$1,015,655	35.81%
Scholarships/Fellowships	\$40,855	\$6,500	\$70,058	\$63,558	977.82%
Plant Operations/Maintenance	\$1,557,434	\$1,322,159	\$1,219,619	(\$102,540)	(7.76%)
<b>Total E&amp;G Expenditures</b>	<b>\$11,229,551</b>	<b>\$11,181,586</b>	<b>\$11,063,328</b>	<b>(\$118,258)</b>	<b>(1.06%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$303,361	\$652,221	\$658,226	\$6,005	0.92%
Athletics	\$98,365	\$110,186	\$106,718	(\$3,468)	(3.15%)
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$11,631,277</b>	<b>\$11,943,993</b>	<b>\$11,828,272</b>	<b>(\$115,721)</b>	<b>(0.97%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$6,595,263	\$7,170,441	\$7,096,469	(\$73,972)	(1.03%)
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$2,589,172	\$3,131,842	\$2,721,966	(\$409,876)	(13.09%)
<b>Total Personal Services</b>	<b>\$9,184,435</b>	<b>\$10,302,283</b>	<b>\$9,818,435</b>	<b>(\$483,848)</b>	<b>(4.70%)</b>
Travel	\$72,796	\$58,101	\$0	(\$58,101)	(100.00%)
Operating Services	\$1,039,645	\$537,579	\$820,895	\$283,316	52.70%
Supplies	\$207,701	\$131,411	\$207,701	\$76,290	58.05%
<b>Total Operating Expenses</b>	<b>\$1,320,142</b>	<b>\$727,091</b>	<b>\$1,028,596</b>	<b>\$301,505</b>	<b>41.47%</b>
Professional Services	\$146,239	\$96,102	\$146,239	\$50,137	52.17%
Other Charges	\$140,296	\$124,194	\$176,776	\$52,582	42.34%
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$303,361	\$652,221	\$658,226	\$6,005	0.92%
<b>Total Other Charges</b>	<b>\$589,896</b>	<b>\$872,517</b>	<b>\$981,241</b>	<b>\$108,724</b>	<b>12.46%</b>
General Acquisitions	\$536,478	\$42,102	\$0	(\$42,102)	(100.00%)
Library Acquisitions	\$326	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$536,804</b>	<b>\$42,102</b>	<b>\$0</b>	<b>(\$42,102)</b>	<b>(100.00%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$11,631,277</b>	<b>\$11,943,993</b>	<b>\$11,828,272</b>	<b>(\$115,721)</b>	<b>(0.97%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Northwest Louisiana Technial Community C

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$5,486,317	\$5,486,317	\$5,449,845	(\$36,472)	(0.66%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$216,012	\$216,012	\$211,492	(\$4,520)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$216,012	\$216,012	\$211,492	(\$4,520)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$5,702,329</b>	<b>\$5,702,329</b>	<b>\$5,661,337</b>	<b>(\$40,992)</b>	<b>(0.72%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Non-Recurring Self-Generated Carry Forward</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Self Generated Funds</b>					
	\$3,107,211	\$3,550,000	\$3,550,000	\$0	0.00%
<b>Federal Funds</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Interim Emergency Board</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenues</b>	<b>\$8,809,540</b>	<b>\$9,252,329</b>	<b>\$9,211,337</b>	<b>(\$40,992)</b>	<b>(0.44%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$3,979,966	\$4,155,696	\$4,111,489	(\$44,207)	(1.06%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$626,993	\$634,751	\$655,589	\$20,838	3.28%
Student Services	\$930,293	\$856,431	\$972,722	\$116,291	13.58%
Institutional Services	\$1,981,892	\$2,500,817	\$2,127,588	(\$373,229)	(14.92%)
Scholarships/Fellowships	\$0	\$0	\$0	\$0	0.00%
Plant Operations/Maintenance	\$1,290,396	\$1,104,634	\$1,343,950	\$239,315	21.66%
<b>Total E&amp;G Expenditures</b>	<b>\$8,809,540</b>	<b>\$9,252,329</b>	<b>\$9,211,337</b>	<b>(\$40,992)</b>	<b>(0.44%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$0	\$0	\$0	\$0	0.00%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$8,809,540</b>	<b>\$9,252,329</b>	<b>\$9,211,337</b>	<b>(\$40,992)</b>	<b>(0.44%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$5,021,514	\$5,015,856	\$5,144,259	\$128,403	2.56%
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$2,235,531	\$2,444,111	\$2,337,490	(\$106,620)	(4.36%)
<b>Total Personal Services</b>	<b>\$7,257,045</b>	<b>\$7,459,966</b>	<b>\$7,481,749</b>	<b>\$21,783</b>	<b>0.29%</b>
Travel	\$21,862	\$19,978	\$22,858	\$2,880	14.42%
Operating Services	\$925,251	\$946,553	\$967,449	\$20,897	2.21%
Supplies	\$66,700	\$86,386	\$64,444	(\$21,942)	(25.40%)
<b>Total Operating Expenses</b>	<b>\$1,013,814</b>	<b>\$1,052,916</b>	<b>\$1,054,751</b>	<b>\$1,834</b>	<b>0.17%</b>
Professional Services	\$23,016	\$2,984	\$24,066	(\$28,918)	(54.58%)
Other Charges	\$130,092	\$134,760	\$0	(\$134,760)	(100.00%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$384,323	\$540,886	\$649,463	\$108,577	20.07%
<b>Total Other Charges</b>	<b>\$537,431</b>	<b>\$728,630</b>	<b>\$673,529</b>	<b>(\$55,101)</b>	<b>(7.56%)</b>
General Acquisitions	\$1,251	\$10,817	\$1,308	(\$9,509)	(87.91%)
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$1,251</b>	<b>\$10,817</b>	<b>\$1,308</b>	<b>(\$9,509)</b>	<b>(87.91%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$8,809,540</b>	<b>\$9,252,329</b>	<b>\$9,211,337</b>	<b>(\$40,993)</b>	<b>(0.44%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Northshore Technical Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$9,894,255	\$9,894,255	\$9,740,115	(\$154,140)	(1.56%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$221,995	\$221,995	\$217,352	(\$4,643)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$221,995	\$221,995	\$217,352	(\$4,643)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$10,116,250</b>	<b>\$10,116,250</b>	<b>\$9,957,467</b>	<b>(\$158,783)</b>	<b>(1.57%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$8,377,782</b>	<b>\$9,790,000</b>	<b>\$9,790,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$18,494,032</b>	<b>\$19,906,250</b>	<b>\$19,747,467</b>	<b>(\$158,783)</b>	<b>(0.80%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$9,622,995	\$10,807,853	\$10,149,627	(\$658,226)	(6.09%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$1,186,981	\$1,227,293	\$1,128,971	(\$98,322)	(8.01%)
Student Services	\$1,948,187	\$1,959,476	\$1,922,671	(\$36,805)	(1.88%)
Institutional Services	\$3,424,932	\$3,538,201	\$4,491,950	\$955,749	26.96%
Scholarships/Fellowships	\$0	\$5,000	\$0	(\$5,000)	(100.00%)
Plant Operations/Maintenance	\$1,860,234	\$1,886,975	\$1,485,081	(\$401,894)	(21.30%)
<b>Total E&amp;G Expenditures</b>	<b>\$18,043,329</b>	<b>\$19,424,798</b>	<b>\$19,178,300</b>	<b>(\$246,498)</b>	<b>(1.27%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$450,703	\$481,452	\$569,167	\$87,715	18.22%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$18,494,032</b>	<b>\$19,906,250</b>	<b>\$19,747,467</b>	<b>(\$158,783)</b>	<b>(0.80%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$11,016,851	\$11,487,089	\$12,096,730	\$609,641	5.31%
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$4,265,543	\$4,496,683	\$4,316,159	(\$180,524)	(4.01%)
<b>Total Personal Services</b>	<b>\$15,282,394</b>	<b>\$15,983,772</b>	<b>\$16,412,889</b>	<b>\$429,117</b>	<b>2.68%</b>
Travel	\$85,241	\$101,806	\$85,241	(\$16,565)	(16.27%)
Operating Services	\$1,431,157	\$1,530,064	\$1,435,633	(\$94,431)	(6.17%)
Supplies	\$539,878	\$1,015,733	\$539,878	(\$475,855)	(46.85%)
<b>Total Operating Expenses</b>	<b>\$2,056,276</b>	<b>\$2,647,603</b>	<b>\$2,060,752</b>	<b>(\$586,851)</b>	<b>(22.17%)</b>
Professional Services	\$303,185	\$323,222	\$303,185	(\$20,037)	(6.20%)
Other Charges	\$252,765	\$305,374	\$252,765	(\$52,609)	(17.23%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$450,703	\$481,452	\$569,167	\$87,715	18.22%
<b>Total Other Charges</b>	<b>\$1,006,653</b>	<b>\$1,110,048</b>	<b>\$1,125,117</b>	<b>\$15,069</b>	<b>1.36%</b>
General Acquisitions	\$143,026	\$158,960	\$143,026	(\$15,934)	(10.02%)
Library Acquisitions	\$5,683	\$5,867	\$5,683	(\$184)	(3.14%)
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$148,709</b>	<b>\$164,827</b>	<b>\$148,709</b>	<b>(\$16,118)</b>	<b>(9.78%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$18,494,032</b>	<b>\$19,906,250</b>	<b>\$19,747,467</b>	<b>(\$158,783)</b>	<b>(0.80%)</b>

\* This column should reflect the last approved BA-7 in FY 2023-2024

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: River Parishes Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$6,752,552	\$6,752,552	\$6,563,286	(\$189,266)	(2.80%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$238,885	\$238,885	\$233,888	(\$4,997)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$238,885	\$238,885	\$233,888	(\$4,997)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$6,991,437</b>	<b>\$6,991,437</b>	<b>\$6,797,174</b>	<b>(\$194,263)</b>	<b>(2.78%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$1,144,268</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$7,051,153</b>	<b>\$9,595,000</b>	<b>\$9,595,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$15,186,858</b>	<b>\$16,586,437</b>	<b>\$16,392,174</b>	<b>(\$194,263)</b>	<b>(1.17%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$6,251,721	\$5,916,447	\$6,834,396	\$917,949	15.52%
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$1,087,364	\$1,262,773	\$1,107,120	(\$155,653)	(12.33%)
Student Services	\$2,133,445	\$2,379,233	\$2,338,443	(\$40,790)	(1.71%)
Institutional Services	\$2,645,781	\$2,877,488	\$3,045,781	\$168,293	5.85%
Scholarships/Fellowships	\$0	\$44,896	\$50,000	\$5,104	11.37%
Plant Operations/Maintenance	\$2,503,625	\$3,661,768	\$2,503,625	(\$1,158,143)	(31.63%)
<b>Total E&amp;G Expenditures</b>	<b>\$14,621,936</b>	<b>\$16,142,605</b>	<b>\$15,879,365</b>	<b>(\$263,240)</b>	<b>(1.63%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$564,922	\$410,879	\$512,809	\$101,930	24.81%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$32,953	\$0	(\$32,953)	(100.00%)
<b>Total Expenditures</b>	<b>\$15,186,858</b>	<b>\$16,586,437</b>	<b>\$16,392,174</b>	<b>(\$194,263)</b>	<b>(1.17%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$8,088,182	\$8,283,465	\$8,503,182	\$219,717	2.65%
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$3,027,746	\$3,012,930	\$3,187,500	\$174,570	5.79%
<b>Total Personal Services</b>	<b>\$11,115,928</b>	<b>\$11,296,395</b>	<b>\$11,690,682</b>	<b>\$394,287</b>	<b>3.49%</b>
Travel	\$87,398	\$88,288	\$87,398	(\$890)	(1.01%)
Operating Services	\$2,516,428	\$2,731,767	\$2,966,428	\$234,661	8.59%
Supplies	\$421,978	\$534,603	\$421,978	(\$112,625)	(21.07%)
<b>Total Operating Expenses</b>	<b>\$3,025,804</b>	<b>\$3,354,658</b>	<b>\$3,475,804</b>	<b>\$121,146</b>	<b>3.61%</b>
Professional Services	\$215,840	\$282,013	\$415,840	\$133,827	47.45%
Other Charges	\$850	\$243,260	\$51,353	(\$191,907)	(78.89%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$565,425	\$410,879	\$512,809	\$101,930	24.81%
<b>Total Other Charges</b>	<b>\$782,115</b>	<b>\$936,152</b>	<b>\$980,002</b>	<b>\$43,850</b>	<b>4.68%</b>
General Acquisitions	\$263,011	\$999,232	\$245,686	(\$753,546)	(75.41%)
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$263,011</b>	<b>\$999,232</b>	<b>\$245,686</b>	<b>(\$753,546)</b>	<b>(75.41%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$15,186,858</b>	<b>\$16,586,437</b>	<b>\$16,392,174</b>	<b>(\$194,263)</b>	<b>(1.17%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$17,375,428	\$17,375,428	\$17,128,693	(\$246,735)	(1.42%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$739,621	\$739,621	\$724,148	(\$15,473)	(2.09%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$739,621	\$739,621	\$724,148	(\$15,473)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$18,115,049</b>	<b>\$18,115,049</b>	<b>\$17,852,841</b>	<b>(\$262,208)</b>	<b>(1.45%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$16,122,413</b>	<b>\$16,750,000</b>	<b>\$16,750,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$34,237,462</b>	<b>\$34,865,049</b>	<b>\$34,602,841</b>	<b>(\$262,208)</b>	<b>(0.75%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$17,446,474	\$17,780,798	\$17,635,058	(\$145,740)	(0.82%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$2,812,366	\$2,861,308	\$3,021,759	\$160,451	5.61%
Student Services	\$3,813,915	\$3,880,568	\$3,828,459	(\$52,109)	(1.34%)
Institutional Services	\$5,810,307	\$5,921,840	\$5,744,568	(\$177,272)	(2.99%)
Scholarships/Fellowships	\$15,500	\$15,500	\$15,000	(\$500)	(3.23%)
Plant Operations/Maintenance	\$2,915,722	\$2,981,857	\$2,638,040	(\$343,817)	(11.53%)
<b>Total E&amp;G Expenditures</b>	<b>\$32,814,284</b>	<b>\$33,441,871</b>	<b>\$32,882,884</b>	<b>(\$558,987)</b>	<b>(1.67%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$1,423,178	\$1,423,178	\$1,719,957	\$296,779	20.85%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$34,237,462</b>	<b>\$34,865,049</b>	<b>\$34,602,841</b>	<b>(\$262,208)</b>	<b>(0.75%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$16,657,722	\$16,988,975	\$18,584,292	\$1,595,317	9.39%
Other Compensation	\$158,075	\$160,935	\$164,000	\$3,065	1.90%
Related Benefits	\$8,222,366	\$8,365,514	\$8,072,023	(\$293,491)	(3.51%)
<b>Total Personal Services</b>	<b>\$25,038,163</b>	<b>\$25,515,424</b>	<b>\$26,820,315</b>	<b>\$1,304,891</b>	<b>5.11%</b>
Travel	\$174,948	\$177,657	\$364,475	\$186,818	105.16%
Operating Services	\$4,829,966	\$4,929,458	\$4,043,558	(\$885,900)	(17.97%)
Supplies	\$416,189	\$423,240	\$357,750	(\$65,490)	(15.47%)
<b>Total Operating Expenses</b>	<b>\$5,421,103</b>	<b>\$5,530,355</b>	<b>\$4,765,783</b>	<b>(\$764,572)</b>	<b>(13.83%)</b>
Professional Services	\$1,304,549	\$1,327,543	\$839,900	(\$487,643)	(36.73%)
Other Charges	\$428,003	\$434,908	\$433,936	(\$972)	(0.22%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$1,423,178	\$1,423,178	\$1,719,957	\$296,779	20.85%
<b>Total Other Charges</b>	<b>\$3,155,730</b>	<b>\$3,185,629</b>	<b>\$2,993,793</b>	<b>(\$191,836)</b>	<b>(6.02%)</b>
General Acquisitions	\$622,466	\$632,944	\$22,950	(\$609,994)	(96.37%)
Library Acquisitions	\$0	\$697	\$0	(\$697)	(100.00%)
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$622,466</b>	<b>\$633,641</b>	<b>\$22,950</b>	<b>(\$610,691)</b>	<b>(96.38%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$34,237,462</b>	<b>\$34,865,049</b>	<b>\$34,602,841</b>	<b>(\$262,208)</b>	<b>(0.75%)</b>

\* This column should reflect the last approved BA-7 in FY 2023-2024

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: SOWELA Technical Community College

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$11,920,007	\$11,920,007	\$11,159,341	(\$760,666)	(6.38%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$981,596	\$1,041,001	\$1,007,747	(\$33,254)	(3.19%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$302,798	\$302,798	\$296,463	(\$6,335)	(2.09%)
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$114,540	\$114,540	\$227,259	\$112,719	98.41%
Calcasieu Parish Higher Education Improvement Fund	\$564,258	\$623,663	\$484,025	(\$139,638)	(22.39%)
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
LA Response Plan Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$12,901,603</b>	<b>\$12,961,008</b>	<b>\$12,167,088</b>	<b>(\$793,920)</b>	<b>(6.13%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$10,872,975</b>	<b>\$10,972,976</b>	<b>\$10,972,976</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$23,774,578</b>	<b>\$23,933,984</b>	<b>\$23,140,064</b>	<b>(\$793,920)</b>	<b>(3.32%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$9,879,006	\$9,916,264	\$9,156,652	(\$759,612)	(7.66%)
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$2,427,287	\$2,485,816	\$2,511,460	\$25,644	1.03%
Student Services	\$2,168,592	\$2,169,950	\$2,426,490	\$256,540	11.82%
Institutional Services	\$4,827,701	\$4,828,966	\$5,122,577	\$293,611	6.08%
Scholarships/Fellowships	\$99,305	\$99,306	\$20,000	(\$79,306)	(79.86%)
Plant Operations/Maintenance	\$3,094,883	\$3,155,876	\$2,883,035	(\$272,841)	(8.65%)
<b>Total E&amp;G Expenditures</b>	<b>\$22,496,774</b>	<b>\$22,656,178</b>	<b>\$22,120,214</b>	<b>(\$335,964)</b>	<b>(2.37%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$1,277,804	\$1,277,806	\$1,019,850	(\$257,956)	(20.19%)
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$23,774,578</b>	<b>\$23,933,984</b>	<b>\$23,140,064</b>	<b>(\$793,920)</b>	<b>(3.32%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$12,550,173	\$12,570,056	\$12,517,084	(\$52,972)	(0.42%)
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$5,205,985	\$5,219,830	\$4,953,823	(\$266,007)	(5.10%)
<b>Total Personal Services</b>	<b>\$17,756,158</b>	<b>\$17,789,886</b>	<b>\$17,470,907</b>	<b>(\$318,979)</b>	<b>(1.79%)</b>
Travel	\$104,991	\$128,147	\$134,016	\$5,869	4.58%
Operating Services	\$2,851,773	\$2,796,879	\$2,822,918	\$26,039	0.93%
Supplies	\$439,638	\$444,456	\$486,210	\$41,753	9.39%
<b>Total Operating Expenses</b>	<b>\$3,396,403</b>	<b>\$3,369,482</b>	<b>\$3,443,144</b>	<b>\$73,661</b>	<b>2.19%</b>
Professional Services	\$219,741	\$220,268	\$252,000	\$31,732	14.41%
Other Charges	\$724,110	\$724,121	\$642,841	(\$81,280)	(11.22%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$1,277,804	\$1,277,806	\$1,019,850	(\$257,956)	(20.19%)
<b>Total Other Charges</b>	<b>\$2,221,655</b>	<b>\$2,222,195</b>	<b>\$1,914,691</b>	<b>(\$307,504)</b>	<b>(13.84%)</b>
General Acquisitions	\$400,363	\$552,421	\$311,322	(\$241,099)	(43.64%)
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$400,363</b>	<b>\$552,421</b>	<b>\$311,322</b>	<b>(\$241,099)</b>	<b>(43.64%)</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$23,774,578</b>	<b>\$23,933,984</b>	<b>\$23,140,064</b>	<b>(\$793,920)</b>	<b>(3.32%)</b>
	\$0	\$0	(\$0)		

\* This column should reflect the last approved BA-7 in FY 2023-2024

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: LCTCS Board of Supervisors

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$10,616,936	\$10,616,936	\$4,404,590	(\$6,212,346)	(58.51%)
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$0	\$0	\$0	\$0	0.00%
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$0	\$0	\$0	\$0	0.00%
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$10,616,936</b>	<b>\$10,616,936</b>	<b>\$4,404,590</b>	<b>(\$6,212,346)</b>	<b>(58.51%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$1,000,000	\$1,000,000	\$0	(\$1,000,000)	(100.00%)
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$1,000,000</b>	<b>\$1,000,000</b>	<b>\$0</b>	<b>(\$1,000,000)</b>	<b>(100.00%)</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$9,616,936</b>	<b>\$9,616,936</b>	<b>\$4,404,590</b>	<b>(\$5,212,346)</b>	<b>(54.20%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$0	\$0	\$0	\$0	0.00%
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$0	\$0	\$0	\$0	0.00%
Student Services	\$0	\$0	\$0	\$0	0.00%
Institutional Services	\$3,955,924	\$3,955,924	\$3,641,633	(\$314,291)	(7.94%)
Scholarships/Fellowships	\$0	\$0	\$0	\$0	0.00%
Plant Operations/Maintenance	\$0	\$0	\$0	\$0	0.00%
<b>Total E&amp;G Expenditures</b>	<b>\$3,955,924</b>	<b>\$3,955,924</b>	<b>\$3,641,633</b>	<b>(\$314,291)</b>	<b>(7.94%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$5,661,012	\$5,661,012	\$762,957	(\$4,898,055)	(86.52%)
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$9,616,936</b>	<b>\$9,616,936</b>	<b>\$4,404,590</b>	<b>(\$5,212,346)</b>	<b>(54.20%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$2,849,031	\$2,849,031	\$2,622,206	(\$226,824)	(7.96%)
Other Compensation	\$10,150	\$10,150	\$10,000	(\$150)	(1.48%)
Related Benefits	\$1,096,743	\$1,096,743	\$1,009,427	(\$87,317)	(7.96%)
<b>Total Personal Services</b>	<b>\$3,955,924</b>	<b>\$3,955,924</b>	<b>\$3,641,633</b>	<b>(\$314,291)</b>	<b>(7.94%)</b>
Travel	\$0	\$0	\$0	\$0	0.00%
Operating Services	\$0	\$0	\$0	\$0	0.00%
Supplies	\$0	\$0	\$0	\$0	0.00%
<b>Total Operating Expenses</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Professional Services	\$0	\$0	\$0	\$0	0.00%
Other Charges	\$5,000,000	\$5,000,000	\$0	(\$5,000,000)	(100.00%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$661,012	\$661,012	\$762,957	\$101,945	15.42%
<b>Total Other Charges</b>	<b>\$5,661,012</b>	<b>\$5,661,012</b>	<b>\$762,957</b>	<b>(\$4,898,055)</b>	<b>(86.52%)</b>
General Acquisitions	\$0	\$0	\$0	\$0	0.00%
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$9,616,936</b>	<b>\$9,616,936</b>	<b>\$4,404,590</b>	<b>(\$5,212,346)</b>	<b>(54.20%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$1,245,091	\$1,245,091	\$1,245,091	\$0	0.00%
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$0	\$0	\$0	\$0	0.00%
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$0	\$0	\$0	\$0	0.00%
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>\$0</b>	<b>0.00%</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>\$0</b>	<b>0.00%</b>
<b>Expenditures by Function:</b>					
Instruction	\$0	\$0	\$0	\$0	0.00%
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$1,245,091	\$1,245,091	\$1,245,091	(\$0)	(0.00%)
Student Services	\$0	\$0	\$0	\$0	0.00%
Institutional Services	\$0	\$0	\$0	\$0	0.00%
Scholarships/Fellowships	\$0	\$0	\$0	\$0	0.00%
Plant Operations/Maintenance	\$0	\$0	\$0	\$0	0.00%
<b>Total E&amp;G Expenditures</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>(\$0)</b>	<b>(0.00%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$0	\$0	\$0	\$0	0.00%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>(\$0)</b>	<b>(0.00%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$95,928	\$95,928	\$95,928	\$0	0.00%
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$35,905	\$35,905	\$35,905	\$0	0.00%
<b>Total Personal Services</b>	<b>\$131,833</b>	<b>\$131,833</b>	<b>\$131,833</b>	<b>\$0</b>	<b>0.00%</b>
Travel	\$4,425	\$4,425	\$4,400	(\$25)	(0.56%)
Operating Services	\$795,488	\$795,488	\$795,658	\$170	0.02%
Supplies	\$215	\$215	\$200	(\$15)	(6.98%)
<b>Total Operating Expenses</b>	<b>\$800,128</b>	<b>\$800,128</b>	<b>\$800,258</b>	<b>\$130</b>	<b>0.02%</b>
Professional Services	\$42,543	\$42,543	\$42,500	(\$43)	(0.10%)
Other Charges	\$270,587	\$270,587	\$270,500	(\$87)	(0.03%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
<b>Total Other Charges</b>	<b>\$313,130</b>	<b>\$313,130</b>	<b>\$313,000</b>	<b>(\$130)</b>	<b>(0.04%)</b>
General Acquisitions	\$0	\$0	\$0	\$0	0.00%
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>\$1,245,091</b>	<b>(\$0)</b>	<b>(0.00%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Adult Basic Education

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$2,870,000	\$2,870,000	\$2,870,000	\$0	0.00%
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$0	\$0	\$0	\$0	0.00%
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$0	\$0	\$0	\$0	0.00%
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$0	\$0	\$0	\$0	0.00%
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Non-Recurring Self-Generated Carry Forward</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Self Generated Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interim Emergency Board</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Revenues</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Expenditures by Function:</b>					
Instruction	\$0	\$0	\$0	\$0	0.00%
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$2,870,000	\$2,870,000	\$2,870,000	\$0	0.00%
Student Services	\$0	\$0	\$0	\$0	0.00%
Institutional Services	\$0	\$0	\$0	\$0	0.00%
Scholarships/Fellowships	\$0	\$0	\$0	\$0	0.00%
Plant Operations/Maintenance	\$0	\$0	\$0	\$0	0.00%
<b>Total E&amp;G Expenditures</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$0</b>	<b>0.00%</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$0	\$0	\$0	\$0	0.00%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>Expenditures by Object:</b>					
Salaries	\$0	\$0	\$0	\$0	0.00%
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$0	\$0	\$0	\$0	0.00%
<b>Total Personal Services</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Travel	\$0	\$0	\$0	\$0	0.00%
Operating Services	\$0	\$0	\$0	\$0	0.00%
Supplies	\$0	\$0	\$0	\$0	0.00%
<b>Total Operating Expenses</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Professional Services	\$0	\$0	\$0	\$0	0.00%
Other Charges	\$2,870,000	\$2,870,000	\$2,870,000	\$0	0.00%
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
<b>Total Other Charges</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$0</b>	<b>0.00%</b>
General Acquisitions	\$0	\$0	\$0	\$0	0.00%
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$2,870,000</b>	<b>\$0</b>	<b>0.00%</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-1

Institution: Workforce Training Rapid Response

Revenue/Expenditure Data

Revenue/Expenditure	Actual 2023-2024	Budgeted* 2023-2024	Budgeted 2024-2025	Over/(Under) Budgeted 2023-24	% Change
<b>Revenues By Source:</b>					
<b>State Funds:</b>					
General Fund Direct	\$0	\$0	\$0	\$0	0.00%
General Fund - Restoration Amount	\$0	\$0	\$0	\$0	0.00%
Statutory Dedicated:	\$33,004,000	\$33,004,000	\$10,000,000	(\$23,004,000)	(69.70%)
Higher Education Initiatives Fund	\$0	\$0	\$0	\$0	0.00%
Support Education in Louisiana First (SELF)	\$0	\$0	\$0	\$0	0.00%
Tobacco Tax Health Care Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Fund	\$0	\$0	\$0	\$0	0.00%
Calcasieu Parish Higher Education Improvement Fund	\$0	\$0	\$0	\$0	0.00%
Pari-Mutuel Live Racing Facility Gaming Control Fund	\$0	\$0	\$0	\$0	0.00%
Southern University Agricultural Program Fund	\$0	\$0	\$0	\$0	0.00%
Equine Health Studies Program Fund	\$0	\$0	\$0	\$0	0.00%
Health Excellence Fund	\$0	\$0	\$0	\$0	0.00%
La. Educational Quality Support Fund (LEQSF)	\$0	\$0	\$0	\$0	0.00%
Workforce Rapid Response Fund	\$33,004,000	\$33,004,000	\$10,000,000	(\$23,004,000)	(69.70%)
Rockefeller Scholarship Fund	\$0	\$0	\$0	\$0	0.00%
Orleans Parish Excellence Fund	\$0	\$0	\$0	\$0	0.00%
TOPS Fund	\$0	\$0	\$0	\$0	0.00%
Medical & Allied Health Scholarship & Loan Fund	\$0	\$0	\$0	\$0	0.00%
LA Cybersecurity Talent Initiative Fund	\$0	\$0	\$0	\$0	0.00%
Health Care Employment Reinvestment Opportunity Fund	\$0	\$0	\$0	\$0	0.00%
Education Excellence Fund	\$0	\$0	\$0	\$0	0.00%
Shreveport Riverfront & Stadium Fund	\$0	\$0	\$0	\$0	0.00%
MJ Foster Promise Program Fund	\$0	\$0	\$0	\$0	0.00%
Geaux Teach Fund	\$0	\$0	\$0	\$0	0.00%
Power-based Violence and Campus Safety Fund	\$0	\$0	\$0	\$0	0.00%
Postsecondary Inclusive Education Fund	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due From Management Board or Regents:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Funds Due to Institutions:</b>					
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total State Funds</b>	<b>\$33,004,000</b>	<b>\$33,004,000</b>	<b>\$10,000,000</b>	<b>(\$23,004,000)</b>	<b>(69.70%)</b>
<b>Revenue Over Expenditures :</b>					
State Funds	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
Self Generated Funds	\$0	\$0	\$0	\$0	0.00%
Federal Funds	\$0	\$0	\$0	\$0	0.00%
Interim Emergency Board	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenue Over Expenditures</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Interagency Transfers</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Non-Recurring Self-Generated Carry Forward</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Self Generated Funds</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Federal Funds</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Interim Emergency Board</b>					
	\$0	\$0	\$0	\$0	0.00%
<b>Total Revenues</b>	<b>\$33,004,000</b>	<b>\$33,004,000</b>	<b>\$10,000,000</b>	<b>(\$23,004,000)</b>	<b>(69.70%)</b>
<b>Expenditures by Function:</b>					
Instruction	\$0	\$0	\$0	\$0	0.00%
Research	\$0	\$0	\$0	\$0	0.00%
Public Service	\$0	\$0	\$0	\$0	0.00%
Academic Support**	\$33,004,000	\$33,004,000	\$10,000,000	(\$23,004,000)	(69.70%)
Student Services	\$0	\$0	\$0	\$0	0.00%
Institutional Services	\$0	\$0	\$0	\$0	0.00%
Scholarships/Fellowships	\$0	\$0	\$0	\$0	0.00%
Plant Operations/Maintenance	\$0	\$0	\$0	\$0	0.00%
<b>Total E&amp;G Expenditures</b>	<b>\$33,004,000</b>	<b>\$33,004,000</b>	<b>\$10,000,000</b>	<b>(\$23,004,000)</b>	<b>(69.70%)</b>
Hospital	\$0	\$0	\$0	\$0	0.00%
Transfers out of agency	\$0	\$0	\$0	\$0	0.00%
Athletics	\$0	\$0	\$0	\$0	0.00%
Other	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$33,004,000</b>	<b>\$33,004,000</b>	<b>\$10,000,000</b>	<b>(\$23,004,000)</b>	<b>(69.70%)</b>
<b>Expenditures by Object:</b>					
Salaries	\$0	\$0	\$0	\$0	0.00%
Other Compensation	\$0	\$0	\$0	\$0	0.00%
Related Benefits	\$0	\$0	\$0	\$0	0.00%
<b>Total Personal Services</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Travel	\$0	\$0	\$0	\$0	0.00%
Operating Services	\$0	\$0	\$0	\$0	0.00%
Supplies	\$0	\$0	\$0	\$0	0.00%
<b>Total Operating Expenses</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Professional Services	\$0	\$0	\$0	\$0	0.00%
Other Charges	\$33,004,000	\$33,004,000	\$10,000,000	(\$23,004,000)	(69.70%)
Debt Services	\$0	\$0	\$0	\$0	0.00%
Interagency Transfers	\$0	\$0	\$0	\$0	0.00%
<b>Total Other Charges</b>	<b>\$33,004,000</b>	<b>\$33,004,000</b>	<b>\$10,000,000</b>	<b>(\$23,004,000)</b>	<b>(69.70%)</b>
General Acquisitions	\$0	\$0	\$0	\$0	0.00%
Library Acquisitions	\$0	\$0	\$0	\$0	0.00%
Major Repairs	\$0	\$0	\$0	\$0	0.00%
<b>Total Acquisitions and Major Repairs</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
Unallotted	\$0	\$0	\$0	\$0	0.00%
<b>Total Expenditures</b>	<b>\$33,004,000</b>	<b>\$33,004,000</b>	<b>\$10,000,000</b>	<b>(\$23,004,000)</b>	<b>(69.70%)</b>

\* This column should reflect the last approved BA-7 in FY 2022-2023

\*\*Library costs are included in the function of academic support and are detailed on the BOR-4A.

Board of Regents  
Form BOR-5  
Schedule of Unrestricted Scholarships & Fee Exemptions

Institution: Bossier Parish Community College

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2022-23	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
<b>Academic</b>							
Athletic	61	\$5,496	\$335,278	53		\$6,321	\$335,000
Band	1	\$3,335	\$3,335	10		\$1,668	\$16,675
5 for 6 Scholarship	33	\$1,339	\$ 44,200	38		\$ 1,484	\$ 56,392
High School							
Honors							
LASIP							
LPB Stipend							
Music	11	\$2,116	\$23,279	12		\$1,668	\$20,010
Presidential Grant	22	\$2,926	\$64,368	20		\$3,750	\$75,000
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA	2	\$2,501	\$5,003	6		\$1,668	\$10,005
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
(List Other Scholarships - Use continuation sheet if necessary).							
<b>Total Scholarships</b>	<b>130</b>	<b>\$3,657</b>	<b>475,463</b>	<b>139</b>	<b>0</b>	<b>\$3,691</b>	<b>513,082</b>
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)							
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	41	\$2,095	\$85,912	50		\$0	\$85,000
Hardship Waivers (17:3351)							
Others (List - Use continuation sheet if necessary.)	110	\$3,986	\$438,434	85		\$0	\$275,000
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	8	\$968	\$7,747	21		\$0	\$15,000
Faculty Dependents	13	\$1,558	\$20,250	16		\$0	\$1,417
Others (List - Use continuation sheet if necessary.)							
Active Duty Military Waiver	30	\$530	\$15,898	60		\$0	\$15,000
Cavalier Express Waiver	7	\$1,626	\$11,381	9		\$0	\$15,008
Cheerleader Waiver	16	\$1,107	\$17,718	12		\$0	\$20,010
Danceline Waiver	9	\$1,172	\$10,550	12		\$0	\$20,010
Debate Waiver	4	\$1,588	\$6,353	12		\$0	\$20,010
Disability Services Waiver	7	\$3,647	\$25,527	20		\$0	\$33,350
Drama Cavalier Players Waiver	7	\$1,191	\$8,338	7		\$0	\$11,673
Maroon Jacket Waiver	14	\$2,001	\$28,008	20		\$0	\$33,350
College Transitions Program	13	\$499	\$6,487	25		\$0	\$12,500
Miss BPCC Waiver	1	\$3,335	\$3,335	2		\$0	\$6,670
Municipal Employee Waiver	1	\$834	\$834	2		\$0	\$10,537
Skills, USA Waiver	7	\$2,382	\$16,675				
Telecommunications Waiver	9	\$1,806	\$16,255	10		\$0	\$20,000
Youth Challenge Program	33	\$1,531	\$50,536	50		\$0	\$90,000
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>330</b>	<b>2334,047,152</b>	<b>\$770,236</b>	<b>413</b>	<b>0</b>	<b>\$1,657</b>	<b>684,535</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>460</b>	<b>\$2,708</b>	<b>1,245,699</b>	<b>552</b>	<b>0</b>	<b>\$2,170</b>	<b>1,197,617</b>

Schedule of Unrestricted Scholarships & Fee Exemptions

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-24	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
(List Other Scholarships - Use continuation sheet if necessary).							
<b>Total Scholarships</b>	0	\$0	0	0	0	\$0	0

Type of Fee Exemptions							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)	7	\$ 1,060.00	\$7,359	7		\$1,060	\$7,400
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	213	\$ 756.60	\$138,262	193		\$745	\$121,000
Hardship Waivers (17:3351)							
Others (List - Use continuation sheet if necessary.)							
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	16	\$ 567.00	\$9,038	15		\$546	\$8,250
Faculty Dependents	38	\$ 652.00	\$23,367	38		\$692	\$23,400
Cross Enrollment	108	\$ 310.00	\$28,303	100		\$331	\$21,900
Dual Enrollment	3,275	\$ 193.00	\$589,453	3,275		\$193	\$587,500
SGA Exemption	7	\$ 2,057.00	\$7,284	7		\$1,029	\$7,284
Veterans Administration	856	\$ 559.00	\$165,322	688		\$190	\$142,000
		\$ -					
Others (List - Use continuation sheet if necessary.)							
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	4,520	\$ 214.25	\$968,388	4,323	0	\$213	\$18,734
<b>Total Scholarships and Fee Exemptions</b>	4,520	\$ 214.25	\$968,388	4,323	0	\$213	\$18,734

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-24	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
5 for 6 Scholarships				20		\$500	\$10,000
<b>Total Scholarships</b>	0	\$0	0	20	0	\$500	\$10,000
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)							
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	8	\$1,712	\$13,697	8		\$1,712	\$13,697
Hardship Waivers (17:3351)							
Others (List - Use continuation sheet if necessary.)							
Veterans	25	\$2,148	\$53,694	25		\$2,148	\$53,694
High School Waiver	90	\$479	\$43,077	90		\$479	\$43,077
Prison	91	\$3,293	\$299,625	91		\$3,293	\$299,625
SGA Officer	5	\$250	\$1,250	5		\$250	\$1,250
FFA Member	6	\$375	\$2,250	6		\$375	\$2,250
JAG Member	5	\$500	\$2,500	5		\$500	\$2,500
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	6	\$887	\$5,323	6		\$887	\$5,323
Faculty Dependents							
Others (List - Use continuation sheet if necessary.)							
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	236	\$1,786	\$421,416	236	0	\$1,786	\$421,416
<b>Total Scholarships and Fee Exemptions</b>	236	\$1,786	\$421,416	256	0	\$1,685	\$431,416

Schedule of Unrestricted Scholarships & Fee Exemptions

Type of Scholarships	Number Awarded	Avg. Value Per Year	Actual 2023-24	Number Awarded		Avg. Value Per Year	Budg. 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors	2	\$2,500	\$5,000	2	0	\$2,500	\$5,000
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
COVID19	0	\$0	\$0	0		\$0	\$0
College (5 for 6, High School Organization, Non-Credit, Discount)	39	\$1,148	\$44,776	47		\$1,064	\$50,000
Total Other Scholarships							
(List Other Scholarships - Use continuation sheet if necessary).							
<b>Total Scholarships</b>	<b>41</b>	<b>3648</b>	<b>49,776</b>	<b>49</b>	<b>0</b>	<b>1,122</b>	<b>55,000</b>

Type of Fee Exemptions							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)	0	\$0	\$0	0		\$0	\$0
Children of Deceased/Disabled Firefighters (17:1682.1)	3	\$4,272	\$12,817	4		\$4,272	\$17,088
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)	87	\$556	\$48,358	90		\$556	\$50,040
Louisiana National Guard (29:36.1)	106	\$2,058	\$218,170	108		\$2,058	\$222,264
Institutional Aid Program	1091	\$153	\$167,250	100		\$200	\$60,000
Others (List - Use continuation sheet if necessary.)							
Children of Deceased/Disabled Military	55	\$3,504	\$192,716	60		\$3,504	\$210,240
<b>Other Tuition &amp; Fee Exemptions</b>						\$0	
Faculty/Staff	5	\$1,362	\$6,809	6		\$1,362	\$8,172
Faculty Dependents	44	\$1,336	\$58,764	45		\$1,336	\$60,120
Others (List - Use continuation sheet if necessary.)							
New Orleans Firefighters	73	\$1,675	\$122,296	75		\$1,675	\$125,625
New Orleans Police	15	\$1,187	\$17,804	15		\$1,187	\$17,805
Cross Enrollment	5	\$447	\$2,236	5		\$447	\$2,235
Dual Enrollment	611	\$581	\$354,704	612		\$581	\$355,572
Career Pathways	1	\$45	\$45	2		\$45	\$90
SGA Officers	10	\$2,168	\$21,678	10		\$2,168	\$21,680
US Office of Personnel Management	7	\$20	\$140	10		\$20	\$200
Non Credit Discount	1094	\$261	\$285,715	1,100		\$261	\$287,100
Athletic	53	\$5,081	\$269,287	52		\$5,081	\$264,212
<b>Non-Resident Tuition and Fee Exemptions</b>			\$0				
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>3260</b>	<b>\$546</b>	<b>\$1,778,791</b>	<b>2,294</b>	<b>0</b>	<b>\$742</b>	<b>1,702,443</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>3301</b>	<b>\$554</b>	<b>1,828,568</b>	<b>2,343</b>	<b>0</b>	<b>\$750</b>	<b>1,757,443</b>

Schedule of Unrestricted Scholarships & Fee Exemptions

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-24	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA	4	\$1,667.50	\$6,670	10		\$1,600	\$16,000
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
5 for 6	12	\$762.58	\$9,151	20		\$1,050	\$21,000
FFA, Skills, JAG	7	\$500.00	\$3,500	10		\$500	\$5,000
<b>Total Scholarships</b>	<b>23</b>	<b>\$840</b>	<b>19,321</b>	<b>40</b>	<b>0</b>	<b>\$1,050</b>	<b>42,000</b>
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)				4		\$2,200	\$8,800
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)							
Hardship Waivers (17:3351)							
Others (List - Use continuation sheet if necessary.)							
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff							
Faculty Dependents							
Others (List - Use continuation sheet if necessary.)							
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>0</b>	<b>0</b>	<b>\$0</b>	<b>4</b>	<b>0</b>	<b>\$2,200</b>	<b>8,800</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>23</b>	<b>\$840</b>	<b>19,321</b>	<b>44</b>	<b>0</b>	<b>\$1,155</b>	<b>50,800</b>

Schedule of Unrestricted Scholarships & Fee Exemptions

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-24	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
Future Farmers of America	1	\$500	\$500	1		\$500	\$500
JAG	1	\$500	\$500				
Total Other Scholarships							
Children of Dec/Disabled Police, Deputy Sheriffs, Adult Prob/Parole Off (17:1681.1) Books	2	\$192	\$385	2		\$200	\$400
LCTCS Tech Award				7		\$1,336	\$9,350
5 for 6 Scholarship	17	\$1,098	\$18,672				
Total Other Scholarships							
(List Other Scholarships - Use continuation sheet if necessary.)							
<b>Total Scholarships</b>	<b>21</b>	<b>\$955</b>	<b>20,057</b>	<b>10</b>	<b>0</b>	<b>\$1,025</b>	<b>10,250</b>
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)	2	\$2,604	\$5,207	2		\$2,750	\$5,500
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	32	\$1,444	\$46,202	40		\$1,250	\$50,000
Hardship Waivers (17:3351)							
Children of Deceased/Disabled Veterans	67	\$2,115	\$141,722	70		\$2,143	\$150,000
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	32	\$846	\$27,087	35		\$857	\$30,000
Faculty Dependents							
5 for 6 Initiative	30	\$1,371	\$41,128	30		\$1,268	\$38,027
Apprentice Waiver	184	\$572	\$105,198	280		\$594	\$166,320
CEA Waiver	4	-\$263	-\$1,050	30		\$427	\$12,800
Correctional Center Waiver	140	\$384	\$53,741	150		\$433	\$65,000
SGA	22	\$986	\$21,695	22		\$1,000	\$22,000
ULM	2	\$440	\$880	5		\$457	\$2,287
Dual Enrollment	948	\$222	\$210,793	1,000		\$230	\$230,000
Chancellor Discretionary Waiver	2,289	\$43	\$98,530	200		\$100	\$20,000
Others (List - Use continuation sheet if necessary.)							
Faculty Dependents							
Others (List - Use continuation sheet if necessary.)							
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>3752</b>	<b>200</b>	<b>\$751,133</b>	<b>1,864</b>	<b>0</b>	<b>\$425</b>	<b>791,934</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>3773</b>	<b>\$204</b>	<b>771,190</b>	<b>1,874</b>	<b>0</b>	<b>\$428</b>	<b>802,184</b>

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-24	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic	5	700	\$3,500	5		800	\$4,000
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA	8	2,449	\$19,593	8		2,125	\$17,000
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
Give a HOOT	13	500	\$6,500	14		500	\$7,000
NUNEZ ACADEMIC	8	1,000	\$8,000	8		1,000	\$8,000
READY TECH GO							
Take Flight 2020 - Fall 2020 Scholarship	14	500	\$7,000	16		500	\$8,000
UNO Links Scholarship							
FFA - Champion				2		500	\$1,000
FFA - Member				2		500	\$1,000
JAG				2		500	\$1,000
PELICAN WAIVER							
Skills USA - Champion				2		500	\$1,000
Skills USA - Member				2		500	\$1,000
5 for 6	14	1,245	\$17,433	17		1,239	\$ 21,058
(List Other Scholarships - Use continuation sheet if necessary).							
<b>Total Scholarships</b>	<b>62</b>	<b>1,000</b>	<b>62,026</b>	<b>78</b>	<b>0</b>	<b>898</b>	<b>70,058</b>
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)				1		1,000	\$1,000
Children of Deceased/Disabled Firefighters (17:1682.1)				1		1,000	\$1,000
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)	10	417	\$4,168	5		1,000	\$5,000
Louisiana National Guard (29:36.1)	20	1,117	\$22,330	10		2,000	\$20,000
Hardship Waivers (17:3351)							
Military Dependent	11	2,329	\$25,622	20		2,250	\$45,000
Dual Enrollment	1981	632	\$1,251,670	500		700	\$349,762
Others (List - Use continuation sheet if necessary.)							
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	4	556	\$2,223	2		1,000	\$2,000
Faculty Dependents	4	1,350	\$5,399	4		1,750	\$7,000
Others (List - Use continuation sheet if necessary.)							
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>2030</b>	<b>646</b>	<b>\$1,311,412</b>	<b>543</b>	<b>0</b>	<b>793</b>	<b>430,762</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>2092</b>	<b>657</b>	<b>1,373,438</b>	<b>621</b>	<b>0</b>	<b>806</b>	<b>500,820</b>

Schedule of Unrestricted Scholarships & Fee Exemptions

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2022-23	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
546	2	\$ 1,084	\$ 2,168	5	0	\$ 1,250	\$ 6,250
<b>Total Scholarships</b>	<b>2</b>	<b>\$ 1,084</b>	<b>\$ 2,168</b>	<b>5</b>	<b>0</b>	<b>\$ 1,250</b>	<b>\$ 6,250</b>
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)							
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	1	\$ 2,009	\$ 2,009	3		\$ 2,600	\$ 7,800
Hardship Waivers (17:3351)				1		\$ 500	\$ 500
Others (List - Use continuation sheet if necessary.)							
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	2	\$ 545	\$ 1,089	5		\$ 1,200	\$ 6,000
Faculty Dependents							
Others (List - Use continuation sheet if necessary.)							
General Exemption	26	\$ 36	\$ 925	50		\$ 15	\$ 1,000
High School Waiver	167	\$ 969	\$ 161,799	200		\$ 1,000	\$ 200,000
SGA Waiver	10	\$ 525	\$ 5,250	6		\$ 750	\$ 4,500
Veterans Waiver	19	\$ 3,444	\$ 65,435	15		\$ 3,500	\$ 52,500
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>225</b>	<b>\$ 1,051</b>	<b>\$ 236,507</b>	<b>280</b>	<b>0</b>	<b>\$ 973</b>	<b>\$ 272,300</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>227</b>	<b>\$ 1,051</b>	<b>\$ 238,674</b>	<b>285</b>	<b>0</b>	<b>\$ 977</b>	<b>\$ 278,550</b>

Schedule of Unrestricted Scholarships & Fee Exemptions

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-2024	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
(List Other Scholarships - Use continuation sheet if necessary).							
<b>Total Scholarships</b>	0	\$0	0	0	0	\$0	0
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)							
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	20	\$1,812	\$36,234	20		\$1,812	\$36,234
Hardship Waivers (17:3351)							
Others (List - Use continuation sheet if necessary.)							
VA Depend/Surv T29	59	\$2,981	\$175,901	59		\$2,981	\$175,901
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	3	\$556	\$1,668	3		\$556	\$1,668
Faculty Dependents	13	\$1,538	\$19,992	13		\$1,538	\$19,992
Others (List - Use continuation sheet if necessary.)							
High School Students	2619	\$725.00	\$1,899,862	2,619		\$725	\$1,899,862
NorthOaks Rad Tech	8	\$1,119.00	\$8,955	8		\$1,119	\$8,955
Prisoners	103	\$1,689.00	\$173,943	103		\$1,689	\$173,943
SELU Flat Fee Refund	3	\$51	\$153	3		\$51	\$153
SGA Officers	18	\$3,463.00	\$62,326	18		\$3,463	\$62,326
Youthbuild	14	\$2,831.00	\$39,630	14		\$2,831	\$39,630
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	2860	\$846	\$2,418,664	2,860	0	\$846	2,418,664
<b>Total Scholarships and Fee Exemptions</b>	2860	\$846	\$2,418,664	2,860	0	\$846	2,418,664

Schedule of Unrestricted Scholarships & Fee Exemptions

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2022-23	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
<b>Total Other Scholarships</b>	9	\$1,084	\$9,759	10	0	\$1,050	\$10,500
(List Other Scholarships - Use continuation sheet if necessary).							
Act 741 GRAD Act - 5% Need-based (5 for 6)	9	\$1,084	\$9,759	10	0	\$1,050	\$10,500
<b>Total Scholarships</b>	9	\$1,084	9,759	10	0	\$1,050	10,500
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)							
Children of Deceased/Disabled Firefighters (17:1682.1)	2	\$4,616	\$9,233	2	0	\$4,650	\$9,300
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)	9	\$713	\$6,419	10	0	\$700	\$7,000
Louisiana National Guard (29:36.1)	10	\$2,175	\$21,747	10	0	\$2,200	\$22,000
Hardship Waivers (17:3351)							
Others (List - Use continuation sheet if necessary.)							
VA Depend/Surv T29	18	\$2,851	\$51,309	20	0	\$2,650	\$53,000
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	1	\$834	\$834				
Faculty Dependents	6	\$2,528	\$15,166				
Others (List - Use continuation sheet if necessary.)							
High School Students	299	\$559	\$167,097	310	0	\$645	\$200,000
Institutional Waivers	34	\$436	\$14,830	39	0	\$436	\$17,000
SGA Officers	0	\$0	\$0	0	0	\$0	\$0
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	379	756.29	\$286,634	391	0	\$788	308,300
<b>Total Scholarships and Fee Exemptions</b>	388	\$764	296,393	401	0	\$795	318,800

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-24	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
5 for 6	1	\$1,103	\$1,103	65		\$966	\$62,815
Ready, Tech, Go!				5		\$2,000	\$10,000
FFA, Skills, JAG	31	\$500	\$15,500	80		\$563	\$45,000
(List Other Scholarships - Use continuation sheet if necessary.)							
<b>Total Scholarships</b>	<b>32</b>	<b>\$519</b>	<b>16,603</b>	<b>150</b>	<b>0</b>	<b>\$785</b>	<b>117,815</b>

Type of Fee Exemptions							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)							
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	60	\$2,307	\$138,406	60		\$2,307	\$138,406
Hardship Waivers (17:3351)							
Veterans (29:288-290)	53	\$3,931	\$208,349	53		\$3,931	\$208,349
Others (List - Use continuation sheet if necessary.)							
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	22	\$905	\$19,919	22		\$905	\$19,919
Faculty Dependents	27	\$1,954	\$52,761	27		\$1,954	\$52,761
Others (List - Use continuation sheet if necessary.)							
High School Dual Enrollment	1014	\$1,182	\$1,198,242	1014		\$1,182	\$1,198,242
SGA	9	\$1,745	\$15,702	9		\$1,745	\$15,702
UL Cross-enrolled	14	\$435	\$6,083	14		\$435	\$6,083
UL Dependents	22	\$1,731	\$38,082	22		\$1,731	\$38,082
UL Employee	2	\$1,326	\$2,651	2		\$1,326	\$2,651
Chancellor Hi-Set Grant	18	\$653	\$11,750	50		\$1,500	\$75,000
Last Mile Funding	87	\$790	\$68,771	150		\$800	\$120,000
McDonald's IA Scholarship	3	\$667	\$2,000	20		\$1,000	\$20,000
Financial Literacy Initiative				10		\$500	\$5,000
Boys & Girls Club	8	\$750	\$6,000	10		\$1,500	\$15,000
Collegiate Technical Academy Scholarship				30		\$500	\$15,000
Junior Achievement	2	\$500	\$1,000	10		\$1,000	\$10,000
IA Technical Program Scholarship	5	\$250	\$1,250	165		\$750	\$123,750
IA Academic Retention Scholarship	23	\$500	\$11,500	100		\$1,000	\$100,000
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>1369</b>	<b>\$1,302</b>	<b>\$1,782,466</b>	<b>1,768</b>	<b>0</b>	<b>\$1,224</b>	<b>2,163,945</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>1401</b>	<b>\$1,284</b>	<b>\$1,799,069</b>	<b>1,918</b>	<b>0</b>	<b>\$1,190</b>	<b>2,281,760</b>

Board of Regents  
Form BOR-5  
Schedule of Unrestricted Scholarships & Fee Exemptions

Institution: SOWELA Technical Community College

Type of Scholarships	Number Awarded	Average Value Per Year	Actual 2023-24	Number Awarded		Average Value Per Year	Budgeted 2024-25
				In-State	Out of State		
Academic							
Athletic							
Band							
Foreign language							
High School							
Honors							
LASIP							
LPB Stipend							
Music							
Presidential Grant							
Presidential Education Opportunity							
Freshman Award/Academic Excellence							
Freshman Achievement Scholarship							
Rally							
ROTC							
SEOG Matching							
SGA							
SSIG Matching							
Summer Orientation							
University							
Total Other Scholarships							
LCTCS 5 for 6 Scholarships							
LCTCS High School Organizations	39	\$500	\$19,500	40		\$500	\$20,000
(List Other Scholarships - Use continuation sheet if necessary.)							
<b>Total Scholarships</b>	<b>39</b>	<b>\$500</b>	<b>19,500</b>	<b>40</b>	<b>0</b>	<b>\$500</b>	<b>20,000</b>
<b>Type of Fee Exemptions</b>							
<b>TOPS Shortfall Recorded as Exemption</b>							
<b>Legislatively Established Tuition &amp; Fee Exemptions</b>							
Children of Deceased/Disabled Police, Deputy Sheriffs, Adult Probation/Parole Officers (17:1681.1)				1		\$2,000	\$2,000
Children of Deceased/Disabled Firefighters (17:1682.1)							
Children of Deceased/Disabled Sanitation Workers (17:1683.1)							
Children of Deceased/Disabled Teachers and School Employees (17:1684)							
Children of Deceased/Disabled Correctional Officers (17:1685.1)							
Senior Citizens (17:1807)							
Louisiana National Guard (29:36.1)	20	\$2,375	\$47,502	20		\$2,375	\$47,500
Hardship Waivers (17:3351)							
Others (List - Use continuation sheet if necessary.)							
VA Chapter 35 Exemptions	35	\$3,110	\$108,836	35		\$3,110	\$108,836
<b>Other Tuition &amp; Fee Exemptions</b>							
Faculty/Staff	8	\$1,284	\$10,272	8		\$1,250	\$10,000
Faculty Dependents	17	\$1,846	\$31,389	15		\$2,000	\$30,000
Others (List - Use continuation sheet if necessary.)							
Accuplacer Exam Waiver				10		\$23	\$229
Chancellor's Waiver	9	\$842	\$7,575	7		\$714	\$5,000
Continuing Student Waiver							
Dual Enrollment Public High School Waiver	566	\$786	\$445,003	594		\$327	\$194,414
Dual Enrollment Home School Waiver	27	\$1,630	\$44,017	28		\$357	\$10,000
Dual Enrollment STEPS program Waiver							
Electrical Apprenticeship Waiver	85	\$2,166	\$184,139	36		\$2,319	\$83,498
Late Registration Waiver	1	\$25	\$25	5		\$25	\$125
LCTCS 5 for 6 waiver program	19	\$788	\$14,978	30		\$1,385	\$41,541
McNeese State University Cross Enrollment Waiver							
Prison Inmate Waiver	50	\$2,148	\$107,377	50		\$2,148	\$107,377
Plumbers Apprenticeship Waiver	26	\$1,644	\$42,755	11		\$1,762	\$19,387
Student Government Association Waiver	4	\$3,109	\$12,436	4		\$3,109	\$12,436
<b>Non-Resident Tuition and Fee Exemptions</b>							
Academic							
Graduate Assistantships/Fellowships							
Other (List - Use continuation sheet if necessary.)							
<b>Total Fee Exemptions</b>	<b>867</b>	<b>1218.342826</b>	<b>\$1,056,303</b>	<b>854</b>	<b>0</b>	<b>\$787</b>	<b>672,343</b>
<b>Total Scholarships and Fee Exemptions</b>	<b>906</b>	<b>\$1,187</b>	<b>1,075,803</b>	<b>894</b>	<b>0</b>	<b>\$774</b>	<b>692,343</b>

Signature: Jean J. Marin  
Form BOR-5 (04-13-2024 10:07 CDT)  
 Email: jmarin@lctcs.edu

Signature: Jean Watkins  
 Email: jwatkins@lctcs.edu

# FY 2024-25 Budgeted Waivers and Discounts for LCTCS Entities

Final Audit Report

2024-10-03

Created:	2024-10-03 (Central Daylight Time)
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAht3fMaL5suOnYaWA7DqrFA179fGuOMWe

## "FY 2024-25 Budgeted Waivers and Discounts for LCTCS Entities" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)  
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2024-10-03 - 10:36:25 AM CDT- IP address: 12.75.115.63
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✔ Agreement completed.

2024-10-03 - 10:36:45 AM CDT